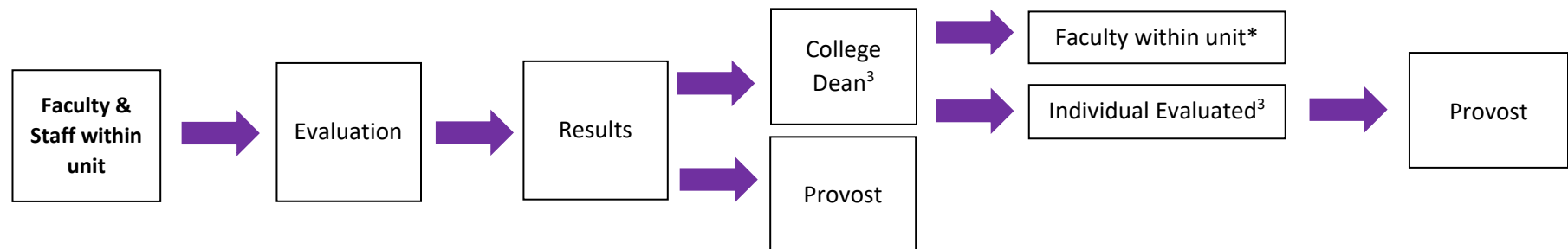


**Stephen F. Austin State University**  
**Academic Affairs Evaluation Process Overviews**  
 by Position Type

**Deans and Administrative Directors Reporting to the Provost's Office**



**Academic Unit Leaders**



<sup>1</sup> Includes self-identified respondent subgroups.

<sup>2</sup> Evaluation results for Administrative Directors reporting to the Associate Provost are also provided as appropriate. Per [SFA HOP 02-109](#), the Provost submits a summary report to the individual reviewed and to the President.

<sup>3</sup> Per [SFA HOP 02-101](#), the college dean produces a final evaluation report and reviews results with evaluated individual. The unit head will have ten (10) working days from the date of the review to submit to the provost a written response to the dean's report.

\*A summary of results will also be made available to faculty within unit by the college dean.

**Stephen F. Austin State University  
Academic Affairs Leadership Evaluations**

**Evaluees and Respondents**

<b>Position</b>	<b>Groups Invited to Respond</b>
Academic Dean	All Academic Affairs Branched survey with: 1. Employees within college 2. All other Academic Affairs
Academic Unit Head	Faculty and staff within unit
Academic Affairs Director	All Academic Affairs Branched survey with: 1. Academic Affairs Leadership 2. All other Academic Affairs

**Stephen F. Austin State University  
Academic Affairs Leadership Evaluations**

**Evaluated Individuals for 2023-2024**

Individuals scheduled for evaluation in Fall 2023 are highlighted in yellow

*interim appointments are italicized - no evaluation administered*

Deans		Academic Unit Heads	
College	Dean	Academic Unit	Chair/Director
Business	Tim Bisping	Accounting	Kelly Noe
Education	Judy Abbott	Business Comm./Legal Studies	Carol Wright
Fine Arts	Gary Wurtz	Economics & Finance	Mikhail Kouliavtsev
Forestry	Hans Williams	Management & Marketing	Matt Lindsey
Liberal & Applied Arts	Dustin Knepp	Education Studies	Jannah Nerren
Sciences & Mathematics	Kim Childs	Human Sciences	Chay Runnels
Research & Grad Studies	vacant	Human Svcs. & Ed Leadership	<i>Troy Davis</i>
		Kinesiology/Health Sciences	Wycliffe Njororai
<b>Academic Affairs Directors</b>		Art	Chris Talbot
Unit	Director	Music	Nathan Nabb
Institutional Effectiveness	John Calahan	Theatre & Dance	Cleo House
Institutional Research	Karyn Hall	Agriculture	Joe Smith
Library	Jonathan Helmke	Environmental Science	Sheryl Jerez
Lumberjack Learning Commons	Megan Weatherly	Anthropology, Geog. & Soc.	Ray Darville
School of Honors	Michael Tkacik	English & Creative Writing	Liz Tasker-Davis
CARRI	Mary Ann Rojas	Government	Kwame Antwi-Boasiako
		History	Andrew Lannen
		Lang., Cultures & Comm.	Jeana Paul Urena
		Mass Communication	John Hendricks
		Multidisciplinary Programs	Joyce Johnston
		Psychology	Scott Hutchens
		Social Work	Freddie Avant
		Biology	<i>Mark Barringer</i>
		Chemistry	<i>Odutayo Odunuga</i>
		Computer Science	Matt Beauregard
		Earth Sci. & Geological Resources	Wesley Brown
		Math & Statistics	Lesa Beverly
		Nursing	Tammy Harris
		Physics & Astronomy	Rickey McDaniel

**Stephen F. Austin State University  
Academic Affairs Leadership Evaluations**

**Schedule Details**

Evaluations open **Wednesday, November 1, 2023** and end **Friday, December 1, 2023**  
Evaluations are carried out after a full year in the leadership role and then after every third year.

Respondent identity is anonymous.

[SFA HOP 02-109 guides the performance evaluation process for academic leadership officers.](#)

[SFA HOP 02-101 guides the performance evaluation process for academic unit leaders.](#)

**Planned Correspondence Schedule**

Monday, October 30	Email notification to appropriate groups that survey begins soon
Wednesday, November 1	Evaluation invitation email sent
Monday, November 27	Reminder email that evaluations close soon

## Stephen F. Austin State University Dean - Leadership Evaluation

SFA HOP 02-109 directs the performance review for administrators reporting to the Provost's office.

With the responsibilities of academic leadership in mind, please respond to the following evaluation prompts as accurately as possible. Provide examples or recommendations for improvement, if applicable.

Please note that only **one** submission per person is allowed. The responder should not submit responses on behalf of anyone other than themselves. Individual respondent identity is anonymous.

	<b>Employees within the college</b>	<b>Other role in Academic Affairs</b>	<b>Prefer not to answer</b>
<b>Please select the group that best describes your primary role at SFA:</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	<b>0 to 5</b>	<b>6 to 10</b>	<b>11 to 19</b>	<b>20 or more</b>	<b>Prefer not to answer</b>
<b>How many years have you worked at SFA?</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<b>For quality assurance, please enter the name of the person in this evaluation.</b>	
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<b>Evaluate this person's performance in the following:</b>	<b>Outstanding (5)</b>	<b>Very good (4)</b>	<b>Satisfactory (3)</b>	<b>Poor (2)</b>	<b>Very poor (1)</b>	<b>Not applicable/No opportunity to observe (no value)</b>
Advancing the SFA mission of dedication to excellence...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support of Academic Affairs activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advocate and promote the college role and responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Champion for professional development - teaching and learning, curriculum development, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership and teamwork	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication and transparency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotion of a positive work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional and respectful behavior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support of a learner-centered environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resource allocation and budget management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Positive promotion of SFA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Off-campus partnerships and relationships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<b>Do you have confidence in this person's ability to perform his/her current role?</b>	<b>Definitely yes (5)</b>	<b>Probably yes (4)</b>	<b>Neutral (3)</b>	<b>Probably not (2)</b>	<b>Definitely not (1)</b>	<b>Not applicable/ No opportunity to observe (no value)</b>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<b>Please add any further information that would be helpful to the evaluation process.</b>	
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# Stephen F. Austin State University

## Academic Affairs Administrative Director - Leadership Evaluation

SFA HOP 02-109 directs the performance review for administrators reporting to the Provost's office.

With the responsibilities of Academic Affairs leadership in mind, please respond to the following evaluation prompts as accurately as possible. Provide examples or recommendations for improvement, if applicable.

Please note that only **one** submission per person is allowed. The responder should not submit responses on behalf of anyone other than themselves. Individual respondent identity is anonymous.

	Academic Affairs Leadership	All other roles in Academic Affairs	Prefer not to answer
Please select the group that best describes your primary role at SFA:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	0 to 5	6 to 10	11 to 19	20 or more	Prefer not to answer
How many years have you worked at SFA?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For quality assurance, please enter the name of the person in this evaluation.	
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Evaluate this person's performance in the following:	Outstanding (5)	Very good (4)	Satisfactory (3)	Poor (2)	Very poor (1)	Not applicable/No opportunity to observe (no value)
Advancing the SFA mission of dedication to excellence...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support of Academic Affairs activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advocate and promote the unit role and responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Champion for professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership and teamwork	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication and transparency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotion of a positive work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional and respectful behavior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support of a learner-centered environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resource allocation and budget management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Positive promotion of SFA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Off-campus partnerships and relationships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you have confidence in this person's ability to perform his/her current role?	Definitely yes (5)	Probably yes (4)	Neutral (3)	Probably not (2)	Definitely not (1)	Not applicable/No opportunity to observe (no value)
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please add any further information that would be helpful to the evaluation process.	
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## Stephen F. Austin State University Academic Unit Head - Leadership Evaluation

Evaluate faculty development/support	Outstanding (5)	Highly Effective (4)	Effective (3)	Marginally Effective (2)	Ineffective (1)	Not applicable/No opportunity to observe (no value)
Encourages professional growth of faculty and staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports innovative teaching programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encourages faculty research activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports your teaching/development research activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Evaluate administrative effectiveness	Outstanding (5)	Highly Effective (4)	Effective (3)	Marginally Effective (2)	Ineffective (1)	Not applicable/No opportunity to observe (no value)
Resolves issues at academic unit level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Makes difficult decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Makes sound decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Plans effectively and imaginatively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Articulates expectations to the faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engages in creative problem solving	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engages in realistic goal setting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you have confidence in this person's ability to perform his/her current role?	Definitely yes (5)	Probably yes (4)	Neutral (3)	Probably not (2)	Definitely not (1)	Not applicable/No opportunity to observe (no value)
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please add any further information that would be helpful to the evaluation process.	
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