

Salisbury University
MEMORANDUM
Draft

To: The Faculty Senate
From: The Faculty Welfare Committee
Date: September 1, 2010
Subject: Faculty Evaluation of Administrators

Faculty are evaluated by their chairs but part of the process includes use of student evaluations of teaching as well as peer reviews, etc. While chairs are evaluated by their deans, in most cases some form of faculty feedback is included at regular intervals. In the past at various times, various other administrators have sought faculty input in evaluating their work or the work of other administrators. With the survey technology available today, there is no reason why faculty input should not be part of the evaluation process on a regular basis for all administrators who are involved in any way with the academic program. Just as faculty can develop into better teachers by paying heed to what students have to say, so administrators can better administrate if they receive feedback from faculty.

Thus the Faculty Welfare Committee recommends that the Faculty Senate pass a resolution asking that the administration work with human resources and our committee to develop a mechanism for incorporating regular¹ routine faculty surveys into the formal evaluation processes for all administrators who support, direct or evaluate faculty work. This would include but not be limited to, chairs, deans, Vice Presidents, the Provost and Assistant/Associate provosts, and those administrators working in the bookstore, the library, IT, Instructional Design and Delivery, etc.

We do not think that the Senate or the Faculty Welfare Committee should undertake our own independent evaluation system. This would likely be unproductive except in extreme situations² where a vote of no confidence was warranted and would because of the public nature of the Faculty Senate likely cause more problems than it would solve. It would also be an inappropriate use of faculty time. Instead we recommend that we work with the administration to better ensure that faculty needs are met and that faculty concerns are addressed by incorporating regular faculty input into existing evaluation procedures.

¹For example maybe every three years for each administrator staggered so that faculty are not inundated with surveys all coming at one time.

² Which hopefully will not arise and where a formal evaluation procedure would not be necessary to bring the issue to the attention of the Senate.