

## Implementation of survey results.

### Approved Senate Motion

*When the administration decides to reappoint a department chair or a school dean contrary to a majority of the voting constituency of either faculty or staff, the College Dean or the Provost will provide written explanation of the reasons for that decision to the members of the academic unit.*

*If two-thirds majority of the voting constituency of either faculty or staff, votes not to reappoint a department chair or a school dean, the administration will honor the decision of the academic unit.*

### A compromise [RECOMMENDED]

*When the administration decides to reappoint a department chair or a school dean contrary to a majority of the voting constituency of either faculty or staff, the College Dean or the Provost will provide written explanation of the reasons for that decision to the members of the academic unit.*

*If two-thirds majority of the voting constituency of either faculty or staff, votes not to reappoint a department chair or a school dean, the administration will **normally** honor the decision of the academic unit. When the administration decides contrary to a 2/3 majority vote, the College Dean or the Provost will provide written explanation of the reasons for that decision to the members of the department/school.*

# Adapting the reappointment process to act as feedback

## III Frequency of Review

### In the current new proposal

The evaluation process also may be initiated by the College Dean/Provost or by the faculty (by a simple majority vote) at any time earlier, but not more than once a year.

### Suggested change [NOT RECOMMENDED BY COMMITTEE]

The evaluation process also may be initiated by the *College Dean/Provost* or by the faculty (by a simple majority vote) at any time earlier, but not more than once a year. *Normally, this evaluation is formative not normative without ballots to provide timely feedback so that the School Dean/Chair can adjust policy or practice. These evaluations are meant to provide the School Dean/Chair with an opportunity to respond to any problems, real or imagined, early on in their tenure and to demonstrate the ability to lead in a constructive and inclusive manner.*