

Ad Hoc Committee on Faculty Evaluation of President

Mark S. Coyne – Senate Council

Greg. W. Wasilkowski – Senate Council

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 relevant to faculty interests
- Faculty are concerned that their input carries little weight with respect to presidential evaluation

Committee Charge:

Develop questions so that faculty evaluation of presidential performance can be better integrated into the overall annual review process.

Method:

A survey was developed that will consist of ten questions with a five-level scale and room to make specific written comments:

5 - strongly agree

4 - agree

3 - no opinion

2 - disagree

1 - strongly disagree

Not Applicable

There will be an additional set of three narrative questions for the purpose of *formative* commentary.

The process of developing the survey involved the entire University Senate Council and the participation of the Faculty Representatives to the Board of Trustees.

Proposed Questions

Vision and Planning

1. The President has effectively led the faculty to embrace the University's mission and values.
2. The President has clearly articulated a clear vision for the University.
3. The President has ensured that the University programs are well-planned, executed, and assessed.

Management and Shared Governance

4. The President has improved the efficiency and effectiveness with which University resources are managed.
5. The President has made significant progress in restructuring administration to be cost-effective and cost-efficient.
6. The President has fostered a campus environment that is increasingly diverse, inclusive, and ethical.
7. The President has fostered transparency in the decision-making process of the University.
8. The President has sought the involvement of faculty in the making and implementation of important University decisions.

University Representation

9. The President has maintained productive relationships with external constituencies.
10. The President has been effective in securing funding consistent with the University's mission and values.

Narrative Questions

11. What is the President's most significant achievement?
12. In what area has the President been least effective?
13. What are important goals on which the President should focus in the near future?