H. PAUL LEBLANC

College of Liberal and Fine Arts-Department of Communication

Evaluation Summary Report-Fall 2019
Conducted by The Office of Institutional Compliance and Risk Services
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Evaluation Summary Report-Fall 2019

H. Paul LeBlanc-COLFA Department of Communication

November 14 2019

Population

72% Faculty

24% Staff

4% Student

Population

1 Faculty

6 Staff

18 Student
All Responses

<table>
<thead>
<tr>
<th>Distribution</th>
<th>Audience Size</th>
<th>Survey Started</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counts</td>
<td>56</td>
<td>34</td>
<td>27</td>
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</tbody>
</table>

Overall Completion Rate

- Overall: 56
- Survey Started: 34
- Responses: 27
1. Under the Department Chair’s leadership, there is evidence the department is achieving excellence in teaching that emphasizes inclusive pedagogy that may increase retention and graduation as ultimate goals.

Q1-Response by Faculty, Staff, and Student
Q1 Response by Faculty, Staff and Student
Average Response 3.70

- **Strongly Agree**
  - Faculty: 12
  - Student: 1
  - Unknown: 1
  - Staff: 3

- **Agree**
  - Faculty: 3
  - Student: 2
  - Unknown: 3
  - Staff: 2

- **Disagree**
  - Faculty: 2
  - Student: 1
  - Unknown: 1
  - Staff: 1

- **Unable to Rate/Not Applicable**
  - Faculty: 1
  - Student: 1
  - Unknown: 1
  - Staff: 1
2. Under the Department Chair’s leadership, there is evidence the department is achieving excellence in research at a rate commensurate with the goal of attaining Carnegie R1 - Highest Research Activity levels of research-based publication, creative works, and grant winning.

Q2-Response by Faculty, Staff, and Student
Q2 Response by Faculty, Staff and Student
Average Response 3.67

- **Strongly Disagree**: 1
- **Disagree**: 1
- **Unable to Rate/Not Applicable**: 1
- **Strongly Agree**: 1
- **Agree**: 3

- **Student**: Purple
- **Unknown**: Green
- **Staff**: Red
- **Faculty**: Blue
3. Under the Department Chair’s leadership, there is evidence the department is achieving excellence in service that results in substantive contributions to the Department, COLFA, UTSA and relevant professional or community partners (e.g., fundraising, recruiting students to UG/G programs, student mentoring, participating in high-impact co-curricular activities, etc.).

Q3-Response by Faculty, Staff, and Student
Q3 Response by Faculty, Staff and Student
Average Response 3.93

Disagree
- Student: 1
- Unknown: 1
- Staff: 1
- Faculty: 1

Unable to Rate/Not Applicable
- Student: 1
- Unknown: 2
- Staff: 2
- Faculty: 2

Strongly Agree
- Student: 1
- Unknown: 1
- Staff: 4
- Faculty: 12

Agree
- Student: 3
- Unknown: 0
- Staff: 0
- Faculty: 0
4. There is evidence that the Department Chair inspires and encourages their faculty to refine their teaching pedagogy to include diverse perspectives, methods, and approaches to increase student success.

Q4-Response by Faculty, Staff, and Student
Q4 Response by Faculty, Staff and Student
Average Response 3.85

- **Disagree**
  - Student: 1
  - Faculty: 1
  - Unknown: 1

- **Unable to Rate/Not Applicable**
  - Student: 2
  - Faculty: 3
  - Unknown: 2

- **Strongly Agree**
  - Student: 1
  - Faculty: 10
  - Unknown: 3

- **Agree**
  - Student: 1
  - Faculty: 4
  - Unknown: 3
5. There is evidence that the Department Chair has maintained a consistent record as a scholar and teacher.

Q5-Response by Faculty, Staff, and Student
Q5 Response by Faculty, Staff and Student
Average Response 3.59

Strongly Disagree 2
Disagree 2
Unable to Rate/Not Applicable 2
Strongly Agree 4
Agree 1

- Student
- Unknown
- Staff
- Faculty
6. Under the Department Chair’s leadership, there is evidence the department is collectively engaged in strategic planning and goals that align with UTSA’s strategic plan.

Q6-Response by Faculty, Staff, and Student
Q6 Response by Faculty, Staff and Student
Average Response 3.78

- **Disagree**: 1
- **Strongly Disagree**: 1
- **Unable to Rate/Not Applicable**: 1
- **Strongly Agree**: 4
- **Agree**: 3

- **Faculty**
- **Staff**
- **Student**
- **Unknown**
7. Under the Department Chair’s leadership, there is evidence the Chair has equitably allocated resources to support the department vision and faculty research success.

Q7-Response by Faculty, Staff, and Student
Q7 Response by Faculty, Staff and Student  
Average Response 3.70

- **Strongly Disagree**
  - Faculty: 1
  - Staff: 1
  - Students: 1
  - Unknown: 2
  - Total: 6

- **Disagree**
  - Faculty: 2
  - Staff: 1
  - Students: 2
  - Unknown: 1
  - Total: 6

- **Unable to Rate/Not Applicable**
  - Faculty: 4
  - Staff: 1
  - Students: 3
  - Unknown: 1
  - Total: 10

- **Strongly Agree**
  - Faculty: 9
  - Staff: 4
  - Students: 1
  - Unknown: 1
  - Total: 15

- **Agree**
  - Faculty: 2
  - Staff: 2
  - Students: 2
  - Unknown: 2
  - Total: 8
8. Under the Department Chair’s leadership, there is evidence the Chair has effectively improved programs and curricula in the Department.

Q8-Response by Faculty, Staff, and Student
Q8 Response by Faculty, Staff and Student
Average Response 3.74

- **Disagree**: 1
- **Unable to Rate/Not Applicable**: 1
- **Strongly Agree**: 2
- **Agree**: 2

- **Student**
- **Unknown**
- **Staff**
- **Faculty**
9. There is evidence the Department Chair makes decisions based on what is best for students and the learning experience.

Q9-Response by Faculty, Staff, and Student
Q9 Response by Faculty, Staff and Student
Average Response 3.81

- Disagree: 1
- Unable to Rate/Not Applicable: 3
- Strongly Agree: 4
- Agree: 4

- Student: 1
- Unknown: 1
- Staff: 4
- Faculty: 11
10. There is evidence the Department Chair represents or considers the interests of faculty on policies, plans and procedures that affect the department.

Q10-Response by Faculty, Staff, and Student
Q10 Response by Faculty, Staff and Student
Average Response 3.41

- Strongly Disagree: 3 responses
- Disagree: 1 response
- Unable to Rate/Not Applicable: 1 response
- Strongly Agree: 10 responses
- Agree: 3 responses

- Student
- Unknown
- Staff
- Faculty
11. There is evidence the Chair has represented the department well at the university level through service and other involvement.

Q11-Response by Faculty, Staff, and Student
Q11 Response by Faculty, Staff and Student
Average Response 3.89

- **Strongly Agree**
  - Faculty: 14
  - Staff: 4
  - Student: 1
  - Unknown: 1

- **Agree**
  - Faculty: 1
  - Staff: 1
  - Student: 1
  - Unknown: 1

- ** Unable to Rate/Not Applicable**
  - Faculty: 2
  - Staff: 1
  - Student: 1
  - Unknown: 1
12. Under the Department Chair’s leadership, there is evidence the Chair has effectively managed departmental staff.

Q12-Response by Faculty, Staff, and Student
Q12 Response by Faculty, Staff and Student
Average Response 3.81

- Disagree: 1
- Unable to Rate/Not Applicable: 1
- Strongly Agree: 3
- Agree: 5
13. Under the Department Chair’s leadership, there is evidence the Chair has provided effective mentorship programs and faculty development opportunities.

Q13-Response by Faculty, Staff, and Student

![Chart showing responses to Q13]

- **Strongly Disagree**: 1
- **Disagree**: 3
- **Agree**: 3
- **Strongly Agree**: 15
- **Unable to Rate/Not Applicable**: 5
Q13 Response by Faculty, Staff and Student
Average Response 3.74

- **Strongly Disagree**: 1 Faculty, 1 Unknown, 2 Staff, 3 Unable to Rate/Not Applicable
- **Disagree**: 1 Faculty, 2 Unknown, 3 Staff, 3 Unable to Rate/Not Applicable
- **Unable to Rate/Not Applicable**: 2 Faculty, 2 Unknown, 3 Staff, 3 Unable to Rate/Not Applicable
- **Strongly Agree**: 1 Faculty, 1 Unknown, 3 Staff, 3 Unable to Rate/Not Applicable
- **Agree**: 1 Faculty, 1 Unknown, 3 Staff, 3 Unable to Rate/Not Applicable
14. Under the Department Chair’s leadership, there is evidence of effective recruitment, retention, evaluation and promotion of faculty.

Q14-Response by Faculty, Staff, and Student
Q14 Response by Faculty, Staff and Student
Average Response 3.70

Strongly Disagree
- Faculty: 1
- Staff: 1
- Student: 2
- Unknown: 3

Disagree
- Faculty: 2
- Staff: 1
- Student: 1
- Unknown: 0

Unable to Rate/Not Applicable
- Faculty: 0
- Staff: 0
- Student: 4
- Unknown: 0

Strongly Agree
- Faculty: 0
- Staff: 0
- Student: 0
- Unknown: 0

Agree
- Faculty: 0
- Staff: 0
- Student: 0
- Unknown: 0

Legend:
- Student
- Unknown
- Staff
- Faculty
15. There is evidence the Department Chair communicates effectively with faculty and administration.

Q15-Response by Faculty, Staff, and Student

- Strongly Disagree
- Disagree
- Agree
- Strongly Agree
- Unable to Rate/Not Applicable
Q15 Response by Faculty, Staff and Student
Average Response 3.41

- Strongly Disagree: 2
- Disagree: 2
- Unable to Rate/Not Applicable: 1
- Strongly Agree: 4
- Agree: 3

Colors:
- Student
- Unknown
- Staff
- Faculty
16. There is evidence the Department Chair fosters an environment of collegial shared governance.

Q16-Response by Faculty, Staff, and Student
Q16 Response by Faculty, Staff and Student
Average Response 3.44

- **Strongly Disagree**: 2 (Faculty) - 1 (Unknown) - 1 (Staff) - 1 (Student)
- **Disagree**: 3 (Faculty) - 1 (Unknown) - 1 (Staff) - 1 (Student)
- **Unable to Rate/Not Applicable**: 1 (Faculty) - 1 (Unknown) - 1 (Staff) - 1 (Student)
- **Strongly Agree**: 4 (Faculty) - 1 (Unknown) - 1 (Staff) - 1 (Student)
- **Agree**: 2 (Faculty) - 1 (Unknown) - 1 (Staff) - 1 (Student)
17. There is evidence the Department Chair effectively addresses questions, complaints, grievances, and suggestions from faculty, staff, and students.

Q17-Response by Faculty, Staff, and Student

- Strongly Disagree: 1
- Disagree: 4
- Agree: 2
- Strongly Agree: 18
- Unable to Rate/Not Applicable: 2

Count
Q17 Response by Faculty, Staff and Student
Average Response 3.59

- Strongly Disagree: 1 (Faculty), 1 (Unknown), 1 (Staff), 1 (Student)
- Disagree: 1 (Faculty), 1 (Unknown), 1 (Staff), 1 (Student)
- Unable to Rate/Not Applicable: 1 (Faculty), 1 (Unknown), 1 (Staff), 1 (Student)
- Strongly Agree: 1 (Faculty), 1 (Unknown), 1 (Staff), 1 (Student)
- Agree: 1 (Faculty), 1 (Unknown), 1 (Staff), 1 (Student)
18. There is evidence that the Department Chair fosters an environment that is inclusive of diverse perspectives and intercultural respect across the Department.

Q18-Response by Faculty, Staff, and Student

![Bar Chart]

- **Strongly Disagree**
- **Disagree**
- **Agree**
- **Strongly Agree**
- **Unable to Rate/Not Applicable**
Q18 Response by Faculty, Staff and Student Average Response 3.89

<table>
<thead>
<tr>
<th>Category</th>
<th>Student</th>
<th>Unknown</th>
<th>Staff</th>
<th>Faculty</th>
</tr>
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<tbody>
<tr>
<td>Agree</td>
<td></td>
<td></td>
<td>11</td>
<td>0</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>1</td>
<td>1</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>Unable to Rate/Not Applicable</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Disagree</td>
<td>1</td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
19. Under the Department Chair’s leadership, there is evidence the budget is effectively prepared and managed.

Q19-Response by Faculty, Staff, and Student
Q19 Response by Faculty, Staff and Student
Average Response 4.04

- **Disagree**
  - Student: 1
  - Unknown: 1
  - Staff: 1
  - Faculty: 1

- **Unable to Rate/Not Applicable**
  - Student: 2
  - Unknown: 2
  - Staff: 6
  - Faculty: 6

- **Strongly Agree**
  - Student: 3
  - Unknown: 3
  - Staff: 8
  - Faculty: 8

- **Agree**
  - Student: 3
  - Unknown: 3
  - Staff: 8
  - Faculty: 8

Legend:
- Student
- Unknown
- Staff
- Faculty
20. Under the Department Chair’s leadership, there is evidence the Chair participates with the college as a team player and considers what is best for COLFA as a whole.

Q20-Response by Faculty, Staff, and Student
Q20 Response by Faculty, Staff and Student
Average Response 3.74

- **Disagree**: 1 (Student), 1 (Unknown), 1 (Staff), 1 (Faculty)
- **Strongly Disagree**: 1 (Unknown), 1 (Staff)
- **Unable to Rate/Not Applicable**: 1 (Student), 1 (Unknown), 1 (Staff), 1 (Faculty)
- **Strongly Agree**: 1 (Student), 4 (Unknown), 13 (Faculty)
- **Agree**: 1 (Student), 2 (Unknown), 1 (Staff), 1 (Faculty)
21. There is evidence the Department Chair carries out administrative duties and responsibilities in a consistent, fair, and professional manner.

Q21-Response by Faculty, Staff, and Student
Q21 Response by Faculty, Staff and Student
Average Response 3.48

- Strongly Disagree: 1
- Disagree: 1
- Unable to Rate/Not Applicable: 1
- Strongly Agree: 1
- Agree: 6

- Student
- Unknown
- Staff
- Faculty