

SGOC Proposal on Annual Evaluations of Administrators with Faculty Rank

Preamble

The section of the Faculty Handbook that deals with the annual evaluations of deans and department chairs currently is vague about the process to use and misinterpretation of this can result in violations of state statutes. Furthermore, the section is not inclusive enough to capture all 12-month administrators with faculty rank, which means that some faculty are being left out of the evaluation process, which is definitely not compliant with current state statutes. In order to address this issue, the following changes are proposed.

Current Wording (Section III.g Annual Performance Evaluations, page 64-65)

Deans and Department Chairs:

Deans and department chairs will meet annually with the person to whom they report for a discussion and evaluation of their performance, career goals, and objectives. The Office of the Provost/Academic Affairs and Research will conduct an annual review of deans by all full-time faculty in their respective colleges. The Dean of the Graduate School will be reviewed annually by the graduate program directors in the colleges and the members of the graduate council.

Proposed Wording to Supplant (Section III.g Annual Performance Evaluations, page 64-65)

12-Month Administrators with Faculty Ranks:

All 12-month administrators with faculty rank will be evaluated annually in a manner compliant with state statutes and the ASU System Staff Handbook. This evaluation will be done by the administrator's immediate supervisor and will involve a written summary using a document form compliant with state statutes and the ASU System Staff Handbook. A signed copy of the summary, along with any written rebuttal from the administrator, will be kept in the administrator's employment in Human Resources.

