

# Faculty Rating of Administration Committee

## FRAC

- Survey released to faculty October 2023
- Survey results provided February 2024
- Response rate was 30.4% (N- 326)
  - Including full-time & part time faculty

## Challenges

- Survey response rate
- Continuous improvement of survey process
- Improving meaningful feedback

## AY 23-24 Committee Activities

- Reviewed and revised survey content 2023
- Dr. Chris Cunningham consulted with FRAC
  - Analysis of survey results
  - Academic Leadership Framework
    - Niewisk & Garrity-Rokous (2021)
    - Education and recommendations
- Reviewed and discussed survey recommendations and feedback provided by Dr. Cunningham
- Drafted survey invitation and questions for 2024

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## Recommendations

- AY 24-25 FRAC committee consult with Dr. Cunningham & AY 23-24 FRAC Chair to discuss recommendations for continuity and continuous improvement
- Drafted AY 24-25 survey invitation
- Drafted AY 24-25 survey questions
- Review full Annual Report (AR) and recommendations - Faculty Senate website
- Review Dr. Cunningham's recommendations for survey 2024 linked to FRAC - AR
- Update Committee Charge

# Faculty Rating of Administration Committee Charge

## Current Charge:

The committee is responsible for recommending policies, procedures, and instrumentation to the Senate for the rating of administration by faculty and for using rating results to improve administration.

## Revised Charge:

The committee is responsible for recommending policies, procedures, and instrumentation to the Senate for the rating of administration by faculty and for [seeking to continuously improve the survey process to provide meaningful feedback to administrators](#).

## This can be achieved by:

- Providing a clear understanding of the survey process and purpose.
- Providing clear and complete survey instructions.
- Seeking evidence-based criteria for performance appraisal evaluation and feedback.
- Aligning the survey process with UTC strategic objective of improving performance feedback.