Establish a Deans Evaluation Task Force to review and revise evaluation instruments used to evaluate Deans and Department Heads

Justification:

One of the issues that arose in the Faculty Senate Officers’ annual visits with the deans during the fall term was the perennial problem of faculty evaluations of deans and department heads. Faculty see little evidence that the evaluations are useful instruments of change and participation is generally low, while deans and department heads often find little in the evaluations that can be put to constructive use. Much the same applies to evaluations of department heads. What we need a set of evaluation instruments that produce meaningful results. Two related problems that came to light in the course of our discussions are (1) that the roles of deans vary widely from college to college, and (2) that many (perhaps most) faculty have no clear idea what they should expect from their dean – i.e., how the activities of their dean should affect them.

In light of these problems we recommend that the Faculty Senate establish a task force to develop more effective procedures for evaluating both deans and department heads at Texas A&M University.