WHEREAS, the dean/equivalent administrator has primary responsibility for leadership of the college/equivalent academic unit in the allocation and utilization of financial resources, quality of academic programs, admission and dismissal of students, appointment, retention, tenure and promotion action, long-range direction of the college/equivalent academic unit, development of external financial resources and the representation of the college/equivalent academic unit both internal to the university and to external constituents; and

WHEREAS, the faculty of a college/equivalent academic unit are directly affected by the dean/equivalent administrator's performance in meeting these responsibilities; and

WHEREAS, the dean/equivalent administrator's evaluation by the faculty is utilized for the purpose of providing evaluative information to the dean/equivalent administrator and the Vice President for Academic Affairs; and

WHEREAS, each probationary and tenured faculty member, regardless of time base, including those persons in the Faculty Early Retirement Program (FERP), has a professional responsibility to complete the evaluation form in order to provide useful and timely input to the Vice President for Academic Affairs; and

WHEREAS, the Vice President for Academic Affairs evaluates the deans/equivalent administrators every three years; therefore, be it

RESOLVED: that the attached evaluation form be adopted for use by the faculty in evaluating the dean/equivalent administrator of each college/equivalent academic unit annually; and, be it further
RESOLVED: That the Library may develop an evaluation form appropriate for its use subject to the approval of the Academic Senate and the Vice President for Academic Affairs; and, be it further

RESOLVED: That the Academic Senate recommend that said evaluation results be carefully considered by the Vice President for Academic Affairs in her/his evaluative consideration of each dean/equivalent administrator; and, be it further

RESOLVED: That the Vice President for Academic Affairs report to each college/equivalent academic unit's faculty the number and percentage of faculty in that college/equivalent academic unit that responded to the dean/equivalent administrator's evaluation and that a summary of the evaluation results be placed in the dean/equivalent administrator's personnel file.

Proposed by the Academic Senate Personnel Policies Committee
Revised November 9, 1993
ANNUAL EVALUATION OF COLLEGE DEANS and EQUIVALENT ADMINISTRATORS

Faculty completion of this evaluation form is of utmost importance if it is to be given serious consideration by the Vice President for Academic Affairs in his evaluation of the dean/equivalent administrator. Good performance should be recognized and inadequate performance should be identified.

DEAN/EQUIVALENT ADMINISTRATOR:

Please rate your dean/equivalent administrator's performance this academic year, using the scales provided for each item.

Scale: Outstanding=A, Good=B, Fair=C, Poor=D, Not Applicable=E, Not Observable=F

1. Engages in effective strategic planning
   ABC D E F

2. Promotes improvements in goals, objectives, policies and procedures
   ABC D E F

3. Supports and recognizes professional development and accomplishments of faculty
   ABC D E F

4. Recognizes and rewards faculty service
   ABC D E F

5. Recognizes and rewards excellence in teaching
   ABCDEF

6. Recognizes and rewards effective student advising
   ABCDEF

7. Effectively advocates college/equivalent academic unit's positions and concerns to the university administration
   ABC D E F

8. Encourages and supports affirmative action and cultural diversity in recruiting and retention of high quality faculty, staff, and students
   ABC D E F

9. Demonstrates sensitivity to student needs in a multi-cultural educational environment
   ABCDEF

10. Fosters effective communications with alumni and community
    ABC D E F

11. Administers established policy fairly
    ABCDEF

12. Adequately explains decisions which reverse or modify established college/department policy
    ABCDEF

13. Makes reasoned decisions in a timely manner
    ABCDEF

14. Plans and allocates budget resources openly and fairly
    ABC D E F

15. Provides faculty with periodic (at least annually) reports of the allocations and uses of funds
    ABC D E F

16. Actively seeks supplemental financial support for new and existing programs
    ABC D E F

17. Manages personnel relations effectively
    ABCDEF

18. Handles conflicts and differences diplomatically and effectively
    ABCDEF

19. Communicates effectively
    ABCDEF

20. Solicits input and consults with faculty when appropriate
    ABC D E F

21. Is willing to consider alternative points of view
    ABCDEF

22. Provides opportunities to make her/himself available to the faculty
    ABCDEF

23. How do you rate the dean/equivalent administrator overall
    ABC D E F
24a. Please describe any actions by your dean/equivalent administrator that you have been especially pleased with during the year:

24b. Please describe any actions by your dean/equivalent administrator that you have been especially displeased with during the year:

25. What suggestions do you have for how your dean/equivalent administrator could improve her/his functioning:
I remain unconvinced that this type of evaluation form used without evidence that it fairly represents college opinion is of utility in the evaluation of senior administrators. A far more effective contribution would be the considered opinion of an elected representative committee of faculty comparable to those that serve on college RPT committees. Nonetheless, if this is the input faculty desire in the evaluation of deans or their equivalent administrators, we will continue to implement those wishes.