Send on behalf of Provost Ronald Toll and Faculty Senate President Douglas Harrison:

Dear Colleagues,

The Provost’s Office and the Faculty Senate are pleased to announce the opportunity for faculty to respond to a survey about their perceptions of chairs’ and deans’ performance. This message discusses some important contexts about the process by which the survey was developed and provides direction for accessing and completing the survey.

In Fall 2011, representatives from the Faculty Senate, the Council of Deans, and the Council of Chairs began meeting to refine a survey instrument developed in Faculty Senate to gather information about faculty perceptions of the performance of their chairs and deans. The survey you now have the opportunity to complete is the consensus result of that work and has our support and the endorsement of the Faculty Senate, the Council of Deans, and the Council of Chairs.

The tripartite work group conducted its work on the basis of a set of key assumptions and goals that we want to share with you:

First, all parties involved in the survey should be confident that the process is secure and responses are anonymous. There is no connection between your identity and your individual responses to the surveys in the existing survey system. The survey relies on the same system design that is used for online SAIs, and that system is designed to protect evaluator anonymity very carefully.

Second, because of the challenges of designing an instrument flexible enough to evaluate the varied and often non-overlapping roles of associate and assistant deans across the campus, the work group agreed that this year’s evaluation process would not include the associate/assistant-dean level in most cases. Though this regrettably means that faculty advisors supervised by associate/assistant deans will not be able to evaluate their direct supervisor this first year, these faculty will still be able to provide feedback on the performance of their dean.

Third, this year’s survey process will ultimately give all involved an opportunity to learn what works and what might be improved. The follow-up phase of this survey anticipates an inclusive opportunity to address any instrument and process concerns. Already seen as a priority for future iterations of the survey is the need to give faculty who report to associate or assistant deans a way to evaluate their direct supervisor.

Fourth, data will be reported in aggregate at the department level for chairs, and at the college/unit level for deans. More specific information about reporting will be forthcoming once the evaluation process is complete.
Finally, the overarching goal of the faculty and administrators working together to bring about this evaluation opportunity is to generate meaningful data that can have a positive effect on the professional development of academic supervisors.

We welcome this opportunity.

To access the survey:
- Log into Gulfline
- Click on FACULTY SERVICES
- On the Faculty Services page, click on SURVEY OF FACULTY PERCEPTIONS OF CHAIRS’ AND DEANS’ PERFORMANCE. Directions for completing the survey will appear on the introductory page of the survey.

The survey will be open from now through March 18, 2012. Information about accessing results will be provided later this semester.

Contact Lenore Benefield if you have a problem accessing or completing the questionnaire: lbenefie@fgcu.edu, x7048.

If you have a question concerning your reporting relationship for the purposes of this evaluation cycle, or a question concerning the chairs and deans evaluation process, please contact Howard Smith hsmith@fgcu.edu x7837.

Sincerely,
Ronald B. Toll
Provost and Vice President, Academic Affairs

Douglas Harrison
Associate Professor of English and President, Faculty Senate

Members of the tripartite workgroup:
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Mitch Cordova, Council of Deans
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