

Survey Questions for Center Director Reappointment Review

Revised January 10, 2017

PERFORMANCE

Based on your own knowledge and experience, please rate Professor XXXXXX on his/her performance in each of the areas below:

(Choices: unacceptable, poor, fair, good, excellent, don't know/not applicable)

Vision and leadership:

- Promotion of academic excellence
- Ability to articulate a vision for the center
- Ability to support appropriate research standards
- Ability to foster intellectual community across disciplines/units
- Ability to move the center forward

Faculty and staff appointments and development:

- Support for professional and career development of faculty and staff affiliated with the center
- Clarity of job duties/expectations for direct reports
- Responsiveness to requests for letters of nomination, support, or evaluation

Program development and assessment:

- Oversight of speaker series and other programming
- Oversight of research initiatives of the center
- Oversight of course scheduling and assignments (if applicable)

Fostering connections beyond the center:

- Ability to foster relationships with other centers and with chairs/departments
- Ability to serve as an effective liaison between the center and the college
- Ability to lead and coordinate grant opportunities for the center and/or its affiliates
- Ability to foster relationships with alumni and donors

Governance:

- Ability to work with advisory groups
- Appropriate levels of consultation with others to guide decision making
- General knowledge of applicable college and university resources
- Effective use of meetings
- Effective articulation of suggestions for developing/changing center priorities



Management of the Center:

Based on your own knowledge and experience, please rate the degree to which the following aspects represent areas of strength or weakness of the Center Director.

(Choices: definite weakness; occasional weakness; neutral; occasional strength; definite strength; not sure/not applicable)

- Ability to carry out responsibilities in a timely way
- Ability to solve problems
- Ability to respond to e-mails or other queries in a timely way
- Effective delegation to appropriate faculty or staff
- Fairness and ability to avoid favoritism in carrying out responsibilities
- Flexibility and adaptability in dealing with individuals/situations
- Ability to support inclusiveness
- Clarity and transparency of budget allocations
- Willingness/ability to negotiate conflict
- Willingness/ability to make difficult decisions

Overall, how would you rate the Center Director's performance?

Choices: unacceptable, poor, fair, good, excellent, don't know/not applicable)

Open response question

Please use the space below to offer any comments about Professor XXXXXX's performance as Center Director.