

## **A RESOLUTION TO INTEGRATE FACULTY SURVEY RESULTS IN ANNUAL EVALUATIONS OF DEANS AND IMMEDIATE SUPERVISORS [E.G. DEPARTMENT CHAIRS / ASSOCIATE DEANS]**

**WHEREAS**, peer institutions of East Tennessee State University, including East Carolina University (see [Administrator Survey](#) and [Department Chair Survey](#)), University of Tennessee (Chattanooga) (see [Faculty Rating of Administrators](#)), and Wright State University (see [Review of Administrators](#)), solicit faculty feedback often in the form of surveys as part of the annual evaluations of deans and immediate supervisors of faculty [usually department chairs or associate deans];

**WHEREAS**, the practice of annually soliciting feedback from faculty on the performance of deans and immediate supervisors fosters a culture of continuous improvement and accountability in academic leadership;

**WHEREAS**, facilitating faculty feedback on the performance of deans and immediate supervisors serves to enhance communication and expectations between deans and faculty as well as immediate supervisors and faculty, instilling a sense of value regarding faculty opinions and promoting transparency;

**WHEREAS**, faculty possess invaluable insights into dimensions of the performance of deans and immediate supervisors, including but not limited to leadership effectiveness, communication skills, decision-making processes, support for faculty development, resource allocation, shared governance, and overall organizational culture, insights that may not be readily apparent to those outside the college or school;

### **BE IT RESOLVED THAT:**

The Office of the Provost at East Tennessee State University shall collaboratively work with the Faculty Senate to develop a survey accessible to all full-time faculty, designed to facilitate constructive input on their deans' and immediate supervisors' [usually Department Chairs or Associate Deans] performance, as well as a timeline for the implementation of the surveys.

The survey shall be distributed annually to all full-time faculty members and the results provided to the aforementioned administrators as an integral component of their annual evaluation process, unless they are undergoing a periodic review during that academic year.

Recognizing the significance of faculty perspectives, the results of the survey will be utilized to inform decision-making processes, reinforce positive aspects of academic leadership, and identify areas for improvement, thereby contributing to the ongoing enhancement of the academic environment at East Tennessee State University.

The Provost's Office and Faculty Senate shall collaborate on mechanisms to ensure the anonymity and confidentiality of survey responses, fostering an environment in which faculty feel secure and encouraged to express their genuine opinions.