

MOTION

Evaluation of College Deans

Referred by: Governance Committee

Motion

The Faculty Senate recommends that the *Teaching and Research Faculty Handbook* be changed as stated below.

Original Wording

1.4.3.1 Faculty Evaluation of College Deans

4. The Committee shall summarize the data and comments from the faculty evaluations by type of faculty (tenured and tenure-track; special purpose and full-time temporary; and adjunct faculty, unless there is only one person in a category) for each College Dean and make appropriate recommendations based on the data. The Committee summary and recommendations, together with copies of each Dean evaluation form, shall be forwarded to the Provost. Members of the Committee who disagree with the recommendations may file a minority report with the Provost at the same time.
5. The faculty's evaluation of the Dean should be substantially incorporated and referenced in the Dean's overall evaluation.

Revised Wording

1.4.3.1 Faculty Evaluation of College Deans

4. The Committee shall summarize the data ~~and comments~~ from the faculty evaluations by type of faculty (tenured and tenure-track; special purpose and full-time temporary; ~~and adjunct faculty;~~ and administrative/professional faculty, unless there ~~is only one person~~ are fewer than five people in a category) for each College Dean and make appropriate recommendations based on the data. Comments will be summarized as well as provided verbatim to the Provost. Comments will never be reported out by type of faculty. The Committee summary and recommendations, ~~together with copies of each Dean evaluation form,~~ shall be forwarded to the Provost. Members of the Committee who disagree with the recommendations may file a minority report with the Provost at the same time.
5. The faculty's evaluation of the Dean should be substantially incorporated and referenced in the Dean's overall evaluation. The summary of faculty evaluations and the recommendation from the Governance Committee, including any minority report, shall be given to the Dean and the Provost.

Rationale

The first change (deleting “and comments” and inserting “Comments will be summarized as well as provided verbatim to the Provost. Comments will never be reported out by type of faculty”) clarifies that no qualitative comments will ever be separated out by type of faculty, to protect against identification. (Although respondents are free to include this information in their comments, as in “I’m an adjunct so I don’t have much contact with the Dean.”)

The second change (insert “and administrative/professional faculty”) is required to clarify that Administrative and Professional faculty are included in the Deans’ evaluations and their results are summarized separately where possible.

The third change (“are fewer than five people”) is necessary because we do not believe that reporting data separately when there are only 2 respondents in a category provides sufficient protection against possible identification of individual respondents. We propose that results only be reported separately for groups with 5 or more respondents.

The fourth change (delete “together with copies of each Dean evaluation form”) is necessary because we now use an online system rather than paper evaluation forms.

The fifth change (to paragraph 5) comes in response to reports that Deans do not necessarily receive a summary of their evaluation scores and comments. This language is consistent with the language in the *Administrative and Professional Faculty Handbook*, which states (section 1.1.10, item 4):

The evaluation by the Vice President for Academic Affairs, along with the summary of faculty evaluations and the recommendations from the Governance Committee, including any minority report, shall be given to the Dean or University Librarian. The Dean or University Librarian shall have the opportunity to respond to the evaluation