

Administrator Review Recommendations

UTIA Advisory Council

September 26, 2003

Just as student and client evaluations are used by faculty, professional staff, Department Heads and Unit Heads to gauge the effectiveness of courses or programs, evaluation of administrators should provide a gauge of the effectiveness of their leadership to the Deans and/or Vice-President of The University of Tennessee Institute of Agriculture.

First, the UTIA Advisory Council applauds the efforts of the Vice-President in expanding the annual program of evaluation of administrators by faculty and professional staff. However, the Council believes that ALL UTIA faculty and professional staff should be able to provide annual evaluations of the UTIA administrators ranging from department/unit heads through Deans. In addition, the Council believes that faculty and professional staff should feel secure that the evaluations are anonymous so they can provide honest, forthright suggestions.

To that end, the UTIA Advisory Council wishes to recommend that ALL faculty and professional staff be provided the opportunity to complete anonymous (or signed, if they wish) annual evaluations of their immediate supervisor and unit (AES, CASNR, Extension, Veterinary Medicine) administrators. The evaluation program should be administered by the Vice-President's office and the evaluations should be handled by The University of Tennessee, Office of Institutional Research and Assessment, or equivalent, to maintain anonymity.