

Attachment A Annual Faculty Senate Survey

Draft of Faculty Assessment of Deans, Associate Deans, and Department Heads/Division Chairs
TROY University
Faculty Senate 2016-2017

The Faculty Senate is a formal body elected to represent faculty on appropriate matters of the University. The Faculty Senate as a whole and the Faculty Welfare Committee in particular places high importance on faculty input and believe that it is critical to university success. Therefore, building upon the faculty survey completed in the 2014-2015 academic year, we request that you complete the following brief survey regarding your College Dean, Associate Dean, and Department Head/Division Chair. The purpose of this survey is to better facilitate communication between faculty members and their respective administrators. This instrument will serve not as an evaluation tool but a facilitation instrument. We kindly request that you complete this survey by April 15, 2016. The feedback we obtain from this survey will allow us to serve you better in the future.

Please note the following before you complete the survey.

1. Your responses will remain anonymous.
2. This survey seeks to obtain your feedback regarding your College Dean, Associate Dean and Department Head/Division Chair.
3. There is an opt-out option for all survey questions.
4. Be prepared to spend approximately 10-15 minutes to complete the survey.
5. All data will be collected and carefully analyzed solely by members of the Executive Committee of the Faculty Senate to determine if any actions that fall within the Senate's or Senior Administration's purview are required, in which case the appropriate Faculty Senate standing committee will be charged with exploring the issue(s) further.
6. Survey results will be presented in the aggregate to the Senate. A summary report prepared by the Executive Committee will be delivered to the Senior Vice Chancellor of Academic Affairs.
7. If you have questions, contact Dr. Dionne Rosser-Mims, President of the Faculty Senate, at drosser-mims@troy.edu.

We thank you in advance for your feedback. All comments will remain anonymous.

Opt-Out Option: I choose to opt-out of this entire survey.

1. What is your Faculty Rank?
 - a. Full Professor
 - b. Associate Professor
 - c. Assistant Professor
 - d. Instructor/Lecturer
 - e. Adjunct
 - f. Other
 - g. Prefer not to answer

Area I: Management of Personnel

1. My College Dean effectively:
 - a. Accomplishes Tasks
 - b. Assigns the appropriate individuals to tasks (to include course assignments, curriculum, research, outreach, etc.)
 - c. Manages and accounts for our College's budget
 - d. Promotes and maintains proper channels of communication
 - e. Recruits and appoints new faculty members, and/or staff
 - f. Promotes teamwork and works to foster diversity
 - g. Demonstrates awareness of current problems and conflicts
 - h. Initiates appropriate steps to resolve problems or conflicts
 - i. Works proactively to reduce future problems and conflicts

2. My Associate Dean effectively:
 - a. Accomplishes Tasks
 - b. Assigns the appropriate individuals to tasks (to include course assignments, curriculum, research, outreach, etc.)
 - c. Manages and accounts for our College's budget
 - d. Promotes and maintains proper channels of communication
 - e. Recruits and appoints new faculty members, and/or staff
 - f. Promotes teamwork and works to foster diversity
 - g. Demonstrates awareness of current problems and conflicts
 - h. Initiates appropriate steps to resolve problems or conflicts
 - i. Works proactively to reduce future problems and conflicts

3. My Department Head/Division Chair effectively:
 - a. Accomplishes Tasks
 - b. Assigns the appropriate individuals to tasks (to include course assignments, curriculum, research, outreach, etc.)
 - c. Manages and accounts for our College's budget
 - d. Promotes and maintains proper channels of communication
 - e. Recruits and appoints new faculty members, and/or staff
 - f. Promotes teamwork and works to foster diversity
 - g. Demonstrates awareness of current problems and conflicts
 - h. Initiates appropriate steps to resolve problems or conflicts
 - i. Works proactively to reduce future problems and conflicts

Area I Comments on the Management of Personnel by your College Dean, Associate Dean, and Department Head/Division Chair.

Area II: Mentoring of Faculty for Promotion and Tenure

4. My College Dean effectively:
 - a. Provides mentoring and professional development opportunities for faculty to achieve tenure and promotion.
 - b. Completes yearly reviews and evaluates professional development plans in a timely and objective manner

5. My Associate Dean effectively:
 - a. Provides mentoring and professional development opportunities for faculty to achieve tenure and promotion.
 - b. Completes yearly reviews and evaluates professional development plans in a timely and objective manner

 - c. N/A

6. My Department Head/Division Chair effectively:
 - a. Provides mentoring and professional development opportunities for faculty to achieve tenure and promotion.
 - b. Completes yearly reviews and evaluates professional development plans in a timely and objective manner

Area II Comments on Mentoring of Faculty for Promotion and Tenure by your College Dean, Associate Dean, and Department Head/Division Chair.

Area III: Leadership in Development and Implementation of the Strategic Plan

7. My College Dean effectively:
 - a. Addresses and integrates priorities within the university and college, and articulates and communicates those priorities
 - b. Involves faculty in setting goals, establishes priorities, and develops action plans that lead to success.

8. My Associate Dean effectively:

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- a. Addresses and integrates priorities within the university and college, and articulates and communicates those priorities
 - b. Involves faculty in setting goals, establishes priorities, and develops action plans that lead to success
9. My Department Head/Division Chair effectively:
- a. Addresses and integrates priorities within the university and college, and articulates and communicates those priorities
 - b. Involves faculty in setting goals, establishes priorities, and develops action plans that lead to success.

Area III Comments on Leadership in Development and Implementation of the Strategic Plan by your College Dean, Associate Dean, and Department Head/Division Chair.

Area IV: Communication with Faculty and Staff

10. My College Dean:
- a. Is open to suggestions and communicates proactively
 - b. Responds to constructive criticism
 - c. Respects the rights of faculty
 - d. Provides an environment for faculty and staff to participate in the decision making process.
 - e. Facilitates regularly scheduled faculty meetings
 - f. Uses time efficiently in these meetings
 - g. Responds to requests for information obtained in a timely manner
11. My Associate Dean:
- a. Is open to suggestions and communicates proactively
 - b. Responds to constructive criticism
 - c. Respects the rights of faculty
 - d. Provides an environment for faculty and staff to participate in the decision making process.
 - e. Facilitates regularly scheduled faculty meetings
 - f. Uses time efficiently in these meetings
 - g. Responds to requests for information obtained in a timely manner
12. My Department Head/Division Chair:
- a. Is open to suggestions and communicates proactively
 - b. Responds to constructive criticism
 - c. Respects the rights of faculty
 - d. Provides an environment for faculty and staff to participate in the decision making process.
 - e. Facilitates regularly scheduled faculty meetings
 - f. Uses time efficiently in these meetings

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- g. Responds to requests for information obtained in a timely manner

Area IV Comments on Communication with Faculty and Staff by your College Dean, Associate Dean, and Department Head/Division Chair.

Area V: Fosters Excellence in Teaching, Scholarship, Outreach, and Service

- 13. My College Dean effectively:
 - a. Gives proper attention to student needs
 - b. Supports professional development, and growth of faculty
 - c. Encourages and supports scholarly activity of the faculty
 - d. Encourages and supports appropriate service and outreach of the faculty
 - e. Recognizes faculty participation in these areas
 - f. Outlines and communicates expectations of faculty in each area

- 14. My Associate Dean effectively:
 - a. Gives proper attention to student needs
 - b. Supports professional development, and growth of faculty
 - c. Encourages and supports scholarly activity of the faculty
 - d. Encourages and supports appropriate service and outreach of the faculty
 - e. Recognizes faculty participation in these areas
 - f. Outlines and communicates expectations of faculty in each area

- 15. My Department Head/Division Chair effectively:
 - a. Gives proper attention to student needs
 - b. Supports professional development, and growth of faculty
 - c. Encourages and supports scholarly activity of the faculty
 - d. Encourages and supports appropriate service and outreach of the faculty
 - e. Recognizes faculty participation in these areas
 - f. Outlines and communicates expectations of faculty in each area

Area V Comments on Fostering Excellence in Teaching, Scholarship, Outreach, and Service by your College Dean, Associate Dean, and Department Head/Division Chair.

Area VI: Engages Constituents

- 16. My College Dean effectively:
 - a. Represents the college and collaborates effectively to both inside and outside constituents.

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17. My Associate Dean effectively:
 - a. Represents the college and collaborates effectively to both inside and outside constituents.

18. My Department Head/Division Chair effectively:
 - a. Represents the college and collaborates effectively to both inside and outside constituents.

Area VI Comments on Engaging Constituents by your College Dean, Associate Dean and Department Head/Division Chair.

Demographic Questions:

1. For how many years have you been a member of the Troy University Faculty?
 - h. 5 years or less
 - i. 6-9 years
 - j. 10 years or more
 - k. Prefer not to answer

2. What is your tenure status?
 - a. Non-Tenure Track
 - b. Tenure-Track
 - c. Tenured
 - d. Other
 - e. Prefer not to answer

3. What is your primary Troy location?
 - a. Troy
 - b. Montgomery
 - c. Dothan
 - d. Phenix City
 - e. Troy Online or Support Center
 - f. Prefer not to answer

4. With which college are you affiliated?
 - a. College of Arts and Sciences
 - b. College of Education
 - c. Sorrell College of Business
 - d. College of Communication and Fine Arts
 - e. College of Health and Human Services
 - f. Multiple Affiliations
 - g. Prefer not to answer