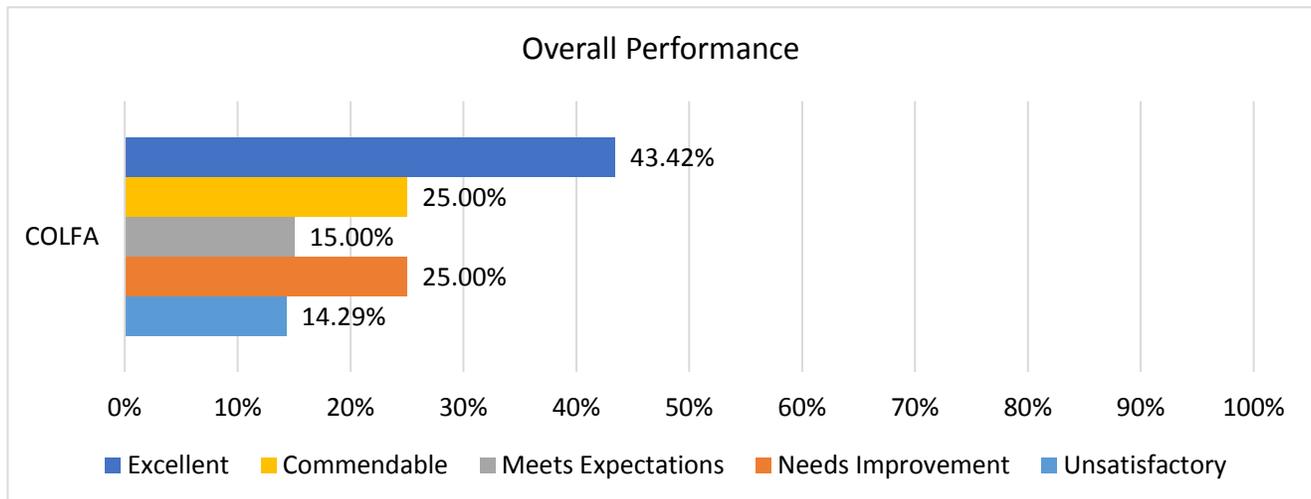


Responses Regarding Dean

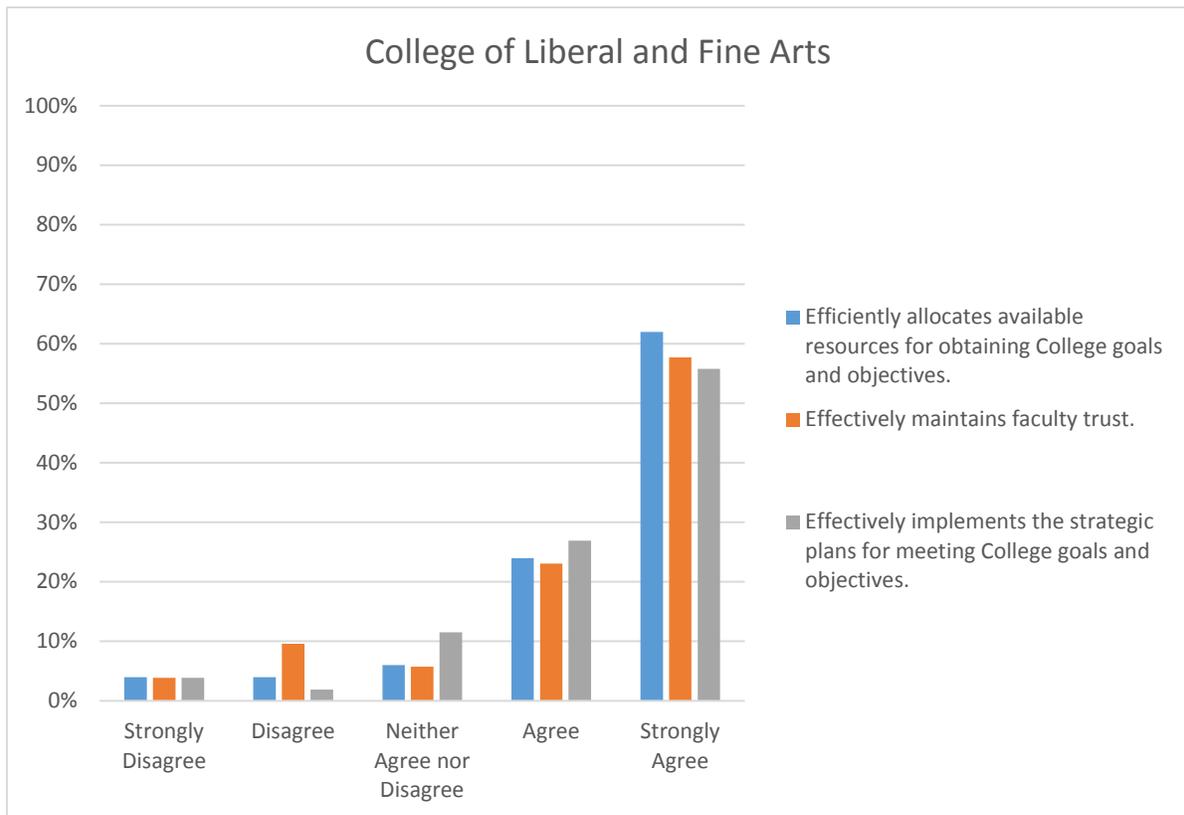
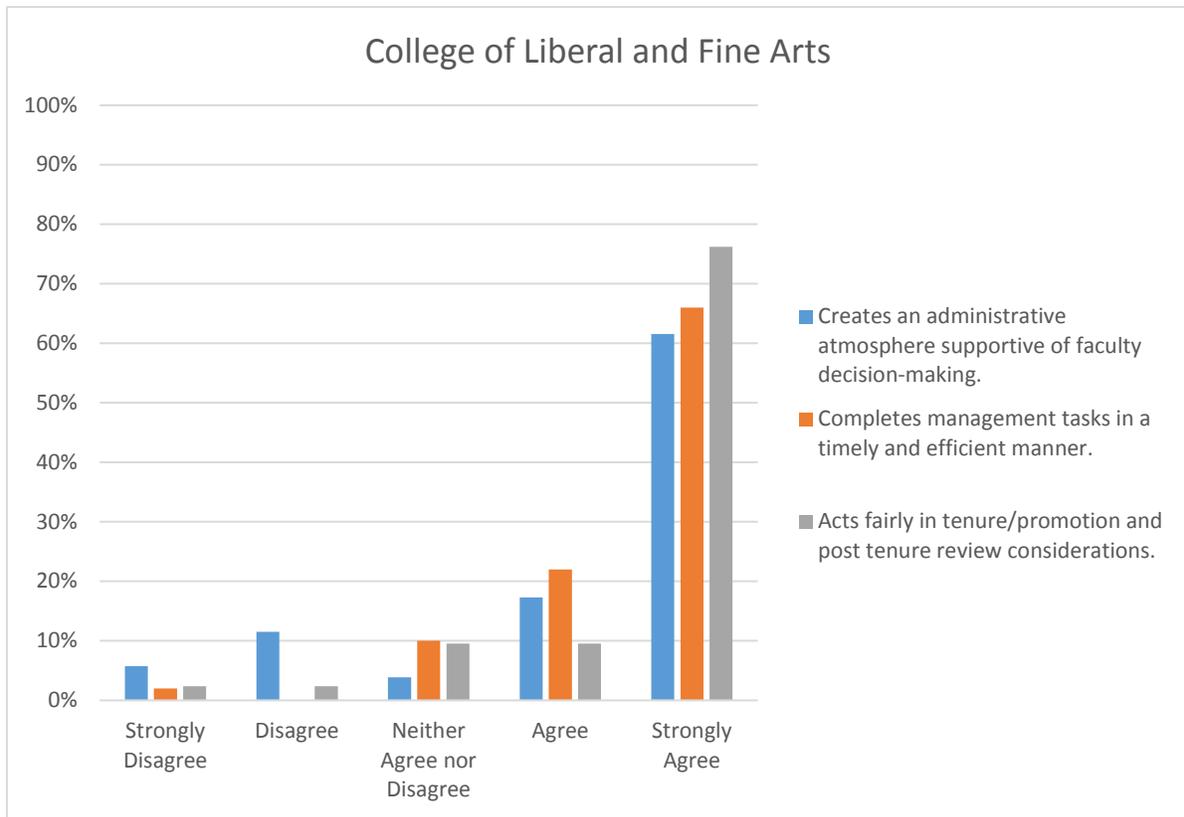
- Responses regarding Deans overall performance percentage
- Overall performance stats
- Results of evaluated statements stats
- 12 evaluated statements graphed in groups of 3 statements each graph
- Responses regarding Deans comments, suggestions and concerns by college

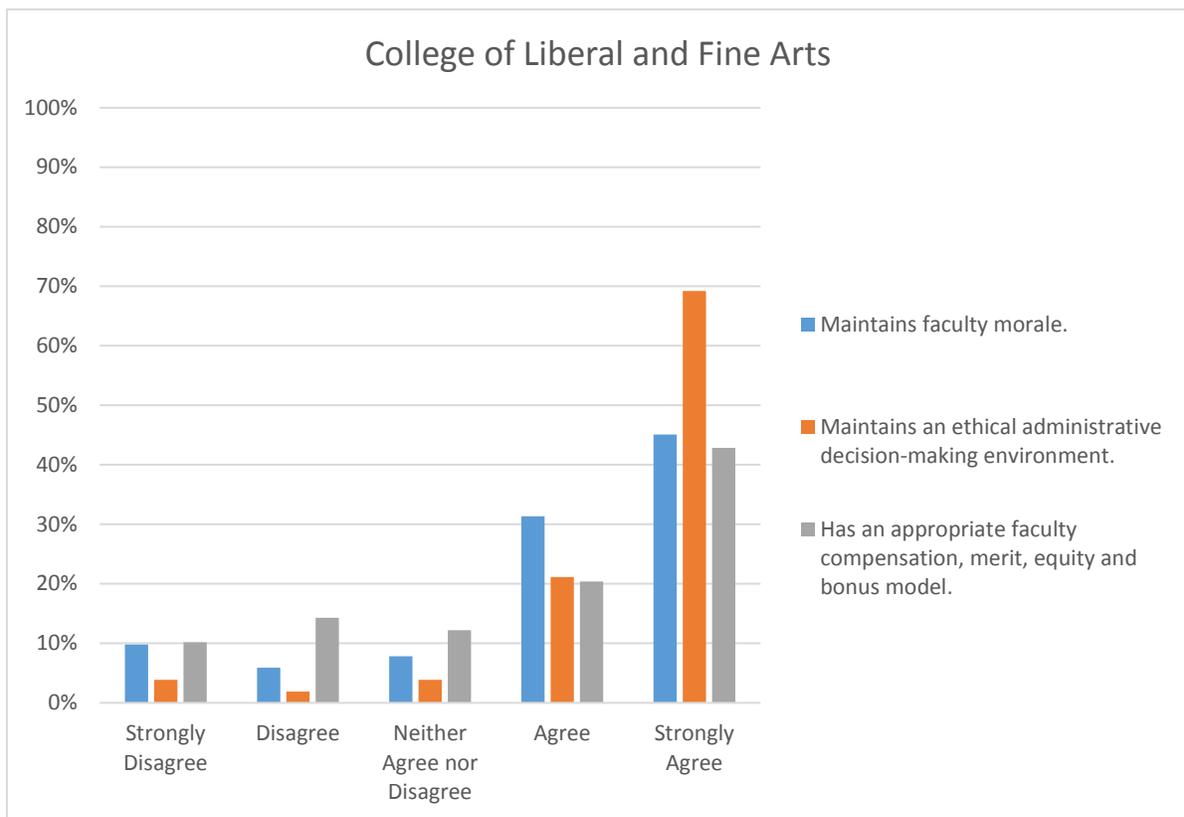
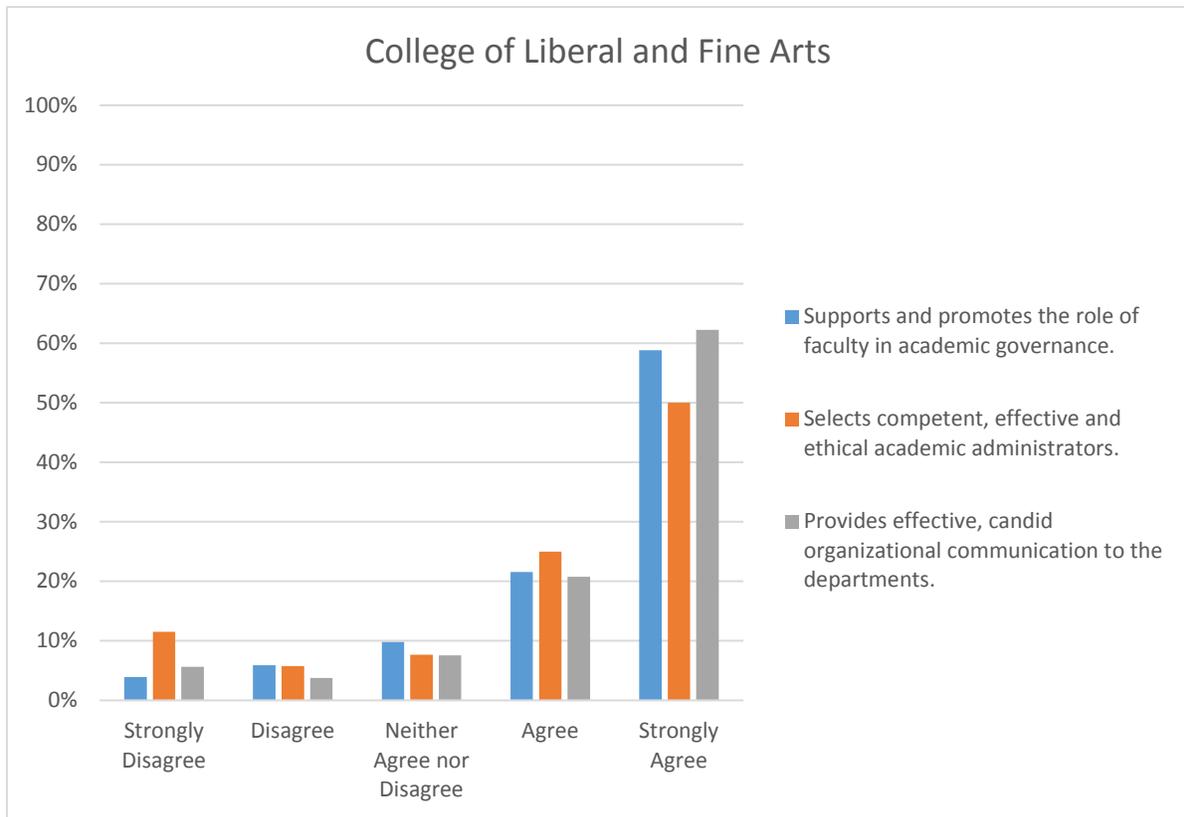


Overall, how would you rate your Dean’s performance? (1=Unsatisfactory; 2=Needs Improvement; 3=Meets Expectations; 4=Commendable; 5=Excellent)			
	N	Mean	Std. Deviation
	54	4.30	1.10

College of Liberal and Fine Arts	N	Mean	Std. Deviation
Efficiently allocates available resources for obtaining College goals and objectives.	50	4.36	1.03
Effectively implements the strategic plans for meeting College goals and objectives.	52	4.29	1.01
Provides effective, candid organizational communication to the departments.	53	4.30	1.13
Maintains an ethical administrative decision-making environment.	52	4.50	0.95
Selects competent, effective and ethical academic administrators.	52	3.96	1.36
Completes management tasks in a timely and efficient manner.	50	4.50	0.83
Supports and promotes the role of faculty in academic governance.	51	4.25	1.10
Acts fairly in tenure/promotion and post tenure review considerations.	42	4.55	0.93
Creates an administrative atmosphere supportive of faculty decision-making.	52	4.17	1.27
Has an appropriate faculty compensation, merit, equity and bonus model.	49	3.71	1.40
Effectively maintains faculty trust.	52	4.21	1.15
Maintains faculty morale.	51	3.96	1.28

College of Liberal and Fine Arts	Unable to Evaluate Due to Lack of Information	Count	Total
<i>Efficiently allocates available resources for obtaining College goals and objectives.</i>	7.41%	4	54
<i>Effectively implements the strategic plans for meeting College goals and objectives.</i>	1.89%	1	53
<i>Provides effective, candid organizational communication to the departments.</i>	1.85%	1	54
<i>Maintains an ethical administrative decision-making environment.</i>	3.70%	2	54
<i>Selects competent, effective and ethical academic administrators.</i>	3.70%	2	54
<i>Completes management tasks in a timely and efficient manner.</i>	7.41%	4	54
<i>Supports and promotes the role of faculty in academic governance.</i>	5.56%	3	54
<i>Acts fairly in tenure/promotion and post tenure review considerations.</i>	22.22%	12	54
<i>Creates an administrative atmosphere supportive of faculty decision-making.</i>	1.89%	1	53
<i>Has an appropriate faculty compensation, merit, equity and bonus model.</i>	9.26%	5	54
<i>Effectively maintains faculty trust.</i>	3.70%	2	54
<i>Maintains faculty morale.</i>	3.77%	2	53





College of Liberal and Fine Arts

1. I feel very fortunate to work under the guidance and leadership of Dean Styron. She is a very efficient and fair communicator. I feel she appreciates what I do as a faculty professor and what we do in our program.
2. Dean Styron does a good job of communicating to and with COLFA faculty at all levels. She's personable and genuinely shows concern for the people in this college student, faculty and staff.
3. The Dean works very hard and attempts to do the best possible job within the parameters set by the Provost.
4. Dean Styron has been supportive of the faculty in every single interaction I have ever had or witnessed. She genuinely cares about our well-being. She encourages communication. She advocates for us with the higher-ups.
5. Dean Styron is a strong advocate for our programs, students, and faculty. I give her the highest praise for her performance in all areas of her job.
6. A good person who because of her constant worry about her job is performing poorly. The administration above her is deaf to the needs of the faculty and staff and completely insulated in their little world.
7. Dean Styron's ethics, diligence, transparency and hard work in all she does are an excellent example for all her COLFA faculty and staff. I hope she continues to be the dean for many more years, so that this college continues to grow and excel under her tenure.
8. The best Dean at Tarleton. She works harder and more effectively than the other deans, she is very involved.
9. I appreciate Dean Styron's efforts to communicate with the COLFA faculty (e.g. the meetings she had about the budget), and for her consistent advocacy on behalf of COLFA faculty and students. She does well with making the most of the limited resources at her disposal.
10. Dean Styron is a bright spot in the university administration. She seems genuinely to care about education and faculty well-being. She also seems to be willing to allow departments to make their own decisions and allow faculty to be partners in governance. We know that she works hard to secure funding for our programs and to get additional faculty hires, but the provost seems dead-set against anything that will actually improve the educational experience. We respect and appreciate that Dean Styron is willing to go to bat for us, so to speak, with the provost. We suggest that she pay more attention to the actions of department heads, however, some of whom are unqualified or incompetent. Dysfunction at the department level can be demoralizing and problematic. We hope she will push the Languages Dept to grow their foreign language problem. Moreover, we hope she will allow reduced teaching loads for faculty who are laboring in scholarship and service.

11. Dean Styron serves as a model administrator. Her fairness has earned the respect of many faculty in her college. She needs more resources from the upper administration to support and promote the massive amount of programs in her college.

COLFA is severely underfunded!

12. I think Dean Styron makes strenuous and frequent efforts to reach out to and to communicate with faculty. She is always planning events and get-togethers for us, which I believe, create a great atmosphere in the college. I appreciate Dr. Styron's friendly, professional and hard-working ways.
13. My enthusiasm and confidence in evaluating our dean comes from the fact that she is visible more in my day to day tasks at Tarleton. She is an effective communicator, approachable, honest, and direct. When I come to her with questions and concerns, i feel like a get an equal dose of empathy, an honest assessment of the matter, plus a clear picture of a plan of action. She doesn't always tell me what I want to hear, but at least I understand where she is coming from. She fights hard to promote the image of the College of Liberal and Fine Arts, because she understands we are often not on top of the food chain when it comes to support and funding from the administration.
14. I think she tries hard but she's out of touch with us. She is so consumed by the work she has to do that she can't see what's going at the department level. We get little to no communication about anything that is going on above us and it's more than demoralizing. I don't know what a model is for appropriate compensation, there is never any discussion of faculty salary. We just get what we get. I do think resources are not always fairly allocated. The worst part is that she can't improve the department head. Most of us have no loyalty to the department or college because there is no support for us. We try to do the best for our students but there is no one doing anything for us. I have had a few achievements over the years and my department head hasn't even acknowledged them.
15. She does an excellent job. I just would like to see her be more approachable. She can be a little intimidating. Hoping Dr. Lemons can bridge that.
16. This Dean does have the trust of most of our college, though I would never trust an administrator completely. She is trying to do a good job. Sadly, she has not been given either the authority by Provost and President to really do her job well. The Provost does not give her nearly enough time, and I do not think our president respects her either. The other big problem is that there is so much "busy" work, reports that could be streamlined, completely inefficient methods of reporting and assessment. It is absolutely ridiculous that you have to have a 3 hour department heads meeting every single week! Please, nothing should take that long. That just

- means someone has a need to hear themselves talk with an audience. I get more accomplished on the golf course or having bumped into a colleague at the grocery store. She does not really have an open door policy either, but I assume that, along with the many reports requirements, are at least partially due to her boss.
17. Dean Styron is hampered by those above her. She is a fair person who doesn't play favorites with faculty. She has the college's best interests at heart but it limited in what she can do.
 18. Previous comments concerning other administrators apply to this administrator too.

Would it not be a reasonable expectation that an administrative officer of a university college possess a terminal degree in at least one of the degree-granting areas of the college over which the officer supervises? Appropriate, civil, and reasonable experience would facilitate such a person in this position.
 19. Dean Styron is an invaluable resource for faculty! She is a great communicator and supporter for faculty.
 20. I trust Dean Styron fully, and while I may not agree completely with her decisions always, I respect the decisions she makes because she is excellent in communicating why she makes the decisions she does. Excellent administrator. She has my full support.