

Resolution: Annual Faculty Feedback on University Administrators

WHEREAS, ongoing faculty input on administrative leadership supports institutional effectiveness and shared governance; and

WHEREAS, providing faculty with a structured opportunity to share feedback on administrative leadership fosters a culture of mutual respect, strengthens collegial collaboration, and supports faculty morale by affirming that their professional experience and perspectives meaningfully inform institutional decision-making; and

WHEREAS, the Provost has committed to establishing a visible and consistent mechanism through which faculty voices are heard confidentially and anonymously in the evaluation of administrators;

BE IT RESOLVED THAT:

1. The Office of the Provost shall set up and manage, on an annual basis, a confidential and anonymous feedback process through which full-time faculty provide input on their college dean. The Office of the Provost shall determine the instrument and administration method and shall carefully review and incorporate the feedback as appropriate in its evaluation of each dean.
2. The Office of the Provost shall assist each college dean in setting up and managing, on an annual basis, a confidential and anonymous feedback process through which full-time faculty provide input on department chairs (or their equivalent), and associate deans. The Office of the Provost shall develop a standardized instrument for use across all colleges to ensure consistency.

3. The Office of the Provost shall confirm to the Senate Agenda Committee by December 1 of each academic year that the processes described in sections 1 and 2 have begun.

4. In any year in which the AEOC conducts a formal evaluation of an administrator, the Office of the Provost shall not conduct a separate faculty feedback process for that Administrator.