

This survey is being conducted by YOUR Agricultural Faculty Council.

Administrators are NOT involved in any part of the survey.

The ONLY Person to RECEIVE YOUR CONFIDENTIAL INFORMATION IS ME:

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ONLY SUMMARY BAR CHARTS AND RELEVANT COMMENTS WILL BE GENERATED AND DISTRIBUTED TO AGRICULTURAL FACULTY MEMBERS (YOU), DEPARTMENT HEADS, AND THE VICE-PRESIDENT OF AGRICULTURE/DEAN OF THE COLLEGE OF AGRICULTURE.

Your responses are critical to the success of this survey. It will provide a faculty-centric metric to aid in understanding Department Head/School Director/Regional Director performance.

1. YOUR PRIMARY EMPLOYMENT UNIT--*HIGHEST PERCENTAGE APPOINTMENT*---
SELECT ONE ONLY.

- Agricultural Economics & Agribusiness
- Animal Sciences
- Agricultural and Extension Education & Evaluation
- Experimental Statistics
- Plant, Environmental, & Soil Sciences
- Plant Pathology & Crop Physiology
- Nutrition & Food Sciences
- Renewable Natural Resources
- Textiles, Apparel Design, & Merchandising
- Central Region
- Northeast Region
- Southeast Region
- Southwest Region

2. CHARACTER - Displays honesty, integrity, dependability, reasonableness, industriousness, and fairness. Focus on the best interest of the region.

- Poor
- Below Average
- Average
- Above Average
- Excellent

3. PROGRAMMING - Understands and rewards quality programming and appreciates innovative programming. Has a good rapport with field faculty members and staff, and objectively evaluates programming efforts. Constantly seeks programming resources for faculty members and equitably distributes programming activities among faculty. Recognizes all individuals contributing to collaborative programming.

- Poor
- Below average
- Average
- Above average
- Excellent

4. EXTENSION. - Understands and values the missions of research-based programming. Encourages and supports the development of effective educational outreach and resources. Objectively evaluates program delivery quality, outcome, and impact. Understands time and resource requirements for extension duties. Equitably distributes resources and equipment to support extension programs.

- Poor
- Below average
- Average
- Above average
- Excellent

5. RESEARCH - Understands the generation of new knowledge and rewards quality of research rather than quantity. Recognizes research focus that is appropriate for the job description of each scientist and support personnel. Recognizes the importance of collaborative research. Seeks to provide necessary resources and distribute them equitably. Provides support services needed by faculty and allocates resources equitably.

- Poor
- Below average
- Average
- Above average
- Excellent

6. SERVICE - Distributes committee work equitably in the department/region. Understands and appreciates work with professional societies, commodity groups, constituent groups, committees, and other activities which promote the mission of the department/region and the university.

- Poor
- Below average
- Average
- Above average
- Excellent

7. LEADERSHIP - Demonstrates respect for and loyalty to faculty and staff. Treats all faculty equitably. Keeps faculty and staff well informed. Promotes and protects faculty and staff personal and professional interests. Provides service to faculty and guidance to individuals as needed. Effectively directs civil service and other staff members. Understands how to effectively deal with faculty and staff members. Effectively implements department/regional plans and goals.

- Poor
- Below average
- Average
- Above average
- Excellent

8. MANAGEMENT - Announces and helps organize departmental or regional activities. Helps focus the unit on priorities and initiatives that are most important to fulfill the goals and mission of the unit. Does not over-burden faculty with bureaucratic tasks. Plans routine work well and gives timely feedback to faculty /staff members. Maintains facilities in a functional and updated condition. Empowers and encourages faculty and staff to do their jobs and does not micromanage their activities.

- Poor
- Below average
- Average
- Above average
- Excellent

9. COMMUNICATIONS - Articulates and demonstrates excellent written and oral communication skills. Communicates appropriately with faculty/staff in easily understood manner. Keeps faculty /staff, parish chairs, parish administration and public well informed.

- Poor
- Below average
- Average
- Above average
- Excellent

10. FINANCE - Provides help with obtaining funds by personal involvement. Communicates with government and private funding sources. Provides clerical organization and support for grantsmanship activities. Makes sure department/region gets its share of budgeted funds, while remaining fair to those bringing grants to the department and /or region. Distributes funds equitably.

- Poor
- Below average
- Average
- Above average
- Excellent

11. EXTERNAL RELATIONSHIPS - Well-respected by unit heads, other regional directors, and stakeholders in the region and state. Represents the region effectively on campus and at regional and national meetings. Has respect for higher administration. Deals effectively with business and industry. Works effectively with regional stakeholders, volunteers, and clientele.

- Poor
- Below average
- Average
- Above average
- Excellent

12. PLANNING - Effectively plans for the future of outreach and research activities of the region. Innovative in implementing plans for the new activities, knows which types of activities are best for the long-term benefit of the region and which are not. Develops plans with knowledge and input from faculty without imposing on them.

- Poor
- Below average
- Average
- Above average
- Excellent

13. OVERALL - Gives an overall evaluation of the effectiveness of your department head/regional director including strengths and weaknesses.

- Poor
- Below average
- Average
- Above average
- Excellent

14. Please provide specific department head/regional director positive ACCOMPLISHMENTS for 2021.

15. Please provide specific department head/regional director DEFICIENCIES for 2021.