

Senate Subcommittee on the Evaluation of Administrators (SSEA) Report for

Dean Mohammed Aman Of the School of Library and Information Science

May 16,2000

The SSEA was charged by Senate action on November 19, 1993, with April 1999 revisions, to implement a process for evaluating administrators at the University of Wisconsin-Milwaukee, including Deans and Associate Deans, the Chancellor, and the Provost/Vice Chancellor.

The evaluation process for Dean Mohammed Aman and Associate Dean Judith Senkevitch commenced in Fall 1999, with tailoring the survey tool for each of the positions based on input from Drs. Aman and Senkevitch, Dr. Watters (appointing officer), Dr. Wolfram (SLIS Executive Committee Chair), and 2 members of the SSEA (Stoffel and McRoy). The survey was finalized, and distributed to the faculty of the SLIS on March 13,2000. Due to Dr. Senkevitch's retirement in January 2000, only Dr. Aman's evaluation was implemented and will be reported here. Of the 12 surveys distributed, 8 were completed and returned, with March 27, 2000 as the requested return date. A copy of the forms developed for both the dean and associate dean is included with this report.

Evaluation of the statistics demonstrated that faculty completing the questionnaire showed differentiation in their responses to the items, and there appeared to be no respondents whose ratings negatively skewed the data. The size of the faculty in the school is small, and the response rate (75%) should be kept in mind as the summary chart is reviewed. The "poor" designation was not used by any of the respondents, and there were only 3 individuals who used the "needs improvement" designation, across 4 items, for a total of 5 responses in this category.

Evaluation of the statistics shows that the SLIS faculty generally consider Dean Aman to be a visionary leader whose strengths have moved the School to be well-known nationally, based on the strength of the faculty and programming. Dean Aman was rated either excellent or good by a clear majority of those responding to items:

- Vision of the future of the SLIS
- Effectiveness with UWM Administrators
- Shaping the SLIS budget reflecting school strategic priorities
- Promoting recruitment of well-qualified faculty
- Promoting diversity in students and faculty
- Effectiveness in representing SLIS within the UWM community
- Effectiveness in representing SLIS with the respective professional community
- Effectiveness in representing SLIS with the community at large.

Items which were endorsed primarily as good included:

- Support of teaching and research
- Support of SLIS service to the profession and community
- Effectiveness as a leader
- Overall satisfaction.

Items where responses signaled room for improvement included:

- Supporting SLIS faculty involvement in resource planning
- Supporting shared governance
- Promoting an environment that retains well-qualified faculty
- Effectiveness in communicating with faculty.

The written comments reflect the same high level of satisfaction found in the survey items. Five of the 8 respondents provided comments. The comments provided context for understanding the faculty's perspective on Dean Aman's performance assessment. Comments noted that hiring and retaining faculty given salaries available at UWM, insufficient funds, and the dearth of qualified faculty in the information sciences were external factors not under the control of the Dean. Other comments included noted that issues around teaching loads impact research and scholarly productivity of both new and senior faculty members. Concerns related to inequities of salaries and resources across the UWM campus were noted. Strengths that respondents commented on relate to Dr. Aman's leadership and positioning of the School in the top 20 ranking among SLIS nationally.

Overall, the evaluation of Dean Aman indicates that a majority of the faculty respondents have a very favorable view of his performance, with a few areas to be strengthened, such as supporting shared governance and communicating effectively.

Respectfully submitted,

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Excellent Good Acceptable Needs Poor Improvement

	Excellent	Good	Acceptable	Needs Improvement	Poor
1. Vision of the future of the SLIS	75%	25%			
2. Effectiveness with UWM Administrators	75%	12.5%	12.5%		
3. Support of SLIS teaching	25%	50%	25%		
4. Support of SLIS research	37.5%	62.5%			
5. Support of SLIS service to the profession and community	37.5%	37.5%	25%		
6. Shaping the SLIS budget reflecting school strategic priorities	50%*	34%	16%		

7.	Supporting SLIS faculty involvement in resource planning	37.5%	25%	25%	12.5%
8.	Supporting shared governance	25%	25%	25%	25%
9.	Promoting recruitment of well-qualified faculty	62.5%	37.5%		
10.	Promoting an environment that retains well-qualified faculty	43%*	29%	14%	14%
11.	Promoting diversity in students and faculty	87.5%	12.5%		
12.	Effectiveness in communicating with faculty	25.5%	37.5%	25%	12.5%
13.	Effectiveness in representing SLIS within the UWM community	87.5%	12.5%		
14.	Effectiveness in representing SLIS with the respective professional community	62.5%	37.5%		
15.	Effectiveness in representing SLIS with the community at large: local, national, and international	62.5%	37.5%		
16.	Effectiveness as a leader	43%*	43%	14%	
17.	Overall satisfaction	37.5%	50%	12.5%	

1999-2000 SSEA Evaluation of Dean Aman

N=8 respondents

* means that not all respondents completed that item, so % are adjusted to reflect those who did respond.