

Ad Hoc Committee to Develop
Metrics for Faculty Input Into
Presidential Performance

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Committee Charge

To Develop Metrics by Which Faculty
Evaluation of University Presidents Can
Be More Effectively Integrated Into
Overall Annual Review

Rationale

- Previous faculty evaluation of presidential performance used metrics devised by the Board of Trustees
- Faculty do not feel that these metrics appropriately evaluate performance
- Faculty are concerned that their input carries little weight with respect to presidential evaluation

Method

The committee proposes a template of questions to be provided to the faculty that will elicit substantial commentary.

The commentary can be used by the President and by the Board of Trustees for the purpose of formative evaluation.

Proposed Questions

- Strategic Leadership

Has the President led the faculty to embrace the purposes and realize the goals of the University?

Has the President articulated the University's next big challenge five years in the future?

- Educational Leadership

Has the President ensured that the University's programs are well-planned, executed, and assessed?

- Organizational Management

Does the President efficiently manage the human, financial, and physical resources of the university?

Proposed Questions

- Financial Management

Is the President effective in securing funding consistent with the University's mission, needs, and aspirations?

- Internal Relations

Does the President involve the faculty in decision making processes and their implementation?

Does the President communicate well with faculty and maintain transparency in making important decisions?

- Personal Characteristics

Has the President clearly articulated a vision for the University that has widespread agreement among its constituencies?

Does the President show the ability to reconcile differences between competing university interests?

Summary Questions

- What is the President's most significant achievement?
- In what area has the President been least effective?

Survey Format

- Questions will pose an overall rating
 - A. Good/Above Expectations
 - B. Satisfactory/ Meeting Expectations
 - C. Unsatisfactory/Needs Improvement
- Each question will have space in which individual faculty can provide additional commentary

Timeline

- Present draft of sample questions for Senate Council consideration (11/07/11)
- Revise and submit evaluation format to Faculty Senate for comment about the evaluation procedure and additional information (11/14/2011)
- Obtain Faculty Senate input for additional questions and appropriate mechanism to transmit the evaluation form to the faculty
- Revise evaluation form and hold until use