

From: Deborah DiCroce
To: Christopher Cartwright
Date: 12/1/2008 10:22 AM
Subject: Proposed Revisions to Full-time Teaching Faculty Evaluation Plan
Attachments: FEP_DiCroce.pdf; FEP_Form.xls

CC: Executive Staff
Chris:

I write to delineate formally my action on the College Faculty Senate's proposed revisions to the Full-time Teaching Faculty Evaluation Plan as delineated in your September 16th electronic communique to me as attached below.

As you know, at my invitation, you presented the revised plan to the Executive Staff on October 7th. The plan was well received by my colleagues and me. Indeed, we marveled at both the thoughtfulness of the proposed revisions and the willingness of you and your colleagues to travel the, at best, rocky road of faculty evaluation. By any measure, the work merits our collegial thanks and commendation.

That said, as you and I have subsequently discussed, Section 3.6.1.2b of the *VCCS Policy Manual* requires that, in addition to the president's approval, each college's faculty evaluation plan be approved by "a majority of faculty" and, bottom line, the revised plan advanced by the College Faculty Senate simply does not meet this policy requirement. Thus, as president, I have no choice but to disapprove the proposed revisions.

VCCS policy also stipulates that should the college president not approve any recommended changes advanced by the faculty to their evaluation plan, s/he "must submit recommended modifications for further consideration and re-submission" (Section 3.6.1.5.4). While my reason for disapproval does not quite fit the letter or spirit of this section of the policy, let me offer the following observations.

First, I have long held that, in higher education, it is the professoriat's place to set the structural context for faculty evaluation and the role of administration to evaluate the faculty within that context. Thus, short of non-compliance with the technicalities of the Review Process as delineated in Section 3.6.1.5.4 of the *VCCS Policy Manual*, or a gross substantive unreasonableness in what the Faculty Senate might propose as changes to the plan, I would be predisposed to approve the changes.

Second, the fundamentals of the above technicalities are (1) only teaching faculty should vote on the proposed revisions to the Full-time Teaching Faculty Evaluation Plan, and (2) based on the number of full-time teaching faculty at TCC, as of today, 324, the revised plan would need 163 affirmative votes to pass.

Third, technicalities of the policy met, I am most willing to take a second look at either the revised plan as submitted September 16th or some variation thereof.

Again, I commend the College Faculty Senate on this magnum opus and offer my full support as you grapple with the next steps of the journey.

With best regards.

Debbie

Deborah M. DiCroce

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From: Christopher Cartwright
To: Deborah DiCroce
Date: 9/16/2008 3:00 PM

Subject: Faculty Evaluation Plan
CC:Maureen Cahill; Michael Summers
Dr. DiCroce,

By copy of this email, I am attaching a request for you to review and approve the Full-Time Teaching Faculty Evaluation Plan.

If you have any questions, please do not hesitate to contact me.

Thank you for your time and consideration of this matter,

Chris Cartwright,
Chair College Faculty Senate

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