



Summary Report

Themes from AEOC administrator evaluations for 2020 and 2021

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AEOC Subcommittee Report

2020 9 administrators; 255 faculty responses

2021 7 administrators; 152 faculty responses

407 Total Faculty responses



Persistent Themes

Leadership concerns

- Disconnected from mission
- Lack of transparency & Inclusion
- Not included in college goals

Low morale

- Isolation and 'making do'
- Lost department community/culture
- Varying degrees of comfort



Persistent Themes

Lack of voice

- Unit heads managing up
- No faculty advocacy
- Top down - faculty have no say

Poor communication

- Gap between unit heads and faculty
- Decision making
- Work-load allocation



Persistent Themes

Lack of resources

- Lag of support of staff and resources
- Units stretched thin – cannot meet goals
- Cannot meet student enrollment demand



Opportunities for improvement to:

- Improve morale
- Increase performance
- Identify shared goal across units and within colleges
- Encourage teamwork and collaboration



Action: Value faculty expertise

- Updates on college business plans
- Invite faculty feedback
- Associate Dean of Faculty meet with departments



Action: Increase innovation within and across campus

- Create psychology safety
- Have safe space for faculty talk about concerns
- Get students more involved
- Be open to failure for the sake of growth and learning



Action: Become intentionally transparent

- Invite faculty input on academic and strategic plan
- Explain decision making processes
- Fair workload distribution



Questions?

