I. ADMINISTRATIVE PERFORMANCE

___ Community Rewards: works to assure that innovation, high standards, and accomplishments, including contributions to University governance and improvements to climate are rewarded.

___ Outreach and Extension: plays an active leadership role in facilitating outreach, public service, and extension activities when appropriate.

___ Faculty Retention and Recruitment: plays an important role in the recruitment of top-ranked faculty in the College, both through personal efforts and the formulation of attractive recruitment packages. Plays a significant role in retaining valued faculty members who might otherwise be tempted to accept positions elsewhere.

___ Development and Friend-Raising: plays a significant and active role in fund-raising and development activities, both through courting of friends of the College and through establishing and meeting development goals. Establishes connections with alumni and friends of the College.

___ Mission and Planning: works to develop College and developmental missions, programmatic priorities and goals. Does the College community perceive a sense of direction and shared commitment to the College mission and long-term objectives?

___ Administrative Management and Resourcefulness: manages the fiscal affairs of the College appropriately and demonstrates resourcefulness in managing resources. Are expenditures managed appropriately and budgets attended to? Sets clear performance standards, provides appropriate assistance to employees, and holds employees accountable through meaningful annual reviews with appropriate consequences. Fosters open communication regarding academic issues and treats individuals and programs fairly in resource allocations.

___ University Leadership: plays an active leadership role in central University affairs, both with respect to representing College interests and also with respect to sharing the task of moving the University’s agenda forward.

___ Partnerships and the Land-Grant Mission: cultivates and maintains relationships with external constituencies consistent with the University’s land-grant mission.

II. ACADEMIC LEADERSHIP
Teaching and Curriculum: works to improve the curriculum and quality and commitment to teaching in the College. Ensures that the college is responsive to disciplinary evolution and the changing needs of students, that appropriate programs and courses are offered, and that interdisciplinary and essential intercollege needs are addressed.

Research and Other Creative Activity: works effectively to put appropriate resources, incentives, and rewards in place to facilitate and enhance faculty research and other creative productivity.

Continuing National Academic Visibility: continues to play an active role in his/her field of academic expertise.

Continuing National Administrative Visibility: has a national presence in debates about issues associated with the administration of the academic fields represented in his/her College.

Conflict and Dispute Resolution: exercises appropriate leadership in resolving conflicts and settling disputes.

Overall Evaluation: How do you rate the effectiveness of this administrator? Please place and ‘x’ along the continuum.

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<td>Effective</td>
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Please comment on the following:

1. How do you rate your dean overall?

2. What are your dean’s major strengths?

3. In what ways could your dean improve?

4. Other comments.

Please return to Patrice Hill, Office of the Provost, Box 7101, Raleigh, NC 27695 by April 6, 2001.