

Proposed Changes to Handbook Triennial Review Policy

Current Handbook wording: *Eastern seeks to assure that all the members of its community have accurate information as to performance expectations and perceptions of that performance. Members of the Administrative Support Faculty have annual processes for the development and communication of information about goals, accomplishments, and assessments. The State Board and the Chancellor have policies for the annual and five-year review of presidents. Because of the leadership nature of certain administrative positions, Eastern complements annual review procedures with triennial reviews which incorporate input from faculty and other members of the university community reporting to the administrator under review. The policy that follows applies to all Directors in academic affairs, Deans, Vice Presidents, Associate Vice Presidents, and the Provost.* It serves to ensure that faculty and other members of the university community are involved in the triennial review process to a degree at least co-extensive with their role in the original selection process.

Proposed Change: *Eastern seeks to assure that all the members of its community have accurate information as to performance expectations and perceptions of that performance. Members of the Administrative Support Faculty have annual processes for the development and communication of information about goals, accomplishments, and assessments. The State Board and the Chancellor have policies for the annual and five-year review of presidents. Because of the leadership nature of certain administrative positions, Eastern complements annual review procedures with triennial reviews which incorporate input from faculty and other members of the university community reporting to the administrator under review. ~~The policy that follows applies to all Directors in academic affairs, Deans, Vice Presidents, Associate Vice Presidents, and the Provost.~~ The policy that follows applies to all positions reporting directly to the President and/or the Provost.* It serves to ensure that faculty and other members of the university community are involved in the triennial review process to a degree at least co-extensive with their role in the original selection process.

Rationale: The phrase “all Directors in academic affairs” encompasses positions that often have limited supervisory responsibilities and may result in the policy to be further-reaching than its intent. For example, all DDE Off-site Directors, the Director of the Community School of the Arts, the Director of Faculty Relations, and the Director of Mine Safety are all positions that fall under the terminology “Directors in academic affairs.” Changing the wording of the policy so it encompasses only those positions that directly report to the President and/or the Provost should reflect the spirit of the original policy and eliminate positions that may not be considered as having strong supervisory obligations.