

Faculty Rating of Administration Recommended Survey and Survey Procedure Changes

1. Retain the improved administrative performance framework that was introduced last year.
2. Allow raters the option to rate ALL administrators as well as the option to skip rating (to keep time to complete the survey manageable) followed by a question regarding frequency of interactions for context.
3. Retain most of the new evaluation items that were introduced last year with the following changes: removal of "neutral" option and/or use of a "slider bar" vs. discrete ratings.
4. Ensure clearer pre-communication to those who will be asked to respond to this evaluation. and to those who will be evaluated, to provide necessary instructional context around this feedback process.
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6. Explore shifting the ownership of administering this faculty rating of administrators survey to HR while maintaining faculty input on survey contents and structure.
7. Expand the survey to staff with assurance of anonymity.
8. Change the name of this process to "Annual Review of Faculty Administrators"
9. Recommend administrators complete a self-evaluation based on the FRA survey, but to re-emphasize the need to directly responding to feedback from faculty / staff.