



RESOLUTION

revising

PERFORMANCE ASSESSMENT CRITERIA AND PROCEDURES FOR PRESIDENTS AND CHANCELLOR OF THE CONNECTICUT STATE UNIVERSITY SYSTEM

July 16, 2003

WHEREAS, In 1994, the Board of Trustees for the Connecticut State University System adopted criteria and procedures for the performance assessment of the university presidents and the CSU System chancellor, and

WHEREAS, One component of the policy is the Quadrennial In-Depth Performance Assessment of each president by an ad hoc committee of the Board, and

WHEREAS, The experience and knowledge acquired by the members of the Board involved in this process have resulted in recommendations to enhance the procedures to ensure the assessment is conducted in a consistent manner, therefore be it

RESOLVED, That the Quadrennial In-Depth Performance Assessment of the University Presidents included as an addendum to BR#94-99 is revised as shown in the attached document.

A Certified True Copy:

[Handwritten signature of Lawrence D. McHugh]
Lawrence D. McHugh, Chairman

QUADRENNIAL LEADERSHIP ASSESSMENT OF THE UNIVERSITY PRESIDENTS

PURPOSE AND PROCESS

Performance assessment is primarily a process to strengthen the University. While it is proper to conclude that the process will offer the Board of Trustees a comprehensive performance assessment of the President, the matter of reappointment of the President is not an issue. Current Trustee policies are sufficient to this task. The Board intends to document presidential strengths and to assist the President by recognizing problems and weaknesses that may surface.

An ad-hoc committee of no more than six Board members shall be appointed by the Chair of the Board. One member may be replaced annually as designated by the Chair of the Board. This committee shall work with the CSU Chancellor in conducting the quadrennial performance assessment of one president.

On or before January 1 of the assessment year, the President shall prepare his own assessment of The State of the University, describing objectives, issues, accomplishments, areas of concern and plans for the future. The report shall include three years of data on enrollment, development revenue and budget history including changes in the budget and reasons therefore. The report should focus on the stewardship of the President. The report shall be submitted to the CSU System Chancellor. Subsequently, the CSU System Chancellor shall submit the report to the ad-hoc committee along with the three most recent annual evaluations of the president.

The ad-hoc committee and the CSU System Chancellor shall prepare a format for the performance assessment including issues and questions addressed to selected campus constituencies. The President shall have an opportunity to review the issues and questions and offer comment prior to the campus interviews.

On or before March 1 of the assessment year, The State of the University report will be circulated to the leadership of the following: faculty senate, student government, CSU-AAUP chapter, SUOAF-AFSCME chapter, and alumni board. The report may also be provided to other groups or individuals as determined by the ad-hoc committee.

On or before April 1 of the assessment year, the ad-hoc committee shall invite individuals or groups of its choice from the constituencies listed above to a scheduled interview with the ad-hoc committee and the CSU System Chancellor. The selected constituencies may be requested to provide their comments on The State of the University report in writing prior to the interviews.

The ad-hoc committee shall schedule a meeting with the University President to share the results of the performance assessment. At the June meeting of the Board of Trustees, the ad-hoc committee will report to the Board in executive session.

ITEM

Revision to the Procedures for Quadrennial Assessment of Presidents

BACKGROUND

In 1994, the Board of Trustees established a formal policy, criteria and procedures for the assessment of the CSU Chancellor and the four university presidents including specific procedures to be followed in the quadrennial assessment of a president.

ANALYSIS

The experience and knowledge acquired by the trustees involved in the process since 1994 have resulted in several recommendations to enhance and improve the procedures to ensure that the assessment is conducted in a more consistent manner.

The proposed revision increases the number of members on the ad hoc committee from four to no more than six trustees, allows for the replacement of one member annually in order that other trustees wishing to participate in this process will have an opportunity to do so, and clarifies the authority of the ad hoc committee to determine the manner in which interviews with university constituencies are conducted. Other technical changes updating the title of CSU President to CSU Chancellor are also included.

CHANCELLOR'S RECOMMENDATION

Approve the revision to the Procedures for the Quadrennial Assessment of the Presidents