

Committee on the Evaluation of Central Office Administrators (EOCA) Annual Progress Report for 2018-2019

Submitted by: Professor Dawn Anderson-Butcher, Chair (5/3/19)

The following served as EOCA Committee Members for FY18:

Win Adissem, Student Assistant and Resident Student Advisor (ended fall, 2018)
Dawn Anderson-Butcher (Chair), Professor, College of Social Work
Meg Daly, Professor, College of Arts and Sciences
Lisa Florman, Professor, College of Arts and Sciences
Tom Gessells, Director of Info Technology OSU Health Plan; USAC Chair
Laura Justice, Professor, College of Education and Human Ecology
William Martin, Dean, College of Public Health (ended fall, 2018)
Michael Mercil, Professor, College of Arts and Sciences
Courtney Sanders, Program Coordinator Political Science; First Year USAC member
Alex Wesaw, Chair of the Council for Graduate Students
Lisa Voigt, Professor, College of Arts and Sciences
Karla Zadnik, Dean, College of Optometry

Brief Review of Meetings and Agenda Items and Outcomes:

The full committee has met four times since November of 2017. Key dates and agenda items/decisions include:

September 12, 2018: Select members (Anderson-Butcher and Sanders) of EOCA met with Susan Basso to review panel process and explore alignment to central office administrator annual review process, etc. We revised the review panel process to ensure report out with Provost at end (candidate receives copy of summary letter).

September 18, 2018: Full committee met to review and finalize review panel process. Finalized review panel chairs and timeline/steps.

September 26, 2018: Review panel met with Gates Garrity-Rokous to review EOCA process, learn function of office and roles/responsibilities, and finalize details.

October 2, 2018: Review panel met with Mike Hofherr to review EOCA process, learn function of office and roles/responsibilities, and finalize details.

October 2018 to February 2019: Review panels met with individuals identified in each review to conduct interviews. Thirteen individuals were met with on the Garrity-Rokous review; and ten for the Hofherr review.

March 8, 2019: Met with Provost McPherson to discuss two reviews and summary letters, reflect on EOCA committee experience, and set the stage for the determination of 2 candidates for next year's review process. Also discussed how it will be helpful moving forward to have review panels meet half way through the review.

This would allow the panels to process emergent themes, “hone” the questions to ask in final interviews, reduce redundancy, and clarify/validate findings.

Additionally, the chair and select members of the committee have had several other meetings and communications to continue the work of the committee, including:

- Ongoing communications with the Provost and members of his office to clarify work and next steps.
- Ongoing communication with Ben Givens and the Senate on committee structure, timeline and process.
- Communications related to the writing and finalization of the summary letters for each review panel.
- Maintenance of the Buckeye Box folder to store files, timeline, and meeting minutes
- Finalized the By-Laws for approval.
- Participated in the Faculty Senate Committee to align efforts with other Senate Committee activities (Anderson-Butcher).

Next Step Priorities for June 2019-May 2020

Several next steps are priorities for the EOCA. Laura Justice has agreed to chair the committee. Ben Givens is working to populate the EOCA with new faculty, staff, and students for the upcoming year. Determination made by the Provost/President that Chris Devine and Anne Hamilton will be reviewed in 2019-2020. Ben Givens will communicate with the Provost/President so they notify these two administrators. Committee composition will be created soon, and a meeting can be called for next year’s EOCA. AS of 5-6-19, Dr. Tim Judge (Chair in Leadership Effectiveness, Department of Management and Human Resources, Fisher College of Business) and Dr. Sue Sutherland (Faculty in the College of Education and Human Ecology) have been appointed.

