

Faculty Rating of Administration Committee Report

Committee Charge: Recommending policies, procedures, and instrumentation for the rating of administrators by faculty and for using rating results to improve administrative performance.

Key Committee Actions Fall 2025

1. Review of/orientation to previous survey procedures and results
2. Review and discussion of recommendations for changes to the survey and rationale made by Dr. Chris Cunningham (UTC's Total Organizational Health Facilitator and Professor of Industrial-Organizational Psych)
3. Voting on the recommendations with approve, approve with changes, do not approve or additional discussion is needed

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Survey Results:

- **Support for the original recommendation⁺**
 - **Retain the improved administrative performance framework introduced last year**
 - **Improve communication about the evaluation process**
 - **Encourage administrator engagement with feedback**
 - **Rename the process to best reflect the purpose to: *Annual Review of Faculty Administrators***

⁺*Each of these received a unanimous vote*

**Recommendation summaries – for full recommendation language please see fall FRA committee report*

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Survey Results:

- **Support for the following revised recommendations***
 - Allow faculty the option to rate all administrators with the ability to skip as desired
 - Frequency of interaction to be used to contextualize responses not to determine who is eligible to rate
 - Refine evaluation items and response format by removing “neutral” option
 - Expand participation to staff provided anonymity is assured
 - Introduce administrator self-evaluations
 - Explore shifting administration of the process to HR while maintaining faculty involvement and oversight

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Next steps:

1. Faculty Senate review of report and vote for approval of committee recommendations
2. Office of Accreditation and Assessment will make the changes as recommended and administer the survey
3. Results will be reported