

**Annual Presidential Evaluation Procedures of Oregon Research Universities (Oregon TRUs have not established theirs yet),
the EOU Presidential Contract, and Proposed EOU Procedure**

Question	UO	OSU	PSU	EOU PRES. CONTRACT	EOU DRAFT
When Adopted	September 11, 2014	May 29, 2015	June 11, 2015	May 12, 2015	
Time Period Evaluated	March – February	July 1 – June 30	July 1 – June 30	April - March	July 1 – June 30
Annual Evaluation Occurs	March 1 – June 30	No later than September 30	July 31 – September Board Meeting	April – May	End of fiscal year to start of academic year (ca. July – Sept.)
Who Administers	Presidential Factors Committee	Board Officers	Board Chair	Board of Trustees	Board Chair
Who Evaluates	Presidential Factors Committee	Board Officers	1. Executive and Audit Com. 2. Board of Trustees	Board of Trustees	Board Officers
Evaluation Components	1. President’s Self-Assessment. 2. Survey of Vice Presidents, Academic Deans, University Officers (possibly others). 3. Solicitation of input from others. 4. Committee report of findings, recommendations, goals, action items (possibly compensation recommendation).	1. President’s Self-Assessment. 2. Solicitation of input from trustees, student government, faculty, staff (possibly others). 3. Board Officers draft evaluation. 4. Board Officers meet with President and finalize evaluation. 5. Board Officers report to board on evaluation, any associated recommendations, and performance goals for next year.	1. President’s Self-Assessment (Due to Chair July 31). 2. Solicitation of input from trustees (possibly others). 3. Executive and Audit Committee evaluates President. 4. Chair writes up evaluation. 5. Board evaluates the President. 6. Chair conveys result of evaluation to President.	1. President’s Self-Assessment (Due April 1) 2. Board Meeting to discuss the President’s Self-Assessment. 3. Board writes evaluation. 4. Board meets with president.	1. President’s Self-Assessment. 2. Solicitation of input from trustees (possibly others). 3. Board Officers draft evaluation. 4. Solicitation of trustee comment on draft evaluation. 5. Board Officers meet with president and finalize evaluation. 6. Board Officers report to board on evaluation, any associated recommendations, and on performance goals for next year.
Evaluation Criteria	1. <i>Retrospective</i> Elements: a. Institutional achievements and the President’s role(s) therewith; b. Assessment of the President’s relationships with the Board, university leadership, and other key stakeholders; c. Review of the goals the	1. Progress on meeting previously established goals, including any relevant data; 2. An assessment of the university’s advancement of goals outlined in the Strategic Plan; 3. An assessment of the overall academic quality of the university;	1. <i>Retrospective</i> Elements: a. A copy of the mutually-agreed upon goals, with a description of efforts to meet them and the President’s progress assessment. b. A description of other personal or institutional achievements of which the Board should, or might, be informed by the President as aspects of performance or accomplishment.	1. Leadership; 2. Financial management; 3. Enrollment; 4. Degrees awarded; 5. Degrees in workforce shortage areas; 6. Research, scholarship, and knowledge creation, and	Same as OSU.

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	<p>president set for himself the prior year and progress made toward those goals; and d. Identification of significant institutional or personal challenges faced throughout the preceding year, with particular focus on those likely to persist into the future. 2. <i>Prospective</i> Elements: a. Goals the President proposes for him/herself and the University over the course of (i) the next year and (ii) the next five years; b. Professional development plans or objectives; c. An assessment of the University's primary opportunities, challenges, strengths and needs, especially as those items relate to the University's strategic plan; and d. Areas in which the President seeks the Board's assistance.</p>	<p>4. An assessment of the financial status of the university; 5. An assessment of the challenges and opportunities facing the university; 6. An assessment of the President's relationships with the Board, Board Officers, university leadership, and other key stakeholders; 7. The identification of any professional development the President wishes to pursue; and 8. Goals the President proposes for him/herself over the course of the next year.</p>	<p>c. Identification of significant institutional or personal challenges the President faced over the course of the review year that affected progress toward goals, with particular focus on those that are likely to persist into the upcoming year or beyond. d. Comments regarding the vice presidents and other equivalent University officers who report directly to the President. e. Key areas in which the Board has been especially supportive. 2. <i>Prospective</i> Elements: a. Goals the President proposes for him/herself and the institution over the course of the upcoming year and for three to five years. b. The President's professional development plans and any associated requests of the Board. c. The President's assessment of the University's principal current opportunities and challenges. d. Key areas in which the President would especially benefit from Board support.</p>	<p>7. Representing the university and system/ advocacy/ collaboration.</p>	
Confidentiality	All documents submitted, including the President's Self-Evaluation, are confidential, per ORS 351.065 and Univ.	All documents submitted, including the President's Self-Evaluation, are confidential, per ORS 351.065 and Univ. policies.	All documents submitted, including the President's Self-Evaluation, are confidential, per ORS 351.065 and Univ. policies.		All documents submitted, including the President's Self-Evaluation, are confidential, per ORS 351.065 and Univ. policies.

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Question	UO	OSU	PSU		EOU DRAFT
How is Comprehensive Evaluation Different?	<ol style="list-style-type: none"> 1. Takes place at least every 5 years. 2. Performed May 1 – July 31. 3. Supplements the annual review (does not replace it). 4. Committee decides what extra procedures are done during the comprehensive review (no details in policy). 	<ol style="list-style-type: none"> 1. Takes place at least every 5 years. 2. Replaces the annual evaluation in the year it is performed. 3. Is based on the President’s Self-Assessment Report, all previous annual reviews since the last comprehensive assessment, and progress toward achievement of the university’s Strategic Plan. 4. Includes input from individuals from both within and outside the university community. 5. External consultant may be used. 6. Board officers (in consultation with Board) determine how the extra public input is to be solicited, what additional evaluation criteria may be used, and (if a consultant is used) how to select and use the consultant. 	<ol style="list-style-type: none"> 1. Generally should be performed prior to renewal of the President’s contract. 2. Otherwise, no set schedule – the Executive and Audit Committee has the discretion to decide to conduct a comprehensive review. 3. May include a 360 review. 4. Is done in lieu of an annual evaluation. 	No Comprehensive Eval.	<ol style="list-style-type: none"> 1. Takes place after close of president’s 5th year and every 5 years after that. 2. Considers a broader range of time and performance goals and draws information from a wider range of contributors (no details). 3. Is done in lieu of an annual evaluation.