



Presidential Evaluation

DRAFT Procedure

March 27, 2023

UNC



For Discussion

- Purpose
- Guiding Principles
- Two Methods for Assessing Performance
 - Annual Evaluation
 - Periodic Comprehensive Evaluation
- Next Steps



Purpose

- Ensure institutional goals are pursued and achieved
- Foster enhanced performance and advance the strategic position of UNC
- Identify areas of strength and potential for continued growth
- Inform and guide successful leadership of UNC



Guiding Principles

- Be conducted in an objective manner
- Facilitate clear and transparent communication
- Reflect best practices
- Foster a trusting relationship between the President and Board of Trustees
- Support development of the President and the success of UNC



Annual Evaluation

The Board **will annually:**

- Solicit information for the purpose of reviewing the President's performance and compensation
- Meet with the President at the final regular Board meeting of the fiscal year to
 - Review performance (via the Self-Assessment Report) and compensation
 - Discuss and provide input about the President's goals for the next academic year
- Provide written feedback to the President



President's Self-Assessment Report

- Evaluation period runs July 1 through June 30
- Written report due before the Board's regular June meeting and will be based on information available at that time



President's Self-Assessment Report

To include:

- Progress on meeting the annual goals, including relevant data
- Preliminary data on Presidential Metrics (with final data provided at or before the September meeting)
- An assessment of the university's advancement of key actions outlined in the strategic plan
- President's proposed goals for the next year



Goals and Metrics

- President proposes annual goals and metrics
- Goals and metrics should align with the university's strategic plan and other priorities identified in the President's contract
- Board will review and offer feedback before approving
- President will provide periodic updates on progress



Periodic Comprehensive Evaluation

- May be conducted every 3 years, or more or less frequently as deemed necessary by the Board
- Evaluates the record of progress toward goals and metrics
- Conducted during fall semester
- May be facilitated by an external consultant



Periodic Comprehensive Evaluation

Process:

- Ideally, should consider feedback from a sampling of constituents including faculty, staff, students, and external campus partners
- Board will provide written feedback to the President



Discussion and Next Steps