

F. Evaluation of Department and Program Area Chairs

1. Departmental Evaluation

a. Evaluation of Department Chairs in Their Capacity as Faculty Members

In his/her capacity as a member of the faculty, each Department Chair shall be evaluated in accordance with the provisions of the foregoing Section E; provided, however, that for a reappointment or promotion evaluation, the sole preliminary evaluation required to be conducted pursuant to subsection 2(a) of Section E shall be conducted pursuant to subparagraph (i) [peer evaluation committee] thereof.

b. Evaluations of Department Chairs in Their Capacity as Department Chairs

(i) Evaluation by Dean

The performance of each Department Chair in their capacity as such shall be reviewed by their respective Dean during the spring semester of every academic year the Chair is serving. During consecutive terms, the Dean may choose to perform less frequent evaluations. The Dean shall evaluate the Department Chair's performance on the duties and responsibilities set forth in Section A of Article VI of this agreement and shall use such evaluation for the purposes of meeting with the Department Chair to provide feedback and to discuss performance in the position. The Dean shall meet with the Department Chair to provide the evaluation, and the Department Chair shall be provided with seven (7) days to respond to the Dean's evaluation. The Dean's evaluation and any response provided by the Department Chair, consistent with this provision, shall be placed in the Department Chair's personnel file.

(ii) Evaluation by Peer Evaluation Committee

The performance of each Department Chair in his/her capacity as such shall be evaluated by the Departmental Peer Evaluation Committee during the second (2nd) and third (3rd) years of his/her first (1st) term and during the third (3rd) year of any subsequent consecutive term(s).

The committee shall evaluate the Department Chair's performance of the duties and responsibilities set forth in Section A of Article VI of this Agreement and shall do so using Appendix D-4. In conducting such evaluation, the Committee shall solicit evaluations from other members of the department regarding the Department Chair's performance of his/her duties as Department Chair.

c. Evaluation of Library Program Area Chairs in Their Capacity as Librarians

In his/her capacity as a librarian, each Library Program Area Chair shall be evaluated in accordance with the provisions of the foregoing Section E; provided, however, that for a reappointment or promotion evaluation, the sole preliminary evaluation required to be conducted pursuant to subsection 2(c) of Section E shall be conducted pursuant to subparagraph (i) [peer evaluation committee] thereof.

d. Evaluation of Library Program Area Chairs in Their Capacity as Library Program Area Chairs

The performance of each Library Program Area Chair in his/her capacity as such shall be evaluated by the Library Peer Evaluation Committee not less frequently than during every third year of his/her service as such commencing, unless the Vice President shall otherwise direct, during the second such year.

The committee shall evaluate the Library Program Area Chair's performance of the duties and responsibilities set forth in Section J(2) of Article VI of this Agreement and shall do so using Appendix E-3. In conducting such evaluation, the committee shall solicit evaluations from other librarians regarding the Library Program Area Chair's performance of his/her duties as Library Program Area Chair.

2. Evaluations Transmitted to the Vice President

Every evaluation conducted pursuant to the foregoing subsection 1 shall be transmitted to the Vice President.