President E	VALUATION FORM
PART I – AD	MINISTRATIVE DATA
Name: President Beverlee McClure	Type of Report: President's evaluation
Title:	Period Covered From: May 2015 To:
PARTII	-RATING SCALE
Please rate the President on the following criter 5 – Superior 4 – Above Average	
	REFORMANCE FACTORS
Commitment to Institutional/System Evidence an understanding of the mission of the idemands placed on it.	
b. Demonstrates a personal sense of responsibility for achieve success.	
c. Concern for the general welfare of the institution.d. Develops innovative ways to accomplish the miss	
COMMENT:	6
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2.	LE	ADERSHIP ABILITY:					
	a.	Identifies needs of the institution and develops, implements plans and programs to address those needs.	5	4	3	2	1
	b.	Develops plans and programs to enhance the quality of the institution.	5	4	3	2	1
	C.	Encourages the development of innovative programs to meet changing needs of constituents.	5	4	3	2	1
	d.	Based upon the President's leadership, faculty and staff have confidence in the future of the University.	5	4	3	2	1
	e.	The President is effective in resolving significant problems,	5	4	3	2	1
	f.	The President's leadership has a positive influence on employee morale and performance.	5	4	3	2	1
	g.	Fosters an environment that stimulates teaching, learning, scholarship, professional development and the pursuit of support to enhance academic programs and innovation.	5	4	3	2	1
	h.	Willing to break from the "Status Quo" and implement new ideas.	5	4	3	2	
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3.	M	ANAGEMENT EFFECTIVENESS:					
	a.	Effectively executes and implements the educational, administrative and fiscal policies, procedures, directives, and programs adopted by the administration/Board for the governance of the University.	5	4	3	2	1
	b.	Exhibits effective management skills to identify problem areas, weaknesses, and strengths of the institution.	5	4	3	2	I
	c.	Works effectively to maintain high morale among subordinates and between herself, her staff, and others within the University.	5	4	3	2	1
	d.	The President is effective in adapting to and coordinating University responses to necessary change.	5	4	3	2	1
	e.	The President strives to maintain faculty, administrators and staff salaries at a competitive level.	5	4	3	2	1
	f.	The President makes effective use of, and allocates all resources (finances, personnel, equipment, space.)	5	4	3	2	1
	g.	Plans and prepares for the unexpected.	5	4	3	2	1
	h.	Exercises appropriate judgment in the appointment and retention of senior institution personnel.	5	4	3	2	1
	i.	Delegates effectively, ensuring decisions are made at an appropriate level in the institution while maintaining sufficient accountability.	5	4	3	2	1
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4	10.	NA					
4.	FIS	SCAL MANAGEMENT:					
	a.	Prepares and presents a consolidated budget of the University to the Board.	5	4	3	2	1
	b.	Assumes and retains control at all times over the budgets of the University, as approved by the Board.	5	4	3	2	1
	c.	Moves quickly to correct fiscal problems.	5	4	3	2	1
	d.	The President is well prepared and informed when presenting budgetary and programmatic requests/reports to the Board.	5	4	3	2	1
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5.	DA	ILY DECISION-MAKING/PROBLEM SOLVING:					
	a.	Identifies problem areas before they escalate into a crisis.	5	4	3	2	1
	b.	Makes sound decisions when critical situations occur.	5	4	3	2	1
	C.	Acts promptly to resolve or report problems to the Board.	5	4	3	2	1
	d.	Looks at problems with clarity, logic, and coolness and makes decisions based on facts.	5	4	3	2	1
	e.	Looks ahead, plans adequately, and avoids procrastination in the decision making process.	5	4	3	2	1
	f.	Considers ideas from various sources and chooses the best solution.	5	4	3	2	1
C	OM	MENT:					
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6.	н	MAN RELATIONS/COMMUNICATION SKILLS:					
	a.	Maintains good relations with students, faculty, staff and alumni-	5	4	3	2	1
	b.	The President has a professional image in state government.	5	4	3	2	1
	c.	The President builds a positive relationship through open communication with external groups and agencies including the community and media.	5	4	3	2	1
	d.	The President involves and interacts with students on campus.	5	4	3	2	1
	e.	The President keeps the Board informed about matters affecting the institution.	<u>5</u>	4	3	2	1
	f.	Understands and is responsive to the community of which the Institution is a part.	<u>5</u>	4	3	2	1
	g.	Effectively serves as spokesperson for the institution.	<u>5</u>	4	3	2	1
	h.	Is involved in appropriate community activities.	<u>5</u>	4	3	2	
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7. Fu :	NDRAISING:	
a.	Directs and encourages fundraising from private, corporate and public sources.	5 4 3 2 1
b.	Is effective in fundraising and in developing alumni support.	5 4 3 2 1
COMM	ENT:	
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8. AC	CADEMIC QUALITY & AC	COUNTABILITY:					
a.	Develops and seeks to implement to accomplishing the mission of the of the community and state.	programs and courses that contribute he university, while serving the needs	5	4	3	2	1
b.	Has process in place for effective requiring accreditation.	ly monitoring programs	5	4	3	2	1
c.	Respects academic freedom.		5	4	3	2	1
d.	Promotes academic growth through agreements, grantsmanship, dev	ugh research, collaborative elopment of patents, etc.	5	4	3	2	1
e.	Promotes the general academic	welfare of the university.	5	4	3	2	1
COMM	MENT:	2			_		
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Name	OF RATED PERSON:	SIGNATURE:	DAT	E:			
Name	OF EVALUATOR:	SIGNATURE:	DAT	E:			

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President Ev	ALUATION F	ORM				
PART I – ADM	INISTRATIVE DATA			2213	松河	ARCHIES
Name:	Type of Report:					
Title: Da Benverker McChune	Period Covered From:		То:			
Alar dent						
Please rate the President on the following criteria	Average 1	2-Relow	Airera	σÀ	1.	-Poor uation.
PART III – PERF	ORMANCE FACTOR	RS			-	
 a. Evidence an understanding of the mission of the instidemands placed on it. b. Demonstrates a personal sense of responsibility for heachieve success. c. Concern for the general welfare of the institution. d. Develops innovative ways to accomplish the mission OMMENT:	tution and the special	5 5 5 5	4	3 3 3 3	2 2 2	
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2.	LE	ADERSHIP ABILITY:					
	a.	Identifies needs of the institution and develops, implements plans and programs to address those needs.	5	4	3	2	
	b.	Develops plans and programs to enhance the quality of the institution.	5	4	3	2	1
	c.	Encourages the development of innovative programs to meet changing needs of constituents.	5	4	3	2	1
	d.	Based upon the President's leadership, faculty and staff have confidence in the future of the University.	5	4	3	2	1
	e.	The President is effective in resolving significant problems.	5	4	3	2	1
	f.	The President's leadership has a positive influence on employee morale and performance.	5	4	3	2	1
	g.	Fosters an environment that stimulates teaching, learning, scholarship, professional development and the pursuit of support to enhance academic programs and innovation.	5	4	3	2	1
	h.	Willing to break from the "Status Quo" and implement new ideas.	5	4	3	2	
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3.	M	ANAGEMENT EFFECTIVENESS:					
	a.	Effectively executes and implements the educational, administrative and fiscal policies, procedures, directives, and programs adopted by the administration/Board for the governance of the University.	5	4	3	2	1 -
	b.	Exhibits effective management skills to identify problem areas, weaknesses, and strengths of the institution.	5	4	3	2	1
	c.	Works effectively to maintain high morale among subordinates and between herself, her staff, and others within the University.	5	4	3	2	1
	d.	The President is effective in adapting to and coordinating University responses to necessary change.	5	4	3	2	1
	e.	The President strives to maintain faculty, administrators and staff salaries at a competitive level.	5	4	3	2	1
	f.	The President makes effective use of, and allocates all resources (finances, personnel, equipment, space.)	5	4	3	2	1
	ġ.	Plans and prepares for the unexpected.	5	4.	3	2	1
	h.	Exercises appropriate judgment in the appointment and retention of senior institution personnel.	5	4	3	2	1
	i.	Delegates effectively, ensuring decisions are made at an appropriate level in the institution while maintaining sufficient accountability.	5	4	3	2	1
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4.	Fr	SCAL MANAGEMENT:					
	a. b.	Prepares and presents a consolidated budget of the University to the Board. Assumes and retains control at all times over the budgets of the University,	5 5	4	3	2	1
	υ.	as approved by the Board.	X				Ò
	c.	Moves quickly to correct fiscal problems.	5	4	3	2	1
	d.	The President is well prepared and informed when presenting budgetary and programmatic requests/reports to the Board.	5	4	3	2	1
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5	DA	ILY DECISION-MAKING/PROBLEM SOLVING:	I				
٥.	UA	LEE DECISION MARKING INCOLLEMENT SOLVENS.					
	a.	Identifies problem areas before they escalate into a crisis.	5	4	3	2	1
	b.	Makes sound decisions when critical situations occur.	5	4	3	2	1
	c.	Acts promptly to resolve or report problems to the Board.	5	4	3	2	1
	d.	Looks at problems with clarity, logic, and coolness and makes decisions based on facts.	5	4	3	2	1
	e.	Looks ahead, plans adequately, and avoids procrastination in the decision making process.	5	4	3	2	1
	f.	Considers ideas from various sources and chooses the best solution.	5	4	3	2.	1
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6,	H	UMAN RELATIONS/COMMUNICATION SKILLS:					
	a.	Maintains good relations with students, faculty, staff and alumni.	5	4	3	2	1
	Ь.	The President has a professional image in state government.	5	4	3	2	1
	c.	The President builds a positive relationship through open communication with external groups and agencies including the community and media.	5	4	3	2	1
	đ.	The President involves and interacts with students on campus.	5	4	3	2	1
	e.	The President keeps the Board informed about matters affecting the institution.	5	4	3	2	1
	f.	Understands and is responsive to the community of which the Institution is a part.	$\overset{5}{X}$	4	3	2	1
	g.	Effectively serves as spokesperson for the institution.	5 X	4	3	2	
	h.	Is involved in appropriate community activities.	<u>5</u>	4	3	2	
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7.	Ft	JNDRAISING	7.										
	a.	Directs and en	ncourages fundraisi s.	ing from pr	ivate, corpo	orate and		5	4	3	2	1	
i.	þ.	Is effective in	fundraising and in	developing	g alumni su	pport.	*	5	4	3	2	1	
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8.	A	CADEMIC QUALITY & AC	CCOUNTABILITY:					
	a.	Develops and seeks to implement o accomplishing the mission of of the community and state.	nt programs and courses that contribute the university, while serving the needs	5	4	3	2	1
	b.	Has process in place for effective requiring accreditation.	ely monitoring programs	5	4	3	2	1
	c.	Respects academic freedom.		5	4	.3	2	1
	d.	Promotes academic growth three agreements, grantsmanship, de	ough research, collaborative velopment of patents, etc.	5	4	3	2	1
	e.	Promotes the general academic	welfare of the university.	5	4	3	2	1
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	PA		IISTRATIVE DATA							
Vamo			Type of Report:	Evalua	tion					
itle .			Period Covered					_		
			From: 7-1-15		To: 3-	-1-16				
5 – Superior	President on the followard A – Above Avecas of 2 or 1 must be specified as a second se	owing criteria b rage 3-7 pecifically substa	Average intiated in Part IV	2-Below of the wri	Averag	e		Poc		
PART III – PERFORMANCE FACTORS 1. COMMITMENT TO INSTITUTIONAL/SYSTEM MISSION:										
	understanding of the m			5	4	3	2	1		
achieve suc	es a personal sense of recess. the general welfare of		elping the institution	5 5	4	3	2			
c. Concern to	the general wenare of	ino mantanon.								
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d. Develops in	novative ways to accon	nplish the mission of	of the institution.	-5	4	3	2			
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2. I	Ŀ	CADERSHIP ABILITY:						
a		Identifies needs of the institution and develops, implements plans and programs to address those needs.	5	4	3	2	1	
ł	ο.	Develops plans and programs to enhance the quality of the institution.	5	4	3	2	1	
C	o.	Encourages the development of innovative programs to meet changing needs of constituents.	5	4	3	2	1	
(i.	Based upon the President's leadership, faculty and staff have confidence in the future of the University.	5	4	3	2		
e	e.	The President is effective in resolving significant problems.	5	4	3	2	1	
f		The President's leadership has a positive influence on employee morale and performance.	5	4	3	2		
g	ζ.	Fosters an environment that stimulates teaching, learning, scholarship, professional development and the pursuit of support to enhance academic programs and innovation.	5	4	3	2	1	
h	1.	Willing to break from the "Status Quo" and implement new ideas.	5	4	3	2		
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3.	M	ANAGEMENT EFFECTIVENESS:					
	a.	Effectively executes and implements the educational, administrative and fiscal policies, procedures, directives, and programs adopted by the administration/Board for the governance of the University.	5	4	3	2	1
	b.	Exhibits effective management skills to identify problem areas, weaknesses, and strengths of the institution.	5	4	3	2	1
	C.	Works effectively to maintain high morale among subordinates and between herself, her staff, and others within the University.	5	4	3	2	1
	d.	The President is effective in adapting to and coordinating University responses to necessary change.	5	4	3	2	1
	e.	The President strives to maintain faculty, administrators and staff salaries at a competitive level.	5	4	3	2	1
	f.	The President makes effective use of, and allocates all resources (finances, personnel, equipment, space.)	5	4	3	2	1
	g.	Plans and prepares for the unexpected.	5	4	3	2	1
	h.	Exercises appropriate judgment in the appointment and retention of senior institution personnel.	5	4	3	2	1
	Ĩæ	Delegates effectively, ensuring decisions are made at an appropriate level in the institution while maintaining sufficient accountability.	5 ×	4	3	2	1
COI	MIM	IENT:				18	

4.	Fis	SCAL MANAGEMENT:					
	a.	Prepares and presents a consolidated budget of the University to the Board.	5	4	3	2	1
	b.	Assumes and retains control at all times over the budgets of the University, as approved by the Board.	5	4	3	2	1
	c.	Moves quickly to correct fiscal problems.	5	4	3	2	1
	d.	The President is well prepared and informed when presenting budgetary and programmatic requests/reports to the Board.	5	4	3	2	1
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5.	DA	ILY DECISION-MAKING/PROBLEM SOLVING:					
	a.	Identifies problem areas before they escalate into a crisis.	5	4	3	2	1
	b.	Makes sound decisions when critical situations occur.	5	4	3	2	1
	c.	Acts promptly to resolve or report problems to the Board.	5	4	3	2	1
	d.	Looks at problems with clarity, logic, and coolness and makes decisions based on facts.	5	4	3	2	1
	e.	Looks ahead, plans adequately, and avoids procrastination in the decision making process.	5	4	3	2	1
	f.	Considers ideas from various sources and chooses the best solution.	5	4	3	2	1
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6.	н	MAN RELATIONS/COMMUNICATION SKILLS:					
	a.	Maintains good relations with students, faculty, staff and alumni.	5	4	3	2	1
	b.	The President has a professional image in state government.	5	4	3	2	1
	C,	The President builds a positive relationship through open communication with external groups and agencies including the community and media.	5	4	3	2	1
	d.	The President involves and interacts with students on campus.	5	4	3	2	1
	e.	The President keeps the Board informed about matters affecting the institution.	5	4	3	2	1
	f.	Understands and is responsive to the community of which the Institution is a part.	<u>5</u>	4	3	2	
	g.	Effectively serves as spokesperson for the institution.	5	4	3	2	1
	h.	Is involved in appropriate community activities.	5	4	$\frac{3}{\Box}$	2	
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7. F	UNDRAISING;					
a.	Directs and encourages fundraising from private, corporate and public sources.	5	4	3	2	1
b	Is effective in fundraising and in developing alumni support.	5	4	3	2	1
COM	MENT:					
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8. ACADEMIC QUALITY & AC	CCOUNTABILITY:		7			
	t programs and courses that contribute the university, while serving the needs	5	4	3	2	1
b. Has process in place for effective requiring accreditation.	ely monitoring programs	5	4	3	2	1
c. Respects academic freedom.		5	4	3	2	1
d. Promotes academic growth throagreements, grantsmanship, de		5	4	3	2	1
e. Promotes the general academic	welfare of the university.	5	4	3	2	1
COMMENT.						
COMMENT:						
NAME OF DATED DEDOOM	SIGNATURE:	Dime				
Name of rated person: Dr. Beverlee McClure		DATE	•			
NAME OF EVALUATORS		Dame				
I IVANUE O PE B.VALHATOR!		DATE: 3-17-1				
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President Ev	ALUATION FORM
PART I – ADM	INISTRATIVE DATA
Name:	Type of Report: Annual Evaluation
Title	Period Covered
	From: July 2015 To: June 2016
PART II – I	RATING SCALE
	by placing an "x" in the appropriate box. -Average 2-Below Average 1-Poor stantiated in Part IV of the written performance evaluation.
	ORMANCE FACTORS
1. COMMITMENT TO INSTITUTIONAL/SYST	EM MISSION:
Evidence an understanding of the mission of the inst demands placed on it.	itution and the special 5 4 3 2 1
b. Demonstrates a personal sense of responsibility for lachieve success.	helping the institution 5 4 3 2 1
c. Concern for the general welfare of the institution.	5 4 3 2 1
d. Develops innovative ways to accomplish the mission	7.1
COMMENT:	
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2.	LE	EADERSHIP ABILITY:					
	a.	Identifies needs of the institution and develops, implements plans and programs to address those needs.	5	4	3	2	1
	b.	Develops plans and programs to enhance the quality of the institution.	5	4	3	2	1
	c.	Encourages the development of innovative programs to meet changing needs of constituents.	5	4	3	2	1
	d.	Based upon the President's leadership, faculty and staff have confidence in the future of the University.	5	4	3	2	1
	e.	The President is effective in resolving significant problems.	5	4	3	2	1
	f.	The President's leadership has a positive influence on employee morale and performance.	5	4	3	2	1
	g.	Fosters an environment that stimulates teaching, learning, scholarship, professional development and the pursuit of support to enhance academic programs and innovation.	5	4	3	2	1
	h.	Willing to break from the "Status Quo" and implement new ideas.	5	4	3	2	$\frac{1}{\Box}$
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3.	M	ANAGEMENT EFFECTIVENESS:					
	а.	Effectively executes and implements the educational, administrative and fiscal policies, procedures, directives, and programs adopted by the administration/Board for the governance of the University.	5	4	3	2	1
	b.	Exhibits effective management skills to identify problem areas, weaknesses, and strengths of the institution.	5	4	3	2	1
	c.	Works effectively to maintain high morale among subordinates and between herself, her staff, and others within the University.	5	4	3	2	1
	d.	The President is effective in adapting to and coordinating University responses to necessary change.	5	4	3	2	1
	e.	The President strives to maintain faculty, administrators and staff salaries at a competitive level.	5	4	3	2	1
	f.	The President makes effective use of, and allocates all resources (finances, personnel, equipment, space.)	5	4	3	2	1
	g.	Plans and prepares for the unexpected.	5	4	3	2	1
	h.	Exercises appropriate judgment in the appointment and retention of senior institution personnel.	5	4	3	2	1
	i.	Delegates effectively, ensuring decisions are made at an appropriate level in the institution while maintaining sufficient accountability.	5	4	3	2	1
COI	MM	IENT:					
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4.	Fr	SCAL MANAGEMENT:					
	a.	Prepares and presents a consolidated budget of the University to the Board.	5	4	3	2	1
	b.	Assumes and retains control at all times over the budgets of the University, as approved by the Board.	5	4	3	2	1
	c.	Moves quickly to correct fiscal problems.	5	4	3	2	1
	d.	The President is well prepared and informed when presenting budgetary and programmatic requests/reports to the Board.	5	4	3	2	1
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5.	DA	ILY DECISION-MAKING/PROBLEM SOLVING:	Z.				
	a.	Identifies problem areas before they escalate into a crisis.	5	4	3	2	1
	b.	Makes sound decisions when critical situations occur.	5	4	3	2	1
	c.	Acts promptly to resolve or report problems to the Board.	5	4	3	2	1
	d.	Looks at problems with clarity, logic, and coolness and makes decisions based on facts.	5	4	3	2	1
	e.	Looks ahead, plans adequately, and avoids procrastination in the decision making process.	5	4	3	2	1
	f.	Considers ideas from various sources and chooses the best solution.	5	4	3	2	1
C	OM	MENT:					
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6.	н	UMAN RELATIONS/COMMUNICATION SKILLS:					
	a.	Maintains good relations with students, faculty, staff and alumni.	5	4	3	2	1
	b.	The President has a professional image in state government.	5	4	3	2	1
	c.	The President builds a positive relationship through open communication with external groups and agencies including the community and media.	5	4	3	2	1
	d.	The President involves and interacts with students on campus.	5	4	3	2.	1
	e.	The President keeps the Board informed about matters affecting the institution.	5	4	3	2	
	f.	Understands and is responsive to the community of which the Institution is a part.	5	<u>4</u>	3	2	1
	g.	Effectively serves as spokesperson for the institution.	5	4	3	2	1
	h.	Is involved in appropriate community activities.	5	4	3	2	
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7.	Fu	INDRAISING:	
	a.	Directs and encourages fundraising from private, corporate and public sources. 5 4 3 2 1	
	b.	Is effective in fundraising and in developing alumni support. 5 4 3 2 1	
CO	MM	IENT:	
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Name of rated person: Beverlee McClure Name Of Evaluator:	SIGNATURE:	DATE:			
	SIGNATURE:	DATE:			
Name of rated person:	SIGNATURE:	DATE:			
COMMENT:					
e. Promotes the general academic w	elfare of the university.	5	4 3	2	
d. Promotes academic growth throu agreements, grantsmanship, deve	elopment of patents, etc.		4 3	2	1
c. Respects academic freedom.		<u> </u>	4 3	2	1
of the community and state. b. Has process in place for effectively requiring accreditation.	y monitoring programs	5	4 3	2	1
to accomplishing the mission of th	orograms and courses that contribute e university, while serving the needs	5	4 3	2	1
a. Develops and seeks to implement p					

PRESIDENT EVALUATION FORM									
PART I – ADM	INISTRATIVE DATA								
Name: Beville McClur	Type of Report:	AM	sal						
Name: Beside McClure Title: President	Period Covered From:		To:						
PART II – Please rate the President on the following criteria 5 – Superior 4 – Above Average 3	NOTE: All marks of 2 or 1 must be specifically substantiated in Part IV of the written performance evaluation.								
PART III – PERF	ORMANCE FACTOR	S							
COMMITMENT TO INSTITUTIONAL/SYST a. Evidence an understanding of the mission of the inst demands placed on it. b. Demonstrates a personal sense of responsibility for lachieve success.	itution and the special	5	4 3 4 3	2 2	1				
c. Concern for the general welfare of the institution.		5	4 3	2	1				
d. Develops innovative ways to accomplish the mission	n of the institution.		$\begin{array}{ccc} & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & & \\ & & \\ & & & \\ & \\ & & \\$	2	1				
COMMENT:									
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2.	L	EADERSHIP ABILITY:					
	a.	Identifies needs of the institution and develops, implements plans and programs to address those needs.	5	4	3	2	1
	b.	Develops plans and programs to enhance the quality of the institution.	5	4	3	2	
	c.	Encourages the development of innovative programs to meet changing needs of constituents.	5		3	2	1
	d.	Based upon the President's leadership, faculty and staff have confidence in the future of the University.	5	4	3	2	1
	e.	The President is effective in resolving significant problems.	5	4	3	2	1
	f.	The President's leadership has a positive influence on employee morale and performance.	5	ŽÍ	3	2	1
	g.	Fosters an environment that stimulates teaching, learning, scholarship, professional development and the pursuit of support to enhance academic programs and innovation.	5	4	3	2	1
	h.	Willing to break from the "Status Quo" and implement new ideas.	5	4	3	2	
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3.	M	ANAGEMENT EFFECTIVENESS:					
	a.	Effectively executes and implements the educational, administrative and fiscal policies, procedures, directives, and programs adopted by the administration/Board for the governance of the University.	5	4	3	2	1
	b.	Exhibits effective management skills to identify problem areas, weaknesses, and strengths of the institution.	5	4	3	2	1
	c.	Works effectively to maintain high morale among subordinates and between herself, her staff, and others within the University.	5	4	3	2	
	d.	The President is effective in adapting to and coordinating University responses to necessary change.	5	4	3	2	1
	e.	The President strives to maintain faculty, administrators and staff salaries at a competitive level.	5	4	3	2	
	f.	The President makes effective use of, and allocates all resources (finances, personnel, equipment, space.)	5	4	3.	2	
	g.	Plans and prepares for the unexpected.	5	4	3	2	1
	h.	Exercises appropriate judgment in the appointment and retention of senior institution personnel.	5	4	$\frac{X}{3}$	2	
	i.	Delegates effectively, ensuring decisions are made at an appropriate level in the institution while maintaining sufficient accountability.	5	4	$\frac{3}{3}$	2	
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4.	FI	SCAL MANAGEMENT:					
	a.	Prepares and presents a consolidated budget of the University to the Board.	5	4	3	2	1
	b.	Assumes and retains control at all times over the budgets of the University, as approved by the Board.	5	4	3	2	
	c.	Moves quickly to correct fiscal problems.	5	4	3	2	1
18	ď.	The President is well prepared and informed when presenting budgetary and programmatic requests/reports to the Board.	5	4	3	2	1
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5.	DA	ILY DECISION-MAKING/PROBLEM SOLVING:					
	a.	Identifies problem areas before they escalate into a crisis.	5	Ϋ́Í	3	2	1
	b.	Makes sound decisions when critical situations occur.	5	4	3	2	1
	c.	Acts promptly to resolve or report problems to the Board.	5	4	3	2	
	d.	Looks at problems with clarity, logic, and coolness and makes decisions based on facts.	5		3	2	1
	e.	Looks ahead, plans adequately, and avoids procrastination in the decision making process.	5	4	3	2	
	f.	Considers ideas from various sources and chooses the best solution.	5	4	3	2	
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0.	Щ	UMAN RELATIONS/COMMUNICATION SKILLS:					
	a.	Maintains good relations with students, faculty, staff and alumni.	5	4	3	2	1
	b.	The President has a professional image in state government.	5	4	3	2	1
	c.	The President builds a positive relationship through open communication with external groups and agencies including the community and media.	5	4	3	2	1
	d.	The President involves and interacts with students on campus.		4	3	2	1
	e.	The President keeps the Board informed about matters affecting the institution.		4	3	2	1
	f.	Understands and is responsive to the community of which the Institution is a part.	<u>5</u>	4	3	2	
	g.	Effectively serves as spokesperson for the institution.	<u>5</u>	4	3	2	
	h.	Is involved in appropriate community activities.	<u>\$</u>	4	3	2	
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7.	Ft	INDRAISING:					
	a.	Directs and encourages fundraising from private, corporate and public sources.	5	4	3	2	1
	b.	Is effective in fundraising and in developing alumni support.	5	4	3	2	1
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8.	AC	CADEMIC QUALITY & ACC	COUNTABILITY:					
	a.	Develops and seeks to implement to accomplishing the mission of the of the community and state.	programs and courses that contribute ne university, while serving the needs	5	4	3	2	1
	b.	Has process in place for effectivel requiring accreditation.	y monitoring programs	5	4	3	2	1
	c.	Respects academic freedom.		5	4	3	2	
	d.	Promotes academic growth throu agreements, grantsmanship, deve	igh research, collaborative elopment of patents, etc.	5	4	3	2	1
	e.	Promotes the general academic v	velfare of the university.	5	4	3	2	1
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President Ev	ALUATION FORM
PART I – ADMI	INISTRATIVE DATA
Name	Type of Report: Evaluation
Title	Period Covered From: To:
	10:
Please rate the President on the following criteria 5 – Superior 4 – Above Average 3	RATING SCALE by placing an "x" in the appropriate box. -Average 2-Below Average 1-Poor stantiated in Part IV of the written performance evaluation.
PART III – PERF	FORMANCE FACTORS
 1. COMMITMENT TO INSTITUTIONAL/SYST a. Evidence an understanding of the mission of the inst demands placed on it. b. Demonstrates a personal sense of responsibility for hachieve success. c. Concern for the general welfare of the institution. d. Develops innovative ways to accomplish the mission COMMENT:	titution and the special 5 4 3 2 1 2 3 4 4 4 4 4 4 4 4 4 4

2.	LE	EADERSHIP ABILITY:					
	a.	Identifies needs of the institution and develops, implements plans and programs to address those needs.	5	4	3	2	1
	b.	Develops plans and programs to enhance the quality of the institution.	5	4	3	2	1
	c.	Encourages the development of innovative programs to meet changing needs of constituents.	5	4	3	2	1
	d.	Based upon the President's leadership, faculty and staff have confidence in the future of the University.	5	4	3	2	1
	e.	The President is effective in resolving significant problems.	5	4	3	2	1
	f.	The President's leadership has a positive influence on employee morale and performance.	5	4	3	2	1
	g.	Fosters an environment that stimulates teaching, learning, scholarship, professional development and the pursuit of support to enhance academic programs and innovation.	5	4	3	2	1
	h.	Willing to break from the "Status Quo" and implement new ideas.	5	4	3	$\frac{2}{\Box}$	1
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4	. Fi	SCAL MANAGEMENT:					
	a.	Prepares and presents a consolidated budget of the University to the Board.	5	4	3	2	1
	b.	Assumes and retains control at all times over the budgets of the University, as approved by the Board.	5	4	3	2	1
	c.	Moves quickly to correct fiscal problems.	5	4	3	2	1
	d.	The President is well prepared and informed when presenting budgetary and programmatic requests/reports to the Board.	5	4	3	2	1
C	OMN	IENT:					
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5. DA	AILY DECISION-MAKING/I	PROBLEM SOLV	ING:					
a.	Identifies problem areas before	re they escalate into	a crisis.	5	4	3	2	1
Ь.	Makes sound decisions when	critical situations of	ccur.	5	4	3	2	1
c.	Acts promptly to resolve or re	eport problems to the	e Board.	5	4	3	2	1
d.	Looks at problems with clarit decisions based on facts.	y, logic, and coolne	ss and makes	5	4	3	2	1
e.	Looks ahead, plans adequated decision making process.	y, and avoids procra	astination in the	5	4	3	2	1
f.	Considers ideas from various	sources and choose	s the best solution.	5	4	3	2	1
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6.	Н	JMAN RELATIONS/COMMUNICATION SKILLS:					
	a.	Maintains good relations with students, faculty, staff and alumni.	5	4	3	2	1
	b.	The President has a professional image in state government.	5	4	3	2	1
	c.	The President builds a positive relationship through open communication with external groups and agencies including the community and media.	5	4	3	2	1
	d.	The President involves and interacts with students on campus.	5	4	3	2	1
	e.	The President keeps the Board informed about matters affecting the institution.	5	4	3	2	1
	f.	Understands and is responsive to the community of which the Institution is a part.	<u>5</u>	4	3	2	
	g.	Effectively serves as spokesperson for the institution.	<u>5</u>	4	3	2	
	h.	Is involved in appropriate community activities.	5	4	3	2	\perp
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7.	Fu	NDRAISING:	
	a.	Directs and encourages fundraising from private, corporate and public sources.	5 4 3 2 1
	b.	Is effective in fundraising and in developing alumni support.	5 4 3 2 1
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8. ACADEMIC QUALITY & ACC	COUNTABILITY:					
a. Develops and seeks to implement p to accomplishing the mission of the of the community and state.	programs and courses that contribute e university, while serving the needs	5	4	3	2	1
b. Has process in place for effectively requiring accreditation.	monitoring programs	5	4	3	2	1
c. Respects academic freedom.		5	4	3	2	1
d. Promotes academic growth throu agreements, grantsmanship, deve	gh research, collaborative clopment of patents, etc.	5	4	3	2	1
e. Promotes the general academic w	relfare of the university.	5	4	3	2	1
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Name of rated person:	SIGNATURE:	DATE				
Dr. Beverlee McClure		3-1	8-20	16		
Name Of Evaluator:		DATE	:			

President E	VALUATION FORM
PART I – AD	MINISTRATIVE DATA
Name	Type of Report: Performance Evaluation
Titl	Period Covered From: July 2015 To: March 2016
Please rate the President on the following criter 5 – Superior 4 – Above Average	- RATING SCALE ia by placing an "x" in the appropriate box. 3-Average 2-Below Average 1-Poor abstantiated in Part IV of the written performance evaluation.
PART III – PE	RFORMANCE FACTORS
 1. COMMITMENT TO INSTITUTIONAL/SYS a. Evidence an understanding of the mission of the indemands placed on it. b. Demonstrates a personal sense of responsibility for achieve success. c. Concern for the general welfare of the institution. d. Develops innovative ways to accomplish the mission. 	nstitution and the special or helping the institution 5 4 3 2 1

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2.	LE	EADERSHIP ABILITY:					
	a.	Identifies needs of the institution and develops, implements plans and programs to address those needs.	5	4	3	2	1
	Ь.	Develops plans and programs to enhance the quality of the institution.	5	4	3	2	1
	c,	Encourages the development of innovative programs to meet changing needs of constituents.	5	4	3	2	1
	d.	Based upon the President's leadership, faculty and staff have confidence in the future of the University.	5	4	3	2	1
	e.	The President is effective in resolving significant problems.	5	4	3	2	1
	f.	The President's leadership has a positive influence on employee morale and performance.	5	4	3	2	1
	g.	Fosters an environment that stimulates teaching, learning, scholarship, professional development and the pursuit of support to enhance academic programs and innovation.	5	4	3	2	1
	h.	Willing to break from the "Status Quo" and implement new ideas.	5	4	$\frac{3}{\Box}$	2	
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3.	M	ANAGEMENT EFFECTIVENESS:					
	a.	Effectively executes and implements the educational, administrative and fiscal policies, procedures, directives, and programs adopted by the administration/Board for the governance of the University.	5	4	3	2	1
	b.	Exhibits effective management skills to identify problem areas, weaknesses, and strengths of the institution.	5	4	3	2	1
	c.	Works effectively to maintain high morale among subordinates and between herself, her staff, and others within the University.	5	4	3	2	1_
	d.	The President is effective in adapting to and coordinating University responses to necessary change.	5	4	3	2	1
	e.	The President strives to maintain faculty, administrators and staff salaries at a competitive level.	5	4	3	2	1
	f.	The President makes effective use of, and allocates all resources (finances, personnel, equipment, space.)	5	4	3	2	1
	g.	Plans and prepares for the unexpected.	5	4	3	2	1
	h.	Exercises appropriate judgment in the appointment and retention of senior institution personnel.	5	4	3	2	1
	i.	Delegates effectively, ensuring decisions are made at an appropriate level in the institution while maintaining sufficient accountability.	5	4	3	2	1
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4.	FI	SCAL MANAGEMENT:					
	a.	Prepares and presents a consolidated budget of the University to the Board.	5	4	3	2	1
	b.	Assumes and retains control at all times over the budgets of the University, as approved by the Board.	5	4	3	2	1
	c.	Moves quickly to correct fiscal problems.	5	4	3	2	1
	d.	The President is well prepared and informed when presenting budgetary and programmatic requests/reports to the Board.	5	4	3	2	1
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	5. D	AILY DECISION-MAKING/PRO	DBLEM SOLVING:					
	a.	Identifies problem areas before th	ney escalate into a crisis.	5	4	3	2	Ţ
	b.	Makes sound decisions when criti-	ical situations occur.	5	4	3	2	
	C.	Acts promptly to resolve or report	t problems to the Board.	5	4	3	2	
ĺ	d.	Looks at problems with clarity, lo decisions based on facts.	ogic, and coolness and makes	5	4	3	2	1
	e.	Looks ahead, plans adequately, ar decision making process.	nd avoids procrastination in the	5	4	3	2	1
	f.	Considers ideas from various sour	rces and chooses the best solution.	5	4	3	2	1
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6.	HU	JMAN RELATIONS/COMMUNICATION SKILLS:					
	a.	Maintains good relations with students, faculty, staff and alumni.	5	4	3	2	1
	b.	The President has a professional image in state government,	5	4	3	2	1
	c.	The President builds a positive relationship through open communication with external groups and agencies including the community and media.	5	4	3	2	1
	d.	The President involves and interacts with students on campus.	5	4	3	2	1
	e.	The President keeps the Board informed about matters affecting the institution.	5	4	3	2	1
	f.	Understands and is responsive to the community of which the Institution is a part.	5	4	3	2	1
	g.	Effectively serves as spokesperson for the institution.	5	4	3	2	
	h.	Is involved in appropriate community activities.	5	4	$\frac{3}{\Box}$	2	
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7.	Fu	NDRAISING:					
	a.	Directs and encourages fundraising from private, corporate and public sources.	5	4	3	2	1
	b.	Is effective in fundraising and in developing alumni support.	5	4	3	2	1
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8.	AC	CADEMIC QUALITY & AC	COUNTABILITY:					
	a.	Develops and seeks to implement to accomplishing the mission of the of the community and state.	programs and courses that contribute ne university, while serving the needs	5	4	3	2	1
	b.	Has process in place for effective requiring accreditation.	y monitoring programs	5	4	3	2	1
	c.	Respects academic freedom.		5	4	3	2	1
	d.	Promotes academic growth throu agreements, grantsmanship, dev		5	4	3	2	1
	e.	Promotes the general academic v	welfare of the university.	5	4	3	2	1
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