

**Motion and Resolution for
Faculty Evaluation of Administrators
Conducted by Columbus State University Faculty Senate**

Whereas, administration of Columbus State University will institute the electronic collection of student evaluations of faculty in spring 2009; and

Whereas, the shared governance of academic institutions requires accountability and transparency at all levels of institutional management; and

Whereas, evaluations of performance are commonly practiced at all levels of academe, including such evaluations as faculty evaluation of student performance in the form of grades, student evaluations of faculty performance in the form of student evaluations, and college level administrative evaluations of faculty performance in the form of annual professional evaluations; and

Whereas, to adequately perform their administrative responsibilities, members of college and university administration should welcome the input from their constituent faculties; and

Whereas, all members of the university community should understand their strengths and weaknesses as those strengths and weaknesses are perceived by their constituent groups; and

Whereas, the formal communication of the perceptions of faculty as regards the performance of the members of college and university administration is essential to the furtherance of accountability and transparency, the improvement of overall performance, and the furtherance of the institution as a whole; and

Whereas, all members of the university community should seek continued and continuous improvement; and,

Whereas, faculty evaluations of administrators are commonly conducted by Faculty Senate organizations in both private and public universities, including some institutions within the University System of Georgia,

Be it resolved by the Faculty Senate of Columbus State University

1. That annual faculty evaluations of college, school, and university administrators from the President to the Department Chairs shall be conducted annually in May and June by the Columbus State University Faculty Senate; and
2. That upon adoption of this resolution, the annual evaluation of college, school, and university administrators shall begin in May and June, 2009; and,
3. That each and every member of administration of Columbus State University shall be evaluated annually when the administrator has held his or her administrative position for more than one (1) calendar year, but prior to the expiration of two calendar years; and,
4. That each member of administration shall be provided a written copy of her or his evaluation results in September of each year; and,
5. That a summary report inclusive of all individual evaluations shall be provided in writing to the President, the Provost, and to the Faculty Senate in September of each year; and,

6. That individual evaluation results shall be provided in writing in September of each year to faculty in the following manner:

Annual evaluation results for University level administrators shall be provided to all faculty;
and

Annual evaluation results of Program Directors, Deans, Associate Deans, and Assistant Deans shall be provided to all faculty of the relevant colleges and/or schools; and,

Annual evaluation results of Department Chairs shall be provided to all faculty of the relevant colleges and/or schools; and,

7 .. That the evaluation results of each college and/or school level administrator shall be provided in writing to the administrator in direct line of supervision above him or her and to the Provost in September of each year; and,

8. That all full and part time instructional personnel (faculty) shall be offered the opportunity to participate in annual evaluations of administrators as outlined in this Resolution; and,

9. That no person holding an administrative position at the level of Department Chair or above shall be permitted to take part in the annual evaluation of administrators as outlined in this Resolution; and,

10. That a committee composed of members of the Columbus State University Faculty Senate shall be elected by the Faculty Senate to establish guidelines and conduct annual evaluations of administrators as outlined in this Resolution; and,

11. That the initial committee shall prepare the first evaluation form for 2009 and the committee shall conduct and prepare the evaluations for 2009, but each year thereafter the committee shall submit the form to the full Faculty Senate for debate and alteration.

Suggestions from the Senate Debate of March 22, 2010.

Suggestion: "no person holding administrative position at equal or above level to administrator rank being evaluated shall be permitted to take part in annual evaluation of that administrator."

Suggestion: A summary report could be submitted in April. Can have preliminary results in a week after closure of the surveys. Will be conducted, concluded in April and May now. Individual evaluation

Passed, with the suggestions, on March 22, 2010.