

BOT President's Evaluation DRAFT REV

Florida A&M University President's Evaluation

Directions: Please complete each question, providing quantitative and qualitative feedback for each evaluation factor:

- Annual Priorities and Goals
- Strategic and Academic Leadership
- Organizational Management
- Financial Management
- Communication
- Relations
- Personal Values

Each factor contains sub-factors that are to be rated on the following scale:

- **Superior (5):** Significantly and consistently exceeds expectations. Quality and quantity of work is exemplary and considered best practice.
- **Above Average (4):** Significantly exceed expectations in most areas. Many functions are performed beyond expectations.
- **Average (3):** Competently performs job functions. Some tasks are performed beyond expectations.
- **Below Average (2):** Inconsistently demonstrates the skills and abilities to perform job functions.
- **Poor (1):** Consistently demonstrates the inability to perform job functions.

Annual Priorities and Goals (Goals 1-4)

Please rate how effective the President was in attaining annual goals (Goal 1):

	Superior (5)	Above Average (4)	Average (3)	Below Average (2)	Poor (1)
Goal 1: Achieve an overall score on the metrics evaluated under the Performance Based Funding Model of at least 71 points for 2019-20 (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide feedback on Goal 1:

Please rate how effective the President was in attaining annual goals (Goal 2):

	Superior (5)	Above Average (4)	Average (3)	Below Average (2)	Poor (1)
Goal 2: Increase the University's four-year graduation rate from 22.5% to 30% (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide feedback on Goal 2:

Please rate how effective the President was in attaining annual goals (Goal 3):

	Superior (5)	Above Average (4)	Average (3)	Below Average (2)	Poor (1)
Goal 3: Achieve first-time licensure pass rates that meet or exceed state or national benchmarks (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide feedback on Goal 3:

Please rate how effective the President was in attaining annual goals (Goal 4):

	Superior (5)	Above Average (4)	Average (3)	Below Average (2)	Poor (1)
Goal 4: Increase annual giving by 5% and continue plans to launch a capital campaign (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide feedback on Goal 4:

Annual Priorities and Goal (Goal 5)

Please rate how effective the President was in attaining annual goals (Goal 5a):

Goal 5a: Implement the University's comprehensive service excellence plan to improve customer service in key administrative units:

	Superior (5)	Above Average (4)	Average (3)	Below Average (2)	Poor (1)
Including developing training for development of services, creating service excellence standards, development of a service excellence program, and development of a recognition program (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please rate how effective the President was in attaining annual goals (Goal 5b):

Goal 5b: Increase the percentage of graduates reporting they are Very Satisfied/Somewhat Satisfied with services in key administrative units on the Exit Survey:

	Superior (5)	Above Average (4)	Average (3)	Below Average (2)	Poor (1)
Advising Process from 67% to 70% (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office of Parking Services from 46% to 60% (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office of Financial Aid from 54% to 65% (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Registrar's Office from 79% to 80% (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing Office from 57% to 60% (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide feedback on Goal 5 (5a & 5b):

Annual Priorities and Goals (Goals 6-9)

Please rate how effective the President was in attaining annual goals (Goal 6):

	Superior (5)	Above Average (4)	Average (3)	Below Average (2)	Poor (1)
Goal 6: Increase enrollment of FCS AA transfer students from 886 to 975. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide feedback on Goal 6:

Please rate how effective the President was in attaining annual goals (Goal 7):

	Superior (5)	Above Average (4)	Average (3)	Below Average (2)	Poor (1)
Goal 7: Increase total R&D expenditures by 1%. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide feedback on Goal 7:

Please rate how effective the President was in attaining annual goals (Goal 8):

	Superior (5)	Above Average (4)	Average (3)	Below Average (2)	Poor (1)
Goal 8: Ensure completion of CASS and residence hall on time and within budget. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide feedback on Goal 8:

Please rate how effective the President was in attaining annual goals (Goal 9):

	Superior (5)	Above Average (4)	Average (3)	Below Average (2)	Poor (1)
Goal 9: Strengthen the University's financial health by achieving or exceeding a minimum debt coverage ratio ≥ 1.0 . (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide feedback on Goal 9:

Strategic and Academic Leadership

Strategic and Academic Leadership contains no sub-factors.

How effective is the President in **Strategic and Academic Leadership**:

	Superior (5)	Above Average (4)	Average (3)	Below Average (2)	Poor (1)
Uses data to make timely, informed decisions that drive a culture of improvement in academic and administrative areas (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leads stakeholders in implementing strategic initiatives (short-term and long-term) that achieve a competitive advantage (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encourages and enables innovation in academic offerings (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understands the educational needs of FAMU's population and advocates for student support (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Appropriately handles crisis and ensures that contingency plans are in place to avert or plan for future crisis (8)

Understanding and ability to stand firm in decisions or to make quick changes, as appropriate (9)

Please provide feedback regarding the President's performance in **Strategic and Academic Leadership**.

Organizational Management

Organizational Management contains no sub-factors

How effective is the President in **Organizational Management**:

	Superior (5)	Above Average (4)	Average (3)	Below Average (2)	Poor (1)
Builds and oversees a highly-effective leadership team that takes responsibility, sets and achieves goals that advance the University's mission (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintains a culture of compliance and accountability by holding others to the highest standard of professional and ethical responsibility (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sets clear priorities and holds people accountable to outcomes, timelines, and checkpoints; follows up to ensure successful completion of objectives (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide feedback regarding the President's performance in **Organizational Management**.

Financial Management

Financial Management contains two sub-factors: Fiscal Responsibility and Fundraising.

How effective is the President in **Fiscal Administration**:

	Superior (5)	Above Average (4)	Average (3)	Below Average (2)	Poor (1)
Takes a long-term, data-driven approach to financial management that ensures the long-term viability of the university (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Drives efficiencies and evidences sound management practices to carefully and effectively control and provide oversight of expenditures (includes: development of a budget model, create operating balances, clear audits, etc.) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How effective is the President in **Fundraising**:

	Superior (5)	Above Average (4)	Average (3)	Below Average (2)	Poor (1)
Develops an infrastructure of personnel and resources to support a strategic fundraising framework (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Builds strong relationships with donors and actively seeks an increased level of contributions required to support the institution (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Facilitates developing relationships that bring grants to the university from governmental and private-sector entities (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide feedback regarding the President's performance in **Financial Management**.

Communication

Communication contains no sub-factors.

How effective is the President in Communication:

	Superior (1)	Above Average (2)	Average (3)	Below Average (4)	Poor (5)
Is a sincere and earnest communicator who wins hearts and minds of audiences through painting a compelling future vision for the university (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effectively communicates how external forces drive internal changes (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encourages communication from multiple stakeholders that creates an inclusive and collaborative culture, including faculty, staff, students, alumni and external stakeholders (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide feedback regarding the President's performance in Communication.

Relations

Relations contains two sub-factors: Internal and External Relations and Board and Governance Relations

How effective is the President in Internal and External Relations:

	Superior (5)	Above Average (4)	Average (3)	Below Average (2)	Poor (1)
Actively works to build and protect the positive aspects of the culture and ensures consistency across the institution (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Crafts a shared vision that reflects the views of all key stakeholders (including faculty, staff, students, alumni and external stakeholders) and articulates a clear strategy that guides action (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creates a common standard with faculty and staff to raise academic standing (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Partners with external organizations to build	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

relationships
that deliver
on
revitalization
efforts and
continue
and/or
increase
research and
community
engagement
opportunities
(5)

Builds strong
relationships
with
stakeholders
(including
faculty, staff,
students,
alumni and
external
stakeholders)
that
demonstrate
trust (6)



How effective is the President in Board and Governance Relations:

	Superior (5)	Above Average (4)	Average (3)	Below Average (2)	Poor (1)
Partners and communicates effectively with governing bodies (Board of Trustees, Board of Governors, DSOs, SACSCOC, NCAA, etc.) and elected officials (local, state and national) to identify strategic priorities (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participates in academic governance and collaborative decision making (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide feedback regarding the President's performance in **Relations (Internal and External; Board and Governance)**.

Personal Values

Personal Values contains no subfactors

How effective is the President in **Personal Values**:

	Superior (5)	Above Average (4)	Average (3)	Below Average (2)	Poor (1)
Exhibits honest and integrity (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inspires trust and confidence (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Respects others and diverse points of view (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is an active and engaged listener to discern where additional communication is required (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide feedback regarding the President's performance in **Personal Values**.

What have been the President's major accomplishments in the leadership of the institution over the last year?

What would enhancements would you suggest to improve the President's effectiveness?
