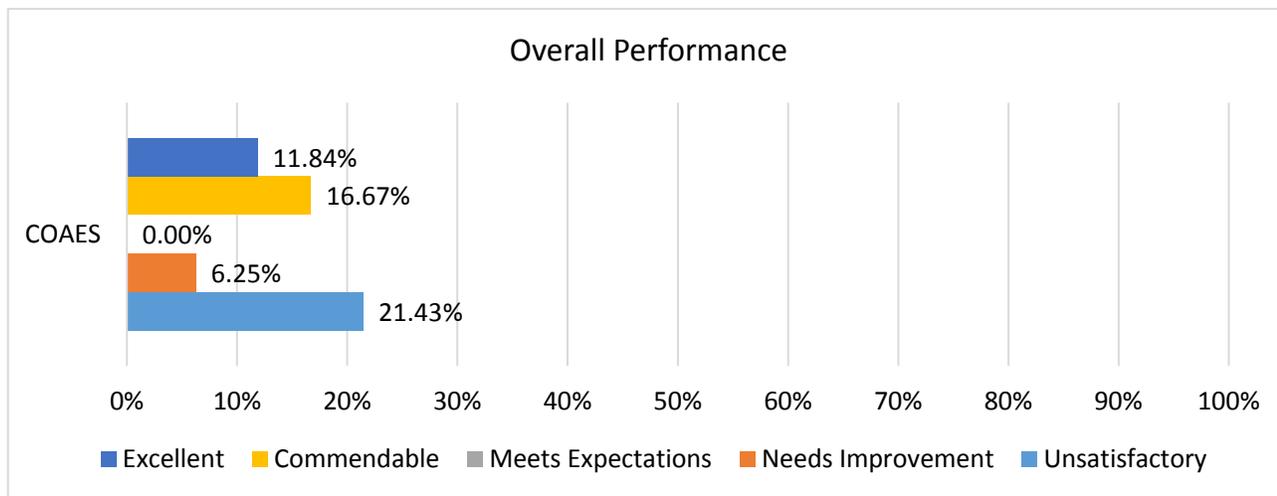


Responses Regarding Dean

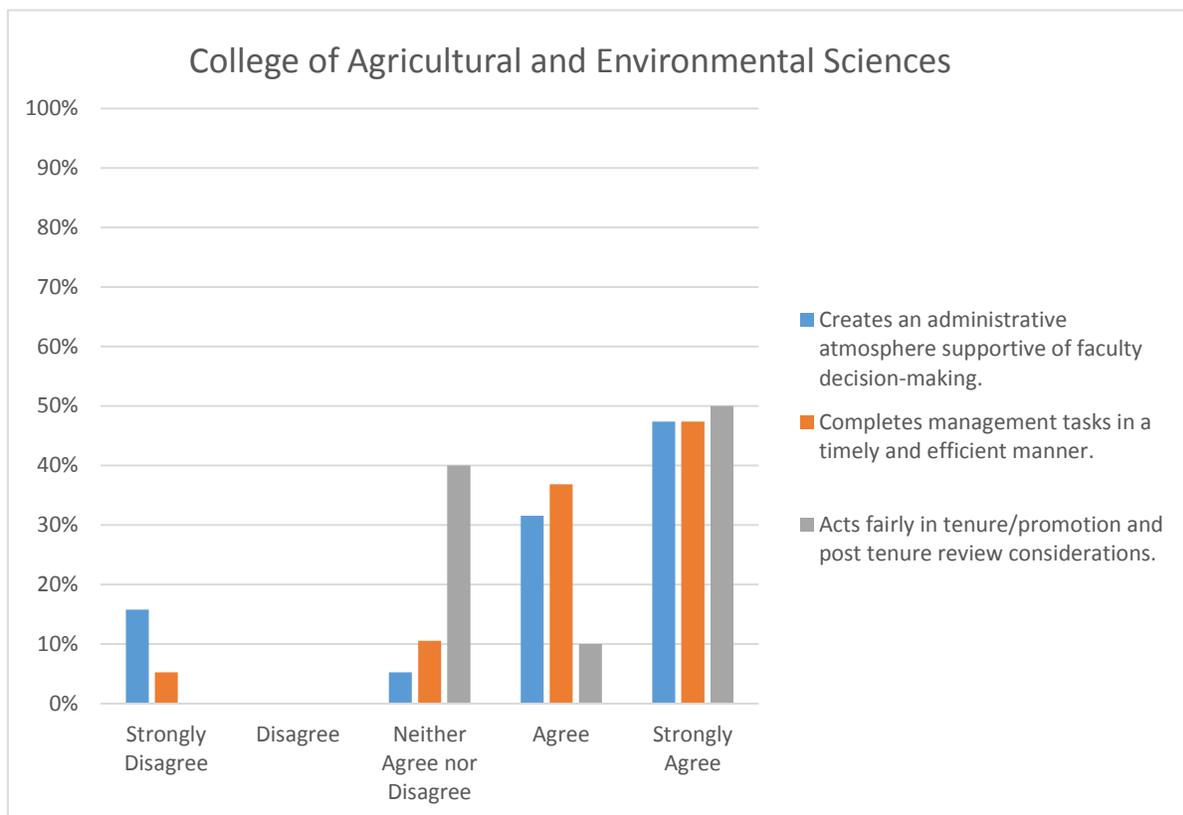
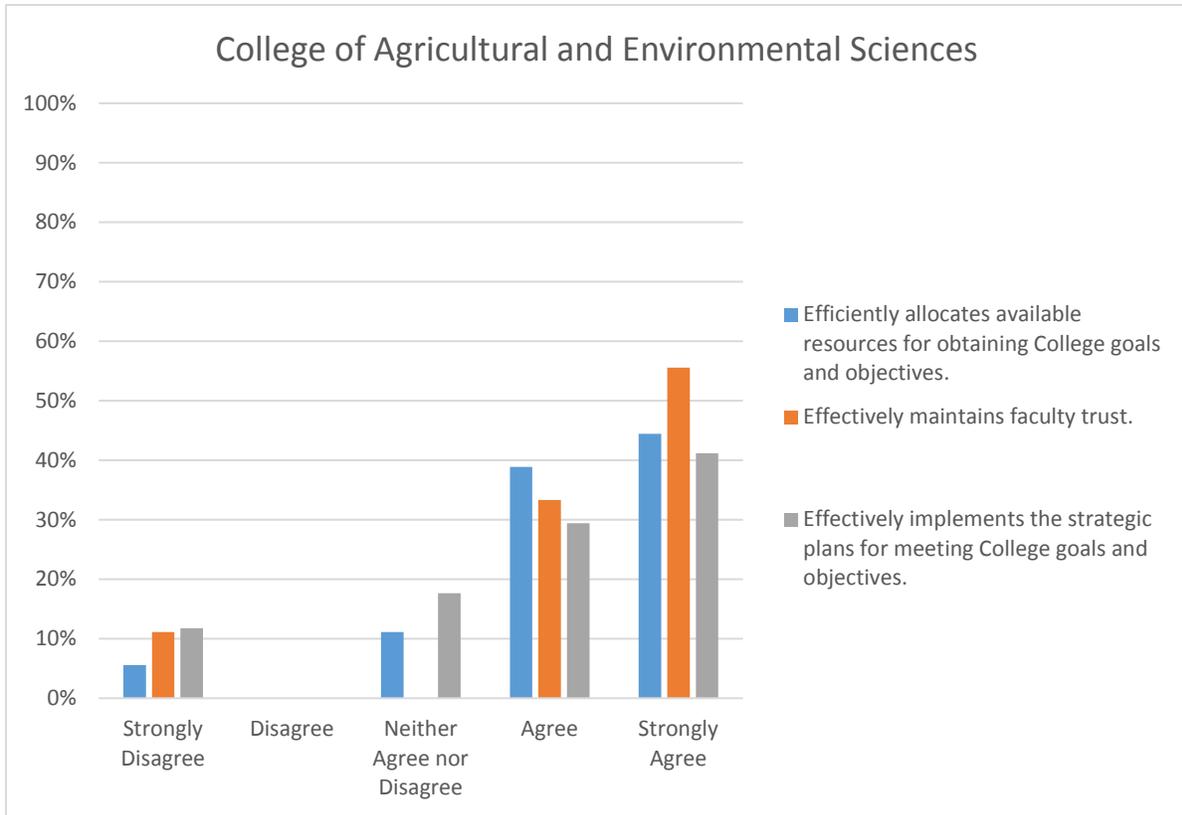
- Responses regarding Deans overall performance percentage
- Overall performance stats
- Results of evaluated statements stats
- Unable to evaluate statement stats
- 12 evaluated statements graphed in groups of 3 statements each graph
- Responses regarding Deans comments, suggestions and concerns by college

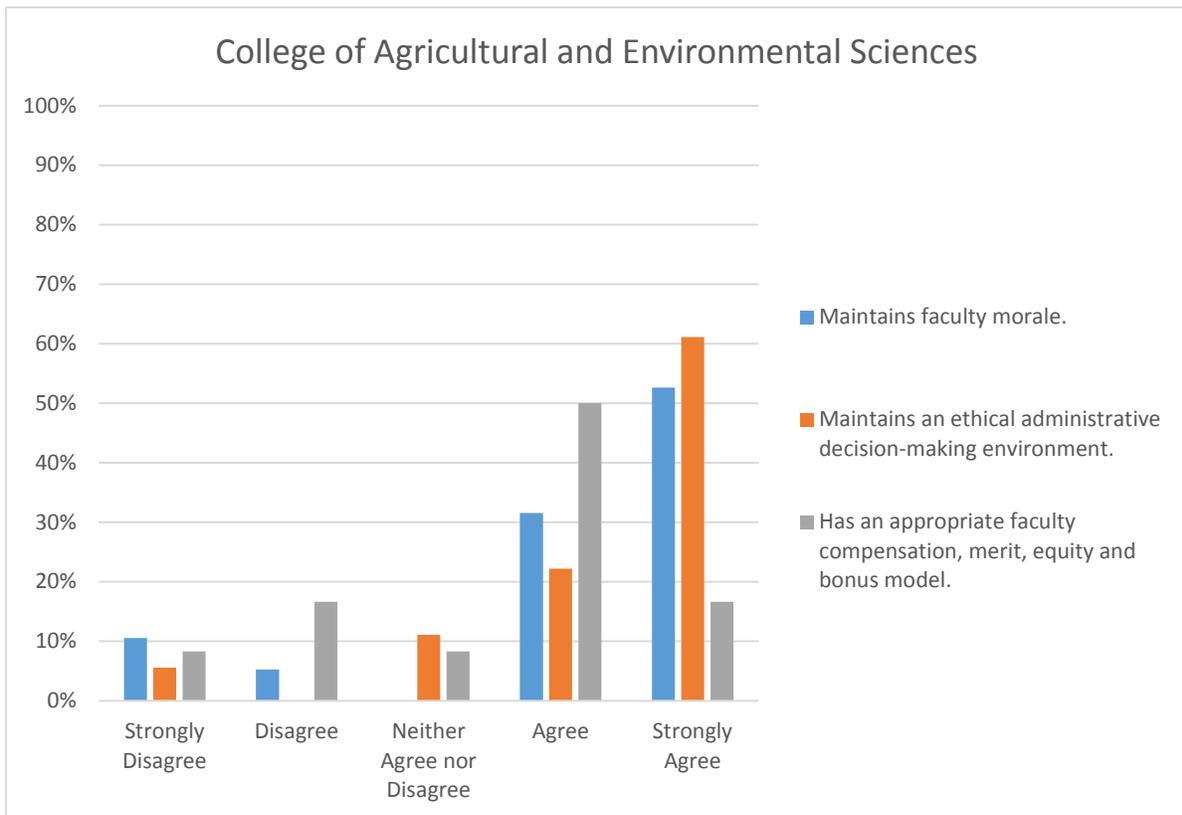
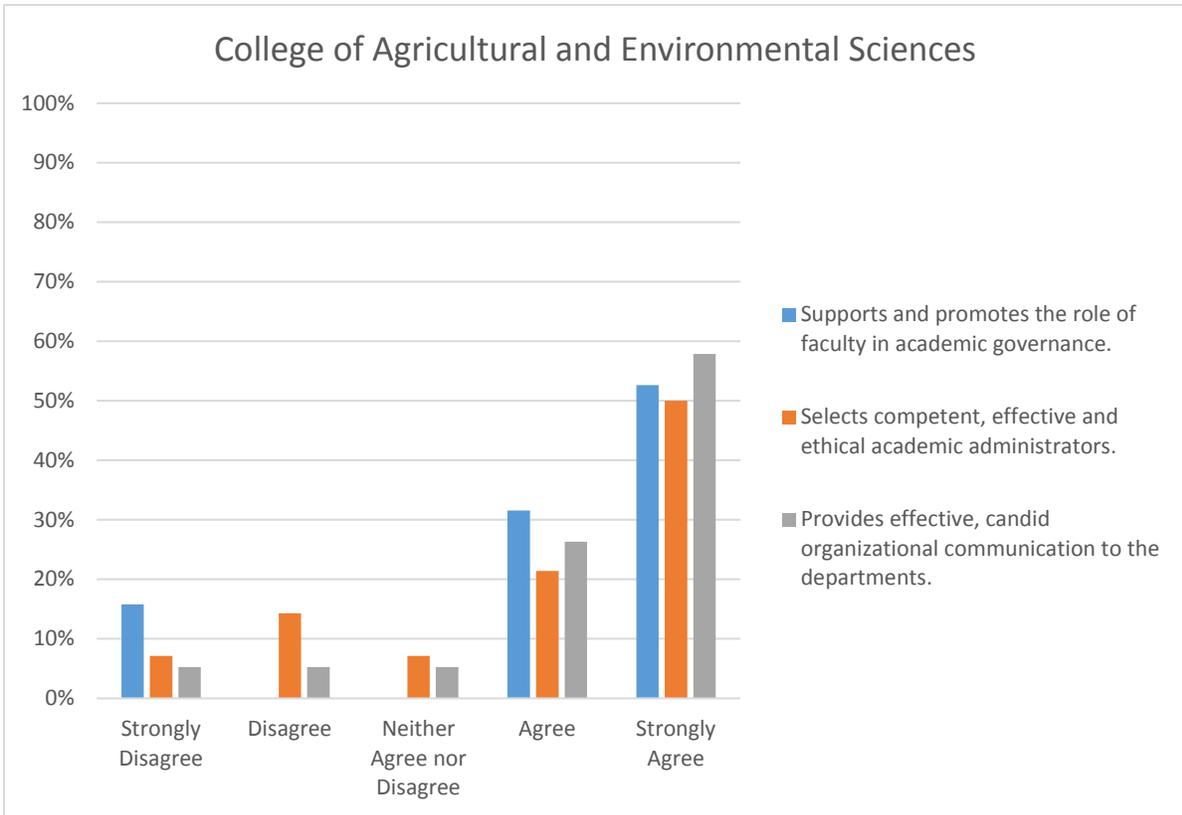


Overall, how would you rate your Dean’s performance?			
(1=Unsatisfactory; 2=Needs Improvement; 3=Meets Expectations; 4=Commendable; 5=Excellent)	N	Mean	Std. Deviation
	21	3.9	1.38

College of Agriculture and Environmental Sciences	N	Mean	Std. Deviation
Efficiently allocates available resources for obtaining College goals and objectives.	18	4.17	1.01
Effectively implements the strategic plans for meeting College goals and objectives.	17	3.88	1.28
Provides effective, candid organizational communication to the departments.	19	4.26	1.12
Maintains an ethical administrative decision-making environment.	18	4.33	1.05
Selects competent, effective and ethical academic administrators.	14	3.93	1.33
Completes management tasks in a timely and efficient manner.	19	4.21	1.00
Supports and promotes the role of faculty in academic governance.	19	4.05	1.39
Acts fairly in tenure/promotion and post tenure review considerations.	10	4.10	0.94
Creates an administrative atmosphere supportive of faculty decision-making.	19	3.95	1.39
Has an appropriate faculty compensation, merit, equity and bonus model.	12	3.50	1.19
Effectively maintains faculty trust.	18	4.22	1.23
Maintains faculty morale.	19	4.11	1.29

<i>College of Agricultural and Environmental Sciences</i>	Unable to Evaluate Due to Lack of Information	Count	Total
<i>Efficiently allocates available resources for obtaining College goals and objectives.</i>	14.29%	3	21
<i>Effectively implements the strategic plans for meeting College goals and objectives.</i>	19.05%	4	21
<i>Provides effective, candid organizational communication to the departments.</i>	9.52%	2	21
<i>Maintains an ethical administrative decision-making environment.</i>	14.29%	3	21
<i>Selects competent, effective and ethical academic administrators.</i>	33.33%	7	21
<i>Completes management tasks in a timely and efficient manner.</i>	9.52%	2	21
<i>Supports and promotes the role of faculty in academic governance.</i>	9.52%	2	21
<i>Acts fairly in tenure/promotion and post tenure review considerations.</i>	52.38%	11	21
<i>Creates an administrative atmosphere supportive of faculty decision-making.</i>	9.52%	2	21
<i>Has an appropriate faculty compensation, merit, equity and bonus model.</i>	42.86%	9	21
<i>Effectively maintains faculty trust.</i>	10.00%	2	20
<i>Maintains faculty morale.</i>	9.52%	2	21





College of Agricultural and Environmental Sciences

1. Well-satisfied. He is fair and open.
2. Relatively new but appears to be very accessible and interested in departmental development.
3. Dr. Damron is still in his first year but has been very impressive up to this point. He seems to have a true compassion for faculty and communicates well with faculty. There does not appear to be hidden agendas. There are still areas that are unable to evaluate at this time because of him still being in his first year. He is so much better than what we had, its almost like he can't make things worse.

Appears to be a true champion for faculty. This is rare at Tarleton. Haven't had since Barry Thompson.

4. It is hard to answer the strategic goal questions when I have no idea what the strategic goal is, what any specific objectives are for reaching those goals, and to what extent our college is to be involved in those objectives.
5. He has not displayed a coherent and visionary plan to provide funding to COEAS infrastructure and educational space. He has done little to demonstrate a plan support University Agriculture Center activities and infrastructure. At this point I would title his plan as "Managing the Decay". His biggest concern seems to be showing and reminding everyone that he is "boss" and we are his underlings instead of as a partner with similar goals to help educate our students. He needs to have a much more positive outlook on the state of COAES.
6. I find Dean Damron to be an excellent addition to COAES. I believe that he has acted in an even handed and very transparent manner in trying to resolve the many issues that have festered in this department for way too long.
7. At this time our Dean has not been here a full year. He is still in the process of absorbing information and assessing how our college functions. I expect more changes to come and hope to see great things from Dean Damron. He appears to have a vision for our college and speaks of turning us around to where we are heading in the right direction. I hope he continues this path in the future and the future evaluations will be as positive or more positive.
8. While he has been in his position for a short time, he is generally rude to all who rank below him, has horrendous communication skills, has no concern for equitable communication among departments, blatantly favors one department over the others, either intentionally or unintentionally does not communicate information from Academic Affairs, and does not prioritize the needs of his college. He is another yes-man doing as a corrupt upper administration instructs him to.
9. Dr. Damron is new and has not made many controversial decisions to date; however, what I have witnessed of his leadership style has impressed me. He is active in the college

and can be seen out and about more often than sitting at his desk. He is a monumental improvement over the previous dean (who suffered from the start and never had a fair chance).

If I had more evidence of Dr. Damron's activities, he would probably rate Excellent, but he has taken a safe approach to leading the college this first year to see what needs to be fixed. I and other faculty appreciate this approach since it will hopefully keep us from duplicating the knee-jerk leadership actions of the previous dean.

10. Dr. Damron is still quite new, but I like what I see so far.
11. Thanks Dean!
12. I have no idea what his goals for the collage are! Our college is a mess and I do not see any efforts to address these issues.
13. Unfortunately your survey is flawed as the Dean for the COAES has been employed less than 12 months. Extremely difficult to evaluate an individual that is working on developing all of these goals that you ask to evaluate but has simply not had the time to implement. Overall, a great addition to the administrative staff and an individual that marries well with current administrators.