Stephen F. Austin State University
Academic Affairs Leadership Evaluations

Evaluees and Respondents

Position	Groups Invited to Respond
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

Schedule Details

Evaluations open **Wednesday, October 1, 2025** and end **Monday, November 3, 2025**

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

Thursday, September 25	Email notification to Academic Affairs employees that survey begins soon
Wednesday, October 1	Evaluation invitation email sent
Monday, October 27	Reminder email that evaluations close in one week

Stephen F. Austin State University
Academic Affairs Leadership Evaluations

Evaluated Individuals for 2025-2026

Individuals scheduled for evaluation in Fall 2025 are highlighted in yellow

interim appointments are italicized - no evaluation administered

Deans		Academic Unit Heads	
College	**Dean**	**Academic Unit**	**Chair/Director**
Business	*Jason Reese*	Accounting	Jose Vega
Education	*Stacy Hendricks*	Business Comm./Legal Studies	Carol Wright
Fine Arts	Gary Wurtz	Economics & Finance	Mikhail Kouliavtsev
Forestry & Agriculture	Hans Williams	Management & Marketing	Matt Lindsey
Liberal & Applied Arts	Dustin Knepp	Education Studies	Jannah Nerren
Sciences & Mathematics	Kim Childs	Human Sciences & Prof. Studies	Chay Runnels
Research & Grad Studies	Forrest Lane	Allied Health Sciences	Wycliffe Njororai
		Art	Chris Talbot
Academic Affairs Leadership		Music	J.D. Salas
Unit	**Leader**	Theatre & Dance	Cleo House
Lumberjack Learning Commons	Megan Weatherly	Agriculture	Joe Smith
Institutional Effectiveness	Christina Wilson	Environmental Science	Sheryll Jerez
Library	Jonathan Helmke	Government & Sociology	Ray Darville
School of Honors	Michael Tkacik	English & Creative Writing	Liz Tasker-Davis
Registrar	Mickey Diez	History	Andrew Lannen
		Language & Cultural Studies	Jeana Paul-Urena
		Media & Communication	John Hendricks
		Psychology	Scott Hutchens
		Social Work	Freddie Avant
		Biology	Brian Peer
		Chemistry & Biochemistry	Odutayo Odunuga
		Computer Science	*Rickey McDaniel*
		Earth Sci. & Geologic Resources	Wesley Brown
		Math & Statistics	Lesa Beverly
		Nursing	*Michelle Nelson*
		Physics & Astronomy	Rickey McDaniel

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.

	Employees within the college	Other role in Academic Affairs	Prefer not to answer
Please select the group that best describes your primary role at SFA:	○	○	○

	0 to 5	6 to 10	11 to 19	20 or more	Prefer not to answer
How many years have you worked at SFA?	○	○	○	○	○

For quality assurance, please enter the name of the person in this evaluation.	

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…	○	○	○	○	○	○
Support of Academic Affairs activities	○	○	○	○	○	○
Advocate and promote the college role and responsibilities	○	○	○	○	○	○
Champion for professional development - teaching and learning, curriculum development, etc.	○	○	○	○	○	○
Leadership and teamwork	○	○	○	○	○	○
Communication and transparency	○	○	○	○	○	○
Promotion of a positive work environment	○	○	○	○	○	○
Professional and respectful behavior	○	○	○	○	○	○
Support of a learner-centered environment	○	○	○	○	○	○
Resource allocation and budget management	○	○	○	○	○	○
Positive promotion of SFA	○	○	○	○	○	○
Off-campus partnerships and relationships	○	○	○	○	○	○

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)
	○	○	○	○	○	○

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

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:	○	○	○

	0 to 5	6 to 10	11 to 19	20 or more	Prefer not to answer
How many years have you worked at SFA?	○	○	○	○	○

For quality assurance, please enter the name of the person in this evaluation.	

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…	○	○	○	○	○	○
Support of Academic Affairs activities	○	○	○	○	○	○
Advocate and promote the unit role and responsibilities	○	○	○	○	○	○
Champion for professional development	○	○	○	○	○	○
Leadership and teamwork	○	○	○	○	○	○
Communication and transparency	○	○	○	○	○	○
Promotion of a positive work environment	○	○	○	○	○	○
Professional and respectful behavior	○	○	○	○	○	○
Support of a learner-centered environment	○	○	○	○	○	○
Resource allocation and budget management	○	○	○	○	○	○
Positive promotion of SFA	○	○	○	○	○	○
Off-campus partnerships and relationships	○	○	○	○	○	○

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)
	○	○	○	○	○	○

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

Stephen F. Austin State University
Academic Unit Head - Leadership Evaluation

SFA HOP 02-101 states that the primary responsibilities of the unit head are to establish and maintain a climate conducive to the pursuit of knowledge. The decisions of the unit head should be made and implemented in the context of collegiality and regular communication.

Each question may be used to stimulate objective assessment of Chair effectiveness during the past three years. This list is not intended to be inclusive; some items may not be applicable to your Chair; there may be additional items that you may wish to consider.

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.

Administrative responsibilities of an academic unit chair/director include, but are not limited to, the following:
• Provide leadership in the establishment of a visionary direction and the maintenance of standards for the academic unit, consistent with college and university missions;
• Serve as the principal advocate for the unit and as an advocate for the college and university missions;
• Ensure quality through evaluation, modification, and development of academic programs;
• Respond to the needs of students, faculty, administration, the public, and others;
• Develop and manage course schedules for each semester/parts of term;
• Assign and manage faculty workload;
• Manage and allocate fiscal and physical resources of the unit;
• Establish, maintain, and communicate effective personnel management procedures and processes; and
• Promote the academic unit externally.

	0 to 5	6 to 10	11 to 19	20 or more	Prefer not to answer
How many years have you worked at SFA?	○	○	○	○	○

For quality assurance, please enter the name of the person in this evaluation.	

Evaluate Academic unit leadership and direction	Outstanding (5)	Highly Effective (4)	Effective (3)	Marginally Effective (2)	Ineffective (1)	Not applicable/No opportunity to observe (no value)
Provides leadership at the academic unit, college and university levels	○	○	○	○	○	○
Keeps faculty informed of academic unit decisions and involves faculty in academic unit planning	○	○	○	○	○	○
Recruits quality faculty and staff	○	○	○	○	○	○
Interacts with you in a fair and impartial manner	○	○	○	○	○	○
Makes academic unit committee assignments in a fair and reasonable manner	○	○	○	○	○	○
Promotes collegiality in the academic unit	○	○	○	○	○	○
Manages academic unit resources effectively	○	○	○	○	○	○

Stephen F. Austin State University
Academic Unit Head - Leadership Evaluation

Evaluate representation of the academic unit	Outstanding (5)	Highly Effective (4)	Effective (3)	Marginally Effective (2)	Ineffective (1)	Not applicable/No opportunity to observe (no value)
Fosters good public relations	○	○	○	○	○	○
Keeps abreast of new developments in higher education	○	○	○	○	○	○
Serves as a role model in one or more of the following areas: -Teaching -research -service -creative activity	○	○	○	○	○	○

Evaluate Communication	Outstanding (5)	Highly Effective (4)	Effective (3)	Marginally Effective (2)	Ineffective (1)	Not applicable/No opportunity to observe (no value)
Communicates openly and clearly all policies and procedures from the administration to the faculty	○	○	○	○	○	○
Encourages candor, frankness; is approachable, open	○	○	○	○	○	○
Holds constructive and/or meaningful faculty meetings	○	○	○	○	○	○

Evaluate Academic Programs	Outstanding (5)	Highly Effective (4)	Effective (3)	Marginally Effective (2)	Ineffective (1)	Not applicable/No opportunity to observe (no value)
Demonstrates innovative leadership in curriculum development	○	○	○	○	○	○
Prepares class schedules and teaching assignments in a manner that maximizes academic unit interests and competencies	○	○	○	○	○	○
Maintains an effective student advising system	○	○	○	○	○	○
Assesses program effectiveness	○	○	○	○	○	○

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	○	○	○	○	○	○
Supports innovative teaching programs	○	○	○	○	○	○
Encourages faculty research activities	○	○	○	○	○	○
Supports your teaching/development research activities	○	○	○	○	○	○

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	○	○	○	○	○	○
Makes difficult decisions	○	○	○	○	○	○
Makes sound decisions	○	○	○	○	○	○
Plans effectively and imaginatively	○	○	○	○	○	○
Articulates expectations to the faculty	○	○	○	○	○	○
Engages in creative problem solving	○	○	○	○	○	○
Engages in realistic goal setting	○	○	○	○	○	○

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)
	○	○	○	○	○	○

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