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 Senate President and Vice-President and one additional staff member
  1 Dean

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 and College 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 and recommendations 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 Nov 5, 2015 and finalization of that charge in University Senate Executive Committee minutes, Nov 17, 2015 and Dec 15, 2015. Revised Apr 7, 2016.
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
Amber Flynn  Staff Senate Vice President
Pam Henderson  Staff Senate President
Renee Nilsen  Graduate Student; Higher Education
Lori Reesor  Vice President for Student Affairs
Margaret Williams  Dean, College of Business & Public Administration