

**VIRGINIA STATE UNIVERSITY BOARD OF VISITORS
President's Evaluation Tool
2019-2020**

Board members are encouraged to include comments in every category of the evaluation. The comments are essential to the evaluation process as a means of providing feedback to the President.

1. Vision Mission & Strategies. The President sets clear vision, goals, and objectives for the University, takes a lead role in establishing effective long range planning processes, and regularly informs and reports to the Board on the progress of goals.

- Does Not Meet Expectations
- Meets Expectations
- Exceeds Expectations

Comments:

2. Management. The President promotes the institution's goals and objectives by setting priorities for action such as (1) ensuring the appropriate organizational structure to facilitate day to day operations, (2) selecting and cultivating qualified senior staff, and (3) supporting appropriate staffing. The President supports delegation of authority but maintains adequate supervision and demonstrates the abilities to act decisively, consult with others, and drive to consensus. In order to achieve expected outcomes, the President clearly communicates performance expectations and provides meaningful feedback to direct reports and staff.

- Does Not Meet Expectations
- Meets Expectations
- Exceeds Expectations

Comments:

3. Academic Leadership. The President sustains the vision of the institution as an 1890 land-grant institution with focus on students and the curriculum, the quality of the various educational programs, and high academic standards to accomplish the goal of better retention and graduation rates. As the academic leader of the institution, the President communicates well with students and promotes an environment which nurtures individual student growth as well as recognizes the role of academic freedom and intellectual diversity among faculty. The President promotes recruitment and retention of

high quality and able faculty on the basis of solid scholarship, and recognizes and awards accomplishments of outstanding faculty and staff.

- Does Not Meet Expectations
- Meets Expectations
- Exceeds Expectations

Comments:

4. General Leadership. The President keeps current on trends and issues in higher education. As a leader he inspires others to do their best in implementing new programs for the institution, appropriately delegates authority and responsibilities and effectively builds teamwork among colleagues and subordinates.

- Does Not Meet Expectations
- Meets Expectations
- Exceeds Expectations

Comments:

5. Budget and Finance. The President understands and controls the finances of the institution, pursues financial goals that are conducive to growth and advancement of the institution. The President handles funds in a responsible and ethical manner by setting appropriate priorities and allocating funds to programs and salaries in a fair and objective way, and maintains a balanced budget with clear financial accountabilities.

- Does Not Meet Expectations
- Meets Expectations
- Exceeds Expectations

Comments:

6. University Advancement. The President is an innovative creator of partnership ideas and effectively pursues and implements partnerships. He understands the institution's financial needs and articulates them to donors in diligent pursuit of private gifts and public appropriations. The President maintains adequate communication and relationships with institutional stakeholders such as alumni, donors,

business and community leaders, state and local governments, and the local elementary and secondary education system.

- Does Not Meet Expectations
- Meets Expectations
- Exceeds Expectations

Comments:

7. External Relations. The President portrays a progressive and professional image of the University through exhibiting good media presence, being accessible and involved with the community, and navigating the political landscape well. The President also encourages partnerships with the community, business, industry, and other educational institutions.

- Does Not Meet Expectations
- Meets Expectations
- Exceeds Expectations

Comments:

8. Relations with the Board. The President creates an environment that is conducive to the Board's fulfillment of its' policy making responsibilities by (1) promoting and following Board policies and procedures, (2) keeping the Board informed of issues in a timely manner, (3) providing candid judgment, (4) presenting the Board with resources and information necessary to make informed decision, and (5) making staff available to assist the Board and its' committees with the work at hand.

- Does Not Meet Expectations
- Meets Expectations
- Exceeds Expectations

Comments:

9. Critical Challenge to the University--Office of Development. The President continues to evaluate the needs of the Development Office for appropriate staffing, materials, and funding to strengthen the culture of philanthropy among internal stakeholders, alumni, and donors, and to monitor and counteract attrition of current and loyal donors.

- Does Not Meet Expectations
- Meets Expectations
- Exceeds Expectations

Comments:

10. Critical Challenge to the University—Recruitment, Enrollment and Retention. The President implements a comprehensive enrollment management plan.

- Does Not Meet Expectations
- Meets Expectations
- Exceeds Expectations

Comments:

11. Overall Performance and Effectiveness of the President.

- Does Not Meet Expectations
- Meets Expectations
- Exceeds Expectations

Comments: