

**Attachment 5**  
**University Handbook, Section C157: Deans' Evaluation Procedures**  
**Approved by Faculty Affairs on January 20, 2009**

**PROPOSED CHANGES IN CONTINUOUS TEXT**

**C157.1** During the fifth year of the dean's tenure, the provost will request the dean to write a self-assessment of his or her activities for the past five years. In addition, the provost will write a brief-summary of the over-arching expectations of the university administration under which the dean has been operating. These expectations will be those agreed upon by the provost and the dean.

**C157.2** The provost will identify five references, external to the college, who are knowledgeable of the dean's work in fund raising and alumni and constituent relations. The references will be contacted by the provost and asked to provide a written summary of the dean's performance as Dean at Kansas State University. Some of these references will be in higher education, although others may be in related professional disciplines.

**C157.3** The formal process of the evaluation will be initiated by a letter from the provost to the faculty and unclassified professionals of the college and other personnel designated to provide input (e.g., students, classified staff, constituent groups, etc.). The letter to the individuals will explain the process and state that an opportunity to provide feedback will be forthcoming and that an advisory committee will be appointed. A copy of the summary of the over-arching expectations of the university administration under which the dean has been operating will be made available to those designated to provide input. The definition of faculty includes tenured, tenure track, and regular instructor appointments. This definition will be subject to some modification where indicated (e.g., the libraries and extension service). The changes in definitions will be agreed upon between the provost and the dean.

**C157.4** The provost will empower the Office of Planning and Analysis to distribute the materials for confidential feedback. The materials shall provide opportunity for input on performance relative to established missions and goals, and on the overall effectiveness of and confidence in the dean. The results will be collected by the Office of Planning and Analysis.

**C157.5** After the materials have been administered, the provost will select and appoint an advisory committee. The advisory committee selection process will involve consultation with the dean, elected faculty senators, and a faculty council if the college has one. The committee will represent each academic discipline (or departments in smaller colleges), and reflect race and gender to the extent possible. As a general practice, only tenured faculty and no more than one department head will serve on the advisory committee. With the approval of the provost, the committee membership may be expanded by the addition of representation from non-faculty groups who are served by the college (including students, unclassified professionals, classified staff, or clients of the college).

**C157.6** The results will be summarized by the Office of Planning and Analysis. Written comments will be transcribed to typed format and compiled by question, protecting respondent confidentiality. The Office of Planning and Analysis will prepare a composite of the survey results. Prior to being finalized, the provost will review and retain all written comments. Allegations of an unsubstantiated

nature will not be included in the results, but will be subject to inquiry by the provost at his or her discretion. The provost will review and retain all written comments before this composite is finalized.

**C157.7** Each advisory committee member will receive a copy of the final composite of the results, a copy of each letter of reference, the summary of the over-arching expectations of the university administration under which the dean has been operating, the self assessment by the dean, including goals and objectives provided to the provost in previous years, and evaluation materials from other relevant groups identified in Section C157.3.

**C157.8** The advisory committee will write a draft report for the provost which summarizes strengths, weaknesses, issues of substance which need to be addressed. A draft copy of this report will be provided to the dean along with a copy of the compiled results. Prior to the committee drafting its final report to the provost, the dean will have an opportunity to respond to the committee in writing to clarify misconceptions and provide further relevant information. After due consideration of any responses from the dean, the committee will produce a final copy of the report for the provost with an overall recommendation for appointment or non-reappointment and will forward any response from the dean to the provost.

**C157.9** Absolute confidentiality is expected from the committee members concerning all evaluation materials, committee deliberations, and final recommendations. Confidentiality for committee members is a matter of both ethics and policy.

**C157.10** The committee's recommendations are advisory in nature. The final decision resides with the provost subject to the approval of the president. If the provost's decision as to reappointment is contrary to a recommendation from a majority of the committee, he or she will meet with the committee members to explain the reasons for not accepting the committee's recommendations.

**C157.11** The provost will meet with the faculty of the college to announce the outcome and discuss relevant issues.