

Report on the  
Faculty Oversight & Appeals Committee (FAOC)  
activities for the 2007-2008 Academic year

by

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This is a preliminary report that will be followed up in June or July of this year with a final report. It is unfortunate that two items before the FAOC have not been completed by the end of the academic year but there is a very reasonable expectation that the delays will not extend beyond the first half of the summer. I apologize in advance for any difficulties this incomplete report may cause individuals.

The major issue before the FAOC committee was to oversee the reviews of the following Group A and Group B administrators to ensure the rules set forth by the Faculty Senate were adhered to.

Group A administrator reviews:

1. Eric Madsen, Dean, School of Education
2. Denis Wiesenburg, Dean, School of Fisheries and Ocean Sciences
3. Roger Smith, Director, Geophysical Institute

Group B administrator reviews:

1. Clara Johnson, Director, Interior Aleutians Campus, CRCD
2. Deborah McLean, Director, Bristol Bay Campus, CRCD
3. Curt Madision, Director, Center for Distance Education & Independent Learning, CRCD
4. Gordon Pullar, Director, Alaska Native & Rural Development, CRCD
5. Gerald Mohatt, Director, Center for Native Health Research, IAB
6. William Smoker, Director, Fisheries Division, SFOS

For the most part, the review process went smoothly and in accordance with Faculty Senate rules. There were, however, some issues that the committee faced:

1. Most reviews were finalized well after the March 15<sup>th</sup> deadlines. In the case of the Roger Smith review, the last completed stage of the process (interview of Roger Smith by the ad hoc committee) was completed on May 8<sup>th</sup>. Unfortunately it was not possible to complete his review by the end of the semester which requires a joint meeting between Buck Sharpton, the ad hoc committee and the FAOC. Key people are not available but it is hopeful that the process will be completed in June.
2. The FAOC committee had concerns about the written evaluation of one Group B administrator by their supervisor. The written evaluation gave little mention of faculty and staff input and there was no appended workload or statement of performance expectations as required by Faculty Senate Rules. The FAOC asked

- the supervisor to amend their evaluation to address these points which was promptly done to the committee's satisfaction.
3. At the end of reviewing the group B administrators on May 8<sup>th</sup>, the FAOC was surprised to discover that the process as described by the Faculty Senate was completed in what was generally considered an abrupt manner. Unlike the review of the Group A administrators, the provost (or other appropriate university representative) is not part of the final review. No reporting mechanism is suggested by the FAOC committee regarding the quality of the review. Furthermore, as we discovered in dealing with an inadequate supervisor's evaluation, there was no mechanism or clear authority for the FAOC to find redress.

Other functions carried out by the FAOC committee were to have individual members of the committee sit on ad hoc committees to review student appeals for grade changes, departmental decisions, etc.

**Recommendations:**

Given that the March 15<sup>th</sup> deadline for most reviews was not met, the FAOC next year should consider pursuing a more active role in obtaining frequent progress reports and projected time lines from ad hoc committees.

The Faculty Senate rules for how Group Administrator reviews are ended need to be examined. At the very least, a statement should be added to the "Guidelines for the Evaluation Process for Administrators" (Senate Meeting #115, 2003) regarding situations in which the FAOC considers the review of a Group B administrator to be inadequate. In the case where this happened this year, the supervisor responded to the FAOC request but the committee was concerned about what action it could take if the supervisor took great exception to the committee's judgment. To this end, a FAOC member, Julie Riley, has agreed to draft some verbiage and this will be made available to the 2008/2009 FAOC.

It is also recommended, and there is a commitment by all parties to do so, to have the review of Roger Smith (Group B administrator) completed as early as possible and certainly over the summer of 2008.