

# GBC Administrator Evaluation Survey 2013

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.

## 1. What is your primary role at Great Basin College?

- Full-time teaching faculty
- Adjunct teaching faculty
- Classified Staff
- Administrator/Director or higher
- Non-teaching faculty or professional contract

## 2. Please select the first administrator you are evaluating. Evaluate **ONLY** those administrators with whom you are professionally involved and evaluate him or her only once. You will have the opportunity to evaluate other administrators later in the survey.

- President Mark Curtis
- VPAA Mike McFarlane
- VPBA Sonja Sibert
- VPSS Lynn Mahlberg
- Chief Development Officer John Rice
- Dean Kris Miller
- Dean Bret Murphy
- I am done

# GBC Administrator Evaluation Survey 2013

## 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 administrator during the recent academic year?

- Almost every day
- About once a week
- About once a month
- About once per semester
- Only occasionally
- Never

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

- Highly knowledgeable
- Moderately knowledgeable
- Minimally knowledgeable

### 3. Please rate your agreement with the following statements about Organizational Leadership:

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

# GBC Administrator Evaluation Survey 2013

## 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintains a close working relationship with those supervised.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintains productive relationships with administrative peers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Places a primary priority upon student success and effective teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports and assists programs for the growth and improvement of faculty and staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understands that personal success is at least partly dependent upon the success of subordinates.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Makes efforts to encourage and advance subordinates, consistent with their ability and achievement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 6. Please rate your agreement with the following statements on Human Relations:

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

# GBC Administrator Evaluation Survey 2013

## 7. Please rate your agreement with the following additional statements on Human Relations:

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

## 8. Describe this administrator's strengths.

## 9. What could this administrator improve upon to become more effective?

## 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.

- President Mark Curtis
- VPAA Mike McFarlane
- VPBA Sonja Sibert
- VPSS Lynn Mahlberg
- Chief Development Officer John Rice
- Dean Kris Miller
- Dean Bret Murphy
- I am done

# GBC Administrator Evaluation Survey 2013

## 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 the recent academic year?

- Almost every day
- About once a week
- About once a month
- About once per semester
- Only occasionally
- Never

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

- Highly knowledgeable
- Moderately knowledgeable
- Minimally knowledgeable

### 3. Please rate your agreement with the following statements about Organizational Leadership:

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

# GBC Administrator Evaluation Survey 2013

## 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintains a close working relationship with those supervised.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintains productive relationships with administrative peers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Places a primary priority upon student success and effective teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports and assists programs for the growth and improvement of faculty and staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understands that personal success is at least partly dependent upon the success of subordinates.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Makes efforts to encourage and advance subordinates, consistent with their ability and achievement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 6. Please rate your agreement with the following statements on Human Relations:

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

# GBC Administrator Evaluation Survey 2013

## 7. Please rate your agreement with the following additional statements on Human Relations:

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

## 8. Describe this administrator's strengths.

## 9. What could this administrator improve upon to become more effective?

## 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.

- President Mark Curtis
- VPAA Mike McFarlane
- VPBA Sonja Sibert
- VPSS Lynn Mahlberg
- Chief Development Officer John Rice
- Dean Kris Miller
- Dean Bret Murphy
- I am done

# GBC Administrator Evaluation Survey 2013

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

- Almost every day
- About once a week
- About once a month
- About once per semester
- Only occasionally
- Never

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

- Highly knowledgeable
- Moderately knowledgeable
- Minimally knowledgeable

### 3. Please rate your agreement with the following statements about Organizational Leadership:

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



# GBC Administrator Evaluation Survey 2013

## 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintains a close working relationship with those supervised.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintains productive relationships with administrative peers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Places a primary priority upon student success and effective teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports and assists programs for the growth and improvement of faculty and staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understands that personal success is at least partly dependent upon the success of subordinates.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Makes efforts to encourage and advance subordinates, consistent with their ability and achievement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 6. Please rate your agreement with the following statements on Human Relations:

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

# GBC Administrator Evaluation Survey 2013

## 7. Please rate your agreement with the following additional statements on Human Relations:

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

## 8. Describe this administrator's strengths.

## 9. What could this administrator improve upon to become more effective?

## 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.

- President Mark Curtis
- VPAA Mike McFarlane
- VPBA Sonja Sibert
- VPSS Lynn Mahlberg
- Chief Development Officer John Rice
- Dean Kris Miller
- Dean Bret Murphy
- I am done

# GBC Administrator Evaluation Survey 2013

## 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 the recent academic year?

- Almost every day
- About once a week
- About once a month
- About once per semester
- Only occasionally
- Never

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

- Highly knowledgeable
- Moderately knowledgeable
- Minimally knowledgeable

### 3. Please rate your agreement with the following statements about Organizational Leadership:

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

# GBC Administrator Evaluation Survey 2013

## 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintains a close working relationship with those supervised.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintains productive relationships with administrative peers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Places a primary priority upon student success and effective teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports and assists programs for the growth and improvement of faculty and staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understands that personal success is at least partly dependent upon the success of subordinates.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Makes efforts to encourage and advance subordinates, consistent with their ability and achievement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 6. Please rate your agreement with the following statements on Human Relations:

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

# GBC Administrator Evaluation Survey 2013

## 7. Please rate your agreement with the following additional statements on Human Relations:

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

## 8. Describe this administrator's strengths.

## 9. What could this administrator improve upon to become more effective?

## 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.

- President Mark Curtis
- VPAA Mike McFarlane
- VPBA Sonja Sibert
- VPSS Lynn Mahlberg
- Chief Development Officer John Rice
- Dean Kris Miller
- Dean Bret Murphy
- I am done

# GBC Administrator Evaluation Survey 2013

## 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 administrator during the recent academic year?

- Almost every day
- About once a week
- About once a month
- About once per semester
- Only occasionally
- Never

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

- Highly knowledgeable
- Moderately knowledgeable
- Minimally knowledgeable

### 3. Please rate your agreement with the following statements about Organizational Leadership:

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

# GBC Administrator Evaluation Survey 2013

## 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintains a close working relationship with those supervised.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintains productive relationships with administrative peers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Places a primary priority upon student success and effective teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports and assists programs for the growth and improvement of faculty and staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understands that personal success is at least partly dependent upon the success of subordinates.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Makes efforts to encourage and advance subordinates, consistent with their ability and achievement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 6. Please rate your agreement with the following statements on Human Relations:

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

# GBC Administrator Evaluation Survey 2013

## 7. Please rate your agreement with the following additional statements on Human Relations:

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

## 8. Describe this administrator's strengths.

## 9. What could this administrator improve upon to become more effective?

## 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.

- President Mark Curtis
- VPAA Mike McFarlane
- VPBA Sonja Sibert
- VPSS Lynn Mahlberg
- Chief Development Officer John Rice
- Dean Kris Miller
- Dean Bret Murphy
- I am done



# GBC Administrator Evaluation Survey 2013

## 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 this administrator during the recent academic year?

- Almost every day
- About once a week
- About once a month
- About once per semester
- Only occasionally
- Never

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

- Highly knowledgeable
- Moderately knowledgeable
- Minimally knowledgeable

### 3. Please rate your agreement with the following statements about Organizational Leadership:

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

# GBC Administrator Evaluation Survey 2013

## 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintains a close working relationship with those supervised.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintains productive relationships with administrative peers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Places a primary priority upon student success and effective teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports and assists programs for the growth and improvement of faculty and staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understands that personal success is at least partly dependent upon the success of subordinates.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Makes efforts to encourage and advance subordinates, consistent with their ability and achievement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 6. Please rate your agreement with the following statements on Human Relations:

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

# GBC Administrator Evaluation Survey 2013

## 7. Please rate your agreement with the following additional statements on Human Relations:

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

## 8. Describe this administrator's strengths.

## 9. What could this administrator improve upon to become more effective?

## 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.

- President Mark Curtis
- VPAA Mike McFarlane
- VPBA Sonja Sibert
- VPSS Lynn Mahlberg
- Chief Development Officer John Rice
- Dean Kris Miller
- Dean Bret Murphy
- I am done

# GBC Administrator Evaluation Survey 2013

## 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 the recent academic year?

- Almost every day
- About once a week
- About once a month
- About once per semester
- Only occasionally
- Never

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

- Highly knowledgeable
- Moderately knowledgeable
- Minimally knowledgeable

### 3. Please rate your agreement with the following statements about Organizational Leadership:

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

# GBC Administrator Evaluation Survey 2013

## 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintains a close working relationship with those supervised.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintains productive relationships with administrative peers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Places a primary priority upon student success and effective teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports and assists programs for the growth and improvement of faculty and staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understands that personal success is at least partly dependent upon the success of subordinates.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Makes efforts to encourage and advance subordinates, consistent with their ability and achievement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 6. Please rate your agreement with the following statements on Human Relations:

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

# GBC Administrator Evaluation Survey 2013

## 7. Please rate your agreement with the following additional statements on Human Relations:

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

## 8. Describe this administrator's strengths.

## 9. What could this administrator improve upon to become more effective?

## 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.

- President Mark Curtis
- VPAA Mike McFarlane
- VPBA Sonja Sibert
- VPSS Lynn Mahlberg
- Chief Development Officer John Rice
- Dean Kris Miller
- Dean Bret Murphy
- I am done

## Final question on process

**1. Please write any general comments below:**

