

THE  
UNIVERSITY  
OF RHODE ISLAND

FACULTY SENATE OFFICE


Green Hall, 35 Campus Avenue, Kingston, RI 02881 USA p: 401.874.2616



Serial Number #18-19-33

TO: President David Dooley  
FROM: Hillary Leonard, Chairperson of the Faculty Senate

1. The attached BILL titled, Constitution, By-Laws, and University Manual Committee Report: Request from Ad Hoc Committee to change University Manual Language on the Review of Administrator Evaluation Process, University Manual Sections 5.76.11-12 and 10.90.10-121.
2. This BILL was adopted by vote of the Faculty Senate on May 2, 2019.
3. After considering this bill, will you please indicate your approval or disapproval. Return the original, completing the appropriate endorsement below.
4. In accordance with Section 10, paragraph 4 of the Senate's By-Laws, this bill will become effective May 23, 2019, three weeks after Senate approval, unless: (1) specific dates for implementation are written into the bill; (2) you return it disapproved; or (3) the University Faculty petitions for a referendum.

  
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Hillary Leonard  
Chairperson of the Faculty Senate

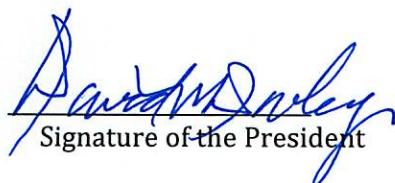
May 2, 2019

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ENDORSEMENT

TO: Chairperson of the Faculty Senate

FROM: President of the University

- a. Approved \_\_\_\_.
- b. Approved subject to Notice of the Council on Postsecondary Education \_\_\_\_.
- c. Disapproved  \_\_\_\_.

  
\_\_\_\_\_  
Signature of the President

5.13.19  
\_\_\_\_\_  
(date)

Constitution and By-Laws Committee (CBUM)  
Report to the Faculty Senate Executive Committee  
Request from Ad Hoc Committee to change University Manual Language on the Review  
of Administrator Evaluation Process  
May 2, 2019

The following changes have been recommended by the Ad Hoc Committee to Change  
the University Manual Language on the Review of Administrator Evaluation Process.

Chapter 5 - Committees of the University  
Joint Committees of the Faculty Senate and the President

#### Original

**5.76.11** Each administrator evaluation committee shall normally consist of 5 members. Three members shall be selected from a slate of nominees or volunteers generated from the administrator's constituent group (defined in section 5.76.12) by the Faculty Senate Executive Committee. The administrator shall choose one member of the committee. In addition, the President or Provost as appropriate shall choose one member of the committee. All members of the committee shall usually come from the constituent group. #07-08-4 #13-14-26

#### Change

**5.76.11** Each administrator evaluation committee shall normally consist of 5 members of the tenure-track faculty. Three members shall be selected from a slate of nominees or volunteers generated from the administrator's constituent group (defined in section 5.76.12) by the Faculty Senate Executive Committee. The administrator shall choose one member of the committee. In addition, the President or Provost as appropriate shall choose one member of the committee. All members of the committee shall usually come from the constituent group. Committee members shall be selected from the following groups: a) for the academic deans of: the Alan Shawn Feinstein College of Education and Professional Studies, the College of Arts and Sciences, the College of Business, the College of Engineering, the College of the Environment and Life Sciences, the College of Health Sciences, the College of Nursing, the College of Pharmacy, and the University Libraries: all tenure-track faculty within the academic or administrative unit; b) for the Dean of University College for Academic Success, the Dean of the Graduate School, the President, Provost and Vice President for Academic Affairs, Vice President for Research and Economic Development, the Chief Information Officer, and the Vice Provost for Faculty Affairs: all university tenure-track faculty. #07-08-4 #13-14-26

### Original

**5.76.12** The constituent groups shall be defined as, but not limited to, the following: a) for academic deans with college faculties: all tenure-track college faculty; b) for the Dean of the Alan Shawn Feinstein College of Education and Professional Studies: all tenure-track faculty who are currently teaching, or who have taught at the Alan Shawn Feinstein College of Education and Professional Studies (ASFCEPS) in the preceding five years and academic department chairpersons who participate in programs at ASFCEPS; c) for the Dean of University College for Academic Success: all tenure-track faculty who are currently teaching URI 101 or who have served as advisors to University College during the five years immediately preceding the evaluation and all academic department chairpersons; d) for the Dean of the Graduate School: all tenure-track graduate faculty; e) for the President, Provost and Vice President for Academic Affairs, Vice President for Research and Economic Development, and all Vice Provosts: all tenure-track faculty. #07-08-4 #13-14-26 #15-16-15D #16-15-21

### Change

**5.76.12** The constituent groups shall be defined as, ~~but not limited to,~~ the following: a) ~~for academic deans with college faculties: all tenure-track college faculty;~~ b) ~~for the Dean of the Alan Shawn Feinstein College of Education and Professional Studies: all tenure-track faculty who are currently teaching, or who have taught at the Alan Shawn Feinstein College of Education and Professional Studies (ASFCEPS) in the preceding five years and academic department chairpersons who participate in programs at ASFCEPS;~~ ~~of: the Alan Shawn Feinstein College of Education and Professional Studies, the College of Arts and Sciences, the College of Business, the College of Engineering, the College of the Environment and Life Sciences, the College of Health Sciences, the College of Nursing, and the College of Pharmacy: all college faculty (tenure-track, research, clinical and teaching);~~ b) ~~for the Dean of the Alan Shawn Feinstein College of Education and Professional Studies: all tenure-track faculty who are currently teaching, or who have taught at the Alan Shawn Feinstein College of Education and Professional Studies (ASFCEPS) in the preceding five years and academic department chairpersons who participate in programs at ASFCEPS;~~ ~~the President, Provost and Vice President for Academic Affairs, the Chief Information Officer, the Vice Provost for Faculty Affairs, the Dean of University College for Academic Success, the Dean of University Libraries: all faculty (tenure track, research, clinical and teaching);~~ c) ~~for the Dean of University College for Academic Success Vice President for Research and Economic Development: all tenure-track faculty (tenure track, research, and clinical) who are currently teaching URI 101 or who have served as advisors to University College during the five years immediately preceding the evaluation and all academic department chairpersons;~~ d) for the Dean of the Graduate School: all tenure-track graduate faculty (tenure track, research, and clinical). ; e) for the

~~President, Provost and Vice President for Academic Affairs, Vice President for Research and Economic Development, and all Vice Provosts: all tenure-track faculty.~~  
~~#07-08-4 #13-14-26 #15-16-15D #16-15-21~~

## Chapter 10 Administrative Procedures

### Original

**10.90.10 Faculty Evaluation of Administrators.** The purpose of Administrator Evaluation is to conduct a thorough performance review of administrators, using a well-defined procedure as outlined in the University Manual. The performance review includes input obtained through use of an electronic survey completed by the administrator's constituency group. The electronic survey results are summarized, documented, and shared with the administrator and the administrator's supervisor. The review results provide administrators with critical feedback from their constituency to help them improve and excel in their positions and/or identify problem areas that must be addressed. The review results provide important information to the administrator's supervisor within the timeframe for a decision on the reappointment of the administrator and establishment of goals and objectives for the new contract period. [#07-08-4](#), [#13-14-26](#)

### Change

**10.90.10 Faculty Evaluation of Administrators.** The purpose of Administrator Evaluation is to conduct a thorough **faculty** performance review of administrators, using a well-defined procedure as outlined in the University Manual. The performance review includes input obtained through use of an electronic survey completed by the administrator's constituency group. The electronic survey results are summarized, documented, and shared with the administrator and the administrator's supervisor. The review results provide administrators with critical feedback from their constituency to help them improve and excel in their positions and/or identify problem areas that must be addressed. The review results provide important information to the administrator's supervisor within the timeframe for a decision on the reappointment of the administrator and establishment of goals and objectives for the new contract period. [#07-08-4](#), [#13-14-26](#)

### Original

**10.90.11** The President, the Provost and Vice President for Academic Affairs, the Vice President for Research and Economic Development, all Vice Provosts, and all academic deans including the Dean of the University College for Academic Success, the Graduate School, the Graduate School of Oceanography, and of the Library are subject to faculty evaluation. The evaluation shall be scheduled during the academic year immediately preceding the consideration of reappointment of each administrator. Administrators must be reviewed through this process prior to their reappointment. [#07-08-4](#), [#13-14-26](#)

#### Change

**10.90.11** The President, the Provost and Vice President for Academic Affairs, the Vice President for Research and Economic Development, **the Chief Information Officer, the all Vice Provosts for Faculty Affairs, and all academic deans including the Deans of: the Alan Shawn Feinstein College of Education and Professional Studies, the College of Arts and Sciences, the College of Business, the College of Engineering, the College of the Environment and Life Sciences, the College of Health Sciences, the College of Nursing, the College of Pharmacy,** ~~the Dean of the University College for Academic Success, the Graduate School, the Graduate School of Oceanography, and of the Library~~ are subject to faculty evaluation. The evaluation shall be scheduled during the academic year immediately preceding the consideration of reappointment of each administrator. Administrators must be reviewed through this process prior to their reappointment. [#07-08-4](#), [#13-14-26](#)