

## 2013-2014 Faculty Evaluation of John Holt, Chair Instrumental Studies Department, College of Music

### 1. CHAIR'S LEADERSHIP AND WORK WITH DEPARTMENT PERSONNEL

| #  | Question   | Poor | Fair | Good | Very Good | Excellent | Total Responses | Mean |
|----|--|------|------|------|-----------|-----------|-----------------|------|
| 1  | 1. Effectively communicates with faculty to develop the vision and goals for the department  | 0    | 1    | 1    | 0         | 2         | 4               | 3.75 |
| 2  | 2. Effectively works with faculty to develop the vision and goals for the department   | 1    | 0    | 1    | 0         | 2         | 4               | 3.50 |
| 3  | 3. Effectively oversees recruitment and retention of faculty   | 1    | 0    | 1    | 0         | 1         | 3               | 3.00 |
| 4  | 4. Actively supports / encourages faculty in scholarship   | 0    | 1    | 1    | 0         | 2         | 4               | 3.75 |
| 5  | 5. Actively supports / encourages faculty in professional development  | 0    | 0    | 2    | 0         | 2         | 4               | 4.00 |
| 6  | 6. Actively supports / encourages faculty in teaching  | 0    | 0    | 2    | 0         | 2         | 4               | 4.00 |
| 7  | 7. Actively encourages faculty in service  | 0    | 0    | 1    | 0         | 2         | 3               | 4.33 |
| 8  | 8. Recommends equitable distribution of salary adjustments in a manner that is consistent with dept/division/college/and university needs and priorities | 1    | 1    | 0    | 0         | 2         | 4               | 3.25 |
| 9  | 9. Defends equitable distribution of salary adjustments in a manner that is consistent with dept/division/college/and university needs and priorities    | 0    | 2    | 0    | 0         | 2         | 4               | 3.50 |
| 10 | 10. Ensures that faculty complaints are handled in a fair and timely manner  | 1    | 0    | 1    | 0         | 1         | 3               | 3.00 |
| 11 | 11. Effectively manages academic spaces (offices, labs,) as applicable   | 0    | 0    | 2    | 0         | 1         | 3               | 3.67 |

| Statistic          | 1. Effectively communicates with faculty to develop the vision and goals for the department | 2. Effectively works with faculty to develop the vision and goals for the department | 3. Effectively oversees recruitment and retention of faculty | 4. Actively supports / encourages faculty in scholarship | 5. Actively supports / encourages faculty in professional development | 6. Actively supports / encourages faculty in teaching | 7. Actively encourages faculty in service | 8. Recommends equitable distribution of salary adjustments in a manner that is consistent with dept/division/college/and university needs and priorities | 9. Defends equitable distribution of salary adjustments in a manner that is consistent with dept/division/college/and university needs and priorities | 10. Ensures that faculty complaints are handled in a fair and timely manner | 11. Effectively manages academic spaces (offices, labs,) as applicable |
|--------------------|---|--|--|--|---|---|---|--|---|---|--|
| Min Value          | 2   | 1  | 1  | 2  | 3   | 3   | 3   | 1  | 2   | 1   | 3  |
| Max Value          | 5   | 5  | 5  | 5  | 5   | 5   | 5   | 5  | 5   | 5   | 5  |
| Mean               | 3.75  | 3.50   | 3.00   | 3.75   | 4.00  | 4.00  | 4.33                                      | 3.25   | 3.50  | 3.00  | 3.67   |
| Variance           | 2.25  | 3.67   | 4.00   | 2.25   | 1.33  | 1.33  | 1.33                                      | 4.25   | 3.00  | 4.00  | 1.33   |
| Standard Deviation | 1.50  | 1.91   | 2.00   | 1.50   | 1.15  | 1.15  | 1.15                                      | 2.06   | 1.73  | 2.00  | 1.15   |
| Total Responses    | 4   | 4  | 3  | 4  | 4   | 4   | 3   | 4  | 4   | 3   | 3  |

## 2. CHAIR'S REPRESENTATION OF THE DEPARTMENT

| # | Question   | Poor | Fair | Good | Very Good | Excellent | Total Responses | Mean |
|---|--|------|------|------|-----------|-----------|-----------------|------|
| 1 | 1. Effectively communicates the vision and goals of the department to the College and the University | 1    | 0    | 1    | 0         | 1         | 3               | 3.00 |
| 2 | 2. Effectively manages departmental planning   | 1    | 0    | 1    | 0         | 2         | 4               | 3.50 |
| 3 | 3. Appropriately shares governance with departmental faculty   | 0    | 2    | 0    | 0         | 2         | 4               | 3.50 |
| 4 | 4. Ensures that the department is in compliance with accrediting organizations, as applicable        | 0    | 0    | 1    | 0         | 1         | 2               | 4.00 |
| 5 | 5. Plans and participates in fund-raising activities, as applicable                                  | 2    | 0    | 0    | 0         | 1         | 3               | 2.33 |
| 6 | 6. Acts as an effective liaison between the department and professional associations, as appropriate | 0    | 2    | 0    | 0         | 1         | 3               | 3.00 |

| Statistic          | 1. Effectively communicates the vision and goals of the department to the College and the University | 2. Effectively manages departmental planning | 3. Appropriately shares governance with departmental faculty | 4. Ensures that the department is in compliance with accrediting organizations, as applicable | 5. Plans and participates in fund-raising activities, as applicable | 6. Acts as an effective liaison between the department and professional associations, as appropriate |
|--------------------|--|--|--|---|---|--|
| Min Value          | 1  | 1  | 2  | 3   | 1   | 2  |
| Max Value          | 5  | 5  | 5  | 5   | 5   | 5  |
| Mean               | 3.00   | 3.50   | 3.50   | 4.00  | 2.33  | 3.00   |
| Variance           | 4.00   | 3.67   | 3.00   | 2.00  | 5.33  | 3.00   |
| Standard Deviation | 2.00   | 1.91   | 1.73   | 1.41  | 2.31  | 1.73   |
| Total Responses    | 3  | 4  | 4  | 2   | 3   | 3  |

### 3. CHAIR'S MANAGEMENT OF STUDENT AFFAIRS

| # | Question  | Poor | Fair | Good | Very Good | Excellent | Total Responses | Mean |
|---|---|------|------|------|-----------|-----------|-----------------|------|
| 1 | 1. Ensures that student complaints are handled in a fair and timely manner                    | 0    | 1    | 1    | 0         | 1         | 3               | 3.33 |
| 2 | 2. Ensures that student appeals are handled in a fair and timely manner                       | 0    | 0    | 1    | 0         | 1         | 2               | 4.00 |
| 3 | 3. Effectively supports and oversees the recruitment of the graduate students                 | 1    | 0    | 1    | 0         | 1         | 3               | 3.00 |
| 4 | 4. Effectively supports and oversees the retention of graduate students                       | 1    | 0    | 1    | 0         | 1         | 3               | 3.00 |
| 5 | 5. Effectively oversees the process of training the student teaching staff (TF's, TA's, etc.) | 0    | 2    | 0    | 0         | 2         | 4               | 3.50 |

| Statistic          | 1. Ensures that student complaints are handled in a fair and timely manner | 2. Ensures that student appeals are handled in a fair and timely manner | 3. Effectively supports and oversees the recruitment of the graduate students | 4. Effectively supports and oversees the retention of graduate students | 5. Effectively oversees the process of training the student teaching staff (TF's, TA's, etc.) |
|--------------------|--|---|---|---|---|
| Min Value          | 2  | 3   | 1   | 1   | 2   |
| Max Value          | 5  | 5   | 5   | 5   | 5   |
| Mean               | 3.33   | 4.00  | 3.00  | 3.00  | 3.50  |
| Variance           | 2.33   | 2.00  | 4.00  | 4.00  | 3.00  |
| Standard Deviation | 1.53   | 1.41  | 2.00  | 2.00  | 1.73  |
| Total Responses    | 3  | 2   | 3   | 3   | 4   |

#### 4. CHAIR'S ACCESSIBILITY

| # | Question                                    | Poor | Fair | Good | Very Good | Excellent | Total Responses | Mean |
|---|---|------|------|------|-----------|-----------|-----------------|------|
| 1 | 1. Demonstrates fairness to Students        | 0    | 1    | 0    | 0         | 2         | 3               | 4.00 |
| 2 | 2. Demonstrates fairness to Faculty         | 1    | 0    | 1    | 0         | 2         | 4               | 3.50 |
| 3 | 3. Demonstrates fairness to Staff           | 0    | 0    | 0    | 1         | 1         | 2               | 4.50 |
| 4 | 4. Demonstrates trustworthiness to Students | 0    | 0    | 1    | 1         | 1         | 3               | 4.00 |
| 5 | 5. Demonstrates trustworthiness to Faculty  | 0    | 0    | 1    | 1         | 2         | 4               | 4.25 |
| 6 | 6. Demonstrates trustworthiness to Staff    | 0    | 0    | 1    | 0         | 1         | 2               | 4.00 |
| 7 | 7. Is accessible to Students                | 0    | 1    | 0    | 1         | 1         | 3               | 3.67 |
| 8 | 8. Is accessible to Faculty                 | 0    | 0    | 1    | 1         | 2         | 4               | 4.25 |
| 9 | 9. Is accessible to Staff                   | 0    | 0    | 1    | 1         | 1         | 3               | 4.00 |

| Statistic          | 1. Demonstrates fairness to Students | 2. Demonstrates fairness to Faculty | 3. Demonstrates fairness to Staff | 4. Demonstrates trustworthiness to Students | 5. Demonstrates trustworthiness to Faculty | 6. Demonstrates trustworthiness to Staff | 7. Is accessible to Students | 8. Is accessible to Faculty | 9. Is accessible to Staff |
|--------------------|--------------------------------------|-------------------------------------|-----------------------------------|---|--|--|------------------------------|-----------------------------|---------------------------|
| Min Value          | 2                                    | 1                                   | 4                                 | 3   | 3  | 3  | 2                            | 3                           | 3                         |
| Max Value          | 5                                    | 5                                   | 5                                 | 5   | 5  | 5  | 5                            | 5                           | 5                         |
| Mean               | 4.00                                 | 3.50                                | 4.50                              | 4.00  | 4.25                                       | 4.00                                     | 3.67                         | 4.25                        | 4.00                      |
| Variance           | 3.00                                 | 3.67                                | 0.50                              | 1.00  | 0.92                                       | 2.00                                     | 2.33                         | 0.92                        | 1.00                      |
| Standard Deviation | 1.73                                 | 1.91                                | 0.71                              | 1.00  | 0.96                                       | 1.41                                     | 1.53                         | 0.96                        | 1.00                      |
| Total Responses    | 3                                    | 4                                   | 2                                 | 3   | 4  | 2  | 3                            | 4                           | 3                         |