

2015-16 Faculty Rating of Administration Committee Report

Gary Wilkerson (HHP), Chair

Members: Rich Allen (MGT), Nancy Fell (PHYT), Kristi Gibbs (EDUC), Jamie Harvey (HHP), Catherine Kendall (INTD), Immaculate Kizza (ENGL), David Sachsman (COMM), Li Yang (CPSC), and Karen Adsit (Ex-officio: Director of Office of Institutional Research).

All 4 committee members who attended a meeting on October 27, 2015 agreed to submit a resolution to the Faculty Senate requesting dissemination of aggregated numerical results from the annual Faculty Rating of Administration survey (Allen, Gibbs, Harvey, and Adsit). Those in attendance also developed and approved revisions to the wording of the electronic survey items.

Previous items:

1. Provides effective leadership
2. Shows transparency in decision-making
3. Communicates effectively with faculty
4. Accessible to faculty
5. Open to suggestions

Revised items:

Provides effective leadership by:

1. Encouraging debate and open discussion of differing viewpoints
2. Communicating decision-making processes with transparency
3. Consistently displaying a high level of integrity in all interactions
4. Exhibiting impartiality in evaluating the merit of faculty achievements
5. Demonstrating sincere concern for faculty needs through actions
6. Advocating for the interests of the department to administration

Members who were absent from the meeting were contacted by email to solicit comments or suggestions, but none were received. A subsequent email message requested a YES or NO response to the following 2 questions:

1. Aggregated Faculty Rating of Administration electronic survey numerical results should be made available for review by faculty members.
2. The revised survey items are acceptable for improved assessment of the leadership effectiveness of the administrators who are rated.

Affirmative responses to both questions were received from 3 committee members (Kendall, Kizza, and Yang), with one providing notification of the desire to abstain (Sachsman).

Both committee recommendations (dissemination of aggregated results to faculty and revisions in wording of survey items) were approved by the Faculty Senate on November 19, 2015.

Faculty participation rate for 2016 was 39%. Previous faculty participation rates: 2015 – 40%, 2014 – 44%, 2013 – 30%, 2012 – 25%, 2011 – 40%, and 2010 – 31%.