BOT President's Evaluation 2020

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	Above Average	Average	Below Average	Poor
Goal 1: Achieve an overall score on the metrics evaluated under the Performance Based Funding Model of at least 71 points for 2019-20	○	○	○	○	○

Please provide feedback on Goal 1:

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

	Superior	Above Average	Average	Below Average	Poor
Goal 2: Increase the University's four-year graduation rate from 22.5% to 30%	○	○	○	○	○

Please provide feedback on Goal 2:

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

	Superior	Above Average	Average	Below Average	Poor
Goal 3: Achieve first-time licensure pass rates that meet or exceed state or national benchmarks	○	○	○	○	○

Please provide feedback on Goal 3:

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

	Superior	Above Average	Average	Below Average	Poor
Goal 4: Increase annual giving by 5% and continue plans to launch a capital campaign	○	○	○	○	○

Please provide feedback on Goal 4:

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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	Above Average	Average	Below Average	Poor
Development and implementation of training and service excellence programs; initiate preliminary benchmarking; and monitor service excellence (*President Robinson to provide a self-assessment response that addresses the comprehensive implementation of the customer service strategy across the full enterprise*)	○	○	○	○	○

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	Above Average	Average	Below Average	Poor
Advising Process from 67% to 70%	○	○	○	○	○
Office of Parking Services from 46% to 60%	○	○	○	○	○
Office of Financial Aid from 54% to 65%	○	○	○	○	○
Registrar's Office from 79% to 80%	○	○	○	○	○
Housing Office from 57% to 60%	○	○	○	○	○

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

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Annual Priorities and Goals (Goals 6-9)

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

	Superior	Above Average	Average	Below Average	Poor
Goal 6: Increase enrollment of FCS AA transfer students from 886 to 975.	○	○	○	○	○

Please provide feedback on Goal 6:

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

	Superior	Above Average	Average	Below Average	Poor
Goal 7: Increase total R&D expenditures by 1%.	○	○	○	○	○

Please provide feedback on Goal 7:

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

	Superior	Above Average	Average	Below Average	Poor
Goal 8: Ensure completion of CASS and residence hall on time and within budget.	○	○	○	○	○

Please provide feedback on Goal 8:

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

	Superior	Above Average	Average	Below Average	Poor
Goal 9: Strengthen the University's financial health by achieving or exceeding a minimum debt coverage ratio >= 1.0.	○	○	○	○	○

Please provide feedback on Goal 9:

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Strategic and Academic Leadership

Strategic and Academic Leadership contains no sub-factors.

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

	Superior	Above Average	Average	Below Average	Poor
Uses data to make timely, informed decisions that drive a culture of improvement in academic and administrative areas	○	○	○	○	○
Leads stakeholders in implementing strategic initiatives (short-term and long-term) that achieve a competitive advantage	○	○	○	○	○
Encourages and enables innovation in academic offerings	○	○	○	○	○
Understands the educational needs of FAMU's population and advocates for student support	○	○	○	○	○

Appropriately handles crisis and ensures that contingency plans are in place to avert or plan for future crisis	○	○	○	○	○
Understanding and ability to stand firm in decisions or to make quick changes, as appropriate	○	○	○	○	○

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

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Organizational Management

Organizational Management contains no sub-factors

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

	Superior	Above Average	Average	Below Average	Poor
Builds and oversees a highly-effective leadership team that takes responsibility, sets and achieves goals that advance the University's mission	○	○	○	○	○
Maintains a culture of compliance and accountability by holding others to the highest standard of professional and ethical responsibility	○	○	○	○	○
Sets clear priorities and holds people accountable to outcomes, timelines, and checkpoints; follows up to ensure successful completion of objectives	○	○	○	○	○

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

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Financial Management

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

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

	Superior	Above Average	Average	Below Average	Poor
Takes a long-term, data-driven approach to financial management that ensures the long-term viability of the university	○	○	○	○	○
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.)	○	○	○	○	○

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

	Superior	Above Average	Average	Below Average	Poor
Develops an infrastructure of personnel and resources to support a strategic fundraising framework	○	○	○	○	○
Builds strong relationships with donors and actively seeks an increased level of contributions required to support the institution	○	○	○	○	○
Facilitates developing relationships that bring grants to the university from governmental and private-sector entities	○	○	○	○	○

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

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Communication

Communication contains no sub-factors.

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

	Superior	Above Average	Average	Below Average	Poor
Is a sincere and earnest communicator who wins hearts and minds of audiences through painting a compelling future vision for the university	○	○	○	○	○
Effectively communicates how external forces drive internal changes	○	○	○	○	○
Encourages communication from multiple stakeholders that creates an inclusive and collaborative culture, including faculty, staff, students, alumni and external stakeholders	○	○	○	○	○

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

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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	Above Average	Average	Below Average	Poor
Actively works to build and protect the positive aspects of the culture and ensures consistency across the institution	○	○	○	○	○
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	○	○	○	○	○
Creates a common standard with faculty and staff to raise academic standing	○	○	○	○	○
Partners with external organizations to build relationships that deliver on revitalization efforts and continue and/or increase research and community engagement opportunities	○	○	○	○	○

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

How effective is the President in **Board and Governance Relations**:

	Superior	Above Average	Average	Below Average	Poor
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	○	○	○	○	○
Participates in academic governance and collaborative decision making	○	○	○	○	○

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

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Personal Values

Personal Values contains no sub-factors

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

	Superior	Above Average	Average	Below Average	Poor
Exhibits honest and integrity	○	○	○	○	○
Inspires trust and confidence	○	○	○	○	○
Respects others and diverse points of view	○	○	○	○	○
Is an active and engaged listener to discern where additional communication is required	○	○	○	○	○

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

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

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

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