

RESULTS OF EVALUATION OF ADMINISTRATORS

FRANÇOIS JULIEN

(Telfer School of Management)

1. ACADEMIC LEADERSHIP / LEADERSHIP	Professors' ranking of:	Percentage or raters who selected responses:										Number responding	Means
		1		2		3		4		5			
1. What is your opinion of this administrator's academic reputation? (1) very poor, (2)poor, (3) adequate, (4) good, (5) very good	François Julien	9.7%	3	22.6%	7	25.8%	8	22.6%	7	19.4%	6	31	3.19
	All Deans	15.1%	36	27.6%	66	25.5%	61	19.7%	47	12.1%	29	239	2.86
2. In your view, does this administrator succeed in creating an atmosphere that is conducive to the promotion of academic excellence? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always	François Julien	6.5%	2	22.6%	7	25.8%	8	25.8%	8	19.4%	6	31	3.29
	All Deans	15.0%	36	32.9%	79	22.1%	53	20.8%	50	9.2%	22	240	2.76
3. In your opinion, how does this administrator represent you as an individual? (1) very poorly, (2)poorly, (3) adequately, (4) well, (5) very well	François Julien	6.7%	2	36.7%	11	16.7%	5	13.3%	4	26.7%	8	30	3.17
	All Deans	29.1%	69	30.8%	73	13.1%	31	13.5%	32	13.5%	32	237	2.51
4. In your view, are the academic objectives of your unit achieved with this administrator? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always	François Julien	6.5%	2	16.1%	5	32.3%	10	32.3%	10	12.9%	4	31	3.29
	All Deans	10.1%	24	28.6%	68	33.6%	80	19.7%	47	8.0%	19	238	2.87

Composite means for Section 1. Academic Leadership

Professors' rating of François Julien: 3.24
Professors' rating of All Deans: 2.75

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2. ALLOCATION OF RESOURCES AND DUTIES	Professors' ranking of:	Percentage or raters who selected responses:										Number responding	Means
		1		2		3		4		5			
5. Do you consider that all relevant professional activities are distributed fairly? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always	François Julien	3.3%	1	16.7%	5	33.3%	10	33.3%	10	13.3%	4	30	3.37
	All Deans	6.5%	15	29.1%	67	28.3%	65	27.8%	64	8.3%	19	230	3.02
6. In your view, is this administrator impartial with academic personnel in the allocation of workloads? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always	François Julien	3.3%	1	13.3%	4	36.7%	11	20.0%	6	26.7%	8	30	3.53
	All Deans	4.3%	10	20.3%	47	30.3%	70	25.1%	58	19.9%	46	231	3.36
7. How would you rate this administrator's effectiveness in supporting academic activities? (1) very poor, (2)poor, (3) adequate, (4) good, (5) very good	François Julien	6.7%	2	16.7%	5	36.7%	11	10.0%	3	30.0%	9	30	3.40
	All Deans	21.4%	49	31.4%	72	18.8%	43	11.8%	27	16.6%	38	229	2.71
8. In your academic unit, during the term of office of this administrator, the number of members of the administration (including professors relieved of teaching duties, and support staff) has: (1) greatly increased, (2) increased, (3) remained the same, (4) decreased, (5) greatly decreased	François Julien	21.4%	6	50.0%	14	28.6%	8	0.0%	0	0.0%	0	28	2.07
	All Deans	10.3%	23	32.7%	73	36.8%	82	14.8%	33	5.4%	12	223	2.72
9. From the point of view of teaching and/or research do you think that this increase/decrease (re. question 8) in the number of members of the administration has been: (1) very wasteful, (2) wasteful, (3) acceptable, (4) beneficial, (5) very beneficial	François Julien	7.1%	2	35.7%	10	42.9%	12	7.1%	2	7.1%	2	28	2.71
	All Deans	12.4%	26	36.8%	77	35.4%	74	8.1%	17	7.2%	15	209	2.61

Composite means for Section 2. Allocation of Resources and Duties

Professors' rating of François Julien (5-9):	3.03
Professors' rating of François Julien (5-7,9):	3.26
Professors' rating of All Deans (5-9):	2.89
Professors' rating of All Deans (5-7,9):	2.93

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3. ADMINISTRATIVE ABILITY	Professors' ranking of:	Percentage or raters who selected responses:										Number responding	Means
		1		2		3		4		5			
10. In your opinion, does this administrator make fair evaluations of academic staff members? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always	François Julien	3.6%	1	10.7%	3	28.6%	8	25.0%	7	32.1%	9	28	3.71
	All Deans	5.4%	12	22.4%	50	33.6%	75	23.3%	52	15.2%	34	223	3.21
11. In your opinion, does this administrator assist the professors for whom he is responsible to function efficiently in their academic endeavours? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always	François Julien	3.6%	1	21.4%	6	28.6%	8	28.6%	8	17.9%	5	28	3.36
	All Deans	15.9%	36	30.4%	69	26.4%	60	15.4%	35	11.9%	27	227	2.77
12. Does this administrator implement academic policies effectively once they are established? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always	François Julien	7.1%	2	7.1%	2	25.0%	7	35.7%	10	25.0%	7	28	3.64
	All Deans	10.9%	24	24.4%	54	28.1%	62	23.5%	52	13.1%	29	221	3.04
13. Do you feel that, prior to making decisions, this administrator takes into consideration relevant opinions? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always	François Julien	7.4%	2	25.9%	7	18.5%	5	22.2%	6	25.9%	7	27	3.33
	All Deans	24.2%	55	30.4%	69	18.9%	43	15.0%	34	11.5%	26	227	2.59
14. How would you rate this administrator's effectiveness in communicating with academic staff? (1) very poor, (2)poor, (3) adequate, (4) good, (5) very good	François Julien	14.8%	4	29.6%	8	3.7%	1	29.6%	8	22.2%	6	27	3.15
	All Deans	43.4%	98	23.0%	52	11.5%	26	11.9%	27	10.2%	23	226	2.23
15. Do you consider that this administrator is accessible to the extent that is reasonable to expect? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always	François Julien	7.1%	2	17.9%	5	21.4%	6	25.0%	7	28.6%	8	28	3.50
	All Deans	23.8%	54	22.0%	50	20.7%	47	20.7%	47	12.8%	29	227	2.77
16. How do you rate the skill of this administrator in dealing with unusual situations? (1) very poor, (2)poor, (3) adequate, (4) good, (5) very good	François Julien	18.5%	5	14.8%	4	14.8%	4	25.9%	7	25.9%	7	27	3.26
	All Deans	26.5%	58	27.9%	61	19.2%	42	12.8%	28	13.7%	30	219	2.59
17. In your opinion, the extent to which this administrator is capable of making decisions is: (1) very poor, (2)poor, (3) adequate, (4) good, (5) very good	François Julien	3.7%	1	18.5%	5	25.9%	7	29.6%	8	22.2%	6	27	3.48
	All Deans	18.3%	41	31.3%	70	21.4%	48	14.3%	32	14.7%	33	224	2.76

Composite means for Section 3. Administrative Ability

Professors' rating of François Julien: 3.43

Professors' rating of All Deans: 2.74

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4. PERSONAL RELATIONS	Professors' ranking of:	Percentage or raters who selected responses:										Number responding	Means
		1		2		3		4		5			
18. Rate this administrator's fairness in relating to academic staff: (1) very poor, (2)poor, (3) adequate, (4) good, (5) very good	François Julien	7.4%	2	25.9%	7	18.5%	5	14.8%	4	33.3%	9	27	3.41
	All Deans	22.4%	49	34.7%	76	12.8%	28	11.9%	26	18.3%	40	219	2.69
19. Rate this administrator's fairness in relating to support staff: (1) very poor, (2)poor, (3) adequate, (4) good, (5) very good	François Julien	0.0%	0	3.7%	1	25.9%	7	29.6%	8	40.7%	11	27	4.07
	All Deans	21.3%	42	18.3%	36	25.9%	51	15.7%	31	18.8%	37	197	2.92
20. Rate this administrator's fairness in relating to students: (1) very poor, (2)poor, (3) adequate, (4) good, (5) very good	François Julien	3.8%	1	3.8%	1	38.5%	10	23.1%	6	30.8%	8	26	3.73
	All Deans	13.4%	25	16.7%	31	34.4%	64	15.6%	29	19.9%	37	186	3.12
21. This administrator's rapport with professors appears to you to be: (1) very poor, (2)poor, (3) adequate, (4) good, (5) very good	François Julien	10.7%	3	21.4%	6	17.9%	5	28.6%	8	21.4%	6	28	3.29
	All Deans	38.1%	85	23.8%	53	13.0%	29	13.9%	31	11.2%	25	223	2.36
22. Is this administrator responsive to the views of others? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always	François Julien	0.0%	0	25.0%	7	25.0%	7	21.4%	6	28.6%	8	28	3.54
	All Deans	19.2%	42	32.9%	72	21.5%	47	15.1%	33	11.4%	25	219	2.67
23. How does this administrator react to criticism? (1) very poorly, (2)poorly, (3) adequately, (4) well, (5) very well	François Julien	11.5%	3	30.8%	8	23.1%	6	15.4%	4	19.2%	5	26	3.00
	All Deans	28.6%	60	31.9%	67	18.1%	38	13.8%	29	7.6%	16	210	2.40

Composite means for Section 4. Personal Relations

Professors' rating of François Julien: 3.51

Professors' rating of All Deans: 2.68

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5. OVERALL EVALUATIONS	Professors' ranking of:	Percentage or raters who selected responses:										Number responding	Means
		1		2		3		4		5			
24. Would you like to have this administrator re-appointed? (1) definitely not, (2)probably not, (3) indifferent, (4) probably yes, (5) definitely yes	François Julien	21.4%	6	21.4%	6	10.7%	3	7.1%	2	39.3%	11	28	3.21
	All Deans	46.2%	103	17.9%	40	6.7%	15	11.7%	26	17.5%	39	223	2.36
25. What is your overall rating of this administrator? (1) very poor, (2)poor, (3) adequate, (4) good, (5) very good	François Julien	10.7%	3	25.0%	7	17.9%	5	17.9%	5	28.6%	8	28	3.29
	All Deans	26.9%	60	35.4%	79	10.3%	23	12.6%	28	14.8%	33	223	2.53

Composite means for Section 5. Overall Evaluations

Professors' rating of François Julien: 3.25

Professors' rating of All Deans: 2.45