



SCORECARD



College of Health and Human Services

University of North Carolina, Charlotte

Year: 2015

Score Card at a glance:

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Governance and Leadership Scorecard

College of Health and Human Services	Governance	Productivity	Average
		Trust	Average
		Shared Purpose	Average
		Understanding	Average
		Adaptability	Slightly Below Average
	Leadership	Senior	Average
		Divisional	Average
		Departmental	Very Below Average
		Faculty	Average

Score card values are based on aggregate reports from the COACHE survey conducted in 2014-15.

Score Card Legend

Very Above Average= College level performance is substantially better than University mean performance

Above Average= College level performance is better than University mean performance

Slightly Above Average= College level performance is slightly better than University mean performance

Slightly Below Average= College level performance is slightly below University mean performance

Below Average= College level performance is below University mean performance

Very Below Average= College level performance is substantially below University mean performance

Construct Governance Means for College of Health and Human Services Compared to Overall Institutional Mean

	College of Health and Human Services		Institutional Average	
	Mean	SD	Mean	SD
Governance: Productivity	3.06	0.99	3.13	0.92
Overall effectiveness of shared governance	2.95	1.26	3.19	1.15
My committees make measureable progress towards goals	3.45	0.78	3.42	0.84
Governance: Trust	3.13	0.84	3.14	0.89
I understand how to voice opinions about policies	3.00	1.03	3.05	1.12
Faculty and admin follow rules of engagement	3.31	1.09	3.40	0.99
Governance: Shared Purpose	3.25	0.97	3.21	0.93
Important decisions are not made until there is consensus	2.81	1.09	2.83	1.06
Faculty and admin have a shared sense of responsibility	3.61	1.18	3.57	1.02
Governance: Understanding	3.02	0.87	3.08	0.87
Faculty governance structures offer opportunities for input	3.09	1.11	3.13	1.03
Admin communicate rationale for important decisions	2.87	1.14	3.05	1.01
Governance: Adaptability	2.92	0.77	3.04	0.78
Shared governance holds up in unusual circumstances	2.95	0.95	3.04	0.91
Institution regularly reviews effectiveness of governance	2.84	1.00	2.98	0.97

Construct Leadership Means for College of Health and Human Services Compared to Overall Institutional Mean

	College of Health and Human Services		Institutional Average	
	Mean	SD	Mean	SD
Leadership: Senior	3.49	0.89	3.49	0.93
Pres/Chancellor: Communication of priorities	3.64	0.97	3.53	1.04
CAO: Pace of decision making	3.41	0.95	3.52	1.01
Leadership: Divisional	3.06	1.23	3.04	1.15
Dean: Pace of decision making	3.09	1.24	3.17	1.16
Dean: Stated priorities	3.11	1.28	3.03	1.22
Leadership: Departmental	2.79	1.18	3.55	1.24
Head/Chair: Pace of decision making	2.58	1.31	3.45	1.33
Head/Chair: Communication of priorities	2.56	1.37	3.48	1.42
Leadership: Faculty	3.27	0.71	3.28	0.78
Faculty leadership pace of decision making	3.19	0.82	3.25	0.81
Faculty leadership stated priorities	3.35	0.69	3.32	0.78

Faculty Profile and Diversity by College								
Constructs	Parameters	COB	CCI	COEd	COE	CHHS	CAA	CLAS
		(N=87.5)	(N=69)	(N=114.8)	(N=137)	(N=89.5)	(N=106)	(N=466.2)
Appointment Status	Full time	%N	%N	%N	%N	%N	%N	%N
Rank	Professor	37	25	22	28	16	11	27
	Associate Professor	33	43	43	36	30	41	28
	Assistant Professor	19	19	23	17	16	25	17
	Lecturer	10	13	7	20	38	23	29
Tenure	Tenured	73	72	75	77	48.5	77	69
	Non-Tenure Track	27	28	25	23	41	23	31
Race/ Ethnicity	American Indian/Alaskan	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Asian	21	25	5	20	3	6	5
	Black/African American	5	3	11	6	15	7	5
	Hawaiian/Pacific Islander	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Hispanic	1	1	3	2	4	2	4
	White	67	48	70	57	76	85	72
	Multiracial	N/A	N/A	N/A	N/A	N/A	N/A	.2
	Non Resident	3	13	2	9	2	2	7
	Unknown	10	10	5	8	4	16	7
Sex	Female	33	31	61	15	73	49	49
	Male	67	68	39	85	27	58	51
Age	50 or Above	62	38	48	52	54	49	45
	40-49	26	32	28	32	30	40	30
	30-39	18	30	21	15	21	25	21
	Under 30	1	N/A	3	1	N/A	1	4

N= Full-time Faculty for Each College

Student Composition for College of Health and Human Services Fall 2014

