

345 ACADEMIC DEANS PERFORMANCE REVIEWS

345.1 Process for Review.

345.1.1 Time for Review. Comprehensive reviews of academic deans performance will occur during the third year of each dean's tenure and every three years thereafter. Details of the process are outlined in the document "Process and Criteria for the Evaluation of Academic Deans" which is available in the Provost's Office. Modifications of the document are subject to review by the University Faculty Senate Executive Committee and Provost.

345.1.2 Notification and Self-Evaluation. The review process will be initiated by the Provost who notifies the dean in writing that the review is scheduled and requests the dean to submit a self-evaluation.

345.1.3 Review Committee. The Provost will form a review committee to include three faculty members selected by the unit's faculty governance; a staff member and a department chairperson from the unit selected by the Provost; a student from the Student Government Association Executive Committee; and up to two additional members from outside the unit nominated by the dean or the review committee. The Provost, after consultation with the University Faculty Senate Executive Committee, will confirm the final committee and appoint its chair.

345.2 Standard of Review. The review process will allow for broad, confidential participation of constituencies. Areas of performance evaluation will include leadership and planning, administration and management, internal relations (especially faculty relations), external relations, and other areas as appropriate.

345.3 Findings. At the conclusion of the review, the committee will present a written report to the Provost and meet with the Provost to discuss the findings. The Provost will communicate the findings of the review committee to the dean being reviewed and inform the University Faculty Senate Executive Committee that the review has been completed. The dean's academic unit will be informed of the findings within the privacy and confidentiality guidelines of the University.