

OREGON INSTITUTE OF TECHNOLOGY

College Dean Evaluation Policy OIT-21-031

Introduction

A regular review of College Deans can help insure that there is a strong connection between the leadership of the Dean and the goals of individual departments within his or her college and with the goals of the institution as a whole. Additionally, regular reviews will help individual Deans refine their leadership skills and better understand their relationship with faculty and administration. Such a review shall include input from the faculty and staff in the Dean

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the hiring process, (3) Ability to evaluate annual faculty workload, (4) Ability to evaluate faculty performance reviews and evaluation, (5) Ability to give and receive information, (6) Ability to resolve grievances. The functions listed will be covered on an evaluation survey given to faculty administered by the Provost's office.

Evaluation by Staff

Staff reporting to the Dean will evaluate the Dean in the following functions described in the OIT Dean Position Description: (1) Ability to give and receive information, (2) Ability to plan and execute operations and budgets. The functions listed will be covered on an evaluation survey given to staff administered by the Provost's office.

Evaluation by the Provost

The Provost will administer a Dean Evaluation Survey to faculty and staff within the Dean's College and write a narrative that evaluates the Dean within functions listed under Criteria and any additional function(s) the Provost and/or Dean deems relevant. The Provost will evaluate Deans in the following six essential functions described in the OIT Dean Position Description: (1) Ability to carry out the Dean function in the College, (2) Ability to serve as a senior manager, (3) Ability to chair College Academic Council and college faculty, (4) Ability to develop external partnerships, (5) Ability to support fund-raising, (6) Ability to conduct personal professional activities. The functions listed will be evaluated in the written narrative completed by the Provost.

Timeline

Spring Term	
Week 1	The Provost initiates Dean evaluation process.
Week 2	The Provost distributes evaluation surveys to college faculty and staff.

Recommended by:

A handwritten signature in black ink, appearing to be "A. M. R.", is written over two horizontal lines. The signature is somewhat stylized and cursive.