



Provost's Office Administrator Review Process

12/1/2025



Annual Review Process for Administrators

1. Administrator under review completes evaluation form & responds to progress on goals set by the Provost

2. Anonymous 360 survey revised to include qualitative & quantitative data distributed to college/unit

3. Provost meets with Administrator to discuss materials, provide feedback & establish goals for the next year

More information on Administrator Annual Review Process: [Administrator Reviews | UA Faculty Affairs](#)

Three-Year Review Process for Administrators

1. Provost meets 1:1 with administrator under review to initiate the review

2. Provost meets with administrator's leadership team & other faculty stakeholders

3. 360 survey distributed to college/unit to collect qualitative and quantitative feedback anonymously

4. Provost meets 1:1 with administrator under review to discuss feedback and action items

5. Provost sends brief letter to college/unit summarizing strengths & opportunities for change

6. Administrator discusses results with college/unit & how they will respond to opportunities for change

Five-Year Review Process for Administrators

1. Provost establishes a Review Committee & initiates the review with the administrator

2. Administrator submits their self evaluation to Provost & Review Committee

3. 360 survey distributed to college/unit to collect qualitative and quantitative feedback anonymously.

4. Review Committee drafts a report for the Provost after conducting interviews, focus groups, evaluating the anonymous 360 survey and assessing the administrator's self evaluation.

5. Provost meets 1:1 with administrator under review to discuss feedback and action items.

6. Provost sends brief letter to college/unit summarizing strengths & opportunities for change

7. Administrator discusses results with college/unit & how they will respond to opportunities for change



Three-Year Reviews

Fall 2025	Spring 2026	Fall 2026	Spring 2027	Fall 2027	Spring 2028	Fall 2028	Spring 2029
Brian Ahn	Lori Poloni- Staudinger	Kirsten Limesand	Lisa Elfring	John Pollard	Julie Funk	Michael Abecassis	Jenna Rickus
	Karthik Kannan	Shan Sutton		Jenny Lee	Gary Packard	David Hahn	Hasan Elahi
		Nancy Pollock-Ellwand		Frederic Wondisford		Kris Wong Davis	TBD-newly hired deans & ED for UAIR
		A-P Durand		Jenna Hatcher		Amanda Kraus	Marla Franco
		Iman Hakim					Levi Esquerra

Five Year Reviews

Spring 2026	Fall 2026	Spring 2027	Fall 2027	Spring 2028	Fall 2028	Spring 2029	Fall 2029	Spring 2030	Fall 2030	Spring 2031
Greg Heileman	Carmie Garziona		Brian Ahn	Lori Poloni- Staudinger	Kirsten Limesand	Lisa Elfring	John Pollard	Julie Funk	Michael Abescassis	Jenna Rickus
Andrea Romero				Karthik Kannan	Shan Sutton		Jenny Lee		David Hahn	Hasan Elahi
					Nancy Pollock-Ellwand		Frederic Wondisford		Amanda Kraus	TBD-newly hired deans & ED for UAIR
					A-P Durand		Jenna Hatcher		Kris Wong Davis	Marla Franco
					Iman Hakim					Levi Esquerra

Administrator	Role/Department	Three-Year Review	Five-Year Review
Greg Heileman	Vice Provost - Academic Affairs	N/A	Spring 2026
Andrea Romero	Vice Provost - Faculty Affairs	N/A	Spring 2026
Carmie Garzione	Dean - College of Science	N/A	Fall 2026
Brian Ahn	Dean - College of Nursing	Fall 2025	Fall 2027
Lori Poloni-Staudinger	Dean - SBS	Spring 2026	Spring 2028
Karthik Kannan	Dean - Eller College of Management	Spring 2026	Spring 2028
Kirsten Limesand	VP and Dean - Graduate Education	Fall 2026	Fall 2028
Shan Sutton	Dean - University Libraries	Fall 2026	Fall 2028
Nancy Pollock-Ellwand	Dean - CAPLA	Fall 2026	Fall 2028
A-P Durand	Dean - College of Humanities	Fall 2026	Fall 2028
Iman Hakim	Dean - Mel and Enid Zuckerman College of Public Health	Fall 2026	Fall 2028
Lisa Elfring	Vice Provost - UCATT	Spring 2027	Spring 2029
John Pollard	Dean - W.A. Franke Honors College	Fall 2027	Fall 2029
Jenna Hatcher	Vice Provost and Special Advisor - Campus Community Connections	Fall 2027	Fall 2029
Jenny Lee	VP and Dean - Arizona International	Fall 2027	Fall 2029
Frederic Wondisford	Dean - College of Medicine Phoenix	Fall 2027	Fall 2029
Julie Funk	Dean - College of Veterinary Medicine	Spring 2028	Spring 2030
Michael Abescassis	Dean - College of Medicine Tucson	Fall 2028	Fall 2030
Kris Wong Davis	Vice President and Dean of Admissions - Enrollment Management	Fall 2028	Fall 2030
Amanda Kraus	Vice President - Student Affairs	Fall 2028	Fall 2030
David Hahn	Dean - College of Engineering	Fall 2028	Fall 2030
Hasan Elahi	Dean - Arizona Arts	Spring 2029	Spring 2031



Administrator	Role/Department	Three-Year Review	Five-Year Review
TBD-	Dean - Optical Sciences	Spring 2029	Spring 2031
TBD	Executive Director – UAIR	Spring 2029	Spring 2031
TBD	Dean - Pharmacy	Spring 2029	Spring 2031
TBD	Dean - College of Agriculture, Life & Environmental Sciences	Spring 2029	Spring 2031
TBD	Dean - Education	Spring 2029	Spring 2031
TBD	Dean - Information Sciences	Spring 2029	Spring 2031
TBD	Dean - Law	Spring 2029	Spring 2031
TBD	Senior Vice Provost for Online Initiatives	Spring 2028	Spring 2030
TBD	Vice Provost for Health Programs	TBD	TBD
Jenna Rickus	Senior Vice Provost	Spring 2029	Spring 2031
Levi Esquerra	Special Advisor – Native American Affairs	Spring 2029	Spring 2031
Marla Franco	Special Advisor – Hispanic Serving Institution Initiatives	Spring 2029	Spring 2031
NOTE: All TBDs are currently interim positions			



Thank you

provost@arizona.edu