

PROCEDURES FOR EVALUATING THE PRESIDENT

The evaluation of the President will be conducted on an annual basis, and shall consist of a planning session and an evaluation session, a self-assessment, a Board assessment of the President, and may from time to time include an opportunity for members of the internal or external community to provide information. At the conclusion, the evaluation should reflect performance separately as the head of the system and as head of the flagship campus.

Step 1. Planning Session

Annually, the President shall submit to the Board of Supervisors a set of goals for the ensuing year in a format to be indicated by the Board. The goals should be parsed according to system and campus, and should include expectations related to leadership of the academic and research enterprise, student enrollment and success, faculty and staff development, financial management, external relationships, athletics, and philanthropy.

Step 2. Self-Assessment

Prior to the evaluation session, the President shall provide a summary of the past year's activities in relation to the objectives provided in the planning session. The format and receipt will be at the discretion of the Board. This step should be conducted generally two months prior to the evaluation session.

Step 3. Board Assessment and Preparation for the Evaluation Session

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ANNUAL APPRAISAL FORM
OF THE PRESIDENT'S PERFORMANCE AND EFFECTIVENESS
LOUISIANA STATE UNIVERSITY

LEADERSHIP ABILITY

	Poor	Fair	Good	Excellent	Not Observed
Provides leadership in developing, communicating, and implementing.	1	2	3	4	N
Inspires others to do their best.	1	2	3	4	N
Delegates authority and responsibilities appropriately.	1	2	3	4	N
Builds teamwork among colleagues and subordinates.	1	2	3	4	N
Provides sound fiscal management.	1	2	3	4	N
Keeps current regarding trends and issues in higher education.	1	2	3	4	N
Contributes to developing and enhancing the academic quality of the university.	1	2	3	4	N

ADDITIONAL COMMENTS

DECISION MAKING AND PROBLEM SOLVING

	Poor	Fair	Good	Excellent	Not Observed
Consults with appropriate individuals before making decisions.	1	2	3	4	N
Gathers information needed for sound decision making.	1	2	3	4	N
Considers alternative solutions to problems before making a decision.	1	2	3	4	N
Makes sound decisions in a timely manner.	1	2	3	4	N

ADDITIONAL COMMENTS

CONCERN FOR FACULTY AND STAFF

	Poor	Fair	Good	Excellent	Not Observed
Recognizes and awards accomplishments of outstanding faculty and staff.	1	2	3	4	N
Creates a climate of respect and high morale.	1	2	3	4	N
Facilitates employees' professional development.	1	2	3	4	N
Listens carefully and asks questions when needed.	1	2	3	4	N
Is accessible to faculty and staff.	1	2	3	4	N
Responds to issues of concern to faculty.	1	2	3	4	N

ADDITIONAL COMMENTS

CONCERN FOR STUDENTS

	Poor	Fair	Good	Excellent	Not Observed
Communicates well with students.	1	2	3	4	N
Promotes an environment which nourishes individual student growth and achievement.	1	2	3	4	N
Assists faculty and staff in developing student leaders.	1	2	3	4	N
			3	4	N

Effectively recruits and selects appropriately qualified staff.

	Poor	Fair	Good	Excellent	Not Observed
Keeps all of the Supervisors timely informed of pressing issues.	1	2	3	4	N
Keeps all of the Supervisors timely informed of future issues.	1	2	3	4	N
Maintains a good relationship with members of the Board of Supervisors.	1	2	3	4	N
Facilitates the proper relationship between the Board of Supervisors and the Administration.	1	2	3	4	N