

PERMANENT MEMORANDUM 75

GUIDELINES FOR EVALUATION OF CHANCELLORS OR EQUIVALENT

POLICY DIGEST

Monitoring Unit: Office of the President
Initially Issued: July 1, 2014

I. PURPOSE

This document sets forth standard procedures and criteria for the regular evaluation of each Chancellor or equivalent senior executive of a campus of LSU, in order to ensure, encourage, and support high quality individual and institutional performance.

II. CRITERIA FOR EVALUATION

General criteria for assessing the effectiveness of each Chancellor or equivalent senior campus executive will include, but are not limited to, factors related to the following:

- A. General administrative effectiveness
- B. Educational leadership and effectiveness
- C. Management of human, fiscal and physical resources effectiveness
- D. Internal relationships
- E. External relationships
- F. Working relationships with the LSU Office of the President, University Administration and other campuses
- G. Personal characteristics

III. EVALUATION PROCESS

The President will conduct, on behalf of the Board of Supervisors, an annual evaluation for each Chancellor or equivalent campus senior executive to review performance during the preceding year, assess progress towards goals, collect additional information, and develop goals for the next year.

Each Chancellor or equivalent campus senior executive

Regular tracking of improvement from year to year and periodic benchmarking against appropriate institutional peers are each critical elements for effective performance measurement. The data published annually in the LSU System Performance Metrics Report allow institutions to develop descriptive metrics and performance measures within the context of the mission of each campus, and will be used by the President to help assess institutional and individual performance.

Prior to meeting with the President for either the annual performance evaluation or the comprehensive

