

ADMINISTRATIVE REVIEW
2016-2017
Vice Chancellor for University Advancement
Ms. Joan Nesbitt

Please evaluate the performance of **Ms. Joan Nesbitt** as Vice Chancellor for University Advancement 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

Vice Chancellor for University Advancement

1. Develops effective long- and short-range plans to achieve organizational goals that align with the University’s mission and strategic plan.
2. Contributes to shaping university strategy with respect to development and fundraising.
3. Analyzes market conditions, and identifies needs and resources to adapt to changing conditions.
4. Assists in the development of new or innovative solutions with respect to development and advancement that optimize university performance and differentiate it in the market.

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

Leadership

Vice Chancellor for University Advancement

1. Treats people with respect; keeps commitments; inspires the trust of others and upholds organizational values.
2. Exhibits confidence in self and others; inspires and motivates others to perform well; effectively influences actions and opinions of others; gives appropriate recognition to others.
3. Is effective at creating a sense of community between S&T and external stakeholders.

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

Communications

Vice Chancellor for University Advancement

1. Effectively develops and fosters communication with internal and external stakeholders.
2. Clearly communicates the mission and programs of the university.
3. Effective in establishing collaborative relationships within the university and with external organizations.
4. Develops and implements effective strategies for marketing the university to potential students and the general public.

5. Works closely with faculty and departments/units.
6. Maintains appropriate communication links with supervised personnel and makes sound management decisions based on such feedback.

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

Planning and Management

Vice Chancellor for University Advancement

1. Takes responsibility for and effectively oversees the operations of the divisions/units supervised by her.
2. Is effective at developing/coordinating project plans and managing resources to meet University's mission in relations to advancement and development.
3. Is effective in hiring, evaluating, and managing professional and supporting staff to meet university's missions in relation to university advancement and development.
4. Effectively delegates authority and holds accountable those individuals appointed to positions.
5. Demonstrates appropriate accountability and financial responsibility.
6. Develops/maintains policies that enabled successful functioning of the supervised divisions/units (e.g., KMST Radio Station, Marketing and Communication).
7. Has a transparent decision making process and base personnel decisions on factual data.

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

University Development and Advancement

Vice Chancellor for University Advancement

1. Effectively initiates maintains and strengthens relationships with alumni, friends, and supporters of the university.
2. Implements policies and strategies that have resulted in increasing the number of alumni who are actively engaged with the university.
3. Effectively builds and sustains relationships with prospective donors.
4. Effectively plans and executes capital campaigns, fundraising events, and major gift solicitations.

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

Professionalism

Vice Chancellor for University Advancement

1. Is committed to enhancing inclusion and diversity.
2. Assumes responsibility for her actions.
3. Is willing to accept constructive criticism.
4. Completes tasks on time.
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. Joan Nesbitt should be retained in her position Vice Chancellor for University Advancement.

Scale: Agree, Disagree

In the space below, please add any other comments you wish regarding the performance of **Ms. Joan Nesbitt** as Vice Chancellor for University Advancement. Faculty Senate might decide to disclose comments. If you wish to protect your confidentiality, make sure your comments do not identify you.