

December 6, 2023

Evaluation, Reappointment, and Review of the President, Provost, Deans, Assistant/Associate Deans, and Chairs/Directors

Annual Formative Reviews of Chairs/Directors, Assistant/Associate Deans, and Deans.

Annually, all University deans will solicit feedback from relevant department faculty and staff on the performance of their department chair. Chairs, Directors, deans, etc. will not be given the summarized annual feedback pertaining to themselves until after all of the faculty in their department have received their annual evaluations. At no time will the raw identifiable feedback from individuals be shared with the party being reviewed and no attempt shall be made to identify an individual from the comments submitted.

Summative Reviews of President, Provost, Chairs/Directors, Assistant/Associate Deans, and Deans.

Every three years, the University will conduct comprehensive reviews of the President, Provost, all department chairs/directors and division deans. Bargaining unit members will be included on all review committees for chairs/directors and deans who have unit members in their departments. Unit members in the administrator's department/division will be asked to respond to questions posed in the review. A final report that summarizes findings of the review will be made available to all Bargaining Unit members in the administrator's department/division regardless of whether the person being reviewed is staying as a Miami University employee or not.

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29 Copies of all summarized formative reviews and summative review reports will also be provided
30 to the FAM, AAUP-AFT.

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32 The more comprehensive review results shall be given to the evaluator that is making the
33 decision to retain or not to retain an administrator. When used for such a purpose, the review
34 would include such procedural steps as formation of an ad hoc review committee, with different
35 constituencies represented according to their legitimate interest in the result; consideration of
36 such added data as the administrator's self-assessment and interviews with appropriate
37 administrators, faculty, librarians, and staff; and submission of a report and recommendations,
38 after the subject administrator has had an opportunity to comment on the text, to the appointing
39 administrator. The appointing administrator enacts the recommendations of the review
40 committee, except in extraordinary circumstances and for reasons communicated to the
41 committee with an opportunity for response by the concerned parties prior to a final decision. No
42 decision on retention or non retention should be made without an assessment of the level of
43 confidence in which he or she is held by the faculty. An administrator should neither be retained
44 if found wanting by faculty standards nor arbitrarily dismissed if they meet the accountability
45 standards of the academic community. In no case should a judgment on retention or non
46 retention be made without consultation with all major constituencies. The final report shall be
47 made public together with an account of actions taken as a result of the review.