

Report from the Senate Committee on Administrator Evaluations November 7, 2016

Committee Members: Shannon Godlove (committee chair), Thomas Ganzevoort, Gary Shouppe, Rylan Steele, John Findley (ex officio member)

Recommendations of the Committee to the Faculty Senate:

The Senate Committee on Administrator Evaluations recommends the following changes be made to the current system of Senate Administrator Evaluations, effective Spring 2017:

1. The Senate Committee should no longer administer evaluations for department chairs or program directors; however, the Senate Committee on Administrator Evaluations will continue to administer evaluations of Deans, Associate Deans, Assistant Deans, the Provost, and the President.

RATIONALE: department chairs and program directors are already effectively evaluated by the faculty with whom they work in evaluations sent out and collected by the Deans of their colleges. Eliminating the Senate evaluations for chairs and program directors would reduce the amount of work and paperwork for individual faculty members (no longer having to evaluate their department chairs TWICE), and also enable the Senate Administrator Evaluation Committee to redirect their time and energies to evaluating upper-level administrators more effectively.

2. The Senate Committee on Administrator Evaluations will review the questions on the Administrator Evaluation Survey, seeking to further streamline, consolidate, or improve the wording or nature of the existing questions, and also seek to reduce the number of questions overall.

RATIONALE: the questions could be made more targeted, efficient, and clearly worded, and also more apt to capture information that is valuable and relevant to the administrator being evaluated. Also, reducing the number of questions will perhaps encourage more participation in the evaluations overall.

The Senate Committee on Administrator Evaluations recommends the following changes be made to the current system of Senate Administrator Evaluations, effective Spring 2018:

3. The Senate Committee on Administrator Evaluations recommends moving the timeline of the evaluations up from March and April to late January or early February.

RATIONALE: Administering the evaluations at this time may result in a greater return rate, as it is at a less busy time of the semester, and also it is during the period when everyone is already thinking about faculty evaluations.

4. The Senate Committee on Administrator Evaluations recommends (looking into and possibly) changing the vehicle for the survey itself from Qualtrics to the EvaluationKit software CSU uses to conduct Student Course Evaluations.

RATIONALE: EvaluationKit may provide a more familiar, accessible, and effective platform for administering and disseminating the results of the Evaluations through CougarNet.