

Dean White Senate Evaluation Report (DRAFT).

What does the Dean do exceptionally well?

Dean White is rated very highly across a full range of activities, from resource management and space allocation, to being an effective spokesperson and treating faculty with respect. He is especially lauded for being a strong advocate for the School, for creating and maintaining a positive climate for diversity, for being accessible to SBS faculty, for supporting good teaching, and for being a good steward of the available budget. 88% of SBS faculty want him to continue as Dean (this is an improvement from 63% in the 2016 evaluation). Clearly Dean White has a collegial approach that has created a strong, research-oriented undergraduate program. Faculty appreciate the Dean's work in bringing a mass spectrometer to the School. All this despite a difficult budget situation and a reorganization process as SBS combines with the Department of Chemistry to become the School of Biological and Chemical Sciences.

Suggestions for Improvement:

The evaluation survey suggests there is room for improvement in terms of communication with faculty and research staff. There is also a need for long-term planning to improve predictability, to make the School more innovative, and to ensure the maintenance and upgrading of basic research infrastructure. A main concern is the need to work with faculty to develop, articulate, and communicate a long-term vision for the reorganized School. There is room for improved support of faculty research, an expansion of connections with the rest of the university, and improvements to teaching.

Lessons learned:

Dean White is fully aware that SBS needs to emerge from the budget crisis and the reorganization process with a vision that connects with UMKC's strategic plan. Dean White acknowledges that he needs to be at the forefront of messaging, but is also fully aware that he needs to work with SBS faculty, including colleagues in Chemistry, to develop, articulate, and communicate a vision for the future, including more predictable decision-making and more robust ways to connect with other units at UMKC. Dean White is also very conscious that research in the school has taken a hard hit in the past decade and the survey helps him understand the need to develop and implement a research agenda for SBS.