

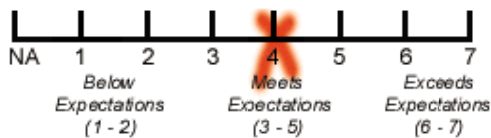
## Thank you for participating in the assessment of John Robinson, Provost.

### INSTRUCTIONS

The survey below consists of personal and professional qualities considered to be desirable for administrators at the University of Hawai'i. You are asked to rate these qualities on a scale from 1 to 7. Your feedback is considered by the designated administrator for the annual evaluation and used for development purposes.

### RATING & COMMENTS

Indicate your assessment in each applicable category by clicking on the appropriate whole number on the rating chart (sample shown below). Choose "Not Applicable" (NA) if you feel you are not able to complete that assessment. If a score of 2 or below is given, we would appreciate your comments on areas that should be addressed. Additional comments may be added in the "comments" box located at the end of the survey.



Please note that the "overall rating" category is an overall assessment. At the end of the survey, you have an opportunity to add further written comments in the same "comments" box.

### CONFIDENTIALITY

Please be advised that, **there is no identifiable connection between your login information and your assessment responses.** The responses are submitted and stored separately from the login information and, therefore, it will not be possible to identify a person's response. For this reason, **once you click on the "PAU!" button at the end of this survey, you will be unable to return at a later time to change or delete your responses.**

The login procedure is used exclusively for the following purposes:

- to ensure that you are a valid respondent
- to correctly associate your login with the appropriate employee being evaluated
- to prevent multiple unsolicited assessments

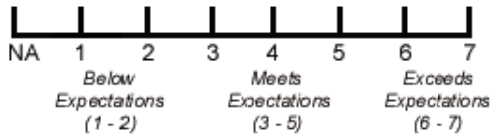
### SURVEY COMPLETION

You may terminate this survey at any time and log back in at a later date to complete the survey. However if you exit before completing and submitting the survey, your responses will not be saved. Therefore, when you return to this survey you will need to start over at the beginning. **After clicking on the "PAU!" button at the end of this survey, your responses will be anonymously stored and you will be unable to access this survey.**

## SURVEY

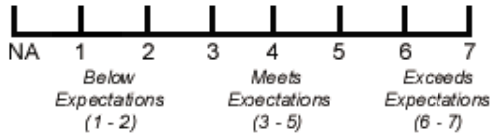
### A. Impact and Achievement

- Achieves agreed-upon goals reflecting a high standard and degree of excellence.
- Successfully completes identified projects, programs, goals and objectives in a manner that exemplifies success, creativity, innovation, leadership, organizational abilities, problem-solving, judgment and planning.
- Provides a positive impact on the institution in alignment with overall strategic vision and initiatives.



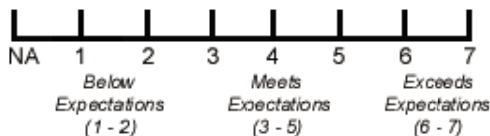
**B. Planning and Timeliness**

- Plans and prioritizes initiatives in support of organizational goals to meet objectives and deadlines.



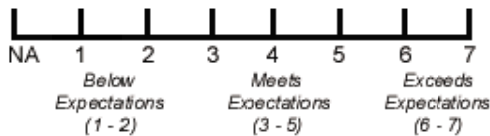
**C. Resource Management**

- Manages the organization's resources, including all financial, technological, human and material resources, in an efficient and effective way to maximize results.
- Exercises accountability, transparency and effectiveness in resource management and use.



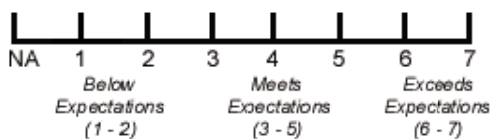
**D. Interpersonal Impact**

- Promotes and demonstrates collegiality, cooperation, consideration and professionalism amongst colleagues, peers, subordinates and critical constituents in a positive work environment.
- Inspires and motivates others and encourages excellence. Maintains high standards for ethics, honesty and integrity.
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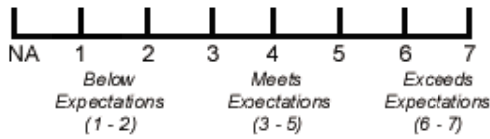
**E. Communication**

- Understands and fosters effective working relationships with internal and external constituencies.
- Produces concise and persuasive oral and written communications that are clear and effective and provides transparency, as appropriate.
- Listens to what is said and is open to and considerate of others' reactions and opinions.



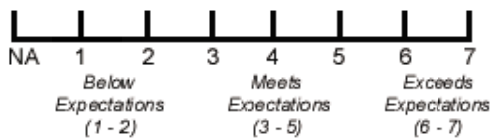
**F. Decision-Making**

- Proactively solicits feedback from key stakeholder groups.
- Gathers data and/or information; analyzes feedback, data and information; and considers repercussions.
- Provides thoughtful and timely direction to achieve objectives.



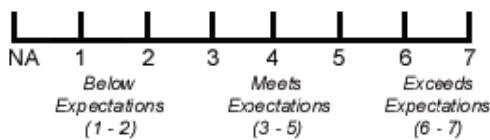
**G. Leadership/Management**

- Establishes and communicates clear work standards and expectations; provides vision and establishes goals; and is dependable, fair and consistent.
- Constructively and appropriately addresses performance issues and conflicts in a timely manner.
- Builds a high-performance team; recognizes strengths and weaknesses; promotes good morale and cooperation within the team; and delegates work appropriately.

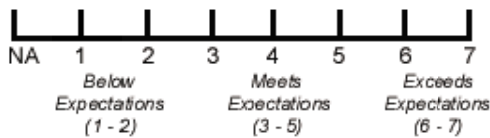


**H. Diversity, Equity and Inclusion**

- Advances University commitment to diversity, equity, and inclusion, through responsible actions that ensure equal employment opportunity, accountability to our organizational policies and practices, and excellence in such programming and support.
- Contributes to a campus and system climate that respects and embraces diversity and equity.
- Shows awareness of and successfully implements inclusive employment practices, including hiring, promotion, compensation, and professional development opportunities, as well as engagement and retention of diverse faculty and staff.



**G. Overall Rating**



**Comments:**

You are completing the survey for **John Robinson, Provost**.

Please be aware that when you hit "PAU!" to submit your feedback, you will not be able to amend your responses.

PAU!

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