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.

Disposition

Shared Governance Proposal Review Process

Proposal: proposal on Annual I		
of Administrators with Faculty	Rank	
		Expedited
Date Received: 1/19/2017		 (39 Business Days)
Is Proposal a SGOC Issue?		2 Days
<u>_X</u>		Due By:
Yes No		
Responsible Assigned		23-Jan
Committee:		2 Davis
SGOC		2 Days
		Due By:
Type of Review:		25-Jan
Expedited	X	7 Days
Full		Due By:
Extended		3-Feb
		7 Days
Handbook Issue:x		Due By:
Yes No		
Constituency Groups:		14-Feb
Faculty Senate	X	2 Days
Staff Senate		Due By:
Dean's Council	X	16-Feb
Chair's Council	X	7 Days
SGA		Due By:
GSC		27-Feb
Vice Chancellor(s)	X	2 Days
Notes:		Due By:
		10 Days
		Due By:
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