

## Introduction

Thank you for taking the time to answer this annual survey for the CoJMC Dean Shari Veil. All answers are anonymous and will only be shared with those involved. Below is her job description:

The dean is the chief academic and administrative officer of the College of Journalism and Mass Communications and reports directly to the executive vice chancellor. The dean will work with fellow deans and campus leaders in collaboration, support and commitment to the university. The dean will also engage with the college leadership team and be responsible for the strategic, programmatic, financial, fundraising, and management operations that support the mission and vision of the college and its role within the university and state.

### **Please rate the dean's leadership based on the following:**

Articulates and implements the vision and mission of the college

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Advances sound and innovative solutions to problems

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Exhibits objectivity, consistency, and fairness in decision making

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Demonstrates a commitment to student learning

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Builds visibility for the college within the journalism and mass communication discipline.

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Represents the college to the external community (e.g., donors, alumni, etc.).

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Please add any feedback you have related to the dean's leadership style

**Please rate your Dean's interpersonal skills in these areas:**

Recognizes expertise and makes use of thoughts, ideas and information from others.

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Fosters collaborative relationships with college staff.

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Fosters collaborative relationships with college faculty.

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Actively listens and acknowledges communication.

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Clearly explains actions taken to all concerned.

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Effectively and objectively resolves conflict.

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Effectively represents the needs of faculty in the college to higher-level administrators.

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Effectively builds faculty and staff morale.

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Effectively communicates with external constituencies.

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Please add any feedback related to the Dean's interpersonal skills that you wish.

**How would you rate your Dean on the following climate attributes:**

Provides support and leadership in faculty recruitment.

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Values diversity of people, ideas and experiences

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Promotes and rewards scholarship, research and creative activities

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

### Promotes and rewards teaching excellence

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

### Promotes and rewards professional and community service

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

### Facilitates an atmosphere of trust within the college

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate



Responsive to suggestions.

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Please add any feedback related to the dean's climate attributes.

**Please rate the Dean's management skills:**

States clear objectives, monitors progress and advances results-based improvements

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Exhibits decisiveness in executing strategic plans

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Represents the college to other UNL administrators.

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Encourages and supports improvements derived from outcomes assessment results.

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Delegates tasks and authority appropriately.

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Fosters collaborative relationships and teambuilding to accomplish goals with and across groups and committees.

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Please add any feedback you wish related to the dean's management style.

**Please rate the dean's financial and fundraising skills:**

Manages financial and physical resources effectively

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Provides adequate financial resources for faculty, staff and students to be successful

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Demonstrates appropriate fundraising acumen for our college

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

Please add any feedback you wish related to the dean's financial and fundraising abilities:

### Open-Ended Questions

How would you rate your Dean's overall performance?

- Unacceptable
- Below Average
- Average
- Above Average
- Excellent
- Not applicable/unable to evaluate

What would you describe as your Dean's greatest strength(s)? Please provide an example(s).

What change(s) or adjustment(s) do you think is most needed in order for your Dean to improve performance?

Other comments and suggestions



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