

Resolution to Clarify Language on the Annual Deans' Evaluation

Professional Relations Committee

Faculty Senate

Second Reading & Vote—November 7, 2016

Whereas Dean annual evaluations are being distributed to Group II and Clinical Faculty at the request of Deans

Be it resolved that the following changes be made to section V.II.3.d (2016 Handbook 102):

3. Annual Evaluation

- 1 In the case of academic deans,^[2] a committee of **Group I** 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. Each evaluation committee shall have access to previous annual and comprehensive evaluations of the dean being evaluated. Group I, **Group II, and Clinical** 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"). ~~However,~~ *As a general rule, different constituencies' responses should be disaggregated (e.g. Group II and Clinical Faculty Responses). However, if after the data has been returned, and if a committee determines that the number of Group II or Clinical Faculty responses is so low as to place any individual at professional risk, it can take the extraordinary action of not disaggregating as appropriate.*
 - d. . 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.
 - e. Should the committee's report to the Provost identify a particularly serious problem, the Provost shall discuss the issue with the dean and report to the committee on the disposition of the matter. If significant concerns continue to be expressed in subsequent annual reviews and there are no clear indications of improvement in the dean's performance, the President or Provost should give serious consideration to terminating the contract of the dean.
 - f. All annual faculty evaluation reports of academic deans become a part of their permanent personnel records and shall be on file in the office of the Provost and shall be available by application through the Office of Legal Affairs, subject to the same restrictions that apply to faculty files (see Section I.D).

