TITLE: EVALUATION OF THE DEAN

POLICY: Regular evaluation of the Dean's performance is to be conducted as a part of the College's total program of evaluation and professional development.

RATIONALE: Regular evaluation provides data to the Dean for self-improvement, and to the Provost/Academic Vice President as a basis for salary and retention decisions.

PROCEDURE:

1. Annually, the Dean prepares a self-evaluation, based on goals, which is submitted to the Provost.

2. Faculty of the College participate in providing evaluative input on the Dean's performance at regular intervals, per University procedures, or as requested by the College Council, e.g., biennial administrator evaluation forms from the University Faculty Council, periodic Deans’ evaluation process per Deans’ Council, periodic College of Nursing administrator evaluation forms.

3. Comprehensive evaluation of the Dean's performance is initiated by the Provost as deemed appropriate, and in keeping with the University and College criteria and processes.

4. Suggested criteria for evaluation are attached.

ATTACHMENT #1: Criteria

Revised and Approved by:

Dean 6/9/93 (KAL)
CRITERIA

A. Leadership
1. Internal
   a. Campus Directors of the College
   b. Faculty of the College
   c. University
2. External
   a. State
   b. Region
   c. Nation

B. Goal Formation and Attainment
1. Formation
   a. Assessments of implications, issues and impacts
   b. Short term and long term vision
   c. Prioritization
2. Attainment

C. Exercise of Judgement
1. Long and short range planning
2. Resource development
3. Resource utilization/allocation
4. Relationship between Dean and faculty organization
5. Delegation of functions
6. Use of faculty resources
7. Use of other resources
8. Use of a data base
   a. Obtaining
   b. Selecting and developing
   c. Communicating

D. Relationship with Faculty
1. Recruitment
2. Development (overall)
3. Evaluation
4. Utilization
5. Professional development of individual faculty members
6. Accessibility and facilitation of open communication
E. Knowledge Base
   1. Higher education
   2. Profession
   3. Society
   4. Trends and issues
   5. Management/organization

F. Relations with the Public and University Community
   1. Responsiveness to needs of State
   2. Communication effectiveness about:
      a. College
      b. Curriculum
      c. Profession
      d. University
      e. Political climate

G. Budget and Resource Development and Allocation
   1. Provision for:
      a. Committees
      b. Travel
      c. Faculty development
      d. Communication
      e. Teaching/learning materials
      f. Faculty
      g. Internal consistency of resource allocation
   2. Preparation of requests
   3. Obtaining resources