

Annual Dean's Evaluation
Calendar Year 2011

Dean's Evaluation for Mark Peceny, College of Arts and Sciences

The intent of the following survey is to give individual faculty the opportunity to evaluate their Dean. It is being administered by the faculty senate, consistent with the guidelines in the UNM Faculty Handbook. It is completely confidential. Please answer each of the following questions with regard to your personal opinion as to the effectiveness of the Dean of your College for the previous calendar year. If you do not have an opinion, don't know, do not have enough experience with the Dean to answer the question, or if the question is not applicable, please select "Don't know/NA".

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note: College/school and Rank are prepopulated for invitees based on data from voting faculty list. Both questions are hidden from respondent, and used for branching to questions. Two test questions at end of survey are branched to be included for those from College of Arts and Sciences (subject 1) and those with Lecturer rank (subject 2). Below are preloaded question values (won't be displayed in the actual survey):

q1 College/Branch/School: College of Arts Sciences A S

q2 Faculty Rank: Lecturer

Please choose one of the two categories below to describe yourself (this will determine whether you will be asked to answer an in-depth or short-form survey evaluating the work of your Dean):

I am a Department Chair, Program Director, faculty leader engaged in university/college governance, or otherwise believe myself to be sufficiently informed to answer in-depth survey regarding my College or branch campus.

I am a faculty member focused primarily on my department or program, less engaged at the College/branch level or in university governance.



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1. With regard to leadership, the Dean

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't know/NA
is an effective spokesperson for the college.						
sets an example of honesty and integrity.						
works effectively with associate deans and support staff.						
works effectively with department chairs and program directors.						
promotes student recruitment and improvement of graduation rates						
effectively represents the college at the state level.						
promotes excellence and actively works toward building national recognition for the college.						
treats faculty and staff with respect and fairness.						

Comments: With regard to leadership



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2. With regard to communication and accessibility, the Dean

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't know/NA
holds regular meetings with faculty.						
holds well organized and productive faculty meetings.						
provides a timely response to your inquiries and requests.						
is responsive to requests for individual or ad hoc group meetings.						
is effective in oral and written communication.						
effectively communicates college priorities and needs to the Chancellor/Provost.						
effectively communicates college priorities and needs to your department.						
is sensitive to the particular needs and priorities of your department.						
accepts and responds well to feedback.						
prioritizes her/his time effectively in service of academic mission						
holds periodic and productive all-College or all-branch faculty meetings.						
effectively utilizes electronic media and/or the chair/director structure to communicate college priorities to faculty.						

Comments: With regard to communication and accessibility



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3. In the area of faculty development, the Dean

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't know/NA
promotes excellence in hiring and retention.						
makes available reasonable resources for faculty to attend professional development conferences/meetings.						
supports in-house professional development (e.g. speakers, seminars).						
promotes effective faculty mentoring.						
fosters an environment that facilitates promotion and tenure of junior faculty.						
values teaching effectiveness and curriculum innovation.						
fosters faculty excellence in research/scholarly/creative works						

Comments: In the area of faculty development



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4. In the allocation and development of resources, the Dean

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't know/NA
is effective at working with the faculty to set the priorities of the college.						
is effective at allocating resources to meet the priorities of the college.						
is effective at allocating resources to meet the priorities of your department.						
supports faculty in securing or managing external funding.						
is an effective fundraiser.						
effectively negotiates for college resources with the Chancellor/Provost.						

Comments: In the allocation and development of resources



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5. In the area of conflict resolution, the Dean

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't know/NA
is willing to address conflict as it arises.						
has the skills to effectively manage conflict.						
assures that established policies and procedures are followed in conflict resolution.						

Comments: In the area of conflict resolution



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6. With respect to shared governance, the Dean

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't know/NA
seeks and respects faculty participation in decision making (via all-College/branch meetings, task forces, encouraging chairs to consult with faculty, etc.).						
encourages and supports faculty involvement in the governance of the college (via consultation with elected faculty reps, encouraging strong shared governance of departments, etc.).						

Comments: With respect to shared governance



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Final Summary Questions

7. How satisfied are you with your school or college?

Very Satisfied Somewhat Satisfied Somewhat Dissatisfied Very Dissatisfied No Opinion

8. What is your overall assessment of the Dean's performance?

Excellent Good Average Poor Very Poor No Opinion

9. How satisfied are you with your department?

Very Satisfied Somewhat Satisfied Somewhat Dissatisfied Very Dissatisfied No Opinion

How satisfied are you with __test subject 1__ at UNM?

Very Satisfied Satisfied Somewhat Satisfied Very Dissatisfied No Opinion

How satisfied are you with __test subject 2__ at UNM?

Very Satisfied Somewhat Satisfied Somewhat Dissatisfied Very Dissatisfied No Opinion

10. Comments and/or suggestions on the Dean's performance and the leadership of your college/school.

11. Suggestions for improving this survey instrument

