

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

Leadership

Management

Fundraising

Communication

Relations

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

Please rate how effective the President was in attaining annual goals (Goals 1-4):

	Superior	Above Average	Average	Below Average	Poor
<p>Goal 1: Achieve an overall score on the metrics evaluated under the Performance Based Funding Model of at least 71 points for 2019-20 and moving to 80 points for 2020-21</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Goal 2: Increase the University's four-year graduation rate from 22.5% to 30%</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Goal 3: Achieve first-time licensure pass rates that meet or exceed state or national benchmarks</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Goal 4: Increase annual giving by 5% and continue plans to launch a capital campaign</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Annual Priorities and Goals, cont.

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

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

	Superior	Above Average	Average	Below Average	Poor
Deliver training for development of service excellence standards for each Critical Point of Contact (CPOC).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Create service excellence standards for each CPOC.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Develop service excellence program to develop, implement, and monitor service excellence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Establish service excellence program to develop, implement, and monitor service excellence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Initiate preliminary benchmarking for the development of recognition program	<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 5):

Goal 5b: Increase the percentage of graduate 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%	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office of Parking Services from 46% to 60%	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office of Financial Aid from 54% to 65%	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Registrar's Office from 79% to 80%	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing Office from 57% to 60%	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Annual Priorities and Goals, cont.

Please rate how effective the President was in attaining annual goals (Goals 6-9):

	Superior	Above Average	Average	Below Average	Poor
<p>Goal 6: Increase enrollment of FCS AA transfer students from 886 to 975.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Goal 7: Increase total R&D expenditures by 1%.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Goal 8: Ensure completion of CASS and residence hall on time and within budget.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>Goal 9: Strengthen the University's financial health by achieving or exceeding a minimum debt coverage ratio ≤ 1.0.</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide feedback regarding the President's performance on **attaining** annual goals.

Please provide feedback regarding the President's performance on **communicating** annual goals.

Leadership

Leadership contains no sub-factors.

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

	Superior	Above Average	Average	Below Average	Poor
Discerns the meaning of trends and determines best how FAMU can thrive within them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leads stakeholders in strategic initiatives that drive the forces of change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encourages and enables innovation in academic offerings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assures academic quality by using evidence to improve performance	<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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

Management

Management contains two sub-factors: Organizational Management Financial Management

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

	Superior	Above Average	Average	Below Average	Poor
Holds others to the highest standard of professional and ethical responsibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is an inspirational communicator who wins hearts and minds of audiences through painting a compelling future vision for the university	<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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	Superior	Above Average	Average	Below Average	Poor
Takes a long-term, data-driven approach to financial management	<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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

Fundraising

Fundraising contains no sub-factors.

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

	Superior	Above Average	Average	Below Average	Poor
Actively seeks an increased level of contributions required to support the institution	<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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

Communication

Communication contains no sub-factors.

How effective is the President in Communication:

	Superior	Above Average	Average	Below Average	Poor
Is an inspirational communicator who wins hearts and minds of audiences through painting a compelling future vision for the university	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communicate external trends effectively to elicit participation from others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effectively communicates how external forces drive internal changes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Relations

Relations contains two sub-factors:

Internal and External Relations

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	<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 and articulates a clear strategy that guides action and keeps individual behavior on track	<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	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Partners with external organizations to build relationships that deliver on revitalization efforts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Partners with external organizations to build relationships to continue and increase research and community service opportunities

Builds strong relationships that demonstrate trust

How effective is the President in Board and Governance Relations:

	Superior	Above Average	Average	Below Average	Poor
Partners effectively with the Board of Trustees to identify strategic priorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participates in academic governance and collaborative decision making	<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.

What advice would you give the President on his leadership of FAMU?
