

Resolution to Restrict Number of Department Chairs and School Directors on Dean Evaluation Committees

Professional Relations Committee of the Faculty Senate

Draft—first reading

April 13, 2009

Whereas Department Chairs and School Directors have faculty status and are encouraged to serve in many roles as faculty within the university (including faculty senate);

Whereas serving on a Dean's Evaluation Committee as a Department Chair or School Director can create a real or a perceived conflict of interest;

Be it resolved that the following (bold text) be added to Section VII. E. 9

In the case of academic deans [2], a committee of faculty, half of whom will be appointed by the faculty senators [3] from the college or unit, and half of whom will be appointed by the Provost, will conduct the annual review. At least one of the members of the committee appointed by the faculty senators from the college or unit will serve on the evaluation committee for two years. **No more than one Department Chair or School Director will serve on a committee. No Department Chair or School Director will serve as chair of a committee. Before accepting an appointment to serve on a committee, a Chair or Director must carefully consider whether a perceived or real conflict of interest exists to such an extent that it would be problematic.** Each evaluation committee shall have access to previous annual and comprehensive evaluations of the dean being evaluated. Group I faculty in each college or area will participate in the evaluation of their dean by means of a questionnaire that contains both standard questions and questions specifically relevant to the academic unit of the dean. This questionnaire must be entirely anonymous, with no demographic data collected and no tracking of individual responses to different questions (such as respondent 12 answered X to question 1 and Y to question 2). The questionnaire may include space for written comments; however, colleges are encouraged to keep the questionnaire concise. After consultation with the Provost, the committee will issue its final report. It shall be the responsibility of the Provost to discuss the results of the committee's evaluation with the dean.