



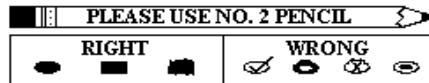
# Assessment of Dean James L. J. Houpis Dean of the College of Natural Sciences

The NS Dean Review Committee is interested in your evaluation of the performance of Dr. James Houpis as Dean of the College of NS. We are gathering information from all faculty and staff within the college as well as high level campus administrators. The questionnaire below will help us determine patterns of perceived strengths and weaknesses regarding the dean's academic and administrative performance. Your feedback is very important to us. If you have any questions, please call David L. Brown at 4035. Thank you.

**Please return the completed survey to Institutional Research at Zip 850 by May 20, 2005.**

Listed below are a series of tasks capturing the various dimensions of a dean's performance. Please indicate (1) the extent you agree Dean Houpis has performed this task, and (2) the task's importance to the position.

If you are unfamiliar with an item under "Assessment of Performance" mark "N/A" (Not Applicable).



## Assessment of Performance

## Importance of Task to Position

### Academic Leadership

|                          | Strongly agree           | Agree                    | Neutral                  | Disagree                 | Strongly disagree        | N/A                      | Very important           | Important                | Unimportant              | Very unimportant         |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
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| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

### Administrative/Organizational Abilities

|                          | Strongly agree           | Agree                    | Neutral                  | Disagree                 | Strongly disagree        | N/A                      | Very important           | Important                | Unimportant              | Very unimportant         |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
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| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

### Administrative/Organizational Abilities (cont.)

| Strongly agree        | Agree                 | Neutral               | Disagree              | Strongly disagree     | N/A  | Very important        | Important             | Unimportant           | Very unimportant      |                       |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> Encourages and invests in faculty efforts toward acquisition of external resources.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> Establishes good working relationships with outside professional communities.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> Facilitates and assures the recruitment of a diverse faculty and staff.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> Plays an active role among the deans and members of the University administration.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> Effectively raises funds for the college and University.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> Demonstrates an open administrative style (consults, participates, and makes full disclosure to administrators, faculty, staff, and students). | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

### Overall Performance

I am satisfied with Dean Houpis's performance as Dean of the College of NS.

|  | Strongly agree        | Agree                 | Neutral               | Disagree              | Strongly disagree     |                       |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
|  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Please characterize the frequency of your contact with the Dean.

|  | Frequent contact      |                       |                       |                       |                       | No contact            |                       |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
|  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

### Demographics

|   |   |  |  |
|---|---|--|--|
| <p><b>What is your status?</b></p> <input type="radio"/> Tenured faculty<br><input type="radio"/> Tenure-track faculty<br><input type="radio"/> Faculty emeritus<br><input type="radio"/> Staff<br><input type="radio"/> GA/TA<br><input type="radio"/> Full-time multiple year<br><input type="radio"/> Temporary faculty<br><input type="radio"/> FERP<br><input type="radio"/> Part-time | <p><b>In what department is your appointment?</b></p> <input type="radio"/> Biological Sciences<br><input type="radio"/> Chemistry<br><input type="radio"/> Geological and Environmental Sciences<br><input type="radio"/> Mathematics and Statistics<br><input type="radio"/> Physics<br><input type="radio"/> School of Nursing | <p><b>How long have you been employed at CSU, Chico?</b></p> <input type="radio"/> 0 - 5 years<br><input type="radio"/> 6 - 10 years<br><input type="radio"/> 11 - 15 years<br><input type="radio"/> 16 - 20 years<br><input type="radio"/> 21 or more years |  |
|---|---|--|--|

**Please make additional comments regarding Dean Houpis's leadership or administrative/organizational abilities.**

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The president will be the ultimate recipient of all interview and survey data, and he desires to maintain strict confidentiality for all information provided during the review process. No member of the Dean Review Committee will disclose any such documentation or information outside the process unless compelled to do so by law. All notes and other written documentation or information provided to the committee will include the name of the person who provided the documentation or information. Despite the provost's and the committee's wishes to the contrary, there are a number of circumstances in which disclosure may be compelled, and no promise of complete confidentiality or anonymity can be made.

\_\_\_\_\_  
Please print your name

\_\_\_\_\_  
Signature

**Please Return to Institutional Research, IR Zip 850 by May 20.**

**Thank You!**