

UCI CRITERIA FOR REVIEW OF DEPARTMENT CHAIRS

The purpose of a review of a Department Chair is to evaluate his or her performance as an administrator and academic leader. Such a review should be distinct from a review of the person as a researcher, a teacher or a colleague. It should also be distinct from a review of the Department as a whole.

The review should attempt to assess the following:

1. Has the Chair contributed effectively to the growth and development of the Department in ways that take account of current trends in education and research?
2. Has the Chair shown imagination and provided inspiration in the dealings with the members of the faculty and staff towards the realization by them of high standards of performance?
3. Has the Chair dealt fairly and wisely with members of the faculty and staff in administrative decisions relating to allocations of funds, space and research, and teaching assignments?
4. Has the Chair demonstrated an ability to deal with interpersonal relations in the faculty and staff and contributed effectively to their morale and departmental spirit?
5. Has the Chair dealt effectively and wisely with other Chairs, with administrative committees and with the Dean of the School in matters of curriculum, space, support funds and FTE's in furtherance of the purposes of the Department?
6. Has the Chair been effective in the assistance he or she has provided the younger members of the faculty in their continuing growth as teachers and scholars?
7. Has the Chair maintained a departmental affirmative action program for faculty and staff personnel, consistent with University affirmative action policies?
8. Has the Chair applied the policies of the University of California and UC Irvine effectively and fairly?
9. (For clinical Chairs and School of Medicine only): Has the Chair been effective in managing the Department's service commitments?
10. (For clinical Chairs in the School of Medicine only): Has the Chair been effective in his or her relations with affiliated institutions, especially as they affect the residency program?
11. Should the Chair be invited to continue to serve as an administrator?