



TELEPHONIC MEETING OF THE WOU BOARD'S EGT Committee

Meeting No. 2

October 27, 2015

3:00-5:00 pm

Public Site: President's Conference Room, Lieuallen Administration Building, 2nd Floor

AGENDA

- (1) CALL-TO-MEETING AND ROLL CALL**
- (2) CHAIR'S WELCOME/ANNOUNCEMENTS**
- (3) ACTION ITEM: Presidential Evaluation Framework**
- (4) ACTION ITEM: Election of Board Vice Chair**
- (5) ACTION ITEM: Board Vacancy Protocol**
- (6) ADJOURNMENT**

Presidential Evaluation Framework

Staff Recommendation:

The committee recommends the following presidential evaluation framework to the full Board for approval. The framework will be used to evaluate Dr. Rex Fuller in the first two years of his presidency.

Performance Criteria and Evaluation Measures Dr. Rex Fuller, President, Western Oregon University

This performance evaluation is based on the expectations for the president of WOU and are drawn from Employment Contract and Notice of Appointment (“Contract”) and the presidential profile that was developed for the search process. The performance categories and key outcomes for each category are drawn from these two documents.

Sections 1.1, 1.2 and 5.1 of the Contract state:

1.1 The term of this Agreement is from July 1, 2015 through June 30, 2017, unless terminated as provided in this Agreement.

1.2 Before this Agreement expires, but no later than December 31, 2016, the Board Chair or designee will meet with President to discuss the President’s possible future reappointment. The Board Chair or designee’s statements during the discussion will in no way bind the Board.

5.1 The Board will evaluate the President annually on a minimum of the following standard performance categories: Leadership; Financial management; Enrollment; Degrees awarded; Degrees in workforce shortage areas; Research, scholarship, and knowledge creation; and Representing the university and system/advocacy/collaboration.

In the Board’s sole discretion, the Board may also elect to evaluate the President on additional categories. No later than April 1 of each year serving as President, President will submit a written self-assessment of the standard performance categories to the Board to assist in completing the president’s written performance evaluation. The Board and President will meet, in executive session if desired, to discuss the self-assessment. The Board will then complete its written performance evaluation of the president and meet with President, in executive session, if desired to discuss it.

Based on the above, the Executive, Governance and Trustee Committee (“EGTC”) recommends the following timeline for review:

April 1, 2016	Initial self-assessment by Dr. Fuller and progress assessment by EGTC, and by Board at April 27, 2016 Board Meeting.
December 31, 2016	Reappointment discussion completed by Chair, with EGTC input.
January 2017	Board action on EGTC/Chair recommendation.
April 2017	Contract extension discussions and goal setting for extended Contract.

The following categories identify expectations and outcomes for the president in the current evaluation period. These categories reflect the expectations of the Board and discussions with Dr. Fuller after consideration of the Contract terms and the university goals set forth in the presidential profile.

I. Leadership

a. Institutional governance:

Assure the university effectively transitions into self-governance by developing within the first year a fully integrated institutional management process that promotes effective Board oversight and accountability. Develop a culture of data driven decision making that is based on accurate, reliable, and timely information.

i. Promote/develop mature system of shared governance

1. Role of faculty and staff senate
2. Role of student governance

Outcomes: Assist Board Chair in achieving strategic governance of the university as measured against key metrics related to effective system of shared institutional governance.

b. Initiate strategic planning process utilizing the work and research completed and feedback received in conjunction with the NWCCU accreditation review.

Outcomes: initiate comprehensive strategic planning process in early 2016 with finalization of plan by fall 2016.

c. External relationships and advocacy

- i. Public – demonstrate commitment to public purpose and Western’s ability to effectively serve the public’s expectations for higher education in Oregon.

- ii. HECC—develop university performance metrics aligned with HECC expectations to ensure continued success with performance based funding and mission fulfillment.
- iii. Legislature—through the Council of Presidents, university staff, and key relationships, successfully advocate for increased funding for higher education, generally, and engage with legislators to forward key funding initiatives related to Western.
- iv. Alumni—through the Office of Strategic Partnerships and University Advancement develop heightened awareness and support of Western by alumni
- v. Donors— through the Development and Foundation office secure increased financial support for Western.

Outcomes: continued success with performance funding model from HECC, support from legislature on WOU initiatives, demonstrated increase in numbers of active alumni, and increased levels of funding from external sources.

II. Financial management

- a. Establish integrated system of institutional governance that ensures a sustainable funding model for the university with appropriate oversight from the Board linked to key performance metrics.
 - i. Develop quantitative measures/dashboards.
 - ii. Develop qualitative measures/dashboards.
- b. Monitor and align measures/outcomes to HECC funding process.
- c. Ensure fiscal operations meet/or exceed fund balance target for FY2016.

Outcomes: continued success with performance funding model, provide Board necessary information to govern, assure transparency regarding financial conditions of the university with Board and public, establish tuition policy that ensures continued access and affordability, and effectively manage union negotiations.

III. Academic Planning

- a. Establish integrated system of institutional governance that supports effective Board oversight and leads to effective academic planning and mission fulfillment.
 - i. Develop academic reporting measures related to such matters as retention and graduation rates and other measures of student success.
- b. Oversee and lead NWCCU accreditation process with expressed goal of achieving reaccreditation.

- c. Consistent with mission and goals of the university and state needs, evaluate opportunities for program expansion and develop new academic programs with high promise of success.
- d. Diversify faculty and staff through hiring.

Outcomes: assure effective transition into institutional self-governance, lead successful NWCCU seven year review and site visit, identify/develop new programs and/or markets for expansion, and improve the diversity profile of faculty and staff to reflect the changing demographics of Oregon.

IV. Student Success

- a. Establish integrated system of institutional governance that leads to effective student affairs programming and mission fulfillment.
- b. Achieve goals related to degree production, enrollment, retention rates and graduate rates.
 - i. Number of bachelor's degrees awarded to Oregonians (URM and Pell sub-categories).
 - ii. Number of bachelor's degrees awarded to rural Oregonians (URM and Pell sub-categories).
 - iii. Number of advanced degrees awarded to Oregonians (URM sub-category).

Outcomes: maintain affordability vis-à-vis other public higher education institutions in Oregon, increase of FTES in fall 2106, and improve retention and graduation rates (monitor vis-à-vis TRU's and IPEDS peers).