

**RESOLUTION ON LEADERSHIP EVALUATION
&
CONCURRENT REVIEW OF DIVISIONAL PROGRAMS**

Whereas, it is the policy of The University of Alabama that faculty members in each academic division shall have periodic opportunities to evaluate the leadership of their division; and

Whereas, it is the policy of The University of Alabama that faculty members in each academic department shall have periodic opportunities to evaluate the leadership of their department; and

Whereas, it is the policy of The University of Alabama that faculty members in each academic division shall have periodic opportunities to evaluate the direction and quality of programs in their division; and

Whereas, a leadership evaluation and program review provide the opportunity for constructive input from faculty and other constituencies; and

Whereas, the current policies and guidelines for leadership evaluations and program reviews do not mandate evaluations by faculty; and

Whereas, it is desirable that leadership evaluations and program reviews occur regularly;

Therefore, be it resolved by the Faculty Senate of The University of Alabama that Part C of Appendix A of the *Faculty Handbook* be amended to read as follows:

It is the policy of The University of Alabama that faculty members in each academic division shall have periodic opportunities to evaluate the leadership of their division and the direction and quality of programs in their division and that the views of the faculty concerned shall be an important component of any personnel decision by the President resulting from the leadership evaluation and program reviews. The Office for Academic Affairs will establish a schedule for the leadership evaluations and program reviews of each academic division. A leadership evaluation and program review shall be scheduled in each academic division at least once every five years except that the Provost/Vice President for Academic Affairs may vary the schedule by as much as one year if a change in the leadership of a division occurs or is anticipated or if other circumstances arise in which it becomes desirable to do so.

A single committee will be selected to conduct the leadership evaluation and program review. The size and composition of this Evaluation Committee will be decided by the Provost/Vice President for Academic Affairs except that faculty members elected by the divisional faculty will constitute a majority of the Committee and, in the event the Committee consists of nine or more persons, elected faculty members will constitute at least two-thirds of the Committee. Other members of the Committee will be appointed by the

Provost/Vice President for Academic Affairs; these may include persons other than divisional faculty. Secret ballot election by the divisional faculty, either acting as a whole or by departments according to procedures approved by the divisional faculty, shall govern the elected faculty membership on the Committee. One of the elected faculty members shall be designated by the Provost/Vice President for Academic Affairs to serve as chairperson.

And therefore, be it further resolved by the Faculty Senate of The University of Alabama that Part G of Appendix A of the *Faculty Handbook* be amended to read as follows:

It is the policy of The University of Alabama that faculty members in each academic department shall have periodic opportunities to participate in evaluation of the leadership of their department and that the views of the faculty concerned shall be an important component of any personnel decision by the Dean resulting from the leadership evaluation. The Dean, in consultation with the Office for Academic Affairs, will establish a schedule for the leadership evaluations of each department within the division. A leadership evaluation shall be scheduled in each academic department at least once every five years except that the Dean, in consultation with the Office for Academic Affairs, may vary the schedule by as much as one year if a change in the leadership of a department occurs or is anticipated or if other circumstances arise in which it becomes desirable to do so.

A single committee will be selected to conduct the leadership evaluation. The size and composition of this Evaluation Committee will be decided by the Dean except that faculty members elected by the faculty shall constitute a majority of the Committee; secret ballot election by the departmental faculty shall govern the elected faculty membership on the Committee. The Dean may appoint up to three other members of the Committee; these may include persons other than departmental faculty. One of the elected faculty members shall be designated by the Dean to serve as chairperson.

And therefore, be it further resolved by the Faculty Senate of The University of Alabama that the Faculty Participation in the Selection of Deans and Department Chairpersons and in the Evaluation of Academic Programs Committee be charged with recommending suggested criteria for the evaluation of deans, programs, and chairs across the institution.

Adopted by Faculty Senate

February 20, 2007

