

PROPOSAL 16-15: University Leadership Evaluation Committee (ULEC)

Senate Administrative Policy Committee

Gerard Caneba

Kevin Hodur

Peter Moran

Joel Neves

Tamara Olson --Chair

Madhukar Vable --Presenter

Bryant Weathers

Differences from last year's President Evaluation

- Establishing a diverse committee.
- Defining the role of a survey designer.
- Replacing the presentation at the senate with a presentation at an open forum.
- Formalizing much of what the committee did last year.

ULEC Membership

Term: *Two year renewable for a maximum of four years of continuous service.*

- Three faculty members elected by the senate. One from college of engineering, one from college of science and arts, and one from the three schools.
- Three staff members will be elected. One from professional staff in academic units and one from professional staff in administrative units will be elected by the senate. One represented staff member will be elected by the staff council.
- One chair/dean/college associate dean elected by all the chairs/deans/college associate deans. Senate will facilitate this election.
- One member elected by the senate who is well versed in the methodology of conducting surveys, called the expert in this report.

Survey Instrument

- The survey of each constituent group of university employees will be conducted separately though all surveys will be done simultaneously.
- Three sets of questions
 1. A set of questions common to all survey instruments.
 2. A set of questions that reflect issues important to the specific constituent group.
 3. A set of questions provided by the university president.
- Each survey instrument will have questions for scaled response and for comments by the respondents.

Role of Expert

1. Take the content of the questions and design the survey instrument.
 2. Conduct the statistical analysis of the survey.
- Trends in comments and context of the comments provided by the constituent representative.
 - Report written by the entire ULEC.

Role of Senate

1. Establishes the ULEC charge and membership.
2. All members except represented staff representative are either elected or their election is facilitated by the senate by end of spring term for next academic year.
3. The senate president calls the first meeting of ULEC by end of September.
4. Any doubt about implementation are referred to the senate president.
5. Senate president moderates the university forum where ULEC and university president make presentation.
6. The ULEC report, the university president's reply, and video of open forum will be posted on MTU ISO password protected senate web site.

However, ULEC is a university standing committee not a senate committee.

Questions for senate to consider

1. Directors of research center (16) are currently not included in survey. Should they be included in the administrator group? Or create a new constituency, even though it is very small? May be Senate should poll both groups and provide guidance to the committee?
2. Should sample verbatim comments be included in the public report? Note in case of evaluations of chairs and deans, faculty and staff see all the comments in many academic units, but comments are not public.
3. Should the evaluation be of just the president or should it be of the executive team (university leadership)?
4. Given that ULEC is a university committee, should the Senate seek input from Board of Control who incorporate the results of the survey?
5. Should the evaluation (feedback) be conducted each year or alternate years?

Ad-Hoc committee for this academic year only

Following members of the Senate Administrative Policy Committee will serve on ad hoc committee this year only.

1. Tamara Olson, the current Chair will continue to be Chair of ULEC. (CSA)
2. Faculty member from COE.
3. Administrative Professional Staff
4. Expert currently working with Tamara Olson.

The following members will be elected to the ad hoc committee for two years and will move from ad hoc committee to ULEC next year.

5. A faculty member from one of the three schools. Senate will facilitate the election.
6. A professional staff from academic units. Senate will facilitate the election.
7. A representative staff from one of the three bargaining units. Staff council will facilitate the election.
8. One chair/dean/college associate dean elected by all the chairs/deans/college associate deans. Senate will facilitate this election.