



TO: SUNY University Faculty Senate
FROM: Operations Committee and Governance Committee
RE: Resolution: Implementation of 360 Reviews for SUNY's Management/Confidential (M/C) Employees
DATE: 188th Plenary, April 22-24, 2021
LOCATION: Online
RESOLUTION #: 188-01-1
VOTE TALLY: For: 33 / Against: 13 / Abstain: 2

RATIONALE:

WHEREAS in addition to existing administrative processes for the evaluation of M/C employees and existing governance or union administrative review processes, opportunities for self-evaluation and professional development of M/C employees should be provided; and

WHEREAS the 360 assessment framework provides an opportunity for M/C employees to participate in such self-evaluation and professional development; and

WHEREAS the SUNY SAIL Institute's [SUNY360](https://sunysail.org/suny360/) Leadership Skills Inventory (<https://sunysail.org/suny360/>) is available to SUNY employees and can serve as a framework for self-evaluation and professional development of M/C employees:

RESOLUTION:

THEREFORE BE IT RESOLVED that the SUNY University Faculty Senate requests that the Chancellor encourage campus presidents to implement a 360 review of all M/C employees below the campus president level as a component of such employees' professional development and self-evaluation; and

BE IT FURTHER RESOLVED that the SUNY University Faculty Senate requests, when a 360 review of the M/C employees is adopted at the campus level, that the Chancellor encourage campus presidents to make the cycle of such 360 reviews easily accessible to the campus community; and

BE IT FURTHER RESOLVED, the SUNY University Faculty Senate requests that the Chancellor and SUNY System Administration provide all necessary support and financial resources to implement such 360 reviews.