

2022-2023-Faculty Rating of Administration Committee (FRAC)

Annual Report

The Faculty Rating of Administration Committee (FRAC) charge is as follows: *The committee is responsible for recommending policies, procedures and instrumentation to the Senate for the rating of administration by faculty and for using rating results to improve administration.*

The Faculty Rating of Administration Committee successfully administered the leadership evaluation survey in October 2022. The survey response was 39.9% (15.93% adjunct; 56.38% full-time). Overall, the response rate improved over the previous year. Adjunct response rate was slightly down (0.02%) and full-time faculty response rate was 1.03% ahead of last year. The results of the surveys are distributed to faculty but do not include open-ended comments. Survey questions were reviewed and revised for the FA22 survey. The following survey questions were included in the Faculty Rating of Administration Survey.

FA22 Survey Questions

Provides effective leadership by:

- i. Encouraging debate and open discussion of differing viewpoints.
- ii. Communicating decision-making processes with transparency.
- iii. Consistently displaying a high level of integrity in all interactions.
- iv. Exhibiting impartiality in evaluating the merit of faculty achievements.
- v. Following up on faculty concerns.
- vi. Advocating for the interests of the department to administration.
- vii. Supporting shared governance.
- viii. Communicating information in a timely manner.

During the global COVID-19 pandemic, the...provided effective leadership by:

- ix. Responding to the needs of faculty and staff.
- x. Communicating UTC COVID-19 policies in an accessible and timely manner.

This year leaders serving in an interim leadership position were included in the evaluation process. Feedback and discussion related to the period of time interim leaders may serve in a leadership position, led to the recommendation to include interim leaders. Survey results were made available to faculty on March 14, 2023. Feedback from administrative leaders regarding the process for utilizing their survey results, led to the following recommendations. The individuals being evaluated are encouraged to discuss individual results with their supervisor. Opportunities for improvement could be incorporated as mutually set goals for continuous improvement. It is a recommendation that administrators formally respond to their supervisor

regarding survey results, just as faculty do in our EDOs/tenure process/post tenure review. This will improve transparency and the opportunity to address rating concerns.

Recommendations for FRAC members AY 23-24

- Review and revise survey questions as appropriate.
- Consider and discuss with leadership the opportunity to evaluate additional leaders. i.e. Deans and associate deans of programs (Graduate School, Honors College).
- Review who is currently evaluated in the FRA survey.
- Further discuss processes for utilization of survey results based on current practices.
- Further evaluate and discuss the value of including interim leadership with faculty and administrative leadership.

Respectfully Submitted,
Faculty Rating of Administration Committee

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Jeff Davis, THSP (year 3)
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Kara Hamilton, HHP (year 3)
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