Ad Hoc Committee for the Study of Practices for the Evaluation of Administration (SPEA)  
Dec 2015

Purpose: This committee will perform a study of current practices at the University of North Dakota for evaluating administrators, including the President, Vice Presidents, Associate Vice Presidents, and Deans and will provide a descriptive report to be presented to the University Senate for discussion, as part of an ongoing commitment to collaborative governance.

Membership:
- 2 Co-chairs, members of the SEC
- 1 Administrator, someone with experience performing evaluations and knowledge of current process and best practices
- 2 Faculty members, one with research experience in evaluation
- 1 Student
- 1 Staff member

Selection: The staff member will be chosen by the Staff Senate President. The student member will be chosen by the Student Body President. All other members will be appointed by the SEC.

Functions and responsibilities: This committee will:
1. Meet regularly as necessary to conduct a thorough study of practices of evaluating administrators over the last ten years,
2. Investigate SBHE policies and procedures as well as University level, College level, and unit level policies and procedures for administrative evaluation,
3. Investigate best practices in administrative evaluation nation-wide to provide a comparison point for our own practices,
4. Investigate any requirements for administrative evaluation mandated as part of accreditation bodies,
5. Compare policies with those for evaluating Staff Supervisors and Directors.

Guiding Principles: This committee is created under the principle that regular, systematic, and professionally gathered feedback from a variety of constituents creates the best opportunity for useful input that can be formative in one’s work performance and under the knowledge that administrators at the University of North Dakota have a commitment to excellence in their performance.

Reporting: This committee should provide regular updates to the SEC with the ultimate goal of presenting findings to the University Senate by the May meeting of 2016.

Source of information: State Board Policy 604.1 and University Senate charge to form an ad-hoc committee on November 5, 2015 and finalization of that charge in University Senate Executive Committee minutes, November 17, 2015 and December 15, 2015.

Committee Members:
- Cheryl Hunter, co-chair Education Foundations & Research; EHD
- Tom Petros, co-chair Psychology; A&S
- Eric Basile Aviation; JDO
- Tami Carmichael Humanities & Integrated Studies; A&S
- Tyler Clauson HRMS Records Coordinator; Human Resources
- Renee Nilsen Graduate Student; Higher Education
- Lori Reesor Vice President for Student Affairs