

4-18-2014

## Comprehensive Review of Administrators

Fred Smith  
*Georgia Southern University*

Faculty Welfare Committee

Follow this and additional works at: <https://digitalcommons.georgiasouthern.edu/faculty-senate-index>

 Part of the [Higher Education Administration Commons](#)

---

### Recommended Citation

Smith, Fred and Faculty Welfare Committee, "Comprehensive Review of Administrators" (2014). *Faculty Senate Index*. 174.  
<https://digitalcommons.georgiasouthern.edu/faculty-senate-index/174>

This motion request is brought to you for free and open access by the Faculty Senate at Digital Commons@Georgia Southern. It has been accepted for inclusion in Faculty Senate Index by an authorized administrator of Digital Commons@Georgia Southern. For more information, please contact [digitalcommons@georgiasouthern.edu](mailto:digitalcommons@georgiasouthern.edu).

*Approved by the Senate: 4/22/2014*

*Not Approved by the Senate:*

*Approved by the President: 5/1/2014*

*Not Approved by the President:*

# Comprehensive Review of Administrators

Submitted by Fred Smith

4/18/2014

## **Motion:**

---

Change current wording in Faculty Handbook "In addition to annual performance appraisals, senior administrators (vice presidents, deans, and directors) undergo in-depth performance review and evaluation every fourth year. " to the following: "In addition to annual performance appraisals, senior administrators (vice presidents, deans, and directors) undergo in-depth performance review and evaluation every fifth year. "

This is the first paragraph in section 104.03.

## **Rationale:**

---

Provost prefers that all senior administrators' comprehensive reviews be in line with the chair review process approved last year.

## **Response:**

---

**Minutes:** 4/22/2014: "Comprehensive Review of Administrators" (motion passed)  
Fred Smith (LIB) Chair, Faculty Welfare Committee: the title is Comprehensive Review of Administrators. It's in the first paragraph in section 104.03, 03, "Change current wording in Faculty Handbook the first paragraph in section 104.03 from, "In addition to annual performance appraisals, senior administrators (vice presidents, deans, and directors) undergo in-depth performance review and evaluation every fourth year. " to the following: "In addition to annual performance appraisals, senior administrators (vice presidents, deans, and directors) undergo in-depth performance review and evaluation every fifth year. "

Fred Smith (LIB) Chair, Faculty Welfare Committee: Well, just a little background on this. Last year, of course, the Senate passed the Welfare Committee's review of department chairs and toward the end of the year, Robert, who was chairing the Welfare Committee last year, asked if the committee could work on a Dean review. And Dr. Bartels said, yes, but was quick to say now this is a different animal. Deans have broader responsibilities and they report to me so you'll be working closely with me on this. But anyway we, I'm not sure how many people were even aware that there was already a four-year review in the Handbook for the upper administration. So after we began work on it, we asked if they should all be four or all be five, and Dr. Bartels said she preferred that they all be five, so that's the reason for this change.

Fred Smith (LIB) Chair, Faculty Welfare Committee: Yes, move to adopt the resolution to change the wording so that the annual reviews are every five years instead of every four years.

Robert Pirro (CLASS): I want to just ask the Provost if you just tell us your reasoning behind this change?

Jean Bartels (Provost): I was trying to standardize the timing of the reviews because we did the chair reviews at every five years, so this would make them all consistently five years, easier to manage, easier to keep track of, also the, in every instance there is the opportunity built in to the new processes for earlier reviews to come up in the event that they were required or requested by faculty.

Robert Costomiris (CLASS) SEC Chair and Senate Moderator: Thank you. Any other comments? So, the question is to change the current wording of the Handbook in section 104.03 from every fourth year to every fifth year. All in favor of that change say aye? Opposed? The motion passes. Now, Fred, there's a second motion that the Faculty Welfare Committee also is dealing with and I guess, Fred, I gave you the wrong advice. I think you need to read the motion first, we need a second, and then we'll talk about it.