

**Proposition Number** 04-13/14 (Amended)

**Sponsors** Ron McNeel, NMSU-Alamogordo; Richard Gutierrez, NMSU-Grants

**Proposed Committee**

**Actual Committee** Long Range Planning

**Title** A Proposition to change the timeline for the Administrative Review of Academic Administrators from every five years to every three years

**Rationale:**

**Whereas,** more frequent evaluations provide data for improvement in the institution.

**Whereas,** evaluations may validate **and motivate** effective leadership.

**Whereas,** The entire institution of higher education has created a culture of assessment because it leads to improvement of those being assessed. Individuals in positions of academic administration should be allowed the same opportunities for improvement.

**Whereas,** There sometimes exists a rapid turnover in academic administrators, meaning no useful evaluations are taking place. A shorter time frame provides more immediate feedback, which could help those being evaluated to identify areas for improvements, as well as providing methods and insight for achieving those improvements.

**Whereas,** If significant deficiencies are detected, then they can be corrected sooner.

**Be it resolved,** that the Faculty Senate of NMSU proposes changing the statements in section 5.06 of the NMSU Policy Manual for evaluation schedules of academic administrators

- Deans and Community College Presidents (Section 5.06.10),
- Associate Deans and Community College Academic Officers (Section 5.06.20),
- Department Heads or Community College Equivalent and Community College Division Deans or Heads (Section 5.06.30.1),
- and Directors of Academic School, Center or Program (Section 5.06.40)

from “every five years” to “every three years.”

**Background:** Although current policy provides for the possibility of evaluations more frequent than every five years, the language makes more frequent evaluations exceptions to be requested. Faculty serving under administrators may be reluctant to ask for more frequent evaluations.

It is true that some universities in the region have similar timelines for broad reviews which include input from faculty and staff supervised by academic administrators—the University of Arizona’s maximum time span is five years; the University of Texas at El Paso’s maximum time span is six years. However, the University of New Mexico has reviews of academic administrators, which include input from faculty, annually. See the table below

Institution	Major Evaluation of Deans, *including input from those they supervise	Major Evaluation of Department Heads,* * including input from those they supervise
New Mexico State University	First 3 years, then every 5 years	First 3 years, then every 5 years
University of New Mexico	Appointed to 5-year terms, but evaluated annually with input from faculty.	Annually
University of Texas El Paso	Every 6 years	
Colorado State University	Every 5 years	Every 3 years
University of Arizona	Every 5 years	
<a href="#">University of North Carolina Charlotte</a>	Annually	Annually

\* In the NMSU System, includes Community College Presidents and Community College Academic Vice-Presidents

\*\* In the NMSU System, includes Division Deans and Division Heads at community colleges

Policy manuals from different institutions in different states reflect different legal systems. And, they may not completely reflect the actual institutional culture, nor methods of policy implementation. For instance, one of our Faculty Senators who previously had a position at UTEP said that he recalled annual evaluations, by faculty, of a Department Head. However, I have double-checked the policy manual for the University of Texas system, and it says administrative reviews are on six-year cycles.