

Letter to the Editor

**Elections and Evaluations of the
American College/University Dean and Director**

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Coming from Eastern Europe where, even under communism, the Dean and President were elected for a temporary period, I was surprised to see that in USA they are elected or appointed for permanent positions.

My **first proposal** would be to periodically elect the American College/University Dean and Director from the College/University pull of full-time faculty and full-time staff. Each elected person should serve a 3-year term and be able to be re-elected one more term. Nobody should be allowed to serve more than two terms.

As an example, recently elected for a third consecutive term, Tony Blair, was asked by Britons to leave sooner and not apply for another term - despite the fact that UK economy is going well. But Englishmen got tired of the same person in the office!

It is better to have a periodically rotating leadership in order to avoid any trend towards dictatorship, favoritism, or retaliation.

A **second proposal** I had, after consulting with other people from our University of New Mexico at Gallup Campus, that each semester or at least once a year we, faculty and staff, be able to evaluate the UNM-G Dean of Instruction and the Director - similarly as students semesterly evaluate the faculty and also as we did a few years ago when we evaluated the former UNM-G Director Dr. R. Carlson.

Since this is actually a responsibility of the Ethics Committee, as Dr. Anthony Mansueto suggested to me in a previous e-mail, I hoped that Committee will take into consideration this proposal.

I received an answer from a faculty about the last assessment of the UNM-G Director: “(...) it was organized by Faculty Senate's Operations Committee, but included Staff Senate, administrators and the UNM-G Advisory Committee. There was a core set of questions for everyone, but each group also had their own set of questions they felt best addressed the needs of that group. As president of Faculty Senate, I collected all the completed assessments and made sure they went to the Provost in UNM-Albuquerque.”

The evaluation is intended to avoid favoritism to some people and retaliation against others from the part of the leadership, and also against discrimination against minorities that unfortunately continues to happen in this campus.

{For example, there are people who got release time just for not having enough students in class and the class was cancelled, while other people didn't ever get any release time for no matter what they have done!

There are people who got awarded for little thing, and others not even for being invited speakers at the prestigious NASA and NATO!}

The evaluation of American College/University Dean and Director should also be discussed in the Faculty Senate. The results' summary of the evaluation should be made available to the whole campus.