Proposed 2015 Process for Evaluation of the President

By May 30, the President shall provide a brief statement to the BOR Chair with a summary of progress advancing the Strategic Directions of the University. This shall also incorporate key areas identified in Board of Regents Policy 2.203 and elements of the President’s Agenda developed for the 2014 Presidential Search. The President’s submittal shall also identify strategic opportunities, challenges and priorities for the following year.

The President shall also invite a “360” evaluation of himself using the standard methodology for UH Executive personnel. The results shall be provided directly to the BOR Chair.

BOR leadership (Chair and Vice Chairs) shall review these materials and gather additional information as needed, including soliciting input from all Regents.

The President and BOR Leadership shall meet together to review the materials submitted and discuss performance over the past year, areas for attention, and goals and objectives for the next year.

At the first meeting of the new fiscal year the full BOR shall discuss these elements in Executive Session at a publicly noticed meeting, including meeting privately with the President as appropriate.

BOR Leadership shall finalize the President’s evaluation based on the discussion with the full BOR. The evaluation shall include a public statement that comports with the state Sunshine Law.
Title
Policy on Evaluation of the President

I. Purpose
To set forth policy on general provisions regarding the policies and procedures relating to the evaluation of the president by the board.

II. Definitions
No policy specific or unique definitions apply.

III. Board of Regents Policy
A. Statement of Purpose.

B. The board is responsible for the effective management of the university to ensure that the citizens of the State of Hawai‘i are provided with the finest possible higher educational opportunities. Vital to this responsibility is the trust placed upon the president, for it is primarily through the efforts of this office that the board’s institutional expectations are realized. It is necessary, therefore, that there exist not only a unity of purpose between the board and the president, but also a clear recognition of the incumbent’s integrity, character, and institutional commitment by the board.

C. Mindful of the difficulties inherent in such an interdependence, it is incumbent upon the board to provide for means to foster a continuing dialogue whereby perceptions and expectations are shared in an effort to perpetuate a vitality in the relationship. Among the processes recognized as effective means to facilitate such an exchange are periodic performance evaluations. Such performance evaluations provide an opportunity to establish mutually agreed upon goals, expectations and priorities, appreciate and understand the changing conditions which affect the university; enables the president to strengthen performance; and affirms the board’s accountability towards institutional governance.

D. Having given considerable thought to these and other relevant concerns, the board establishes this policy to facilitate a continuing dialogue between the board and the president and to provide for a foundation upon which future incumbency consideration may be based.
E. Procedures.

1. Upon initial appointment and no later than by the culmination of the inaugural year, the president shall submit, based on consultations with the board, a report stipulating the goals, objectives, and special concerns, both short-term and long-term, for discussion, periodic review, and to be addressed during the subsequent three years with regard to the following areas:

   a. Academic management,

   b. Administrative management,

   c. Budget, planning, financial management, and fundraising,

   d. Internal relations with faculty, staff, administrators, students, and the board,

   e. External relations with the governor, legislature, entities such as Research Corporation of the University of Hawai‘i, the University of Hawai‘i Foundation, donors, other governmental officials, and the community.

2. Commencing from the second year of service and every year thereafter, the president shall be evaluated in the manner described, unless otherwise stipulated by the board.

   a. By May 1, the president shall submit to the board, unless otherwise stipulated, a written self-assessment in the areas cited in subsection B(1) above.

   b. The board shall be responsible for gathering any additional information relevant to the purpose of this policy.

   c. The president shall meet with the board or its designee(s) on a mutually agreed upon date to review the self-assessment along with all other information germane to the evaluation.

   d. The board shall provide the president with a preliminary evaluation draft by no later than June 30 to which the president shall provide a written response.

   e. Subsequent to the board receiving a response, the president shall again meet with the board to finalize the evaluation.

3. Commencing from the third year of service and at least every three years thereafter and/or as provided by contract, the board may engage in more in-depth performance evaluation or assessment in a format stipulated by the board.
ATTACHMNENT 2

President’s Agenda
(Developed for 2014 Presidential Search)

Improve the State’s Educational Capital

- Achieve substantial progress toward the State of Hawai‘i through expanded student access and improved graduation rates, with the goal of establishing at least 55 percent of its working age adults to have a 2-or-4-year college degree by 2025.

- Ensure excellent learning outcomes through productive collaboration with the Hawai‘i P-20 initiative, which focuses on student preparation in the public K-12 system, and high quality teaching and research throughout the university’s ten-campus system.

Economic Change and Diversification

- Strive for a greater focus on work force development to double extramural funding to $1 billion over this decade, and through focused research to nurture a multi-billion dollar industry for Hawai‘i in R&D, innovation, spin-offs, and related services.

Hawai‘i in the Asia Pacific

- Advance the university’s strategic commitment to Native Hawaiians and other indigenous and disadvantaged peoples.

- Continue development of the university as a model indigenous-serving institution, to include Mālama ‘Āina - Sustainability, and as a center of academic excellence in the Asia-Pacific region.

Leadership

- Initiate a state-wide discussion of the role, affordability and financing of public higher education in Hawai‘i with the aim of creating a community consensus for a balanced, fair, and sustainable business model. Believe that students, their families, taxpayers and donors deserve maximum value for resources and time invested.
- Inspire faculty, students, staff, alumni, and community leaders to embrace their shared governance which includes shared responsibility for the betterment of each of the ten campuses of the university system.

- Establish strong and positive working relationships with the State’s executive and legislative branches as well as with the State’s legislative team in Washington.

**Management**

- Motivate, empower, and hold accountable the leadership of the ten campuses to wisely use public funds to achieve prioritized goals. Ensure that the educational results of the ten-campus system are greater than the sum of its parts.

- Introduce a system-wide risk management culture that is directly linked to strengthening internal auditing.