

12-20-1979

Report of the Ad Hoc Administrator Evaluation Coordinating Committee

University of Rhode Island Faculty Senate

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UNIVERSITY OF RHODE ISLAND
Office of the Vice President for Academic Affairs

M E M O R A N D U M

TO: Al Swonger, Chairman
Faculty Senate

FROM: William R. Ferrante

DATE: January 7, 1980

Bill Ferrante

I have enclosed Senate Bill number 79-80-12, "Academic Standards and Calendar Committee Report #79-80-3" and Senate Resolution number 79-80-3, "College Participation in the Year of the Humanities." I have approved both on behalf of President Newman.

With regard to Senate Bill #79-80-13, "Report of the ad hoc Administrative Evaluation Coordinating Committee," in accord with Section 10.4 of the University Manual, we are asking for an extension of time so that we may have an opportunity to discuss with the Senate Executive Committee, the Senate ad hoc Committee, and others if necessary, our reservations about the legislation as passed. We have always supported the concept of personnel evaluation throughout the University community because we believe that evaluations are essential and important in insuring effective performance of all University personnel. The greatest value that such evaluations have is that they provide direct and specific information to the person evaluated so that the person may respond to the issues and concerns raised and personal performance may be changed and improved. Our concern is that with the provision making the evaluations available to persons other than the administrator being evaluated and his or her immediate supervisor, it is quite likely that the evaluations could become public and could be used in ways which are contrary to and detrimental to the purposes of the evaluation. We have had a recent example of evaluations being used out of context in a seriously harmful manner. We would appreciate the opportunity to discuss this issue before a decision is made as to whether or not the legislation should be approved in its present form.

On one other item -- Paragraph 4.48 specifies that "Funding to cover the expenses of the evaluation of administrators shall be added to the budget of the Faculty Senate each year." Am I correct to assume that the funding refers to expenses for materials and duplicating requirements and does not refer to additional personnel expenses? If I am not correct we should have a specific plan with an estimate of the expenses and personnel requirements before we could make a commitment at this time to cover all expenses.

esp

cc: F. Newman

Enclosures

UNIVERSITY OF RHODE ISLAND
Kingston, Rhode Island

FACULTY SENATE
BILL

Adopted by the Faculty Senate

TO: President Frank Newman

FROM: Chairperson of the Faculty Senate

1. The attached BILL, titled Report of the Ad Hoc Administrator Evaluation
Coordinating Committee

_____ is forwarded for your consideration.

2. The original and two copies for your use are included.
3. This BILL was adopted by vote of the Faculty Senate on December 20, 1979.
(date)
4. After considering this bill, will you please indicate your approval or disapproval. Return the original or forward it to the Board of Regents, completing the appropriate endorsement below.
5. In accordance with Section 8, paragraph 2 of the Senate's By-Laws, this bill will become effective on January 10, 1980 (date), three weeks after Senate approval, unless: (1) specific dates for implementation are written into the bill; (2) you return it disapproved; (3) you forward it to the Board of Regents for their approval; or (4) the University Faculty petitions for a referendum. If the bill is forwarded to the Board of Regents, it will not become effective until approved by the Board.

December 21, 1979
(date)

Alvin K. Swonger
Alvin K. Swonger
Chairperson of the Faculty Senate

ENDORSEMENT

TO: Chairperson of the Faculty Senate

FROM: President of the University

1. Returned.
2. a. Approved _____.
- b. Approved subject to final approval by Board of Regents _____.
- c. Disapproved ✓ _____.

2/8/80
(date)

Frank Newman
President

RECEIVED
UNIVERSITY OF R. I.

DEC 28 1979

OFFICE OF THE PRESIDENT

UNIVERSITY OF RHODE ISLAND
Kingston, Rhode Island

FACULTY SENATE

4.45 The Administrator Evaluation Committee. This committee shall conduct an annual faculty evaluation of administrators and report the results of the evaluation to the administrator being evaluated to his or her immediate superior. The results of these evaluations shall be made available on request to members of the faculty in accordance with procedures established by the committee. Administrators who have held their positions for less than a calendar year at the time of the evaluation shall be exempt from evaluation. The committee shall be responsible for the format of the evaluation.

4.46 In November of each year, the President of the University, the Vice President for Academic Affairs, the Dean of the Graduate School, and such other administrators deemed appropriate by the Administrator Evaluation Committee, shall be evaluated by the University faculty. The committee will encourage the involvement of each administrator's full faculty constituency in the evaluation except that faculty who have been at the University less than six months may be excluded. The Deans of Arts and Sciences, Business Administration, Engineering, Human Science and Services, Nursing, Pharmacy, Resource Development, the Graduate Library School, the Graduate School of Oceanography, and the University Libraries shall be evaluated each November by the faculties in their respective colleges. The results of all evaluations shall be reported by April 1 of that academic year.

4.47 The committee shall report annually to the Faculty Senate on the effectiveness of the evaluation and make any recommendations it deems appropriate for the expansion or modification of the evaluation at that time.

4.48 In its conduct of the annual evaluation of administrators, the committee shall be assisted by the Coordinator for Faculty Senate Affairs. Funding to cover the expenses of the evaluation of administrators shall be added to the budget of the Faculty Senate each year.