The primary objective of this survey is to collect information on GBC administrator work performance based on input from faculty and staff. This 2013 survey is designed to collect your individual responses in a confidential, anonymous manner and in a secured environment -- only the Director of Institutional Research and Effectiveness will access the raw data. All reports and comments will go directly to the President.

	I in a secured environment only the Director of Institutional Research and Effectiveness will access the raw data. All orts and comments will go directly to the President.
1. \	Nhat is your primary role at Great Basin College?
0	Full-time teaching faculty
0	Adjunct teaching faculty
0	Classified Staff
0	Administrator/Director or higher
0	Non-teaching faculty or professional contract
adı	Please select the first administrator you are evaluating. Evaluate ONLY those ministrators with whom you are professionally involved and evaluate him or her only ce. You will have the opportunity to evaluate other administrators later in the survey.
0	President Mark Curtis
0	VPAA Mike McFarlane
0	VPBA Sonja Sibert
0	VPSS Lynn Mahlberg
0	Chief Development Officer John Rice
0	Dean Kris Miller
0	Dean Bret Murphy
0	I am done

Evaluation Information for President Curtis

After indicating the frequency of your contact with this administrator and your level of knowledge of the position, please rate your agreement with the following statements on organizational leadership, values, personal integrity, and human relations.

1. How frequently have you had direct contact with this a	administrator during the recent
academic year?	

0	Almost every day
0	About once a week
0	About once a month
0	About once per semester
0	Only occasionally

2. How would you characterize the level of your knowledge concerning the specific duties, responsibilities, and constraints of this administrative position?

0	Highly knowledgeable
0	Moderately knowledgeable
0	Minimally knowledgeable

Never

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not Applicable
Is willing to make difficult decisions.	0	0	0	•	0	0
Makes plans carefully and completely.	\circ	0	0	0	0	0
Does a good job of systematizing and coordinating units of work.	0	0	0	0	\odot	0
Can see the big picture as well as how the details interact and affect the big picture.	0	0	0	0	0	O
Leads by example.	0	0	0	0	0	0
Inspires cooperation.	\circ	0	\circ	\circ	0	\circ
Is pro-active in anticipating future needs and preventing future problems.	0	0	0	0	0	0
Is an effective advocate for and representative of the college with the outside world.	0	0	O	O	O	O
Makes sound budgetary decisions.	0	0	0	0	\odot	0
Interacts effectively with accreditors, licensing agencies, course contracting businesses, and other critical entities outside the college.	O	O	0	0	0	0

4. Please rate your agreement with the following statements on Values:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Promotes an atmosphere of mutual trust and high morale among those supervised.	0	0	0	0	0	O
Maintains a close working relationship with those supervised.	0	0	\circ	\circ	\circ	0
Mantains productive relationships with administrative peers.	0	0	0	0	0	0
Places a primary priority upon student success and effective teaching.	0	0	0	0	0	0
Supports and assists programs for the growth and improvement of faculty and staff.	0	0	0	0	0	0

5. Please rate your agreement with the following statements on Personal Integrity:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Demonstrates integrity and honesty in dealing with others.	0	0	0	0	0	0
Understands that personal success is at least partly dependent upon the success of subordinates.	0	0	0	0	0	O
Makes efforts to encourage and advance subordinates, consistent with their ability and achievement.	0	0	0	0	0	O

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Is appropriately attentive to those supervised (neither micro-manages nor neglects).	0	0	0	0	0	O
Is considerate of others.	0	0	0	0	0	0
Listens well.	0	0	0	0	0	0
Communicates clearly and effectively.	0	0	0	0	0	0
Is neither overly hasty nor overly deliberative in making decisions.	0	0	0	0	0	0
Engages others in decision-making processes when appropriate.	\circ	0	0	\circ	0	0
Demonstrates open-mindedness and welcomes different points of view.	0	0	0	0	0	0
Provides both positive and negative feedback in a way that encourages excellence.	0	0	0	0	0	0

7. Please rate your agreement with the fo	ollowing additional	statements	on Human
Relations:			

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Delegates authority effectively when appropriate.	0	0	0	0	0	0
Responds to requests in a timely fashion.	0	0	0	0	0	0
Is effective at follow-through and bringing issues, projects, etc. to conclusion.	0	0	0	0	0	0
Demonstrates overall skill in human relations.	0	0	0	\circ	0	0

8. Describe this administrator's strength	B. Describe	this	administrator's	s strengths
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Pres	ident	Mark	Curtis
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- O VPSS Lynn Mahlberg
- C Chief Development Officer John Rice
- O Dean Kris Miller
- O Dean Bret Murphy
- O I am done

C VPAA Mike McFarlane

VPBA Sonja Sibert

Evaluation Information for VPAA Mike McFarlane

After indicating the frequency of your contact with this administrator and your level of knowledge of the position, please rate your agreement with the following statements on organizational leadership, values, personal integrity, and human relations.

1. How frequently have you had direct contact with this administrator during t	he recent
academic year?	

(Almost every day
(About once a week
(About once a month
(About once per semester
(Only occasionally

2. How would you characterize the level of your knowledge concerning the specific duties, responsibilities, and constraints of this administrative position?

0	Highly knowledgeable
0	Moderately knowledgeable
0	Minimally knowledgeable

O Never

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not Applicable
Is willing to make difficult decisions.	0	0	0	0	0	0
Makes plans carefully and completely.	\circ	0	\circ	0	0	0
Does a good job of systematizing and coordinating units of work.	•	0	0	0	0	0
Can see the big picture as well as how the details interact and affect the big picture.	O	O	O	0	O	O
Leads by example.	0	0	0	0	0	0
Inspires cooperation.	\circ	0	\circ	0	0	0
Is pro-active in anticipating future needs and preventing future problems.	0	0	0	0	0	0
Is an effective advocate for and representative of the college with the outside world.	0	0	O	O	0	O
Makes sound budgetary decisions.	0	0	0	0	0	0
Interacts effectively with accreditors, licensing agencies, course contracting businesses, and other critical entities outside the college.	0	0	0	0	0	0

4. Please rate your agreement with the following statements on Values:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Promotes an atmosphere of mutual trust and high morale among those supervised.	O	0	0	0	0	O
Maintains a close working relationship with those supervised.	\circ	0	\circ	\circ	\circ	\circ
Mantains productive relationships with administrative peers.	0	0	0	0	0	0
Places a primary priority upon student success and effective teaching.	0	0	0	0	0	0
Supports and assists programs for the growth and improvement of faculty and staff.	0	O	0	0	0	O

5. Please rate your agreement with the following statements on Personal Integrity:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Demonstrates integrity and honesty in dealing with others.	0	0	0	0	0	0
Understands that personal success is at least partly dependent upon the success of subordinates.	0	0	0	0	0	O
Makes efforts to encourage and advance subordinates, consistent with their ability and achievement.	0	0	0	0	0	O

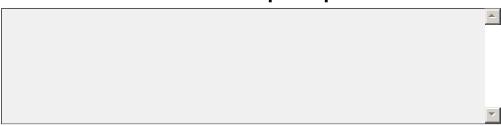
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Is appropriately attentive to those supervised (neither micro-manages nor neglects).	0	0	0	0	0	O
Is considerate of others.	0	0	0	0	0	0
Listens well.	0	0	0	0	0	0
Communicates clearly and effectively.	0	0	0	0	0	0
Is neither overly hasty nor overly deliberative in making decisions.	0	0	0	0	0	0
Engages others in decision-making processes when appropriate.	0	0	0	0	0	0
Demonstrates open-mindedness and welcomes different points of view.	0	0	0	0	0	0
Provides both positive and negative feedback in a way that encourages excellence.	0	0	0	O	0	0

7. Please rate your agreement with the fo	ollowing additional	statements	on Human
Relations:			

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Delegates authority effectively when appropriate.	0	\circ	\circ	0	0	\odot
Responds to requests in a timely fashion.	0	0	0	0	0	0
Is effective at follow-through and bringing issues, projects, etc. to conclusion.	0	0	0	O	0	O
Demonstrates overall skill in human relations.	\circ	0	0	0	0	0

8.	Describe	this	administrator'	S	strengths.





Pres	ident	Mark	Curtis
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- C Chief Development Officer John Rice
- O Dean Kris Miller
- O Dean Bret Murphy
- O I am done

VPAA Mike McFarlane

VPBA Sonja Sibert

O VPSS Lynn Mahlberg

Evaluation Information for VPBA Sonja Sibert

After indicating the frequency of your contact with this administrator and your level of knowledge of the position, please rate your agreement with the following statements on organizational leadership, values, personal integrity, and human relations.

1. I	How frequently	have you had	direct contac	t with this adm	inistrator during	the recent
aca	ademic year?					

0	Almost every day
0	About once a week
0	About once a month
0	About once per semester
0	Only occasionally

O Never

2. How would you characterize the level of your knowledge concerning the specific duties, responsibilities, and constraints of this administrative position?

0	Highly knowledgeable
0	Moderately knowledgeable
0	Minimally knowledgeable

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not Applicable
Is willing to make difficult decisions.	0	0	0	0	0	0
Makes plans carefully and completely.	\circ	0	\circ	0	0	0
Does a good job of systematizing and coordinating units of work.	•	0	0	0	0	0
Can see the big picture as well as how the details interact and affect the big picture.	O	O	O	0	O	O
Leads by example.	0	0	0	0	0	0
Inspires cooperation.	\circ	0	\circ	0	0	0
Is pro-active in anticipating future needs and preventing future problems.	0	0	0	0	0	0
Is an effective advocate for and representative of the college with the outside world.	0	0	O	O	0	O
Makes sound budgetary decisions.	0	0	0	0	0	0
Interacts effectively with accreditors, licensing agencies, course contracting businesses, and other critical entities outside the college.	0	0	0	0	0	0

4. Please rate your agreement with the following statements on Values:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Promotes an atmosphere of mutual trust and high morale among those supervised.	O	0	0	O	0	O
Maintains a close working relationship with those supervised.	\circ	\odot	\circ	0	\circ	\circ
Mantains productive relationships with administrative peers.	\circ	0	0	0	0	0
Places a primary priority upon student success and effective teaching.	0	0	0	0	0	0
Supports and assists programs for the growth and improvement of faculty and staff.	0	0	0	О	0	O

5. Please rate your agreement with the following statements on Personal Integrity:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Demonstrates integrity and honesty in dealing with others.	0	0	0	0	0	0
Understands that personal success is at least partly dependent upon the success of subordinates.	0	0	0	0	0	O
Makes efforts to encourage and advance subordinates, consistent with their ability and achievement.	0	0	0	0	0	O

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Is appropriately attentive to those supervised (neither micro-manages nor neglects).	0	O	0	0	0	0
Is considerate of others.	0	0	0	0	0	0
Listens well.	0	0	0	0	0	0
Communicates clearly and effectively.	0	0	0	0	0	0
Is neither overly hasty nor overly deliberative in making decisions.	0	0	0	0	0	0
Engages others in decision-making processes when appropriate.	0	0	0	0	0	0
Demonstrates open-mindedness and welcomes different points of view.	0	0	0	0	0	0
Provides both positive and negative feedback in a way that encourages excellence.	0	0	0	0	0	0

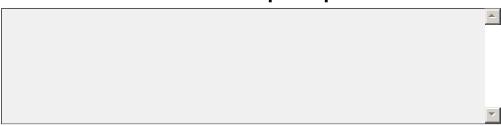
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7. Please rate your agreement with the fo	ollowing additional	statements	on Human
Relations:			

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Delegates authority effectively when appropriate.	0	0	0	0	0	0
Responds to requests in a timely fashion.	0	0	0	0	0	0
Is effective at follow-through and bringing issues, projects, etc. to conclusion.	0	0	0	0	0	0
Demonstrates overall skill in human relations.	0	0	0	0	0	0

8.	Describe	this	administrator'	S	strengths.





- C Chief Development Officer John Rice
- O Dean Kris Miller
- O Dean Bret Murphy
- O I am done

VPAA Mike McFarlane

VPBA Sonja Sibert

O VPSS Lynn Mahlberg

Evaluation Information for VPSS Lynn Mahlberg

After indicating the frequency of your contact with this administrator and your level of knowledge of the position, please rate your agreement with the following statements on organizational leadership, values, personal integrity, and human relations.

1. How frequently have you had direct contact with this administrator during t	he recent
academic year?	

0	Almost every day
0	About once a week
0	About once a month
0	About once per semester
0	Only occasionally

2. How would you characterize the level of your knowledge concerning the specific duties, responsibilities, and constraints of this administrative position?

0	Highly knowledgeable
0	Moderately knowledgeable
0	Minimally knowledgeable

O Never

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not Applicable
Is willing to make difficult decisions.	0	0	0	0	0	0
Makes plans carefully and completely.	\circ	0	\circ	0	0	0
Does a good job of systematizing and coordinating units of work.	•	0	0	0	0	0
Can see the big picture as well as how the details interact and affect the big picture.	O	O	O	0	O	O
Leads by example.	0	0	0	0	0	0
Inspires cooperation.	\circ	0	\circ	0	0	0
Is pro-active in anticipating future needs and preventing future problems.	0	0	0	0	0	0
Is an effective advocate for and representative of the college with the outside world.	0	0	O	O	0	O
Makes sound budgetary decisions.	0	0	0	0	0	0
Interacts effectively with accreditors, licensing agencies, course contracting businesses, and other critical entities outside the college.	0	0	0	0	0	0

4. Please rate your agreement with the following statements on Values:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Promotes an atmosphere of mutual trust and high morale among those supervised.	O	0	O	0	0	O
Maintains a close working relationship with those supervised.	\circ	0	\odot	\circ	\circ	0
Mantains productive relationships with administrative peers.	0	0	0	0	0	0
Places a primary priority upon student success and effective teaching.	0	0	0	0	0	0
Supports and assists programs for the growth and improvement of faculty and staff.	O	O	O	0	0	O

5. Please rate your agreement with the following statements on Personal Integrity:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Demonstrates integrity and honesty in dealing with others.	0	0	0	0	0	0
Understands that personal success is at least partly dependent upon the success of subordinates.	0	0	O	O	0	O
Makes efforts to encourage and advance subordinates, consistent with their ability and achievement.	0	0	0	0	0	O

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Is appropriately attentive to those supervised (neither micro-manages nor neglects).	0	O	0	0	0	O
Is considerate of others.	0	0	0	0	0	0
Listens well.	0	0	0	0	0	0
Communicates clearly and effectively.	0	0	0	0	0	0
Is neither overly hasty nor overly deliberative in making decisions.	0	0	0	0	0	0
Engages others in decision-making processes when appropriate.	0	0	0	0	0	0
Demonstrates open-mindedness and welcomes different points of view.	0	0	0	0	0	0
Provides both positive and negative feedback in a way that encourages excellence.	0	0	0	O	0	0

GBC Administrator Evaluation S	Survey 2013
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7. Please rate your agreement with the fo	ollowing additional	statements	on Human
Relations:			

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Delegates authority effectively when appropriate.	0	0	0	0	0	0
Responds to requests in a timely fashion.	0	0	0	0	0	0
Is effective at follow-through and bringing issues, projects, etc. to conclusion.	0	0	0	0	0	0
Demonstrates overall skill in human relations.	0	0	0	0	0	0

8. Describe this administrator's strength	B. Describe	this	administrator's	s strengths
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Pres	ident	Mark	Curtis
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- O Dean Kris Miller
- O Dean Bret Murphy
- O I am done

VPAA Mike McFarlane

VPBA Sonja Sibert

O VPSS Lynn Mahlberg

C Chief Development Officer John Rice

Evaluation Information for Dean Kris Miller

After indicating the frequency of your contact with this administrator and your level of knowledge of the position, please rate your agreement with the following statements on organizational leadership, values, personal integrity, and human relations.

1. How frequently have you had direct contact with this a	administrator during the recent
academic year?	

0	Almost every day
0	About once a week
0	About once a month
0	About once per semester
0	Only occasionally

2. How would you characterize the level of your knowledge concerning the specific duties, responsibilities, and constraints of this administrative position?

0	Highly knowledgeable
0	Moderately knowledgeable
0	Minimally knowledgeable

Never

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not Applicable
Is willing to make difficult decisions.	0	0	0	0	0	0
Makes plans carefully and completely.	\circ	0	\circ	0	0	0
Does a good job of systematizing and coordinating units of work.	•	0	0	0	0	0
Can see the big picture as well as how the details interact and affect the big picture.	O	O	O	0	O	O
Leads by example.	0	0	0	0	0	0
Inspires cooperation.	\circ	0	\circ	0	0	0
Is pro-active in anticipating future needs and preventing future problems.	0	0	0	0	0	0
Is an effective advocate for and representative of the college with the outside world.	0	0	O	O	0	O
Makes sound budgetary decisions.	0	0	0	0	0	0
Interacts effectively with accreditors, licensing agencies, course contracting businesses, and other critical entities outside the college.	0	0	0	0	0	0

4. Please rate your agreement with the following statements on Values:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Promotes an atmosphere of mutual trust and high morale among those supervised.	O	0	0	0	0	O
Maintains a close working relationship with those supervised.	\circ	0	\circ	\circ	\circ	\circ
Mantains productive relationships with administrative peers.	0	0	0	0	0	0
Places a primary priority upon student success and effective teaching.	0	0	0	0	0	0
Supports and assists programs for the growth and improvement of faculty and staff.	0	O	0	0	0	O

5. Please rate your agreement with the following statements on Personal Integrity:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Demonstrates integrity and honesty in dealing with others.	0	0	0	0	0	0
Understands that personal success is at least partly dependent upon the success of subordinates.	0	0	0	0	0	O
Makes efforts to encourage and advance subordinates, consistent with their ability and achievement.	0	0	0	0	0	O

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Is appropriately attentive to those supervised (neither micro-manages nor neglects).	0	0	0	0	0	O
Is considerate of others.	0	0	0	0	0	0
Listens well.	0	0	0	0	0	0
Communicates clearly and effectively.	0	0	0	0	0	0
Is neither overly hasty nor overly deliberative in making decisions.	0	0	0	0	0	0
Engages others in decision-making processes when appropriate.	\circ	0	0	\circ	0	0
Demonstrates open-mindedness and welcomes different points of view.	0	0	0	0	0	0
Provides both positive and negative feedback in a way that encourages excellence.	0	0	0	0	0	0

GBC Administrator Evaluation Survey 2013
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7. Please rate your agreement with the following	j additional	statements	on Human
Relations:			

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Delegates authority effectively when appropriate.	0	0	0	0	0	0
Responds to requests in a timely fashion.	0	0	0	0	0	0
Is effective at follow-through and bringing issues, projects, etc. to conclusion.	0	O	0	0	O	0
Demonstrates overall skill in human relations.	\circ	\circ	0	0	0	0

8. Describe this administrator's strength	B. Describe	this	administrator's	s strengths
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Pres	ident	Mark	Curtis
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- O Dean Kris Miller
- O Dean Bret Murphy
- O I am done

VPAA Mike McFarlane

VPBA Sonja Sibert

O VPSS Lynn Mahlberg

C Chief Development Officer John Rice

Evaluation Information for Dean Bret Murphy

After indicating the frequency of your contact with this administrator and your level of knowledge of the position, please rate your agreement with the following statements on organizational leadership, values, personal integrity, and human relations.

1. How frequently have you had direct	contact with thi	is administrator during	the recent
academic year?			

0	Almost every day
0	About once a week
0	About once a month
0	About once per semeste
0	Only occasionally
0	Never

2. How would you characterize the level of your knowledge concerning the specific duties, responsibilities, and constraints of this administrative position?

0	Highly knowledgeable
0	Moderately knowledgeable
0	Minimally knowledgeable

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not Applicable
Is willing to make difficult decisions.	0	0	0	•	0	0
Makes plans carefully and completely.	\circ	0	0	0	0	0
Does a good job of systematizing and coordinating units of work.	0	0	0	0	\odot	0
Can see the big picture as well as how the details interact and affect the big picture.	0	0	0	0	0	O
Leads by example.	0	0	0	0	0	0
Inspires cooperation.	\circ	0	\circ	\circ	0	\circ
Is pro-active in anticipating future needs and preventing future problems.	0	0	0	0	0	0
Is an effective advocate for and representative of the college with the outside world.	0	0	O	O	O	O
Makes sound budgetary decisions.	0	0	0	0	\odot	0
Interacts effectively with accreditors, licensing agencies, course contracting businesses, and other critical entities outside the college.	O	O	0	0	0	0

4. Please rate your agreement with the following statements on Values:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Promotes an atmosphere of mutual trust and high morale among those supervised.	O	0	O	0	0	O
Maintains a close working relationship with those supervised.	\circ	0	\odot	\circ	\circ	0
Mantains productive relationships with administrative peers.	0	0	0	0	0	0
Places a primary priority upon student success and effective teaching.	0	0	0	0	0	0
Supports and assists programs for the growth and improvement of faculty and staff.	O	O	O	0	0	O

5. Please rate your agreement with the following statements on Personal Integrity:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Demonstrates integrity and honesty in dealing with others.	0	0	0	0	0	0
Understands that personal success is at least partly dependent upon the success of subordinates.	0	0	0	O	0	0
Makes efforts to encourage and advance subordinates, consistent with their ability and achievement.	0	0	0	0	0	0

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Is appropriately attentive to those supervised (neither micro-manages nor neglects).	0	O	0	0	0	O
Is considerate of others.	0	0	0	0	0	0
Listens well.	0	0	0	0	0	0
Communicates clearly and effectively.	0	0	0	0	0	0
Is neither overly hasty nor overly deliberative in making decisions.	0	0	0	0	0	0
Engages others in decision-making processes when appropriate.	0	0	0	0	0	0
Demonstrates open-mindedness and welcomes different points of view.	0	0	0	0	0	0
Provides both positive and negative feedback in a way that encourages excellence.	0	0	0	O	0	0

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Please rate your agreement with the following	g additiona	l statements	on Human
Relations:			

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Delegates authority effectively when appropriate.	0	0	0	0	0	0
Responds to requests in a timely fashion.	0	0	0	0	0	0
Is effective at follow-through and bringing issues, projects, etc. to conclusion.	0	O	0	0	O	0
Demonstrates overall skill in human relations.	\circ	\circ	0	0	0	0

8.	Describe	this	administrator'	S	strengths.





Pres	ident	Mark	Curtis
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- O Dean Kris Miller
- O Dean Bret Murphy
- O I am done

VPAA Mike McFarlane

VPBA Sonja Sibert

O VPSS Lynn Mahlberg

C Chief Development Officer John Rice

Evaluation Information for Chief Development Officer John Rice

After indicating the frequency of your contact with this administrator and your level of knowledge of the position, please rate your agreement with the following statements on organizational leadership, values, personal integrity, and human relations.

1. How frequently have you had direct contact with this administrator during t	he recent
academic year?	

0	Almost every day
0	About once a week
0	About once a month
0	About once per semester

2. How would you characterize the level of your knowledge concerning the specific duties, responsibilities, and constraints of this administrative position?

,	
0	Highly knowledgeable
0	Moderately knowledgeable

Only occasionally

Minimally knowledgeable

O Never

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not Applicable
Is willing to make difficult decisions.	0	0	0	0	0	0
Makes plans carefully and completely.	\circ	0	\circ	0	0	0
Does a good job of systematizing and coordinating units of work.	•	0	0	0	0	0
Can see the big picture as well as how the details interact and affect the big picture.	O	O	O	0	O	O
Leads by example.	0	0	0	0	0	0
Inspires cooperation.	\circ	0	\circ	0	0	0
Is pro-active in anticipating future needs and preventing future problems.	0	0	0	0	0	0
Is an effective advocate for and representative of the college with the outside world.	0	0	O	O	0	O
Makes sound budgetary decisions.	0	0	0	0	0	0
Interacts effectively with accreditors, licensing agencies, course contracting businesses, and other critical entities outside the college.	0	0	0	0	0	0

4. Please rate your agreement with the following statements on Values:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Promotes an atmosphere of mutual trust and high morale among those supervised.	O	0	0	0	0	O
Maintains a close working relationship with those supervised.	\circ	0	\circ	\circ	\circ	\circ
Mantains productive relationships with administrative peers.	0	0	0	0	0	0
Places a primary priority upon student success and effective teaching.	0	0	0	0	0	0
Supports and assists programs for the growth and improvement of faculty and staff.	0	O	0	0	0	O

5. Please rate your agreement with the following statements on Personal Integrity:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Demonstrates integrity and honesty in dealing with others.	0	0	0	0	0	0
Understands that personal success is at least partly dependent upon the success of subordinates.	0	0	0	O	0	0
Makes efforts to encourage and advance subordinates, consistent with their ability and achievement.	0	0	0	0	0	O

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Is appropriately attentive to those supervised (neither micro-manages nor neglects).	0	0	0	0	0	O
Is considerate of others.	0	0	0	0	0	0
Listens well.	0	0	0	0	0	0
Communicates clearly and effectively.	0	0	0	0	0	0
Is neither overly hasty nor overly deliberative in making decisions.	0	0	0	0	0	0
Engages others in decision-making processes when appropriate.	\circ	0	0	\circ	0	0
Demonstrates open-mindedness and welcomes different points of view.	0	0	0	0	0	0
Provides both positive and negative feedback in a way that encourages excellence.	0	0	0	0	0	0

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7. Please rate your agreement with the fo	ollowing additional	statements	on Human
Relations:			

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
Delegates authority effectively when appropriate.	0	0	0	0	0	0
Responds to requests in a timely fashion.	0	0	0	0	0	0
Is effective at follow-through and bringing issues, projects, etc. to conclusion.	0	0	0	0	0	0
Demonstrates overall skill in human relations.	0	0	0	0	0	0

8.	Describe	this	administrator'	S	strengths.





- 10. Please select the next administrator you are evaluating. Please evaluate ONLY those administrators with whom you are professionally involved and evaluate him or her only once. If you are done, please indicate so.
 - O President Mark Curtis
 - C VPAA Mike McFarlane
 - VPBA Sonja Sibert
 - O VPSS Lynn Mahlberg
 - C Chief Development Officer John Rice
 - O Dean Kris Miller
 - O Dean Bret Murphy
 - O I am done

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Final question on process
1. Please write any general comments below:
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