1. Administrative-Personnel RelationsIn general, Ed Adams:

#	Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total Responses	Mean
1	Is available for consultation or discussion	0	0	0	11	16	27	4.59
2	Expresses personal appreciation to personnel	0	0	0	9	18	27	4.67
3	Supports professional development activities and opportunities	0	0	1	8	18	27	4.63
4	Is supportive of achieving high standards in teaching	0	1	3	6	17	27	4.44
5	Is supportive of achieving high standards in research	0	0	4	7	16	27	4.44
6	Promotes excellence in service/citizenship activities	0	0	6	9	12	27	4.22
7	Supports collaboration among department members	0	1	1	10	15	27	4.44
8	Is effective in faculty/staff recruitment and selection	0	0	3	10	14	27	4.41

Statistic	Is available for consultation or discussion	Expresses personal appreciation to personnel	Supports professional development activities and opportunities	Is supportive of achieving high standards in teaching	Is supportive of achieving high standards in research	Promotes excellence in service/citizenship activities	Supports collaboration among department members	Is effective in faculty/staff recruitment and selection
Min Value	4	4	3	2	3	3	2	3
Max Value	5	5	5	5	5	5	5	5
Mean	4.59	4.67	4.63	4.44	4.44	4.22	4.44	4.41
Variance	0.25	0.23	0.32	0.72	0.56	0.64	0.56	0.48
Standard Deviation	0.50	0.48	0.56	0.85	0.75	0.80	0.75	0.69
Total Responses	27	27	27	27	27	27	27	27

2. Information and FeedbackIn general, Ed Adams:

#	Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total Responses	Mean
1	Listens to personnel concerns	0	0	1	8	18	27	4.63
2	Establishes rapport with departmental personnel	0	0	1	7	19	27	4.67
3	Communicates with me in a responsive manner	0	0	1	8	18	27	4.63
4	Helps individuals pursue professional goals	0	0	4	8	15	27	4.41
5	Helps set departmental goals	0	0	1	9	17	27	4.59
6	Evaluates me fairly	0	0	1	11	15	27	4.52
7	Effectively manages department meetings	0	0	2	7	18	27	4.59
8	Acts well as an effective liaison between the department and college administration	0	0	1	6	19	26	4.69
9	Promotes and encourages effective resolution of faculty/staff concerns	0	0	4	7	16	27	4.44

Statistic	Listens to personnel concerns	Establishes rapport with departmental personnel	Communicates with me in a responsive manner	Helps individuals pursue professional goals	Helps set departmental goals	Evaluates me fairly	Effectively manages department meetings	Acts well as an effective liaison between the department and college administration	Promotes and encourages effective resolution of faculty/staff concerns
Min Value	3	3	3	3	3	3	3	3	3
Max Value	5	5	5	5	5	5	5	5	5
Mean	4.63	4.67	4.63	4.41	4.59	4.52	4.59	4.69	4.44
Variance	0.32	0.31	0.32	0.56	0.33	0.34	0.40	0.30	0.56
Standard Deviation	0.56	0.55	0.56	0.75	0.57	0.58	0.64	0.55	0.75
Total Responses	27	27	27	27	27	27	27	26	27

3. Leadership and OrganizationIn general, Ed Adams:

#	Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total Responses	Mean
1	Provides for long range planning	0	0	0	9	18	27	4.67
2	Manages budgets effectively and efficiently	0	0	2	8	17	27	4.56
3	Demonstrates a balanced concern for all emphases within the department.	0	2	3	11	11	27	4.15
4	Demonstrates a balanced concern for the lab environments within the department	0	0	5	8	14	27	4.33
5	Supports curricular review and assessment	0	0	5	7	15	27	4.37
6	Effectively manages daily operations of the department	0	0	1	9	17	27	4.59
7	Supports technology initiatives and development	0	0	0	9	18	27	4.67
8	Strives for institutional objectives (Aims of a BYU Education, foundation documents)	0	0	1	8	18	27	4.63
9	Is willing to engage in positive risk-taking	0	0	3	6	18	27	4.56
10	Maintains a “vision” consistent with department, college and university goals	0	0	0	8	19	27	4.70
11	Maintains a currency of trends and changes in the evolving media landscape	0	0	1	11	15	27	4.52
12	Maintains standards of accreditation	0	0	1	7	19	27	4.67

Statistic	Provides for long range planning	Manages budgets effectively and efficiently	Demonstrates a balanced concern for all emphases within the department.	Demonstrates a balanced concern for the lab environments within the department	Supports curricular review and assessment	Effectively manages daily operations of the department	Supports technology initiatives and development	Strives for institutional objectives (Aims of a BYU Education, foundation documents)	Is willing to engage in positive risk-taking	Maintains a “vision” consistent with department, college and university goals	Maintains a currency of trends and changes in the evolving media landscape	Maintains standards of accreditation
Min Value	4	3	2	3	3	3	4	3	3	4	3	3
Max Value	5	5	5	5	5	5	5	5	5	5	5	5
Mean	4.67	4.56	4.15	4.33	4.37	4.59	4.67	4.63	4.56	4.70	4.52	4.67
Variance	0.23	0.41	0.82	0.62	0.63	0.33	0.23	0.32	0.49	0.22	0.34	0.31
Standard Deviation	0.48	0.64	0.91	0.78	0.79	0.57	0.48	0.56	0.70	0.47	0.58	0.55
Total Responses	27	27	27	27	27	27	27	27	27	27	27	27

4. Decision-Making and EffectivenessIn general, Ed Adams:

#	Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total Responses	Mean
1	Makes decisions which are timely	0	0	1	9	17	27	4.59
2	Gathers pertinent facts before acting	0	2	3	5	17	27	4.37
3	Solicits input from other before making important program unit decisions	0	2	4	6	15	27	4.26
4	Makes sound/well-founded decisions	0	0	0	9	18	27	4.67
5	Deals with stressful situations in a professional manner	0	0	0	8	19	27	4.70
6	Has demonstrated the ability to make tough decisions	0	0	2	3	22	27	4.74

Statistic	Makes decisions which are timely	Gathers pertinent facts before acting	Solicits input from other before making important program unit decisions	Makes sound/well-founded decisions	Deals with stressful situations in a professional manner	Has demonstrated the ability to make tough decisions
Min Value	3	2	2	4	4	3
Max Value	5	5	5	5	5	5
Mean	4.59	4.37	4.26	4.67	4.70	4.74
Variance	0.33	0.93	0.97	0.23	0.22	0.35
Standard Deviation	0.57	0.97	0.98	0.48	0.47	0.59
Total Responses	27	27	27	27	27	27

5. TrustIn general, Ed Adams:

#	Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total Responses	Mean
1	Builds trust and collegiality in the department	0	0	3	8	16	27	4.48
2	Applies policy consistently and fairly	0	0	3	10	14	27	4.41
3	Is willing to explain administrative decision-making	0	0	2	14	11	27	4.33
4	Encourages an environment of the free exchange of ideas	0	0	5	6	16	27	4.41
5	Treats personnel equally	0	0	4	6	17	27	4.48
6	Values diverse perspectives	0	0	3	10	14	27	4.41

Statistic	Builds trust and collegiality in the department	Applies policy consistently and fairly	Is willing to explain administrative decision-making	Encourages an environment of the free exchange of ideas	Treats personnel equally	Values diverse perspectives
Min Value	3	3	3	3	3	3
Max Value	5	5	5	5	5	5
Mean	4.48	4.41	4.33	4.41	4.48	4.41
Variance	0.49	0.48	0.38	0.64	0.57	0.48
Standard Deviation	0.70	0.69	0.62	0.80	0.75	0.69
Total Responses	27	27	27	27	27	27

6. Past year's directionDuring the past year (2012-13), Ed, Dale and Mark set goals and directions on where their time would best be allocated. The following areas represent the initiatives they undertook. Please state your level of agreement on the need for the following initiatives:

#	Question	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	Total Responses	Mean
1	Building department collegiality	0	0	0	8	18	26	4.69
2	Reducing committees and streamlining processes	0	0	3	6	17	26	4.54
3	Creating accessibility in the chair's office (maintaining regular hours among chair and associate chairs to provide timely feedback, visiting faculty offices, walkabout around the building)	0	0	0	9	17	26	4.65
4	Transitioning the Universe from a daily to weekly operation with profitability	0	0	3	9	14	26	4.42
5	Reallocating lab space (Universe, Ad Lab, Bradley) and remodeling the space	0	2	3	4	16	25	4.36
6	Creating a 21st century classroom (remodeled 2nd floor classroom)	0	0	2	9	15	26	4.50
7	Raising the exposure of, and improving productivity of research and professional activities (productivity board, brown bags, Nuvi social media tracking, assistance with eye-tracking, specifically assigning grad students with like research interests)	0	0	3	11	12	26	4.35
8	Curriculum revision (elimination of "dead semester," creating visual literacy course, discontinuance of comms studies emphasis)	0	0	1	6	19	26	4.69
9	Exploring technology initiatives (computing requirement, iPad mini in the classroom, ubiquitous internet, web-based admissions)	0	0	2	9	15	26	4.50
10	Faculty recruiting and conducting searches in public relations	0	0	4	7	15	26	4.42
11	Shifting graduate students toward time cards (improve accountability, saving funds for summer research assistants)	0	0	6	9	11	26	4.19
12	Exploring and improving off-campus experiences (NYC internship housing, study abroad opportunities, addressing diversity issues)	0	0	3	10	13	26	4.38
13	Shifting department outreach activities away from events (Comms week, alumni reunions, Comms magazine) toward utilizing more technology tools (creation of new department website, LinkedIn, social media connections, networking)	0	0	5	11	10	26	4.19

Statistic	Building department collegiality	Reducing committees and streamlining processes	Creating accessibility in the chair's office (maintaining regular hours among chair and associate chairs to provide timely feedback, visiting faculty offices, walkabout around the building)	Transitioning the Universe from a daily to weekly operation with profitability	Reallocating lab space (Universe, Ad Lab, Bradley) and remodeling the space	Creating a 21st century classroom (remodeled 2nd floor classroom)	Raising the exposure of, and improving productivity of research and professional activities (productivity board, brown bags, Nuvi social media tracking, assistance with eye-tracking, specifically assigning grad students with like research interests)	Curriculum revision (elimination of "dead semester," creating visual literacy course, discontinuance of comms studies emphasis)	Exploring technology initiatives (computing requirement, iPad mini in the classroom, ubiquitous internet, web-based admissions)	Faculty recruiting and conducting searches in public relations	Shifting graduate students toward time cards (improve accountability, saving funds for summer research assistants)	Exploring and improving off-campus experiences (NYC internship housing, study abroad opportunities, addressing diversity issues)	Shifting department outreach activities away from events (Comms week, alumni reunions, Comms magazine) toward utilizing more technology tools (creation of new department website, LinkedIn, social media connections, networking)
Min Value	4	3	4	3	2	3	3	3	3	3	3	3	3
Max Value	5	5	5	5	5	5	5	5	5	5	5	5	5
Mean	4.69	4.54	4.65	4.42	4.36	4.50	4.35	4.69	4.50	4.42	4.19	4.38	4.19
Variance	0.22	0.50	0.24	0.49	0.99	0.42	0.48	0.30	0.42	0.57	0.64	0.49	0.56
Standard Deviation	0.47	0.71	0.49	0.70	0.99	0.65	0.69	0.55	0.65	0.76	0.80	0.70	0.75
Total Responses	26	26	26	26	25	26	26	26	26	26	26	26	26