

ADMINISTRATIVE REVIEW
2016-2017

Vice Chancellor for Human Resources, Equity, and Inclusion
Ms. Shenethia Manuel

Please evaluate the performance of **Ms. Shenethia Manuel** as Vice Chancellor for Human Resources, Equity & Inclusion (HREI) in each of the following areas of responsibility.

You do not have to respond to any item; however, you will be notified if you miss an item. If Qualtrics notifies you that you did not respond to any item, you may continue if you intended not to answer any item. Not responding to any items will not affect your responses to other items. If you do not have sufficient information or are unsure how to respond, please mark the “insufficient information/unsure” option.

University Mission, Vision, and Strategic Plan

The Vice Chancellor for Human Resources, Equity & Inclusion (HREI)

1. Develops effective long- and short-range plans to achieve organizational goals with respect to HREI that align with the University’s mission and strategic plan.
2. Effectively assesses HREI’s strengths and weaknesses.
3. Analyzes market conditions, and identifies needs and resources to adapt to changing conditions.
4. Reviews / coordinates the policies of HREI to ensure compliance with strategic plans, integration initiatives and policies authorized by the Board of Curators.

Scale: Strongly Agree, Agree, Disagree, Strongly Disagree, Insufficient Information/Unsure

Leadership

The Vice Chancellor for Human Resources, Equity & Inclusion (HREI)

1. Provides effective leadership and direction in ensuring the overall mission of the university.
2. Effectively exercises financial responsibilities.
3. Provides meaningful opportunities for advancing faculty and staff.
4. Provides effective leadership in the continuous investigation of new trends and practices within the general fields of human resources, equity, and inclusion.
5. Provides effective guidance and counsel to general officers in the examination, definition, and design of objectives for the Office of Human Resources, Equity & Inclusion.

Scale: Strongly Agree, Agree, Disagree, Strongly Disagree, Insufficient Information/Unsure

Communication

The Vice Chancellor for Human Resources, Equity & Inclusion (HREI)

1. Proactively communicates with individuals and diverse groups across campus.
2. Clearly communicates about HREI issues/policies to stakeholders.
3. Communicates in a timely manner.

Scale: Strongly Agree, Agree, Disagree, Strongly Disagree, Insufficient Information/Unsure

Planning and Management

The Vice Chancellor for Human Resources, Equity & Inclusion (HREI)

1. Enforces all university operating, fiscal and HR policies.
2. Recommends changes to university operating, fiscal, and HR policies that advance / support operating efficiencies, improves the university's "preferred employer" status, and clarifies policy intent.
3. Develops methods for effectively measuring success and collecting relevant data, and reforms operations as needed.
4. Effective at developing/coordinating project plans and managing resources to meet the objectives of the university as well as HREI.
5. Effective in hiring and evaluating professional and supporting staff to meet university's missions with respect to teaching and research.
6. Effectively delegates authority and holds accountable those individuals appointed to positions.

Scale: Strongly Agree, Agree, Disagree, Strongly Disagree, Insufficient Information/Unsure

Professionalism

The Vice Chancellor for Human Resources, Equity & Inclusion (HREI)

1. Committed to enhancing inclusion and diversity.
2. Assumes responsibility for her actions.
3. Completes tasks on time.
4. Willing to accept constructive criticism.
5. Sets by example the highest standards of personal and professional integrity.

Scale: Strongly Agree, Agree, Disagree, Strongly Disagree, Insufficient Information/Unsure

Overall Assessment

Ms. Shenethia Manuel should be retained in her position as Vice Chancellor for Human Resources, Equity & Inclusion

Scale: Agree, Disagree

In the space below, please add any other comments you wish regarding the performance of **Ms. Shenethia Manuel** as Vice Chancellor for Human Resources, Equity, & Inclusion. Faculty Senate might decide to disclose comments. If you wish to protect your confidentiality, make sure your comments do not identify you.