

**BYLAWS
of the
CONSTITUTION OF SOUTHERN OREGON UNIVERSITY FACULTY**

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Section 2. University

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I. Advisory Evaluation of the President

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A. The University President shall be evaluated during the spring term of odd numbered years.

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B. The Faculty Personnel Committee shall, in cooperation with the President, prepare a form for the evaluation of the President, which form provides meaningful information. The evaluation form will include a scale ranking effectiveness from "Very Effective" to "Ineffective" and a response, "Insufficient Information to Evaluate." The President will be evaluated on the following or similar criteria:

1. Is receptive to suggestions and counsel.
2. Administers the institution efficiently and fairly.
3. Delegates responsibilities as appropriate.
4. Treats all personnel matters objectively and equitably.
5. Encourages democratic participation in decision-making.
6. Inspires trust and confidence among faculty, staff and students.
7. Leads the institution in setting and achieving planning goals.
8. Overall assessment of the President as an administrator.
9. Adherence to University Policies, Senate Bylaws, and APSOU Collective Bargaining Agreement

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C. The President shall appoint an administrator and the Faculty Senate shall appoint a full-time faculty member who shall work together to coordinate the evaluation.

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D. The coordinators shall distribute the evaluation forms to all faculty members and administrators during the month of April in odd numbered years. Completed evaluation forms will be returned to the coordinators who shall tabulate the evaluation forms and schedule a conference with the President to discuss the evaluation, identifying strengths and weaknesses. The coordinators should also include suggestions for improvement. The individual appointed by the Senate will have the responsibility of reporting back to the Senate when the evaluation has been completed and the

conference has been held.

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- E. The evaluation shall be confidential between the President and the two coordinators; the results shall also be made available to the Chair of the Board of Trustees of Southern Oregon University to assist the Board's review of the President.

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II. Advisory Evaluation of the President's Executive Council and Other Executive Administrators

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- A. Vice Presidents and other executive administrators as appropriate shall be evaluated annually during the month of April.

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- B. The advisory evaluation forms shall be prepared and distributed by the Faculty Personnel Committee in cooperation with the University President. The evaluation forms will include a scale ranking effectiveness from "Very Effective," to "Ineffective," and a response "Insufficient Information to Evaluate." Each administrator will be evaluated on the following or similar criteria:

1. Is receptive to suggestions and counsel.
2. Administers the area of responsibility efficiently and fairly.
3. Delegates responsibilities to members of unit as appropriate.
4. Treats all personnel matters objectively and equitably.
5. Encourages democratic participation in decision making.
6. Inspires trust and confidence among faculty, staff and students in the area of responsibility.
7. Leads the area of responsibility in setting and achieving planning goals.
8. Overall assessment of the Vice Presidents, members of President's Executive Council, Chief Information Officer, Associate Provost, Associate Vice-Presidents or other executive administrators as an administrator.

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- C. The evaluation forms shall be sent to all members of the faculty and administrators.

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- D. Faculty members shall return the forms directly to the President, who shall tabulate the information and notify the Senate when the evaluations have been completed.

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- E. Forms shall be returned directly to the President, who shall tabulate the information and notify the Senate when the evaluations have been completed.

End of Section 2