This evaluation is independent of the supervisors’ evaluation of this position and is designed and administered to give the individual a collective view of his/her performance. Its intent is to evaluate the administrators’ performance.

Rating Scale

The following rating scale is used for the President’s Evaluation

5 = OUTSTANDING – Performance consistently and significantly exceeds all expectations.

4 = EXCELLENT – Performance frequently meets and exceeds 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.

1 = UNSATISFACTORY – Performance does not meet the minimum expectations and requirements of the President’s Job.

N/A = NOT CAPABLE OF BEING APPLIED - Having little or no relevance

Instructions

• Use number 2 pencils only
• Fill in boxes completely
• Erase clearly to change answers
• Do not make any stray marks

Your thoughts and timely response to the President’s evaluation is important. Please respond to each of the following statements by shading in the appropriate box.

Institutional Agenda

1. Has effectively fulfilled his role as a communicator between the office of the Chancellor and the University?

2. How has SSU progressed during the President’s current evaluation period?

3. How effective is the President carrying out the mission of SSU?

4. How effective has the President fostered a positive and progressive image of the university?
5. How visible are growth and changes at SSU during the President’s current evaluation period?  

6. How effective has the President delineated a coherent vision with long and short term goals?  

**General Management and Communication**  
7. How effectively is the President in overseeing SSU’s leadership, staffing, and growth?  

8. How effectively does the President articulate a clear plan for the University?  

9. How effective is the President in implementing planning and changes with respect to faculty?  

10. How effectively does the President seek faculty input on decisions concerning the university?  

**Fiscal Budget**  
11. How effective is the President in allocating resources that reflect the need and priorities of the University?  

12. How effectively has the President outlined the needs and limits of the University to its constituents?  

**Professional Behavior**  
13. How effectively does the President interact with the University faculty, staff, student, and community?  

14. How effectively does the President conform to SSU policy of professional conduct?  

15. Does the President maintain confidentially in personnel matters?  

16. How well does the President demonstrate the belief in core values and respect for individual rights?  

17. Actively supports diversity and fairness in employment?  

**Supervision and Leadership**  
18. How well does the President make difficult decisions and promote problem solving?
19. How effective is the President in establishing collaboration and cooperation among faculty, staff, and students?  

20. How knowledgeable is the President about activities and plans of various departments and colleges?  

Comments and Suggestions  
Areas of accomplishments/achievements  

What would you consider to be greatest strength of this President?  

What would you consider to be areas that need attention/improvement for this President?  

Advice for the President  

PLEASE RETURN THE COMPLETED PRESIDENT’S EVALUATION BY  

THANK YOU FOR TAKING TIME TO COMPLETE THIS EVALUATION