



## **Presidential Review and Evaluation (PRE)**

The purpose of the Presidential Review and Evaluation (PRE) is to provide the President with regular support and feedback on performance by identifying areas of strength and opportunities for further professional development. The PRE serves to increase communication between the Board and the President and to clarify the Board's expectations of the President. The PRE also provides the Board an opportunity for reflection on the health of the institution and the leadership demonstrated by the President. Additionally, a formal PRE meets the criteria set forth for SACSCOC compliance as well as the Board's responsibility for the selection and evaluation of the President, as set forth in the University of Memphis' Board of Trustees' Bylaws, and ensures the public that he/she is meeting accountability expectations.

### **Annual Evaluation**

The Board of Trustees will evaluate the University President on an annual basis. The evaluation period will be April through March and the results will be presented during the June Board meeting.

By May 1<sup>st</sup> of each year, the President shall provide the Board Chair with a written self-assessment of his or her performance that shall include the following:

1. Progress on meeting established goals based on the University's Strategic Plan with accompanying data and metrics.
2. Assessment of the overall academic quality of the University, including institutional achievements and accomplishments.
3. Assessment of the financial status of the University.
4. Identification of significant institutional challenges faced over the course of the review year that affected progress toward goals and the President's assessment of continuing or future challenges facing the University.
5. Goals proposed by the President for the following year.

The President and the Board Chair or designee will meet to discuss the President's self-assessment, goals for the following evaluation year, along with any other information determined by the Board Chair.

At his/her discretion, the Board Chair or designee may interview the senior administrative staff regarding the President's performance, as well as any faculty, staff, student or alumni leaders. All Board of Trustees members will complete a confidential online evaluation on the President. The aggregate results of the evaluation will be shared with the Board Chair, to be used to provide a recommendation on the overall performance of the President, as well as any compensation adjustments and/or other necessary terms of employment to the Finance & Audit Committee.

The Finance & Audit Committee shall approve or modify the Chair's assessment of the President's performance, the President's proposed goals for the next evaluation cycle, and take appropriate action on any recommendations regarding compensation or other terms of employment. The Committee's action will then be submitted to the full Board of Trustees for approval or modification.

The President shall be present at the meeting of the Finance & Audit Committee and the full Board to answer questions about his/her performance and the goals presented.