The University of Memphis Evaluations by Faculty

President

April 2020

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Introduction

Three parallel instruments were developed, modified and approved by the Faculty Senate to collect current faculty perceptions of the President, Provost, and Deans. Each survey consists of 26 items that are scored using Likert-type ratings [strong disagreement (1) to strong agreement (5) to no evidence on which to base an opinion].   Each dimension combines three to four survey items about Vision and Goal Setting, Leadership, Responsiveness, Communication, Management, Equity, or Trustworthiness and are ranked using a mean. Mean scores range from 1 to 5 with higher scores being more positive.

Following the 26 survey items additional items solicit demographic information including current position (full professor, associate professor, assistant professor, clinical professor, or adjunct professor); faculty status (tenured, tenure-track, or non-tenure-track); time at the University of Memphis, and gender. Space was also provided for additional comments.

The surveys were administered online for two weeks by the Center for Research in Educational Policy (CREP) using the Qualtrics XM survey platform.   Data are securely stored and accessible only through CREP.

Reporting

For the Faculty Senate Report the aggregate President data are reported by survey item percentages and dimension means (pg. 1-23) and then disaggregated by categories and presented side by side for easy comparison (pg. 25-39). The following are the disaggregated categories:

- Current Position: Full -Time Faculty and Adjunct Faculty
- Current Position: Full Prof, Associate Prof, Assistant Prof, Clinical Prof, Adjunct Prof.
- Faculty Status: Tenured, Tenure-Track, Non-Tenure Track
- Length of Employment at the University: Less than 2 years, 2-5 years, 6-10 years, More than 10 years
- Gender: Man, Woman, Prefer not to answer

Participants

According to the Office of Institutional Research, the faculty database consists of 974 full-time and 490 part-time faculty and an overall faculty population of 1,464. The number of survey participants are reported below by faculty evaluation survey and then by college. Deans of individual colleges/schools can estimate their response rates based on the number of current faculty in their units.

Participation by faculty evaluation survey	Count
President's Evaluation	181
Provost's Evaluation	139
Deans' Evaluation	253
Participation by college	
Cecil C. Humphreys School of Law	12
College of Arts and Sciences	45
College of Communication and Fine Arts	38
College of Education	24
Fogelman College of Business and Economics	13
Graduate School	1
Herff College of Engineering	24
Kemmons Wilson School of Hospitality & Resort Management	8
Loewenberg College of Nursing	29
School of Communication Sciences and Disorders	5
School of Health Sciences	41
School of Public Health	4
UofM Global & Academic Innovation, College of Professional & Liberal Studies (CPLS)	2
UofM Lambuth	1
University Libraries	4

Spring 2020 Faculty Evaluation – President
Summary Items

Overall Report for this Project: University of Memphis Evaluations by Faculty

Number of Respondents for Spring 2020 = 181

Please select your level of agreement with the following statements. The President...	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Evidence on which to Base Opinion
1. Articulates a clear and compelling vision for the University.	44.4%	34.8%	13.5%	3.9%	2.8%	0.6%
2. Sets appropriate goals for the University.	35.4%	37.7%	12.6%	9.1%	4.0%	1.1%
3. Clearly identifies University priorities.	40.1%	36.2%	14.1%	5.6%	3.4%	0.6%
4. Involves faculty in planning for the future.	16.4%	20.3%	22.0%	16.9%	13.6%	10.7%
5. Acts decisively on important issues.	37.1%	34.3%	14.6%	5.1%	3.9%	5.1%
6. Organizes and administers in a manner which inspires confidence.	27.1%	32.2%	14.7%	9.6%	13.0%	3.4%
7. Creates, manages, and supports a cohesive, effective leadership team.	21.9%	19.7%	21.9%	10.1%	11.2%	15.2%
8. Makes thoughtful, high quality decisions based on available data.	35.0%	27.7%	16.4%	7.3%	6.2%	7.3%
9. Is accessible to faculty.	18.6%	23.7%	19.2%	16.9%	10.2%	11.3%
10. Listens and responds to ideas from faculty.	16.6%	26.9%	18.3%	13.1%	12.0%	13.1%
11. Listens and responds to faculty concerns and needs.	16.4%	27.7%	18.6%	11.3%	13.6%	12.4%
12. Is an effective speaker.	44.6%	34.5%	11.9%	2.8%	3.4%	2.8%
13. Maintains ongoing and clear dialogue with faculty.	19.8%	23.2%	23.7%	14.1%	10.7%	8.5%
14. Fosters effective University/community partnerships.	46.0%	26.7%	12.5%	4.5%	4.5%	5.7%
15. Is transparent.	20.1%	24.6%	22.9%	14.5%	12.8%	5.0%

Please select your level of agreement with the following statements. The President...	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	No Evidence on which to Base Opinion
16. Is successful in generating financial resources.	37.6%	39.9%	11.2%	3.9%	3.9%	3.4%
17. Is an effective manager of fiscal resources.	33.7%	33.1%	13.5%	6.7%	6.7%	6.2%
18. Is an effective manager of human resources.	21.9%	24.2%	19.7%	14.0%	11.2%	9.0%
19. Delegates responsibility and authority appropriately.	20.2%	27.5%	18.5%	9.6%	6.7%	17.4%
20. Generates a spirit of cooperation and teamwork in the institution.	21.5%	27.7%	20.3%	14.1%	12.4%	4.0%
21. Ensures that policies and procedures are administered equitably.	24.7%	23.6%	22.5%	7.9%	7.3%	14.0%
22. Inspires confidence that tenure and promotion decisions are based on policy.	25.8%	23.6%	12.9%	8.4%	9.0%	20.2%
23. Is committed to a diverse academic community in which individual differences are respected.	33.1%	32.6%	12.4%	10.7%	6.7%	4.5%
24. Exhibits integrity.	33.9%	30.5%	16.9%	7.3%	7.9%	3.4%
25. Follows through on commitments.	30.7%	30.7%	17.6%	5.7%	6.8%	8.5%
26. Creates an atmosphere of trust among University faculty.	24.7%	23.0%	21.3%	12.9%	14.6%	3.4%

Spring 2020 Faculty Evaluation for the President

Overall Dimension Summary

	Overall Report for this Project: University of Memphis Evaluations by Faculty	

#	Dimension	Spring 2020
1	Vision and Goal Setting	3.7
2	Leadership	3.4
3	Responsiveness	2.8
4	Communication	3.5
5	Management	3.4
6	Equity	3.2
7	Trustworthiness	3.4
	OVERALL	**3.4**

Spring 2020 Faculty Evaluation for the President

Vision and Goal Setting Dimension

Overall Report for this Project: University of Memphis Evaluations by Faculty

#	Vision and Goal Setting Items	Strongly Agree + Agree	Number of Responses
1	Articulates a clear and compelling vision for the University.	79%	178
2	Sets appropriate goals for the University.	73%	175
3	Clearly identifies University priorities.	76%	177
4	Involves faculty in planning for the future.	37%	177
	Overall Dimension Mean	**3.7**	

Spring 2020 Faculty Evaluation for the President

Leadership Dimension

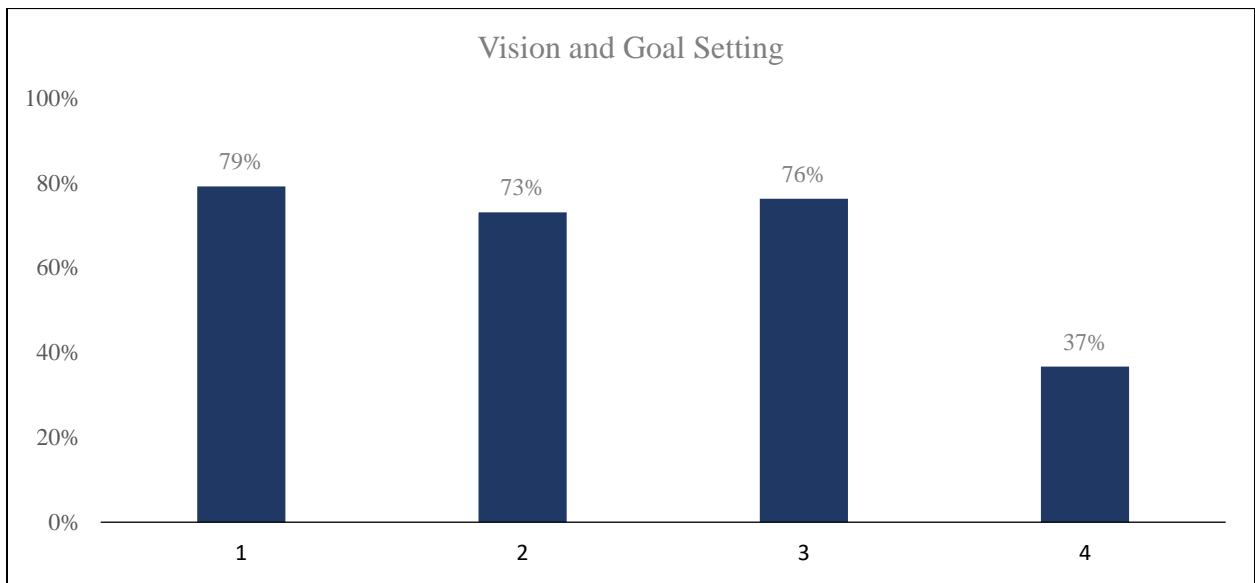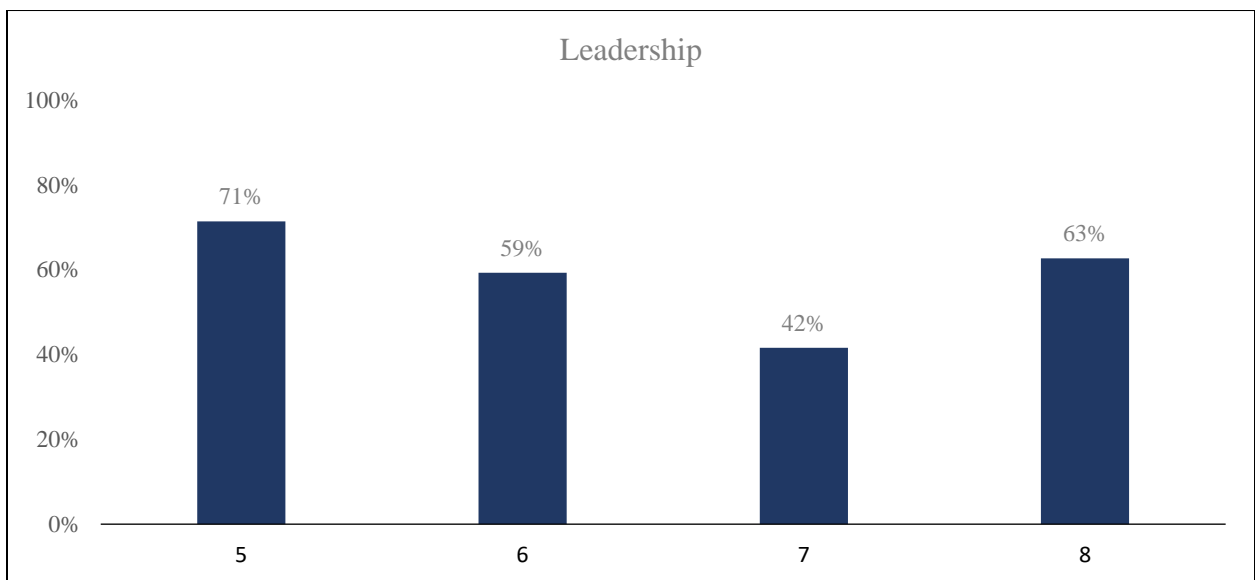| *Overall Report for this Project: University of Memphis Evaluations by Faculty* |
|---|

#	Leadership Items	Strongly Agree + Agree	Number of Responses
5	Acts decisively on important issues.	71%	178
6	Organizes and administers in a manner which inspires confidence.	59%	177
7	Creates, manages, and supports a cohesive, effective leadership team.	42%	177
8	Makes thoughtful, high quality decisions based on available data.	63%	177
	Overall Dimension Mean	**3.4**	

Spring 2020 Faculty Evaluation for the President

Responsiveness Dimension

Overall Report for this Project: University of Memphis Evaluations by Faculty

#	Responsiveness Items	Strongly Agree + Agree	Number of Responses
9	Is accessible to faculty.	42%	177
10	Listens and responds to ideas from faculty.	44%	172
11	Listens and responds to faculty concerns and needs.	44%	177
	Overall Dimension Mean	**2.8**	

Responsiveness
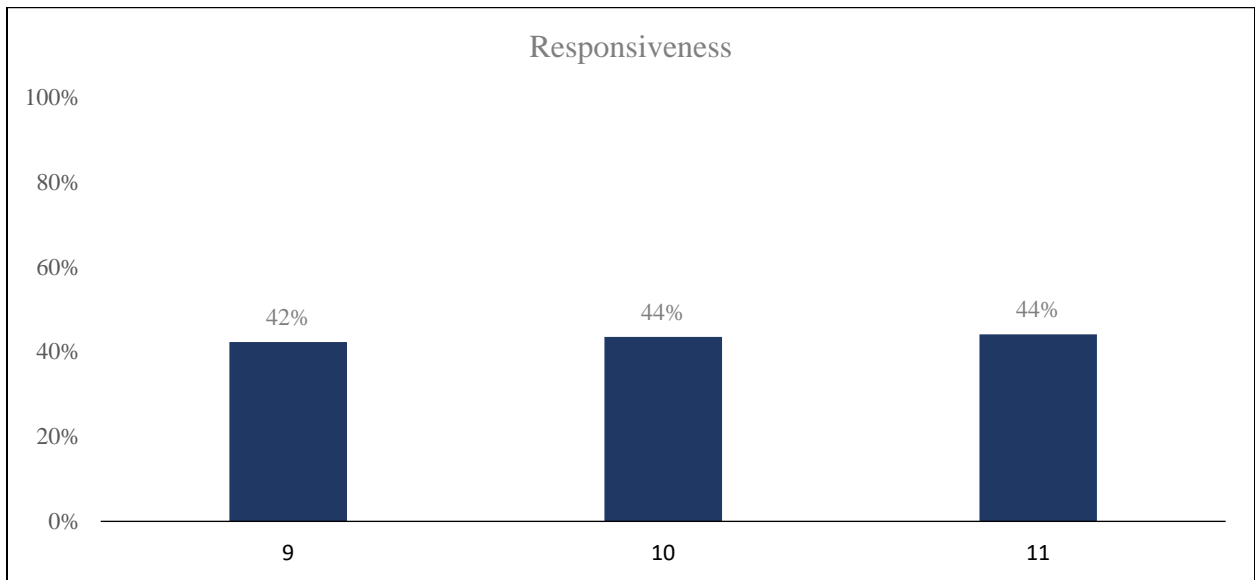
42%   44%   44%

9   10   11

Spring 2020 Faculty Evaluation for the President

Communication Dimension

Overall Report for this Project: University of Memphis Evaluations by Faculty

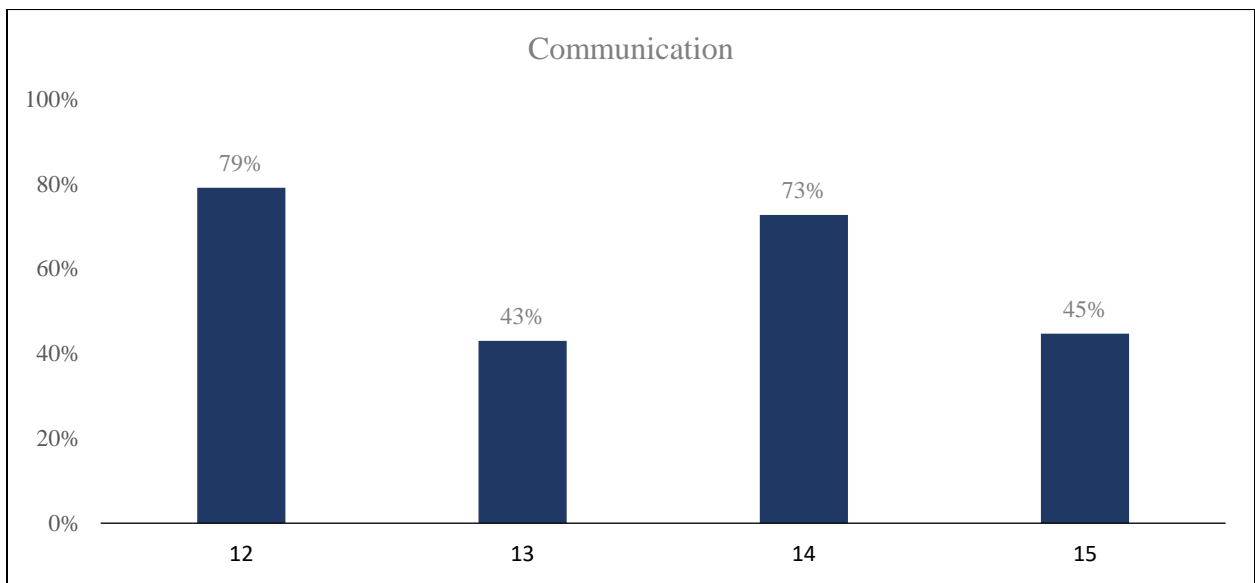| #	Communication Items	Strongly Agree + Agree	Number of Responses
12	Is an effective speaker.	79%	177
13	Maintains ongoing and clear dialogue with faculty.	43%	177
14	Fosters effective University/community partnerships.	73%	176
15	Is transparent.	45%	179
	Overall Dimension Mean	**3.5**	

Communication

Spring 2020 Faculty Evaluation for the President

Management Dimension

Overall Report for this Project: University of Memphis Evaluations by Faculty

#	Management Items	Strongly Agree + Agree	Number of Responses
17	Is an effective manager of fiscal resources.	78%	178
18	Is an effective manager of human resources.	67%	178
19	Delegates responsibility and authority appropriately.	46%	178
20	Generates a spirit of cooperation and teamwork in the institution.	48%	178
	Overall Dimension Mean	**3.4**	

Spring 2020 Faculty Evaluation for the President

Equity Dimension

Overall Report for this Project: University of Memphis Evaluations by Faculty

#	Equity Items	Strongly Agree + Agree	Number of Responses
21	Ensures that policies and procedures are administered equitably.	48%	178
22	Inspires confidence that tenure and promotion decisions are based on policy.	49%	178
23	Is committed to a diverse academic community in which individual differences are respected.	66%	178
	Overall Dimension Mean	**3.2**	

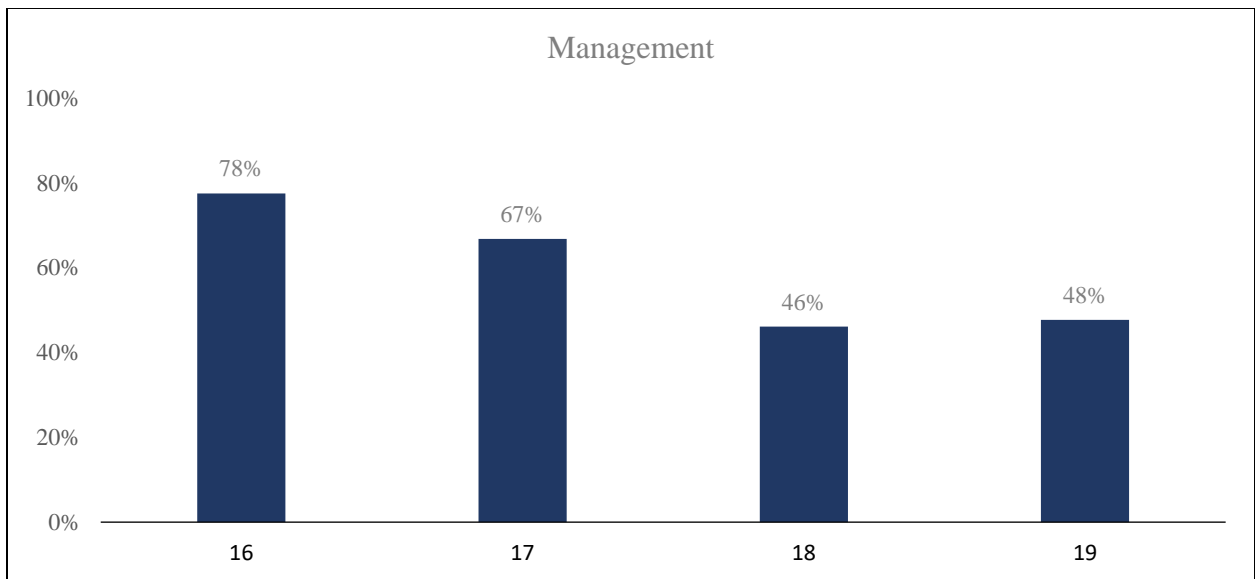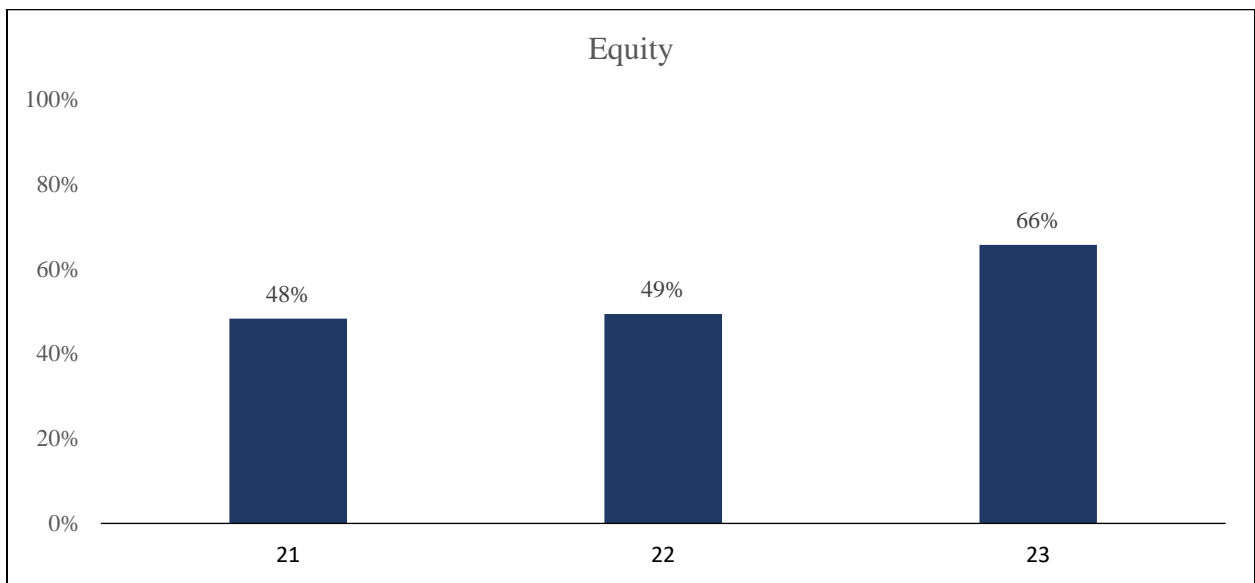Equity bar chart: 21 = 48%, 22 = 49%, 23 = 66%

Spring 2020 Faculty Evaluation for the President

Trustworthiness Dimension

Overall Report for this Project: University of Memphis Evaluations by Faculty

#	Trustworthiness Items	Strongly Agree + Agree	Number of Responses
24	Exhibits integrity.	64%	177
25	Follows through on commitments.	61%	176
26	Creates an atmosphere of trust among University faculty.	48%	178
	Overall Dimension Mean	**3.4**	
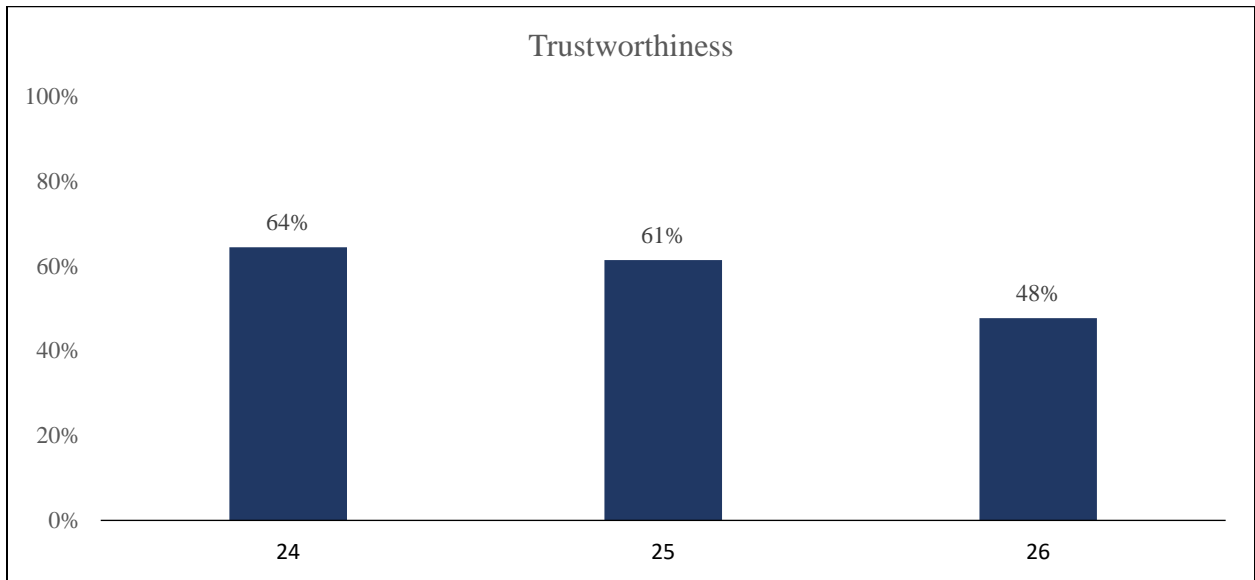
Optional Demographics

Please indicate your CURRENT position:	
Full Professor	29%
Associate Professor	27%
Assistant Professor	18%
Clinical Professor	12%
Adjunct Professor	14%
Number of Responses	**153**

Current Position

14% | Full Professor
29% | Associate Professor
27% | Assistant Professor
18% | Clinical Professor
12% | Adjunct Professor
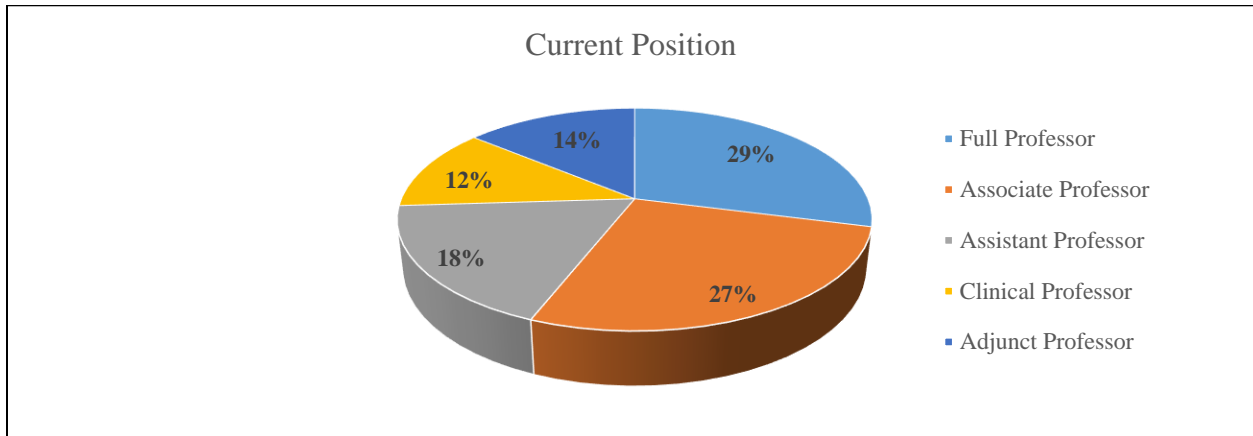
Please indicate your faculty status:	
Tenured	54%
Tenure-Track	12%
Non-Tenure-Track	34%
Number of Responses	**160**

Faculty Status

34% | Tenured
54% | Tenure-Track
12% | Non-Tenure-Track
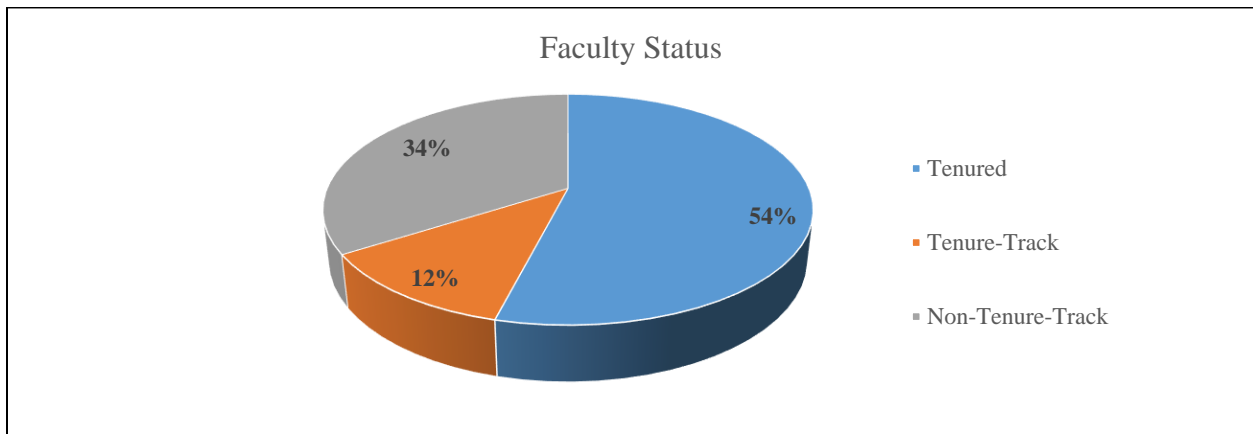
How long have you been at the University of Memphis?	
Less than 2 years	7%
2-5 years	20%
6-10 years	23%
More than 10 years	51%
Number of Responses	**164**

Overall Years of Experience at the University of Memphis
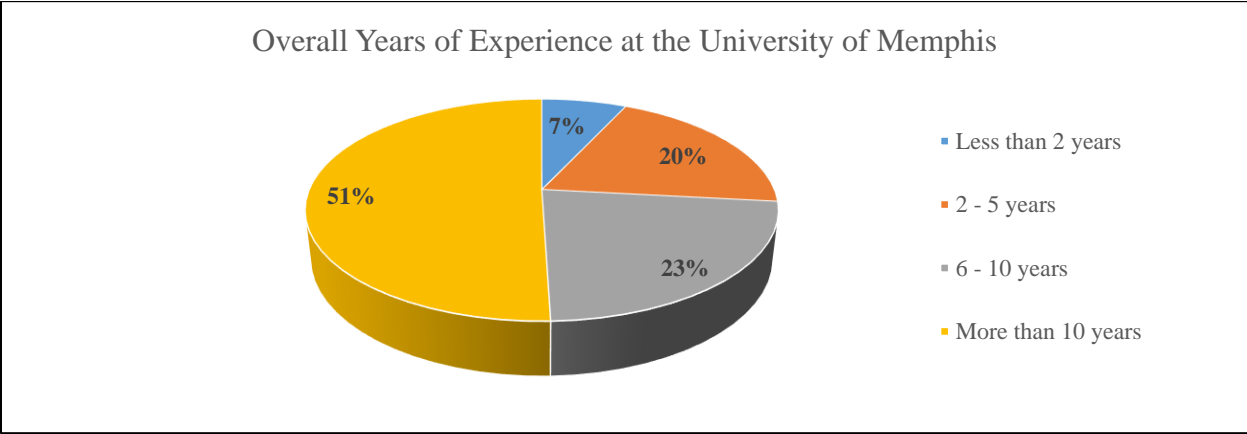
Gender	
Man	33%
Woman	49%
Transgender Man	0%
Transgender Woman	0%
Prefer not to answer	17%
None of the above. Please specify.	0%
Number of Responses	**166**

Gender
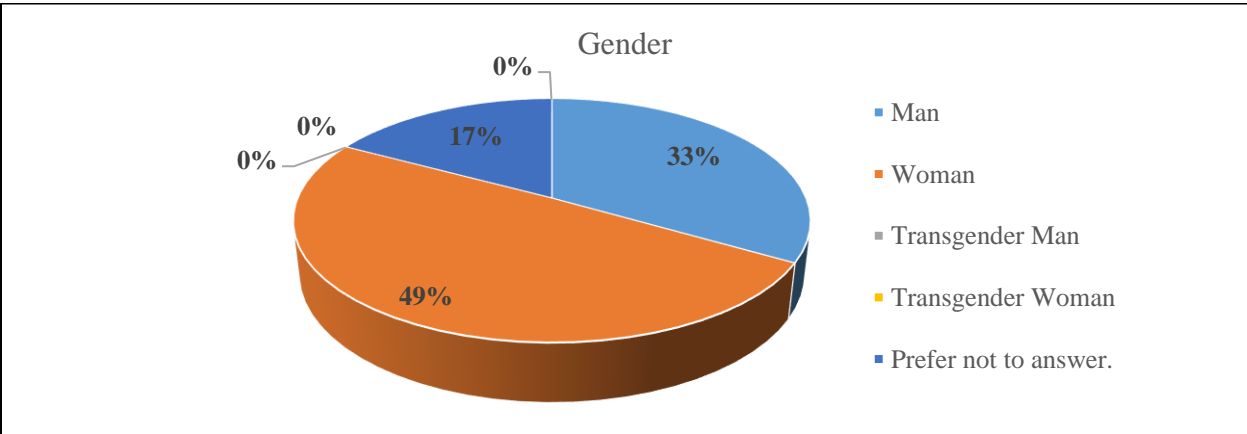
President Disaggregated Reports

In the following tables (pg. 25-39), Faculty Senate Reports are disaggregated by response to a demographic question and results are presented side by side for easy comparison.

1st comparison: Full -Time Faculty and Adjunct Faculty

2nd comparison: Current Position

3rd comparison: Faculty Status

4th comparison: Length of Employment at the University

5th comparison: Gender

Faculty Evaluation – Full-Time Faculty compared to Adjunct Faculty
Summary Items

Overall Report for this Project: University of Memphis Evaluations by Faculty		

Number of Respondents for Spring 2020 = 181*

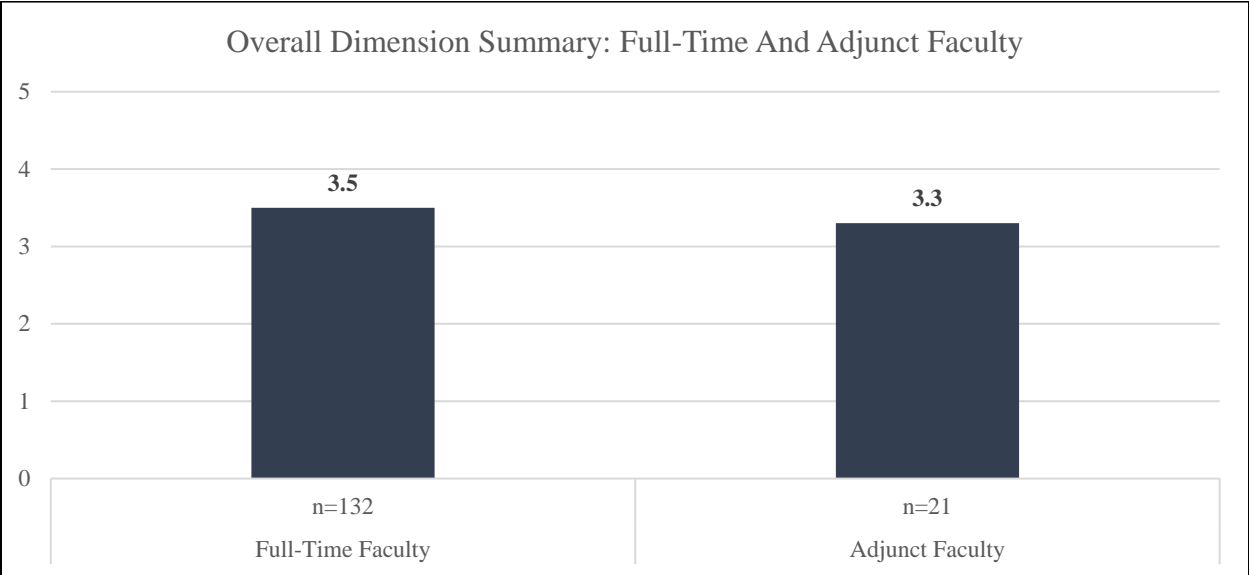| Please select your level of agreement with the following statements. The President...	Strongly Agree + Agree	
	Full-Time Faculty n=132	Adjunct Faculty n=21
1. Articulates a clear and compelling vision for the University.	83%	76%
2. Sets appropriate goals for the University.	76%	71%
3. Clearly identifies University priorities.	80%	76%
4. Involves faculty in planning for the future.	38%	43%
5. Acts decisively on important issues.	72%	71%
6. Organizes and administers in a manner which inspires confidence.	63%	62%
7. Creates, manages, and supports a cohesive, effective leadership team.	46%	38%
8. Makes thoughtful, high quality decisions based on available data.	66%	65%
9. Is accessible to faculty.	43%	35%
10. Listens and responds to ideas from faculty.	47%	40%
11. Listens and responds to faculty concerns and needs.	47%	45%
12. Is an effective speaker.	82%	75%
13. Maintains ongoing and clear dialogue with faculty.	49%	40%
14. Fosters effective University/community partnerships.	75%	70%
15. Is transparent.	46%	57%
16. Is successful in generating financial resources.	81%	76%
17. Is an effective manager of fiscal resources.	70%	72%
18. Is an effective manager of human resources.	50%	52%

Please select your level of agreement with the following statements. The President...	Strongly Agree + Agree	
	Full-Time Faculty n=132	Adjunct Faculty n=21
19. Delegates responsibility and authority appropriately.	52%	52%
20. Generates a spirit of cooperation and teamwork in the institution.	52%	48%
21. Ensures that policies and procedures are administered equitably.	52%	52%
22. Inspires confidence that tenure and promotion decisions are based on policy.	57%	33%
23. Is committed to a diverse academic community in which individual differences are respected.	70%	52%
24. Exhibits integrity.	68%	67%
25. Follows through on commitments.	64%	71%
26. Creates an atmosphere of trust among University faculty.	51%	48%

28 participants didn't identify their current position; therefore, that data was not able to be included in this analysis.

#	Dimension	Full-Time Faculty n=132	Adjunct Faculty n=21
1	Vision and Goal Setting	3.8	3.6
2	Leadership	3.5	3.5
3	Responsiveness	3.0	2.4
4	Communication	3.6	3.5
5	Management	3.5	3.5
6	Equity	3.4	2.9
7	Trustworthiness	3.6	3.5
	OVERALL	**3.5**	**3.3**

Overall Dimension Summary: Full-Time And Adjunct Faculty

3.5	3.3
n=132 Full-Time Faculty	n=21 Adjunct Faculty

Faculty Evaluation – Report by Current Position
Summary Items

Overall Report for this Project: University of Memphis Evaluations by Faculty

Number of Respondents for Spring 2020 = 181*

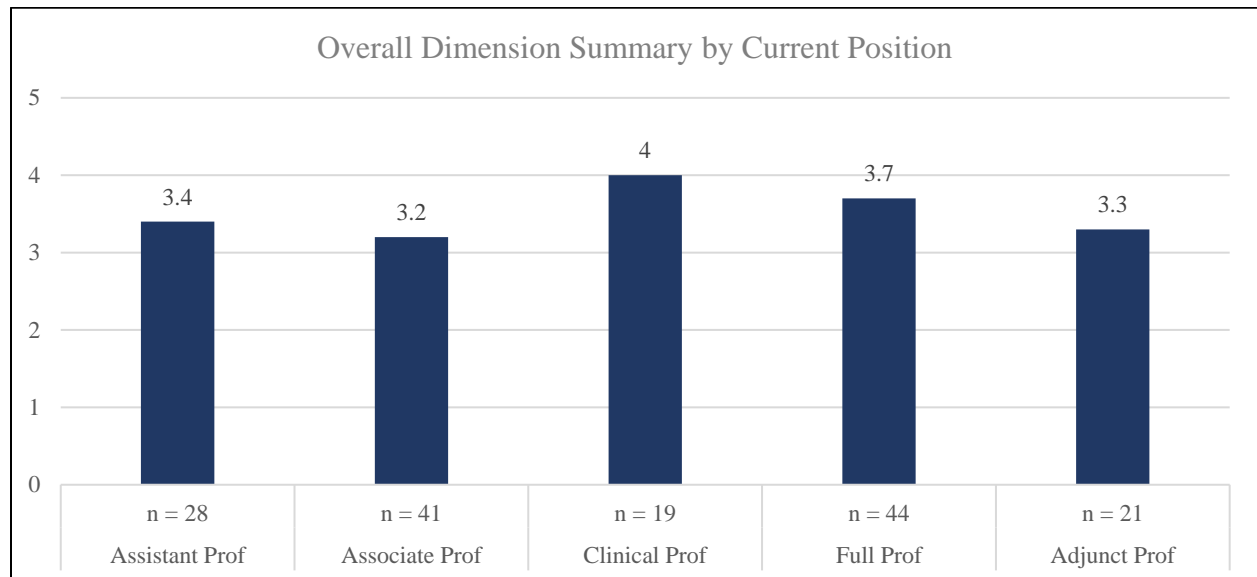| Please select your level of agreement with the following statements. The President...	Strongly Agree + Agree				
	Assistant Prof n = 28	Associate Prof n = 41	Clinical Prof n = 19	Full Prof n = 44	Adjunct Prof n = 21
1. Articulates a clear and compelling vision for the University.	82%	78%	95%	81%	76%
2. Sets appropriate goals for the University.	75%	65%	90%	81%	71%
3. Clearly identifies University priorities.	82%	68%	95%	84%	76%
4. Involves faculty in planning for the future.	43%	25%	53%	41%	43%
5. Acts decisively on important issues.	71%	63%	74%	79%	71%
6. Organizes and administers in a manner which inspires confidence.	64%	54%	68%	67%	62%
7. Creates, manages, and supports a cohesive, effective leadership team.	36%	32%	63%	58%	38%
8. Makes thoughtful, high quality decisions based on available data.	68%	49%	79%	77%	65%
9. Is accessible to faculty.	32%	39%	53%	49%	35%
10. Listens and responds to ideas from faculty.	32%	49%	53%	51%	40%
11. Listens and responds to faculty concerns and needs.	32%	49%	58%	49%	45%
12. Is an effective speaker.	79%	71%	95%	88%	75%
13. Maintains ongoing and clear dialogue with faculty.	50%	46%	58%	47%	40%
14. Fosters effective University/community partnerships.	71%	71%	78%	79%	70%

Please select your level of agreement with the following statements. The President...	Strongly Agree + Agree				
	Assistant Prof n = 28	Associate Prof n = 41	Clinical Prof n = 19	Full Prof n = 44	Adjunct Prof n = 21
15. Is transparent.	46%	34%	58%	50%	57%
16. Is successful in generating financial resources.	79%	73%	90%	86%	76%
17. Is an effective manager of fiscal resources.	64%	59%	79%	81%	72%
18. Is an effective manager of human resources.	36%	44%	63%	60%	52%
19. Delegates responsibility and authority appropriately.	46%	46%	69%	54%	52%
20. Generates a spirit of cooperation and teamwork in the institution.	57%	45%	58%	54%	48%
21. Ensures that policies and procedures are administered equitably.	43%	41%	58%	65%	52%
22. Inspires confidence that tenure and promotion decisions are based on policy.	39%	56%	74%	61%	33%
23. Is committed to a diverse academic community in which individual differences are respected.	61%	63%	74%	81%	52%
24. Exhibits integrity.	64%	61%	78%	72%	67%
25. Follows through on commitments.	57%	59%	83%	65%	71%
26. Creates an atmosphere of trust among University faculty.	57%	42%	63%	51%	48%

28 participants didn't identify their current position therefore, that data was not able to be included in this analysis.

Spring 2020 Faculty Evaluation – Report by Current Position

Overall Dimension Summary

#	Dimension	Assistant Prof n = 28	Associate Prof n = 41	Clinical Prof n = 19	Full Prof n = 44	Adjunct Prof n = 21
1	Vision and Goal Setting	3.7	3.5	4.2	4.0	3.6
2	Leadership	3.2	3.2	4.0	3.8	3.5
3	Responsiveness	2.5	2.9	3.6	3.2	2.4
4	Communication	3.5	3.4	4.0	3.8	3.5
5	Management	3.2	3.2	4.1	3.8	3.5
6	Equity	2.9	3.1	4.0	3.7	2.9
7	Trustworthiness	3.4	3.3	4.1	3.6	3.5
	OVERALL	**3.2**	**3.2**	**4.0**	**3.7**	**3.3**

Faculty Evaluation – Report by Faculty Status
Summary Items

Overall Report for this Project: University of Memphis Evaluations by Faculty

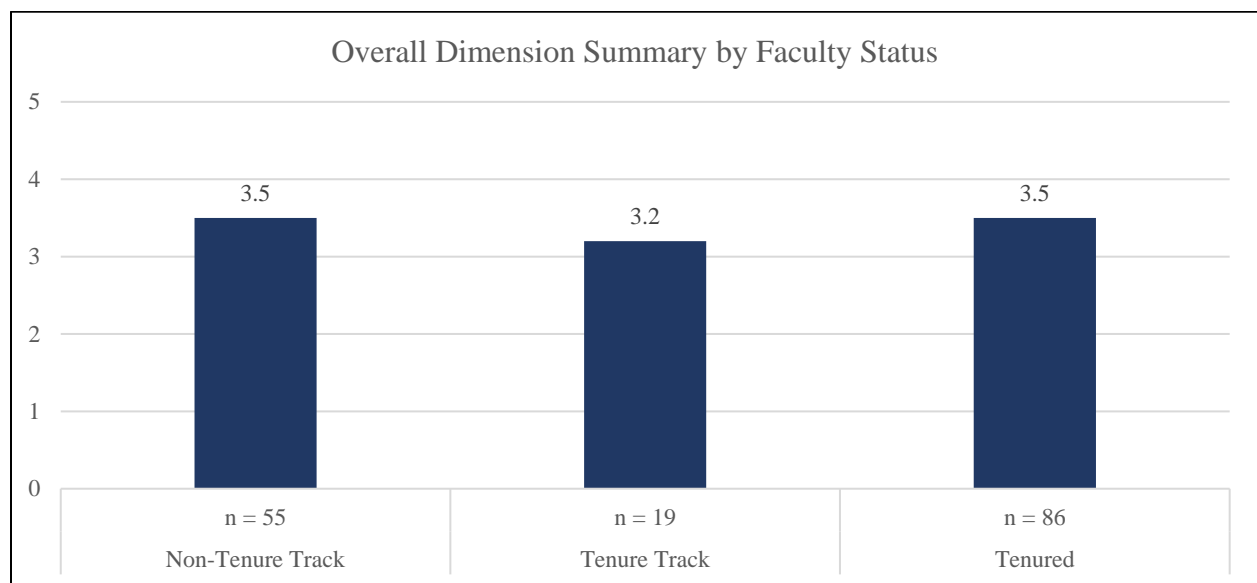**Number of Respondents for Spring 2020 = 181***

Please select your level of agreement with the following statements. The President...	Strongly Agree + Agree		
	Non-Tenure Track n = 55	Tenure Track n = 19	Tenured n = 86
1. Articulates a clear and compelling vision for the University.	86%	90%	78%
2. Sets appropriate goals for the University.	76%	84%	73%
3. Clearly identifies University priorities.	82%	89%	75%
4. Involves faculty in planning for the future.	46%	42%	34%
5. Acts decisively on important issues.	73%	79%	69%
6. Organizes and administers in a manner which inspires confidence.	64%	74%	59%
7. Creates, manages, and supports a cohesive, effective leadership team.	49%	32%	46%
8. Makes thoughtful, high quality decisions based on available data.	69%	74%	62%
9. Is accessible to faculty.	46%	37%	42%
10. Listens and responds to ideas from faculty.	48%	37%	48%
11. Listens and responds to faculty concerns and needs.	52%	37%	47%
12. Is an effective speaker.	85%	79%	79%
13. Maintains ongoing and clear dialogue with faculty.	50%	53%	45%
14. Fosters effective University/ community partnerships.	74%	74%	74%

Please select your level of agreement with the following statements. The President...	Strongly Agree + Agree		
	Non-Tenure Track n = 55	Tenure Track n = 19	Tenured n = 86
15. Is transparent.	58%	42%	41%
16. Is successful in generating financial resources.	84%	79%	77%
17. Is an effective manager of fiscal resources.	73%	58%	68%
18. Is an effective manager of human resources.	55%	37%	51%
19. Delegates responsibility and authority appropriately.	55%	53%	49%
20. Generates a spirit of cooperation and teamwork in the institution.	53%	63%	48%
21. Ensures that policies and procedures are administered equitably.	49%	47%	54%
22. Inspires confidence that tenure and promotion decisions are based on policy.	44%	42%	58%
23. Is committed to a diverse academic community in which individual differences are respected.	60%	69%	73%
24. Exhibits integrity.	67%	74%	66%
25. Follows through on commitments.	69%	69%	60%
26. Creates an atmosphere of trust among University faculty.	53%	69%	47%

21 participants didn't identify their faculty status therefore, that data was not able to be included in this analysis.

Spring 2020 Faculty Evaluation - Report by Faculty Status

Overall Dimension Summary

#	Dimension	Non-Tenure Track n = 55	Tenure Track n = 19	Tenured n = 86
1	Vision and Goal Setting	3.9	3.8	3.7
2	Leadership	3.6	3.4	3.5
3	Responsiveness	3.0	2.5	3.0
4	Communication	3.7	3.5	3.6
5	Management	3.6	3.1	3.5
6	Equity	3.1	2.9	3.5
7	Trustworthiness	3.6	3.5	3.5
	OVERALL	**3.5**	**3.2**	**3.5**

Overall Dimension Summary by Faculty Status

Faculty Evaluation – Report by Length of Employment at the University
Summary Items

Overall Report for this Project: University of Memphis Evaluations by Faculty

Number of Respondents for Spring 2020 = 181*

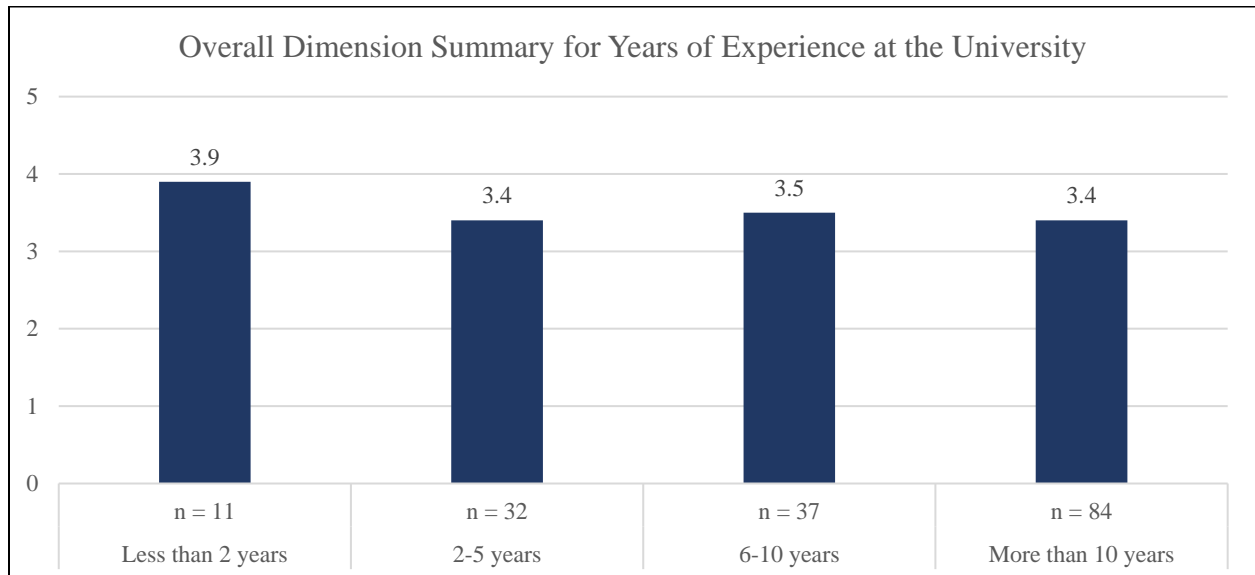| Please select your level of agreement with the following statements. The President...	Strongly Agree + Agree			
	Less than 2 years n = 11	2-5 years n = 32	6-10 years n = 37	More than 10 years n = 84
1. Articulates a clear and compelling vision for the University.	100%	88%	81%	46%
2. Sets appropriate goals for the University.	100%	81%	68%	73%
3. Clearly identifies University priorities.	100%	84%	76%	76%
4. Involves faculty in planning for the future.	73%	47%	32%	34%
5. Acts decisively on important issues.	91%	66%	76%	72%
6. Organizes and administers in a manner which inspires confidence.	91%	63%	62%	58%
7. Creates, manages, and supports a cohesive, effective leadership team.	73%	34%	41%	47%
8. Makes thoughtful, high quality decisions based on available data.	91%	68%	59%	63%
9. Is accessible to faculty.	55%	45%	49%	39%
10. Listens and responds to ideas from faculty.	55%	45%	54%	42%
11. Listens and responds to faculty concerns and needs.	55%	45%	57%	42%
12. Is an effective speaker.	91%	84%	76%	80%
13. Maintains ongoing and clear dialogue with faculty.	82%	42%	46%	43%
14. Fosters effective University/community partnerships.	100%	68%	68%	77%

Please select your level of agreement with the following statements. The President...	Strongly Agree + Agree			
	Less than 2 years n = 11	2-5 years n = 32	6-10 years n = 37	More than 10 years n = 84
15. Is transparent.	91%	41%	46%	43%
16. Is successful in generating financial resources.	91%	78%	84%	77%
17. Is an effective manager of fiscal resources.	100%	72%	65%	65%
18. Is an effective manager of human resources.	73%	50%	57%	43%
19. Delegates responsibility and authority appropriately.	82%	53%	54%	45%
20. Generates a spirit of cooperation and teamwork in the institution.	100%	53%	57%	45%
21. Ensures that policies and procedures are administered equitably.	82%	47%	54%	48%
22. Inspires confidence that tenure and promotion decisions are based on policy.	55%	50%	57%	46%
23. Is committed to a diverse academic community in which individual differences are respected.	82%	56%	73%	67%
24. Exhibits integrity.	82%	69%	70%	63%
25. Follows through on commitments.	64%	63%	64%	64%
26. Creates an atmosphere of trust among University faculty.	82%	53%	54%	45%

17 participants didn't identify their length of employment at the university; therefore, that data was not able to be included in this analysis.

Spring 2020 Faculty Evaluation - Report by Length of Employment at the University

Overall Dimension Summary

#	Dimension	Less than 2 years n = 11	2-5 years n = 32	6-10 years n = 37	More than 10 years n = 84
1	Vision and Goal Setting	4.5	3.8	3.7	3.7
2	Leadership	4.2	3.4	3.4	3.5
3	Responsiveness	2.9	2.9	3.2	2.9
4	Communication	4.2	3.5	3.5	3.6
5	Management	4.0	3.5	3.5	3.4
6	Equity	3.6	3.1	3.4	3.2
7	Trustworthiness	3.9	3.5	3.7	3.4
	OVERALL	**3.9**	**3.4**	**3.5**	**3.4**

Overall Dimension Summary for Years of Experience at the University

Faculty Evaluation – Report by Gender
Summary Items

Overall Report for this Project: University of Memphis Evaluations by Faculty

Number of Respondents for Spring 2020 = 181*

Please select your level of agreement with the following statements. The President...	Strongly Agree + Agree		
	Man n = 55	Woman n = 82	Prefer not to answer n = 29
1. Articulates a clear and compelling vision for the University.	61%	45%	28%
2. Sets appropriate goals for the University.	92%	72%	55%
3. Clearly identifies University priorities.	91%	78%	59%
4. Involves faculty in planning for the future.	47%	38%	28%
5. Acts decisively on important issues.	87%	68%	62%
6. Organizes and administers in a manner which inspires confidence.	81%	59%	38%
7. Creates, manages, and supports a cohesive, effective leadership team.	63%	38%	28%
8. Makes thoughtful, high quality decisions based on available data.	79%	63%	38%
9. Is accessible to faculty.	53%	43%	28%
10. Listens and responds to ideas from faculty.	60%	45%	28%
11. Listens and responds to faculty concerns and needs.	62%	45%	28%
12. Is an effective speaker.	93%	78%	69%
13. Maintains ongoing and clear dialogue with faculty.	57%	48%	24%
14. Fosters effective University/community partnerships.	81%	75%	62%

Please select your level of agreement with the following statements. The President...	Strongly Agree + Agree		
	Man n = 55	Woman n = 82	Prefer not to answer n = 29
15. Is transparent.	55%	46%	34%
16. Is successful in generating financial resources.	91%	77%	66%
17. Is an effective manager of fiscal resources.	91%	60%	48%
18. Is an effective manager of human resources.	70%	46%	17%
19. Delegates responsibility and authority appropriately.	59%	51%	35%
20. Generates a spirit of cooperation and teamwork in the institution.	63%	52%	36%
21. Ensures that policies and procedures are administered equitably.	67%	48%	35%
22. Inspires confidence that tenure and promotion decisions are based on policy.	59%	44%	52%
23. Is committed to a diverse academic community in which individual differences are respected.	87%	59%	55%
24. Exhibits integrity.	76%	66%	55%
25. Follows through on commitments.	72%	64%	48%
26. Creates an atmosphere of trust among University faculty.	61%	49%	38%

15 participants didn't identify their gender; therefore, that data was not able to be included in this analysis.
**No one identified as Transgender Man, Transgender Woman, or None of the Above in the survey; therefore, columns were not included in the above table.

Spring 2020 Faculty Evaluation - Report by Gender

Overall Dimension Summary

#	Dimension	Man n = 55	Woman n = 82	Prefer not to answer n = 29
1	Vision and Goal Setting	4.0	3.7	3.4
2	Leadership	3.9	3.4	3.1
3	Responsiveness	3.3	2.9	2.5
4	Communication	3.9	3.5	3.2
5	Management	4.0	3.4	2.8
6	Equity	3.7	3.1	2.9
7	Trustworthiness	3.9	3.4	3.0
	OVERALL	**3.8**	**3.3**	**3.0**