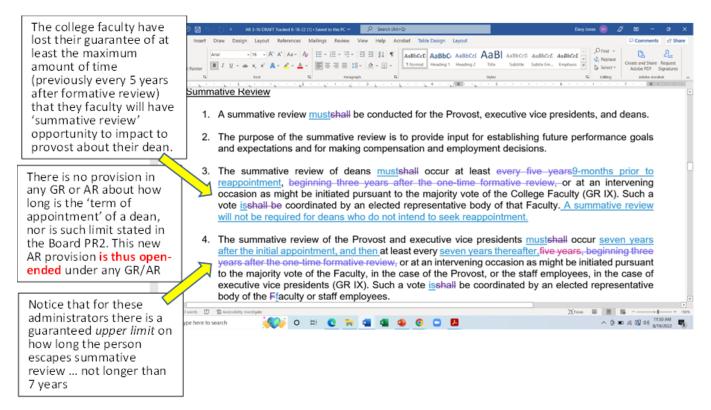
New Interim AR 3:16 - Institutional Planning and Effectiveness Policy

<u>Summary</u>. The revisions that were proposed to the Regulations Review Committee in August 2022 for AR 3:16 included two changes that substantively affect the posture of college faculties. One removed the maximum number of years for a dean to go without a summative review (the summative review provides for college faculty input on performance of the dean). The second removed the requirement that the college faculty receive a summary of the outcome of the summative review of the dean. Objections to these changes were submitted by Regs Committee members (DC and DJ), but the revised AR 3:16 was issued anyway with those changes (as an 'Interim' AR).

Details.

Issue about maximum number of years before a summative review of the dean.



The College Faculty under this new provision will have no visible policy controlled by AR or GR as to when their dean will ever be 'summative reviewed' during the period en route to whenever the 'administrative in-house' appointment. There may be an 'in-house' provost level policy as to how long the given provost at the time appointments deans, but the college faculty have no knowledge of that policy in any GR or AR. The dean is the **ONLY CAO** in this new AR 3:16 to escape an expressly stated 'upper limit' on the years of time until a routine summative review.

This change in AR 3:16 that directly impacts the posture of the College Faculty is NOT being available of the opportunity for the University Senate (or its delegate, the Senate Council) to impact this change in procedures. (Which is contrary to the current AR 1:4 and which is (hopefully) also contrary to the to-be-issued new AR 1:4. Instead, the Regs Committee, on which sits the SC Chair, received the above new AR wording on Thursday Aug. 19 with the note that there will be no Regs Comm meeting about this change and that the SC Chair only has until Tuesday Aug. 23 to submit response to the proposed change).

Issue about maximum number of years faculty receiving a summary of the review outcome.

The previous occasions in which the college faculty/staff received a summary was very, very important to the reassuring transparency of accountability. That is, the faculty could see a summary that their major concerns were heard and impactful.

It is difficult to imagine that the Provost finds it necessary to delete this provision of transparency, because he welcomed Provost Blackwell's dissemination of his (Dean DiPaola's) own summary results to the college (see last screen print below).

If there is some concern about 'privacy' of the actual rendered summary, then please consider retaining the AR provision with the simple single change of the word "the summary" to "a summary," which the comports with the kind of "a" summary that is screen printed below, from then-Dean DiPaola's own summative review.

Also add this to the concerns ... the college faculties are now removed from status under AR 3:16 to receive copy of their dean review summary. Again, no chance for Senate or SC to discuss this change to AR.

