

Faculty Rating of Administration Committee 2019-2020
Report to Faculty Senate May 12, 2020

The Faculty Rating of Administration (**FRA**) committee focused on implementing changes made in the two prior academic years by the committee and carrying out the 2019-20 Faculty Senate charge to the committee detailed below:

Faculty Rating of Administration

1. *Revisit dates established to distribute the survey:*
2. *Faculty Rating of Administration survey to be distributed to faculty in late Fall Semester – exact distribution date will be coordinated with the Office of Planning, Evaluation & Institutional Research. Newly appointed administrators (less than a year in the role) would not be evaluated in the cycle.*
3. *By Feb. 15th: Provost email to announce survey results availability and provide instructions for faculty to locate the results*
4. *By March 15th: Report by Administration (Chancellor & Provost) submitted to Faculty Senate, addressing survey results*
5. *By the end of April: Deans & Directors will report feedback on survey results to faculty via departmental meeting*
6. *Review last year's report for an overview of committee progress in addressing the steps in this process.*

The changes made in the last two years had the goal to increase faculty participation/interest in the survey and to increase the utilization of the survey results by the administration. The survey, in the prior two years, had the distribution date changed to the fall semester (approved by Faculty Senate in April 2018) to better inform the evaluation of administrators in early spring.

An email was sent to all full-time faculty in October 2019 with a request for faculty to complete the survey. A link to the survey was provided in the email. Several more reminder emails were sent ahead of the November 9, 2019 deadline to request faculty to complete the survey. The survey of academic leadership was campus-wide including the Chancellor, the Provost, the heads, directors, deans, and others in the four colleges, COAS, COBA, CHEPS, and CECS, and the Library. Anyone in his or her first year of a leadership position was excluded from the survey.

The survey instrument implementation was carried out by the Office of Planning, Evaluation & Institutional Research, working with Cindy Williamson (a member of the committee and Director of Assessment and SACSCOC Liaison). The overall UTC response rate was 45.7%.

The response rates for each college and the Library are as follows:

COAS	44.4%
RCOB	42.6%
CHEPS	57.0%
CECS	44.4%
Library	78.3%
Total	45.7%

An email to full-time faculty (faculty@raven.utc.edu) from the Provost Office communicating the availability of survey results was sent on February 21, 2020. The survey results can be viewed for recent years by logging into MyMocsNet:

<https://mymocs.utc.edu/web/mymocsnet/faculty>. Then clicking on "Faculty Rating of Administrator Results" in the Faculty Quicklinks box. Administrators in their position for less than one year at the time the survey was administered were not evaluated. For questions regarding survey results, please email opeir@utc.edu.

It was intended that feedback from the survey would be provided to faculty members as part of administrators' annual performance evaluation information (see items 4 and 5). An email was sent from the committee chair to Chancellor and Provost regarding items 4 and 5 of charge on March 18, 2020. In summary, items 1, 2, 3, and 6 of the charge were completed. In fairness to items 4 and 5 and their completion (which we do not know the status), the COVID-19 crisis was upon us by mid-March, and response to that situation took priority and had an effect on other activities.

Items 4 and 5 are at the Chancellor & Provost administration level as it relates to the Faculty Senate (#4) and as the Provost may direct Deans and Heads (#5). These two items are outside the control of our committee. Ultimately, the reporting component of the survey cycle may be more of a matter for Faculty Senate to request and less for the FRA committee to suggest, as the committee has no control over that aspect of our charge.

Respectfully submitted, Tom Rybolt, Chair of Faculty Rating of Administration, 2019-20.