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Faculty Evaluation of Academic Administrators: 2004-2005

This issue of the *Faculty Forum* presents the results of the AY '04-'05 Administrator Evaluations. The Faculty Senate offers its sincere thanks to all who made it possible to get these evaluations completed and reported during this busy spring quarter. As you know, the evaluations were again completed online this year. The online format presents some challenges for some faculty, but does allow us to both safeguard confidentiality and present timely results. Our thanks also for your patience with the few online glitches!

As we worked with the evaluations this year, we realized that we have been under-reporting our response rate by focusing on the response rate for the Chancellor. In fact, more faculty members rate their local administrators than rate the higher-level administrators. This year's response rate is 47 percent, up from 32 percent last year. My personal thanks for your patience with my "encouraging" emails!

A few words on the process and products of administrator evaluations this year: The evaluations were completed during a three-week period in April and early May. On May 17, I met with the Provost and the Chancellor in separate meetings to present the results. Both received the AY '04-'05 ratings, the five-year summary for all administrators, and all comments. The latter file contains 42 pages of single-spaced comments for University administrators. This comment section has grown greatly in size since the move to the online system and provides some very important context for the quantitative results.

The meetings with the Provost and Chancellor are always serious and detailed discussions of administrator performance. We highlight those at all

levels who are receiving exemplary ratings, and discuss those who are clearly struggling. We consider patterns across divisions for the most senior administrators and discuss potential reasons for these patterns. We also consider and discuss patterns over time. I assure you that the results are taken quite seriously. Much of this information is clearly not new to the Provost and the Chancellor; however, results often highlight the seriousness of some situations as well as patterns of improvement over time that might not be evident from day-to-day interactions.

Neither the Provost nor the Chancellor discusses specific remedies or timetables with me, which is as it should be. However, I do get a sense of concern about some situations. I know that the community looks for response to these evaluations as an indicator that the process is worth our time and effort, and I have conveyed that sentiment to our top administrators.

Following these meetings, results were provided to all administrators. Chairs received the AY '04-'05, five-year files, and comments made about them. Deans received the AY '04-'05, five-year files, and comments about themselves and the chairs they supervise. Vice Provosts and Associate Deans received both quantitative files and the comment files about themselves. The AY '04-'05 file is now posted on the Faculty Senate webpage. You should have received a username and password for that site. If you should need that in the future, contact Tinka Crosby, Senate Secretary at tcrosby@du.edu.

Addressee:

FACULTY SENATE OFFICE

Editor: Margaret Whitt

Assistant to the President: Tinka Crosby

www.du.edu/facsen