

# PRESIDENT EVALUATION FORM

## PART I – ADMINISTRATIVE DATA

<b>Name:</b> Dr. Beverlee J. McClure	<b>Type of Report:</b> Annual Performance
<b>Title:</b> President Adams State University	<b>Period Covered</b> From: July 2016 To: July 2017

## PART II – RATING SCALE

Please rate the President on the following criteria by placing an "x" in the appropriate box.  
 5 – Superior      4 – Above Average      3-Average      2-Below Average      1-Poor  
**NOTE:** All marks of 2 or 1 must be specifically substantiated in Part IV of the written performance evaluation.

## PART III – PERFORMANCE FACTORS

### I. COMMITMENT TO INSTITUTIONAL/SYSTEM MISSION:

	5	4	3	2	1
4.7					
a. Evidence an understanding of the mission of the institution and the special demands placed on it.      4.8	5	4	3	2	1
b. Demonstrates a personal sense of responsibility for helping the institution achieve success.      4.6	5	4	3	2	1
c. Concern for the general welfare of the institution.      4.6	5	4	3	2	1
d. Develops innovative ways to accomplish the mission of the institution.      4.8	5	4	3	2	1

### COMMENT:

No one cares about ASU more than Dr. McClure.  
 Sense of ownership for institution. Appreciate innovation and personal passion for advancing the mission.  
 Time will develop astute sense of role and mission for ASU.  
 Diligent in ASU Strategic Plan 2020 implementation.  
 Routinely updates Board on progress.  
 Solid commitment.  
 Has invested impressively in new programs.

<b>2. LEADERSHIP ABILITY:</b>					
	3.9				
a. Identifies needs of the institution and develops, implements plans and programs to address those needs.	4.2	5	4	3	2 1
b. Develops plans and programs to enhance the quality of the institution.	4.4	5	4	3	2 1
c. Encourages the development of innovative programs to meet changing needs of constituents.	4.2	5	4	3	2 1
d. Based upon the President's leadership, faculty and staff have confidence in the future of the University.	3.25	5	4	3	2 1
e. The President is effective in resolving significant problems.	3.37	5	4	3	2 1
f. The President's leadership has a positive influence on employee morale and performance.	3.25	5	4	3	2 1
g. Fosters an environment that stimulates teaching, learning, scholarship, professional development and the pursuit of support to enhance academic programs and innovation.	3.87	5	4	3	2 1
h. Willing to break from the "Status Quo" and implement new ideas.	4.75	5	4	3	2 1

**COMMENT:**

Very good leadership / strong.  
ASU and CSU Ag program a plus.

3. MANAGEMENT EFFECTIVENESS:					
	4.0				
a.	Effectively executes and implements the educational, administrative and fiscal policies, procedures, directives, and programs adopted by the administration/Board for the governance of the University.	5	4	3	2 1
	4.6				
b.	Exhibits effective management skills to identify problem areas, weaknesses, and strengths of the institution.	5	4	3	2 1
	4.3				
c.	Works effectively to maintain high morale among subordinates and between herself, her staff, and others within the University.	5	4	3	2 1
	3.1				
d.	The President is effective in adapting to and coordinating University responses to necessary change.	5	4	3	2 1
	4.1				
e.	The President strives to maintain faculty, administrators and staff salaries at a competitive level.	5	4	3	2 1
	4.1				
f.	The President makes effective use of, and allocates all resources (finances, personnel, equipment, space.)	5	4	3	2 1
	4.6				
g.	Plans and prepares for the unexpected.	5	4	3	2 1
	3.8				
h.	Exercises appropriate judgment in the appointment and retention of senior institution personnel.	5	4	3	2 1
	3.4				
i.	Delegates effectively, ensuring decisions are made at an appropriate level in the institution while maintaining sufficient accountability.	5	4	3	2 1
	4.0				

**COMMENT:**

Organized.  
 Good change manager.  
 Good grasp.  
 People skills exemplary with those not working under her.  
 Reacts too quickly without thought at times.  
 Needs more flexibility with subordinates.  
 Better evaluated by subordinates in this section.

**4. FISCAL MANAGEMENT:**

4.2

a. Prepares and presents a consolidated budget of the University to the Board.

4.3

5 4 3 2 1

b. Assumes and retains control at all times over the budgets of the University, as approved by the Board.

3.6

5 4 3 2 1

c. Moves quickly to correct fiscal problems.

3.8

5 4 3 2 1

d. The President is well prepared and informed when presenting budgetary and programmatic requests/reports to the Board.

5.0

5 4 3 2 1

**COMMENT:**

Always well prepared.

Debt restructuring advanced by Dr. McClure was helpful to the institution.

We were able to maintain bond rating and refinance bonds during period of adversity.

Not sure how to evaluate Beverlee's performance in this regard, demands yes or no rather than a qualitative answer.

Good grasp on budget, strategic mindset.

<b>5. DAILY DECISION-MAKING/PROBLEM SOLVING:</b>						
	3.9					
a.	Identifies problem areas before they escalate into a crisis.	5	4	3	2	1
	3.4					
b.	Makes sound decisions when critical situations occur.	5	4	3	2	1
	3.6					
c.	Acts promptly to resolve or report problems to the Board.	5	4	3	2	1
	4.5					
d.	Looks at problems with clarity, logic, and coolness and makes decisions based on facts.	5	4	3	2	1
	3.4					
e.	Looks ahead, plans adequately, and avoids procrastination in the decision making process.	5	4	3	2	1
	4.6					
f.	Considers ideas from various sources and chooses the best solution.	5	4	3	2	1
	3.7					

**COMMENT:**

Subordinates better able to answer this.  
 Appreciate willingness to share important information.  
 Board is well informed.

6. HUMAN RELATIONS/COMMUNICATION SKILLS:						
	4.5					
a.	Maintains good relations with students, faculty, staff and alumni.	5	4	3	2	1
	3.6					
b.	The President has a professional image in state government.	5	4	3	2	1
	4.8					
c.	The President builds a positive relationship through open communication with external groups and agencies including the community and media.	5	4	3	2	1
	4.6					
d.	The President involves and interacts with students on campus.	5	4	3	2	1
	4.4					
e.	The President keeps the Board informed about matters affecting the institution.	5	4	3	2	1
	4.7					
f.	Understands and is responsive to the community of which the Institution is a part.	5	4	3	2	1
	4.5					
g.	Effectively serves as spokesperson for the institution.	5	4	3	2	1
	4.8					
h.	Is involved in appropriate community activities.	5	4	3	2	1
	4.7					

**COMMENT:**

Very good at connecting to valley community.  
 Very good communication skills.  
 Fairly well informed.

<p><b>7. FUNDRAISING:</b> 4.15</p> <p>a. Directs and encourages fundraising from private, corporate and public sources. 4.3</p> <p>b. Is effective in fundraising and in developing alumni support. 4.0</p>	<table border="1"> <tr> <td>5</td> <td>4</td> <td>3</td> <td>2</td> <td>1</td> </tr> <tr> <td>5</td> <td>4</td> <td>3</td> <td>2</td> <td>1</td> </tr> </table>	5	4	3	2	1	5	4	3	2	1
5	4	3	2	1							
5	4	3	2	1							

**COMMENT:**

Seems like room for improvement.  
 Fundraising not going well isn't entirely Presidents fault, outside influences have been difficult to overcome. When this is behind us "I envision this being a strong point".

**8. ACADEMIC QUALITY & ACCOUNTABILITY:**

4.7					
a. Develops and seeks to implement programs and courses that contribute to accomplishing the mission of the university, while serving the needs of the community and state. 4.4	5	4	3	2	1
b. Has process in place for effectively monitoring programs requiring accreditation. 4.6	5	4	3	2	1
c. Respects academic freedom. 4.6	5	4	3	2	1
d. Promotes academic growth through research, collaborative agreements, grantsmanship, development of patents, etc. 4.3	5	4	3	2	1
e. Promotes the general academic welfare of the university. 4.5	5	4	3	2	1

**COMMENT:**

Waiting after HLC to assure ASU has proper monitoring.  
 Focus on retention/recruitment along with HLC review.  
 CSU partnership great first step.  
 Appreciate the Presidents response from ASU to ensure continued accreditation, also non-credit classes.  
 Survey of faculty may be best in answering some questions.

Name of Rated Person: Dr. Beverlee J. McClure

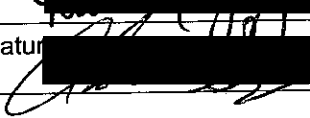
Signature



9.29.17

Name of Evaluator: Cleave Simpson, Board Chair

Signature



Date:

8-28-17