

Regional University System of Oklahoma Presidential Evaluation System

President Evaluation Structure.

1. Director of RUSO meets with the President to set up goals for the year.
 - a. Facilities (deferred maintenance)
 - b. Staffing
 - c. Enrollment
 - d. Personal Goal
2. President Completes Self-Evaluation
3. Director of RUSO offers evaluation tool to key stakeholders of the university and may meet with stakeholders.
 - a. RUSO Regents
 - b. Deans and/or Department Chairs(s)
 - c. Other key stakeholders
4. Director compiles report and survey data for Regents to review
5. Director has discretion to meet with the President to discuss evaluation findings prior to regents meeting
6. Regents present evaluation to President in an executive session

Regional University System of Oklahoma Evaluation Survey

Each item will be on a scale between 1, 2, 3, 4, 5

Institutional Performance

1. The President offers strong leadership, oversight, and accountability of all aspects of the campus.
2. Develops and executes sound personnel policies and procedures
3. Gives recognition due to staff, faculty and administrators for accomplishments
4. Programs are routinely evaluated and changes are made as needed
5. Technology is continuously upgraded and used as a tool to promote greater student access, learning options, service, efficiencies and productivity
6. Possesses a vision, collaborates with the regents in establishing goals, and provides leadership for others to progress toward vision and goals
7. Identifies and analyzes problems and issues confronting the institution and recommends and implements appropriate changes and directions
8. Produces a collaborative, well-thought out strategic plan for the institution

Comments:

External Relations

1. Presents a positive image for the University
2. Develop useful strategies for building community partners and form new partnerships as a result
3. Represents and collaborates effectively with RUSO on communicating needs of the University to appropriate federal and state-level legislators and agencies
4. Understands state and federal trends and decisions and keeps others informed of their impact on the University
5. Is visible at and takes part in campus and community activities and functions
6. Acts as a leader in the community

Comments:

Budgetary/Fiscal Management

1. Provides sound fiscal management, including the ability to address budgetary matters in a way that achieves more efficient and effective use of resources
2. Develop and support appropriate strategies for attracting funds to the institution
3. Is transparent and promotes a University-wide understanding of finance as it affects the institution
4. Responds timely and proficiently to financial inquiries from regents, auditing firms, and other critical partners.

Comments:

Personal Qualities

1. Exercises good judgment in dealing with sensitive issues between people and groups
2. Is willing to re-evaluate and remake decisions, if necessary
3. Maintains high standards for ethics, honesty, and integrity in all personal and professional matters
4. Presents a professional demeanor in all situations
5. Undertakes tasks with enthusiasm and sees them through to completion
6. Is innovative in solving problems and dealing with crisis timely

Comments:

Relations with Governing Regents

1. Offers professional advice to the regents based on thorough study, analysis, and sound educational principles on items requiring regents' action
2. Carries out regents governance policies in a conscientious manner

3. Communicates with regents members to inform and resolve issues of interest in a professional manner
4. Prepares for regent meetings in an effective manner
5. Keeps the regents informed of all actual and anticipated litigation, specific community concerns, adverse media coverage, trends, and internal or external changes

Comments:

Accreditation

1. Is knowledgeable of requirements for institution and program accreditation
2. Involves the regents in the accreditation process and keeps the regents well-informed

Comments:

Specific Goals for the Year (presented by each president at the beginning of year)

What initiatives/projects should the President focus on over the next year?