

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 Better 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 final survey is intended to have approximately 10 questions for use in evaluation.

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

The survey can also be compared to evaluations conducted by the Board of Trustees to determine if there is considerable variance between evaluation of performance.

Proposed Questions

- Strategic Leadership

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

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

- Educational Leadership

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

- Organizational Management

Has the President effectively managed the human, financial, and physical resources (i.e. infrastructure) of the university?

Has the President maintained a campus environment that is diverse, inclusive, and reconciles competing interests?

Proposed Questions

- Financial Management

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

- Internal Relations

Has the President involved the faculty in decision making processes and their implementation, and maintained transparency in making important decisions, particularly with respect to financial accountability?

- External Relations

Has the President maintained productive relationships with external constituencies?

Proposed Questions

- The Kentucky Promise

Has the President succeeded in restructuring administration to be more efficient and cost effective?

- Summary Questions

What is the President's most significant achievement?

In what area has the President been least effective?

What are the next important goals on which the President should focus in the near future?

Survey Format

- Questions will pose an overall rating
 3. Good/Exceeds Expectations
 2. Satisfactory/ Meeting Expectations
 1. Unsatisfactory/Needs Improvement
- Each question will have space in which individual faculty can provide additional commentary

The Formats That Follow Suggest How Questions Might be Organized for Responses That Solicit a General Rating and Constructive Commentary. They are Not Intended to Reflect the Final Design of the Survey.

Questions and Comments	Rating (1-3)
<p>Instructions.</p> <p>Enter Comments in Each Section. Specific examples will be extremely helpful</p> <p>It is optional to enter a performance rating. There will be no calculation of averages, but the scale may help to clarify your opinion.</p> <p>Scale:</p> <ul style="list-style-type: none">3=exceeds expectations2=meets expectations1=below expectations	

Questions and Comments	Rating (1-3)
<p>Strategic Leadership</p> <p>Has the President led the faculty to embrace the purposes and realize the goals of the University?</p> <p>Comments:</p>	
<p>Has the President clearly articulated an immediate vision for the University that has widespread agreement among its constituencies?</p> <p>Comments:</p>	
<p>Educational Leadership</p> <p>Has the President ensured that the University's programs are well-planned, executed, and assessed?</p> <p>Comments:</p>	

Questions and Comments	Rating (1-3)
<p>Organizational Management</p> <p>Has the President efficiently managed the human, financial, and physical resources of the university?</p> <p>Comments:</p>	
<p>Has the President created a campus environment that is diverse, inclusive, and reconciles competing interests?</p> <p>Comments:</p>	
<p>Financial Management</p> <p>Has the President been effective in securing funding consistent with the University's mission, needs, and aspirations?</p> <p>Comments:</p>	

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 survey for presentation to Senate Council (02/07/2012)
- Submit revised survey to faculty council for comment and revision (02/20/2012)
- Revise evaluation form and submit to IT for appropriate formatting to survey form (TBD)
- Circulate evaluation form among faculty at appropriate evaluation period (TBD)