

**WINTER 2023 RESULTS OF EVALUATION OF ADMINISTRATORS**

**Stéphane Brutus (Telfer School of Management)**

1. LEADERSHIP	Percentage of raters who selected responses:												No answer	Number responding	Means (excludes NA)	
	1	2	3	4	5	NA										
1. In your view, does the Dean succeed in creating an atmosphere that promotes academic excellence? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always, NA	3.3%	2	10.0%	6	26.7%	16	26.7%	16	33.3%	20	0.0%	0	0.0%	0	60	3.77
2. What is your assessment of the Dean's level of support for teaching and learning? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	3.3%	2	15.0%	9	20.0%	12	23.3%	14	38.3%	23	0.0%	0	0.0%	0	60	3.78
3. What is your assessment of the Dean's level of support for research? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	5.0%	3	8.3%	5	26.7%	16	25.0%	15	35.0%	21	0.0%	0	0.0%	0	60	3.77
4. What is your assessment of the Dean's level of support for collegial governance in your faculty? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	11.7%	7	15.0%	9	15.0%	9	15.0%	9	40.0%	24	3.3%	2	0.0%	0	60	3.59
5. In your view, are the academic objectives of your unit achieved with this Dean? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always, NA	3.3%	2	10.0%	6	21.7%	13	43.3%	26	20.0%	12	1.7%	1	0.0%	0	60	3.68
6. What is your assessment of the Dean in terms of her capacity and willingness to defend the interests of your faculty with the Central Administration? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	6.7%	4	13.3%	8	15.0%	9	23.3%	14	30.0%	18	11.7%	7	0.0%	0	60	3.64

**Composite means for Section 1. Leadership**

Professors' rating of Stéphane Brutus:

3.71

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2. ALLOCATION OF RESOURCES AND DUTIES	Percentage of raters who selected responses:												No answer	Number responding	Means (excludes NA)	
	1	2	3	4	5	NA										
7. In your view, is this Dean impartial in the allocation of workloads? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always, NA	5.1%	3	13.6%	8	16.9%	10	30.5%	18	27.1%	16	6.8%	4	1.7%	1	59	3.65
8. In your view, is this Dean impartial in the allocation of resources to academic units? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always, NA	6.7%	4	10.0%	6	18.3%	11	23.3%	14	31.7%	19	10.0%	6	0.0%	0	60	3.70
9. During this Dean's term, how has the number of professors relieved of teaching duties in order to provide administrative support to the Faculty changed? (1) greatly increased, (2) increased, (3) remained the same, (4) decreased, (5) greatly decreased, NA	1.7%	1	11.7%	7	40.0%	24	10.0%	6	5.0%	3	31.7%	19	0.0%	0	60	3.07
10. Considering the operations of the Faculty, do you think that this increase/decrease (re. question 9) in the number of professors relieved of teaching duties has been: (1) very detrimental, (2) detrimental, (3) acceptable, (4) beneficial, (5) very beneficial, NA	5.0%	3	15.0%	9	28.3%	17	1.7%	1	5.0%	3	45.0%	27	0.0%	0	60	2.76
11. During this Dean's term, how has the number of support staff providing administrative support to the Faculty changed? (1) greatly increased, (2) increased, (3) remained the same, (4) decreased, (5) greatly decreased, NA	0.0%	0	11.7%	7	41.7%	25	10.0%	6	0.0%	0	36.7%	22	0.0%	0	60	2.97
12. Considering the operations of the Faculty, do you think that this increase/decrease (re. question 11) in the number of support staff providing administrative support to the Faculty has been: (1) very detrimental, (2) detrimental, (3) acceptable, (4) beneficial, (5) very beneficial, NA	3.3%	2	18.3%	11	28.3%	17	3.3%	2	3.3%	2	43.3%	26	0.0%	0	60	2.74

Composite means for Section 2. Allocation of Resources and Duties

Professors' rating of Stéphane Brutus (7-12): 3.00  
 Professors' rating of Stéphane Brutus (7-8, 10, 12): 3.32

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3. ADMINISTRATIVE ABILITY	Percentage of raters who selected responses:												No answer		Number responding	Means (excludes NA)
	1		2		3		4		5		NA					
13. In your opinion, does this Dean conduct fair evaluations of faculty? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always, NA	10.0%	6	11.7%	7	13.3%	8	26.7%	16	30.0%	18	8.3%	5	0.0%	0	60	3.60
14. In your opinion, does this Dean assist the professors for whom she is responsible to function efficiently in their academic endeavours? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always, NA	8.3%	5	13.3%	8	15.0%	9	33.3%	20	25.0%	15	5.0%	3	0.0%	0	60	3.56
15. Does this Dean implement academic policies effectively once they are established? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always, NA	6.7%	4	6.7%	4	16.7%	10	30.0%	18	25.0%	15	15.0%	9	0.0%	0	60	3.71
16. Prior to making decisions, does the Dean consult in a fair and transparent way? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always, NA	6.7%	4	10.0%	6	23.3%	14	31.7%	19	26.7%	16	1.7%	1	0.0%	0	60	3.63
17. How would you rate this Dean's effectiveness in communicating with faculty? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	8.3%	5	11.7%	7	18.3%	11	16.7%	10	45.0%	27	0.0%	0	0.0%	0	60	3.78
18. Is this Dean reasonably accessible? (1) never, (2) seldom, (3) sometimes, (4) often, (5) always, NA	1.7%	1	11.7%	7	8.3%	5	30.0%	18	43.3%	26	5.0%	3	0.0%	0	60	4.07
19. In your opinion, does this Dean make good decisions? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	5.1%	3	13.6%	8	18.6%	11	39.0%	23	22.0%	13	1.7%	1	1.7%	1	59	3.60
20. What is your assessment of the Dean regarding the financial management of your faculty? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	6.7%	4	6.7%	4	13.3%	8	23.3%	14	21.7%	13	28.3%	17	0.0%	0	60	3.65
21. What is your assessment of the Dean regarding the quality of the work climate? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	11.7%	7	8.3%	5	20.0%	12	23.3%	14	36.7%	22	0.0%	0	0.0%	0	60	3.65

Composite means for Section 3. Administrative Ability

Professors' rating of Stéphane Brutus:

3.70

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4. PERSONAL RELATIONS	Percentage of raters who selected responses:												No answer	Number responding	Means (excludes NA)	
	1	2	3	4	5	NA										
22. Rate this Dean's fairness in relating to faculty: (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	8.3%	13.3%	13.3%	30.0%	31.7%	3.3%	0.0%	5	8	8	18	19	2	0	60	3.66
23. Rate this Dean's fairness in relating to support staff: (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	0.0%	3.4%	6.8%	13.6%	15.3%	61.0%	1.7%	0	2	4	8	9	36	1	59	4.04
24. Generally speaking, this Dean's rapport with professors appears to be: (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	5.0%	11.7%	18.3%	20.0%	41.7%	3.3%	0.0%	3	7	11	12	25	2	0	60	3.84
25. Does this Dean consider others' opinions and views? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	5.0%	8.3%	21.7%	31.7%	23.3%	10.0%	0.0%	3	5	13	19	14	6	0	60	3.67
26. How does this Dean respond to criticism? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	11.9%	6.8%	16.9%	18.6%	20.3%	25.4%	1.7%	7	4	10	11	12	15	1	59	3.39

Composite means for Section 4. Personal Relations

Professors' rating of Stéphane Brutus:

3.69

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5. OVERALL EVALUATIONS	Percentage of raters who selected responses:												No answer	Number responding	Means (excludes NA)	
	1	2	3	4	5	NA										
27. Would you like to have this Dean re-appointed? (1) definitely not, (2) probably not, (3) indifferent, (4) probably yes, (5) definitely yes, NA	10.0%	5.0%	20.0%	18.3%	45.0%	1.7%	0.0%	6	3	12	11	27	1	0	60	3.85
28. What is your overall rating of this Dean? (1) very poor, (2) poor, (3) adequate, (4) good, (5) very good, NA	8.3%	8.3%	15.0%	25.0%	41.7%	1.7%	0.0%	5	5	9	15	25	1	0	60	3.85

Composite means for Section 5. Overall Evaluations

Professors' rating of Stéphane Brutus:

3.85