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### Regarding "Performance Evaluation of Administrative Staff"

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*Faculty Senate*

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## **Faculty Senate Resolution Regarding “Performance Evaluation of Administrative Staff”**

Acknowledging that the University has employed “Performance Evaluation of Administrative Staff,” aka, the 360 model of personnel evaluation, over the past many years as stipulated in IGP # 31; and

Noting that the faculty perceptions of the 360 model of performance evaluation is that it has not served the institution as intended, and, as a consequence, is further perceived as being unfit for purpose; and

Recognizing that the manner in which the evaluation method is being used may have created the potential to create the prevalence of reciprocal gratitude among administrative staff, namely, the “employee” and the “supervisor.”

It is resolved that the Faculty Senate advise the President of the University to significantly revise and improve or identify and implement an alternative system of “Performance Evaluation of Administrative Staff” that is transparent, effective and less open to misuse.

Submitted: Teshome Abebe  
11/11/15