

**CONFIDENTIAL**

**UW BOARD OF REGENTS**

**2005-2006**

**PRESIDENT  
EVALUATION**

**For completion by all members of the UW Board of Regents**

**Your Name:** \_\_\_\_\_  
*For Consultant's tracking purposes only,  
no attribution will be made.*

**Date of Completion:** \_\_\_\_\_

**Please return your completed evaluation by  
Monday, August 14, 2006**

**CONFIDENTIAL**

**I.**

**EVALUATION  
PROCESS**

Each year, in July-August, the UW Board of Regents evaluates the President's performance for the just-ended year and preliminarily approves his proposed goals and priorities for the coming year.

All members of the Board of Regents and all members of the President's cabinet participate in this confidential process.

To ensure the confidentiality and objectivity of the evaluation process, the Regents employ an outside, independent governance consultant who assists in developing the annual survey instrument, administers the process, receives all completed responses, and prepares the President Evaluation Report.

**No individual respondents are identified in this process.**

The Chair of the Board of Regents and others that the Chair may select review the report with the President and reach agreement on the goals and priorities for the coming year, as well as agree on any appropriate development activities.

Confidential copies of the Evaluation Report are available to all Regents.

**A.**

**EVALUATION PACKET**

To assist the evaluators, the President prepares a summary report of the University's performance in the past year and a self-assessment of his leadership.

The President also proposes goals and priorities for the coming year for comment and affirmation.

Finally, the President may also include additional explanatory information so that the evaluators have additional dimensions upon which to make their judgments.

## B.

# KEY TASKS OF PRESIDENT

Following are the eight key task areas upon which the President is evaluated:

1. Institutional Agenda
2. Academic Leadership
3. General Management and Planning
4. Fiscal Management and Budgeting
5. Internal Relationships
6. External Relationships
7. Decision Making and Problem Solving
8. Modeling UW Values

## C.

# SURVEY FORMAT

The President Evaluation form requests two types of responses from evaluators:

1. **QUANTITATIVE** – A 1-5 rating scale on which performance is to be judged.  
(See Section D below)
2. **QUALITATIVE** – Space for brief written comments on each major topic.

**All evaluators are urged to complete both responses for each question.**

There are also some open-ended questions on which evaluators are offered the opportunity to add additional comments.

Members of the Board of Regents are asked to respond to all questions. Other respondents are asked to complete all but the last two questions (*Section II.G., page 10*).

## D.

### RATING SCALE

The following rating scale is used for the President Evaluation:

- 5 = OUTSTANDING** - Performance consistently and significantly exceeds all expectations.
- 4 = EXCELLENT** – Performance frequently exceeds, and always meets, all expectations.
- 3 = GOOD** – Performance meets all expectations and minimum requirements, but may have some inconsistencies. Development opportunities exist.
- 2 = MARGINAL** – There are gaps in some performance areas. Expectations occasionally not met. Corrective action is required.
- 1 = UNSATISFACTORY** – Performance does not meet the minimum expectations and requirements of the President job. Immediate action essential.

## E.

### YOUR RESPONSE

Your thorough and timely response to the President Evaluation is important. Please return the completed evaluation to our independent, outside consultant, **George Corcoran**, who is assisting with this process. We need to receive your completed evaluation by:

**Monday, August 14, 2006**

Please forward it to George by any one of these means:

- Email [keypeopl@mindspring.com](mailto:keypeopl@mindspring.com)
- FAX (206) 682-5392
- Regular Mail c/o Key People  
1904 Third Avenue, Suite 336  
Seattle, WA 98101

If you have any questions or require additional materials, please call George at (206) 323-9384.

Thank you so much for your participation!

<p><b>II.</b></p> <p><b>PERFORMANCE AS PRESIDENT</b></p>
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Using the rating scale (Section I.D., page 4), please assign a grade to the President's performance in each area and add written comments explaining your rating.

**A.**

**INSTITUTIONAL AGENDA**

- |  |                          |                          |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
|  | <b>1</b>                 | <b>2</b>                 | <b>3</b>                 | <b>4</b>                 | <b>5</b>                 |
|  | (Unsatisfactory)         | (Marginal)               | (Good)                   | (Excellent)              | (Outstanding)            |
| <b>1. How has the UW progressed during the president's tenure?</b> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Your Comments:

**B.**

**ACADEMIC LEADERSHIP**

	<b>1</b> (Unsatisfactory)	<b>2</b> (Marginal)	<b>3</b> (Good)	<b>4</b> (Excellent)	<b>5</b> (Outstanding)
<b>2. How has the UW's general academic standing advanced and how has that been influenced by the president's leadership?</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Your Comments:

**C.**

**GENERAL MANAGEMENT AND PLANNING**

	<b>1</b> (Unsatisfactory)	<b>2</b> (Marginal)	<b>3</b> (Good)	<b>4</b> (Excellent)	<b>5</b> (Outstanding)
<b>3. How effectively is the president overseeing the UW's leadership, staffing and infrastructure?</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Your Comments:

**D.**

**FISCAL MANAGEMENT AND BUDGETING**

- |  |                          |                          |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
|  | <b>1</b>                 | <b>2</b>                 | <b>3</b>                 | <b>4</b>                 | <b>5</b>                 |
|  | (Unsatisfactory)         | (Marginal)               | (Good)                   | (Excellent)              | (Outstanding)            |
|  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**4. How effective are the UW's budgeting and financial management processes and how has the president influenced them?**

Your Comments:

**E.**

**INTERNAL RELATIONSHIPS**

- |  |                          |                          |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
|  | <b>1</b>                 | <b>2</b>                 | <b>3</b>                 | <b>4</b>                 | <b>5</b>                 |
|  | (Unsatisfactory)         | (Marginal)               | (Good)                   | (Excellent)              | (Outstanding)            |
|  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**5. How effective is the president in promoting an environment to enable student, faculty, and staff success?**

Your Comments:

**F.**

**EXTERNAL RELATIONSHIPS**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
	(Unsatisfactory)	(Marginal)	(Good)	(Excellent)	(Outstanding)
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**6. How effective has the president been in nurturing external relationships for the benefit of the UW?**

Your Comments:

**G.**

**DECISION MAKING AND PROBLEM SOLVING**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
	(Unsatisfactory)	(Marginal)	(Good)	(Excellent)	(Outstanding)
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**7. How well does the president delegate, make difficult decisions and facilitate problem solving?**

Your Comments:



**H.**

**MODELING  
UW VALUES**

- |  |                              |                          |                          |                          |                           |
|--|------------------------------|--------------------------|--------------------------|--------------------------|---------------------------|
|  | <b>1</b><br>(Unsatisfactory) | <b>2</b><br>(Marginal)   | <b>3</b><br>(Good)       | <b>4</b><br>(Excellent)  | <b>5</b><br>(Outstanding) |
|  | <input type="checkbox"/>     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>  |
- 8. How well does the President keep the UW's core values and guiding principles highly visible and integrated into the UW's daily business practices?**

Your Comments:

**I.**

**FOR REGENTS ONLY**

*(Only members of the Board of Regents are asked to respond to these two questions)*

	<b>1</b> (Unsatisfactory)	<b>2</b> (Marginal)	<b>3</b> (Good)	<b>4</b> (Excellent)	<b>5</b> (Outstanding)
<b>9. How well is the president effectively engaging and maximizing the potential value of the Board of Regents?</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Your Comments:

	<b>1</b> (Unsatisfactory)	<b>2</b> (Marginal)	<b>3</b> (Good)	<b>4</b> (Excellent)	<b>5</b> (Outstanding)
<b>10. Please rate the amount of information Regents receive from the President and his staff.</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Your Comments:

**III.**  
**2005-2006 GOAL  
ACHIEVEMENT**

*Based on the self-assessment of his performance for 2005-2006, which the President provided, would you please offer your comments on:*

**11. The President's progress on the UW's longer-term strategic directions:**

Your Comments:

**12. Areas of exceptional achievement:**

Your Comments:

**13. Areas that require more attention:**

Your Comments:

**14. What one piece of advice would you give the President regarding his leadership of the UW?**

Your Comments:

**IV.**  
**AREAS FOR FOCUS  
DURING 2006-2007**

*Based on the President's proposed goals and areas of emphasis for 2006-2007, which he also provided:*

- 15. Would you please offer your comments or observations regarding the planned direction of the UW in 2006-2007?**

Your Comments:

**Please return the completed survey  
by Monday, August 14, 2006.**

**THANK YOU FOR TAKING TIME  
TO COMPLETE THIS EVALUATION.**

BP-1/207-06  
7/20/2006