Motion 1.

FACULTY COUNCIL MOTION TO AMEND THE
SURVEY OF ADMINISTRATORS: GENERAL POLICY, AND TO INCLUDE IT AS AN
APPENDIX IN THE UNIVERSITY OF MICHIGAN-FLINT FACULTY CODE

Add faculty surveys of associate and assistant deans to the Survey of Administrators: General Policy, and include the Survey of Administrators: General Policy as an appendix in the University of Michigan-Flint Faculty Code. The proposed amendments appear in bold type in the body of the Survey of Administrators: General Policy.

Rationale in favor: Faculty report that their interactions with and actions by associate and assistant deans are as consequential as their interactions with deans. Associate and assistant deans have extensive portfolios with separate responsibilities from those of deans. The Survey of Administrators: General Policy is a charge of the Faculty Council and should be included in the Faculty Code.

Rationale against: No stated opposition.

Survey of Administrators: General Policy

The process of obtaining faculty views about the University of Michigan-Flint’s administrators shall be regularized and conducted via surveys. Each survey shall contain items that pertain to the administrator’s job description, matters that affect the faculty, and areas of which the faculty have knowledge. Below is summary of the Faculty Council’s General Policy.

1. Who should be assessed
   a. A survey of each central administrator will be conducted regularly.
   b. Central administrators include the Chancellor, Provost, Senior Vice Provost, Associate Provosts, Vice Chancellors, Deans, Associate Deans, and Assistant Deans.

2. Method of collection
   a. The Faculty Council adopted survey items employed by the governing faculties at the University of Michigan Ann Arbor and Dearborn. The items provide a basis for comparison with the administrators’ counterparts at Ann Arbor and Dearborn.
   b. To expedite the collection and analysis of faculty responses and to increase anonymity, Faculty Council recommends an online formal with software such as Qualtrics.
3. Frequency and timing
   a. Timing: All surveys shall be released to the governing faculty in February. 
      **Governing faculty will be invited to survey the relevant administrators for their respective academic units.**
   b. Chancellor and Provost: These surveys shall be conducted biennially and rotated so that surveys of the Chancellor and Provost are in different years.
   c. Deans, **Associate Deans, and Assistant Deans**: Surveys of the Deans, **Associate Deans, and Assistant Deans** shall be conducted annually.
   d. Senior Vice Provost and Associate Provosts: Surveys of the Senior Vice Provost and Associated Provosts shall be conducted biennially.
   e. Vice Chancellors: Surveys of the Vice Chancellors shall be conducted every third year.

4. Distribution of results of surveys
   a. Information to Administrators: The Faculty Council shall share all of the data (numbers and comments) from each survey with the administrator who is being surveyed
   b. Information to Governing Faculty: **All** governing faculty shall receive tabular summary (means and SD), but not comments. Faculty Council shall release the data for each dean to the entire governing faculty.

5. Interpretation
   a. Initial Review: The Faculty Council shall review the results of the surveys and present the results to the governing faculty.
   b. Executive Officers: The Faculty Council shall review surveys results of administrators who have broad responsibilities to all governing faculty and may make recommendations to the governing faculty. However, it is the governing faculty who shall decide whether or not any specific action should be taken.
   c. Unit Administrators: The governing faculty of each unit shall review survey results of the respective unit administrator(s), and shall determine whether or not any specific action should be taken. The Faculty Council encourages executive committees (or other similar groups) to review and discuss survey results with their Dean, **Associate Dean, Assistant Dean, and the** unit’s governing faculty.
   d. Administrators shall be allowed to comment on survey results.

Shall the proposed Code change be adopted?

Yes    No