

# Chair Self-Evaluation Form

*This questionnaire is part of a project designed to obtain information about your role as Department Chair. Self-evaluation has been demonstrated to be one of the most important facets of performance evaluations. This questionnaire inquires about your own perspective on the same areas about which faculty members in your department will provide feedback to you. Some areas will not pertain to your particular department or roles (e.g., Clinical for Basic Science Departments); simply check Not Applicable for these categories. The questions are grouped into categories and the first question in each area is omitted the faculty form asks faculty to attest to having sufficient familiarity to rate this area. Please designate the degree to which you believe you:*

## ADMINISTRATION

### 1. Omitted

### 2. Effectively direct private or public fund raising

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable

### 3. Effectively manage departmental finances

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

### 4. Identify administrative talents of others and delegate to them

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

### 5. Have a well-organized, efficient administration

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

### 6. Effectively manage department resources

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

### 7. Fairly allocate resources to faculty

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

### 8. Follow the College of Medicine/Departmental faculty compensation plan in awarding annual raises.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

### 9. Follow the College of Medicine/Departmental faculty compensation plan in awarding bonuses.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

### 10. Employ good problem-solving skills

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Strongly Disagree    Disagree    Neutral    Agree    Strongly Agree

**11. Maintain communication to faculty & divisions**

Strongly Disagree     Disagree     Neutral     Agree     Strongly Agree

**12. Identify sources of ineffectiveness and frustration**

Strongly Disagree     Disagree     Neutral     Agree     Strongly Agree

**13. Overall rating as an administrator**

Poor     Fair     Good     Very Good     Excellent

**14. Comments about Administrative Skills:**

**CLINICAL**

**15. Omitted**

Strongly Disagree     Disagree     Neutral     Agree     Strongly Agree

**16. Show a commitment to excellence in patient care**

Strongly Disagree     Disagree     Neutral     Agree     Strongly Agree

**17. Skillfully manage financial matters in the clinical enterprise**

Strongly Disagree     Disagree     Neutral     Agree     Strongly Agree

**18. Are actively concerned about community health needs**

Strongly Disagree     Disagree     Neutral     Agree     Strongly Agree

**19. Provide sufficient facilities and support staff**

Strongly Disagree     Disagree     Neutral     Agree     Strongly Agree

**20. Value the clinical skills of faculty, residents, and fellows**

Strongly Disagree     Disagree     Neutral     Agree     Strongly Agree

**21. Promote innovative health policies and practice**

Strongly Disagree     Disagree     Neutral     Agree     Strongly Agree

**22. Promote quality of care with reasonable patient volume expected**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**23. Overall rating in clinical endeavors**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor	Fair	Good	Very Good	Excellent

**24. Comments regarding Clinical endeavors:**

**RESEARCH**

**25. Omitted**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**26. Distribute resources fairly, including research space**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**27. Distribute resources in accordance with strategic plan for research**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**28. Are committed to quality research**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**29. Support innovation in research**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**30. Match protected time to expected productivity**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**31. Provide resources to support research productivity**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**32. Encourage inter/intra departmental collaboration**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**33. Are an excellent researcher**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**34. Overall rating in research role**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor	Fair	Good	Very Good	Excellent

**35. Comments regarding Research role:**

**LEADERSHIP**

**36. Omitted**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**37. Delegate authority and empowers faculty and staff**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**38. Consider faculty opinions before making decisions**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**39. Do not allow favoritism to influence important decisions**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**40. Are accessible and respond to concerns of faculty**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**41. Are a good facilitator and manage conflict well**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**42. Weather setbacks with calm and understanding**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**43. Respond positively to constructive criticism**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**44. Facilitate intra-departmental communication**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**45. Lead by example**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**46. Project a clear vision of the department**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**47. Effectively represent the department within the COM**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**48. Effectively represent the department regionally and/or nationally**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**49. Appropriately oversee division/section chiefs in their responsibilities**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**50. Overall rating as a leader role**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor	Fair	Good	Very Good	Excellent

**51. Comments on Leadership skills and style:**

**EDUCATION**

**52. Omitted**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**53. Support and encourage quality teaching**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**54. Reward faculty and staff for teaching excellence**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**55. Are committed to education in the department, COM and nationally**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**56. Are persistent in efforts to improve teaching at all levels**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**57. Are committed to recruiting the best students, residents, fellows**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**58. Provide appropriate resources for superior teaching**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**59. Are an excellent teacher**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**60. Overall rating as an educator role**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor	Fair	Good	Very Good	Excellent

**61. Comments about Educational role:**

**MENTORSHIP**

**62. Omitted**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**63. Sets realistic goals for faculty, staff, residents, fellows**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**64. Provide useful advice on faculty development & offers regular feedback**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**65. Advocate for faculty and staff by publicly recognizing accomplishments**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**66. Are effective in assisting faculty through promotion and tenure**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**67. Involve faculty and section chiefs in program planning**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**68. Support faculty development and leadership skill development in others**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**69. Foster faculty involvement in state/national groups & assists in networking**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**70. Promote mentoring by senior faculty & selects chiefs who mentor well**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**71. Provide appropriate resources for faculty success**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**72. Overall rating as a mentor**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor	Fair	Good	Very Good	Excellent

**73. Comments on Mentoring role:**

**OTHER**

**74. I am confident that, as Chair, I can skillfully lead the department for next 5 years.**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

**75. Do you want issues raised by this survey discussed at a department faculty meeting?**

<input type="radio"/>	<input type="radio"/>
Yes	No

**76. Overall rating of Chair**

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poor	Fair	Good	Very Good	Excellent

**77. Other comments:**

<input type="radio"/> 1 year	<input type="radio"/> 2 years	<input type="radio"/> 3 years	<input type="radio"/> 4 years
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**79. I believe that this type of evaluation is very valuable for providing feedback.**

<input type="radio"/> Strongly Disagree	<input type="radio"/> Disagree	<input type="radio"/> Neutral	<input type="radio"/> Agree	<input type="radio"/> Strongly Agree
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Please complete this form and click on the submit button.