

Faculty Rating of Administration Committee 2020-2021 Report to Faculty Senate November 12, 2020

The Faculty Rating of Administration (FRA) committee has met twice thus far this Fall semester, focusing on implementing changes to the Faculty Rating of Administration survey. Our recommendations and the rationale are outlined below.

Proposed Faculty Rating of Administration Survey Changes

1. All faculty (full and part-time) should be invited to complete the survey.

The committee unanimously voted that adjunct as well as full-time faculty should have a voice in this process. Although contingent faculty may not have adequate information to judge all administrators' performance in every area, they should be allowed to have input to the extent possible. The OPEIR should report data in aggregated form as necessary to ensure confidentiality (e.g., protecting the identity of a single adjunct respondent in a department).

2. Two items should be added to the core group of items used for every level of administration, and one existing item should be revised.

The committee discussed the extant items and reached a unanimous decision that there were three gaps in the current survey. The current core items are as follows:

Please indicate the extent to which you agree with each rating item

(response options include strongly disagree to strongly agree, not applicable, unable to judge)

The (Administrator) provides effective leadership by:

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

The climate in higher education is changing rapidly and requires quick responses due to a multitude of external influences. We propose that administrators should be evaluated on 1) their inclusion of faculty voices in their decisions about these changes and 2) their timely dissemination of information. Thus, we suggest adding two items:

- Supporting shared governance.
- Communicating information in a timely manner.

In addition, we discussed the need for administrators to provide *feedback* to faculty on the status of any faculty questions or concerns. Although the current item, “Demonstrating sincere concern for faculty needs through actions” is relevant, we felt that it was both too specific (not every faculty need can be ACTED upon), and multi-pronged (does the concern need to be both sincere AND acted upon?). Sometimes the response to a faculty concern is simply to report information on the status of that issue in the chain of command, rather than action. Thus, we proposed the following revision:

- Following up on faculty concerns.

3. *Items should be added to the 2020/21 survey to address administrators’ response to the COVID-19 pandemic.*

The Faculty Senate undertook its own survey of the pandemic response earlier this semester. We believe that the annual Faculty Rating of Administration Survey provides an ideal opportunity to collect additional data to assess the administration’s response throughout Fall semester and their planning for Spring. FRA committee members (with one abstention) suggested the following four items. Some of these items will apply at all levels of administration, while others may be most appropriate at the level of the Provost and Chancellor.

During the global COVID-19 pandemic, the (administrator) provided effective leadership by:

- Responding to the needs of faculty and staff.
- Communicating clear information about Covid cases on campus.
- Communicating UTC Covid policies in a timely manner.
- Communicating UTC COVID policies in an accessible manner.

In addition, we suggest adding a demographic question about teaching modality, given the differential impact of the pandemic on in-person and online instruction.

Respectfully submitted, Amye R. Warren, Chair of Faculty Rating of Administration, 2020-21.