

Faculty Rating of Administration Committee Final Report 2020-21

This year, our committee focused first on revising the questions on the Faculty Rating of Administration (FRA) survey. We updated the list of questions to reflect concerns about shared governance, communication, and feedback. We also added questions concerning the administration's response to COVID.

In addition, we expanded participation in the FRA survey to part-time/adjunct faculty members.

Due to the revisions and the pandemic, the survey was deployed late in the fall semester and results were not available/published until March.

Despite the delay, our response rate this year overall was 42.0%. Full-time faculty had a response rate of 53.6% and for part-time/adjunct faculty it was 20.6%.

After reviewing the survey results, our committee met on April 6th to discuss our recommendations.

We recommend that next year's committee explore the following issues:

- 1) Low response rate from part-time faculty. Is this due to lack of knowledge/interaction with administrators, confidentiality concerns, or something else? Did adjuncts value the opportunity to provide feedback? Should we include an adjunct faculty representative on this committee to address these issues?
- 2) High numbers of "unable to judge" responses. Is this due to lack of knowledge or lack of transparency/visibility of administration actions/decisions? Are some administrative roles/tasks not clearly defined (e.g., assistant and associate deans)?
- 3) Lack of information regarding how these results are used by administrators. It would be helpful for faculty to understand whether and how these results are used. We suggest having the Provost and/or OPEIR provide a brief statement about how the results will be used to promote faculty participation in the process. It would be helpful to have the Provost meet with our committee to discuss this.
- 4) Lack of information regarding data security and anonymity of survey results. We suggest OPEIR provide more detailed explanations and assurances to the committee and faculty to promote faculty participation.
- 5) Revisiting the requirement that administrators "must have served in current position for at least a year" before being evaluated. Although we recognize that administrators should be in their role for a sufficient period of time before accurate judgments can be made, waiting a year to rate may mean that they have actually been in their positions up to 18 months before faculty provide any feedback. In that time period, they may have already been promoted or moved from acting/interim to full-time roles.

Respectfully submitted on behalf of the Faculty Rating of Administration Committee,

Amye R. Warren, Committee Chair