**Instructions:** Using the scale for each section of the performance review, provide your rating based on the information submitted by the President. Each section of the review was developed in alignment with the ASU Board of Trustees-approved *2025 Excellence. Innovation. Opportunity* strategic goals, in adherence to the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) standards, and the duties and responsibilities of the president.

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| **NO.** | **Section 1.1: Provide Effective and Efficient Leadership (ASU Goal #9)** | | | | | **President Rating** | **Trustee Rating** |
| 1.1(a) | Complete annual performance evaluations for at least 100% of direct reports on an annual basis. | | | | |  |  |
| 1.1(b) | Provide leadership training and development opportunities for ASU Management at least twice annually. | | | | |  |  |
| 1.1(c) | Appoint, hire, supervise, promote, and dismiss employees in accordance with applicable laws and Board policies. | | | | |  |  |
| 1.1(d) | Provide quarterly (i.e., four times per year) litigation status reports to the Board of Trustees. | | | | |  |  |
| 1.1(e) | Recommend administrative regulations, rules, and procedures that promote the general welfare of the University annually. | | | | |  |  |
| **LEADERSHIP SCALE** | | | | | | | |
| **Does Not Meet Expectations**  **(1)** | | **Meets Some Expectations**  **(2)** | **Meets Expectations**  **(3)** | **Exceeds Most Expectations**  **(4)** | **Exceeds All Expectations**  **(5)** | | |
| The President has not conducted performance evaluations nor provided feedback on performance plans. The President also has not provided leadership training or development provided for any ASU leadership, nor does the President adhere to appointing, hiring, supervising, promoting, and dismissing employees according to applicable laws and board policies. No quarterly litigation reports were submitted to the Board, and there is no evidence of institutional regulations, policies and procedures review for the enhancement of ASU. | | The President has conducted performance evaluations for 25-49% of direct reports, and the other 51--75% will receive feedback on performance work plan. All direct reports will attend one (1) training and development opportunity; there is evidence of adherence to appointing, hiring, supervising, promoting, and dismissing employees according to applicable laws and board policies for at least 10%. At least (2) quarterly litigation reports are submitted to the Board annually, and at least 5% of all institutional regulations, policies, and procedures were reviewed for the enhancement of ASU annually. | The President has conducted performance evaluations for 50% of direct reports, and the other 50% will receive feedback on performance work plan. All direct reports will attend two (2) training and development opportunities; there is evidence of adherence to appointing, hiring, supervising, promoting, and dismissing employees according to applicable laws and board policies at least 30%. At least (4), quarterly litigation reports are submitted to the Board annually, and at least 15% of all institutional regulations, policies, and procedures were reviewed for the enhancement of ASU annually. | The President has conducted performance evaluations for 51-75% of direct reports, and the other 25-49% will receive feedback on performance work plan. All direct reports will attend two three (3) training and development opportunities; there is evidence of adherence to appointing, hiring, supervising, promoting, and dismissing employees according to applicable laws and board policies at least 40%. At least (4) quarterly litigation reports and one additional report are submitted to the Board annually, and at least 20% of all institutional regulations, policies, and procedures were reviewed for the enhancement of ASU annually. | The President has conducted performance evaluations for 76-100% of direct reports, and the other 24 or less % will receive feedback on performance work plan. At least 25% of direct reports attend more than four (4) training and development opportunities; there evidence of adherence to appointing, hiring, supervising, promoting, and dismissing employees according to applicable laws and board policies for at least 50%. At least (4) quarterly litigation reports and at least two additional reports are submitted to the Board annually, and at least 25% of all institutional regulations, policies, and procedures were reviewed for the enhancement of ASU annually. | | |
| **President’s Comments:** | |
| **Trustee Comments:** | |  | | | | | |

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| **NO.** | **Section 1.2: Foster the University’s Public Image (ASU Goals 4 & 7)** | | | | | **President Rating** | **Trustee Rating** |
| 1.2(a) | The President participated in at least one positive coverage of media once per month for ASU. | | | | |  |  |
| 1.2(b) | The President participated in at least 60% of institutional events attended by University officials annually. | | | | |  |  |
| 1.2(c) | The President provided an institutional report on progress/status of the institution’s approved strategic goals at least four (4) times per year. | | | | |  |  |
| 1.2(d) | The President provides to the Board of Trustees an Annual Report of targeted stakeholders satisfaction and perceptions of the ASU, and used for institutional improvement. | | | | |  |  |
| **ASU BRANDING AND IMAGE SCALE** | | | | | | | |
| **Does Not Meet Expectations**  **(1)** | | **Meets Some Expectations**  **(2)** | **Meets Expectations**  **(3)** | **Exceeds Most Expectations**  **(4)** | **Exceeds All Expectations**  **(5)** | | |
| The President participated in less than nine media coverages annually; participated in at least 25% of institutional events annually; provided at least one (1) report on the institutions’ status/progress with its strategic goals; and no survey was administered to obtain feedback from stakeholders. | | The President participated in a total of 9 positive media coverages activities for ASU for the entire year; participated in at least 26-59%of institutional events for ASU annually; provided at least two (2) reports on the institutions’ status/progress with its strategic goals; and administered some institutional survey for feedback from stakeholders by any given direct report. | The President participated in one positive media coverage per month (12 annually); participated in at least 60% of institutional events annually; provided at least four (4) reports on the institutions’ status/progress with its strategic goals; and administered surveys to obtain feedback on stakeholders’ perceptions and satisfaction of the institution. | The President participated in at least 18 positive media coverages annually; participated in at least 70% of institutional events annually; provided at least five (5) reports on the institutions’ status/progress with its strategic goals; and administered surveys to obtain feedback on stakeholders’ perceptions and satisfaction of the institution, along with provided a plan for improvement for 20% of the units impacted by survey. | The President participated in 24 positive media coverages annually; participated in at least 80% of institutional events annually; provided at least four (4) reports on the institutions’ status/progress with its strategic goals; and administered surveys to obtain feedback on stakeholders’ perceptions and satisfaction of the institution, along with the submission a plan for improvement for 30% of the units impacted by survey. | | |
| **President’s Comments:** | |
| **Trustee Comments:** | |  | | | | | |

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| **NO.** | **Section 1.3: Fiscal Growth and Integrity (ASU Goal #2)** | | | | | **President Rating** | **Trustee Rating** |
| 1.3(a) | The President provided quarterly budget reports that are consistent with governmental accounting principles (to include debts, expenditures, encumbrances, personnel report, grants, funding, revenue, and budget adjustments). | | | | |  |  |
| 1.3(b) | The President exercised fiscal management and administrative oversight that led to an unqualified financial audit opinion from an independent accounting/auditing firm selected by the ASU Board of Trustees. | | | | |  |  |
| 1.3(c) | The President provides to the Board, when necessary, a comprehensive plan to address audit issues. | | | | |  |  |
| 1.3(d) | The President implemented an adequate internal control structure approved by the ASU Board of Trustees that fosters assurance that policies and procedures are enforced. | | | | |  |  |
| 1.3(e) | The President maintained adequate internal controls on expenditures by operating within the Board approved budget. | | | | |  |  |
| **ASU FISCAL GROWTH AND INTEGRITY SCALE** | | | | | | | |
| **Does Not Meet Expectations**  **(1)** | | **Meets Some Expectations**  **(2)** | **Meets Expectations**  **(3)** | **Exceeds Most Expectations**  **(4)** | **Exceeds All Expectations**  **(5)** | | |
| The President provided at least two (1) quarterly budget report in alignment with governmental accounting principles; received but did not provide the Board with a copy of the audit from an independent accounting firm; did not provide the Board with a comprehensive plan to address audit issues; did not implement adequate internal controls to assure policies and procedures are enforced; and did not operate the institution within the Board approved budget. | | The President provided at least two (2) quarterly budget reports in alignment with governmental accounting principles; received a financial audit from an independent accounting firm; provided the Board with a partial comprehensive plan to address audit issues; implements a somewhat adequate internal control to assure policies and procedures are enforced; and somewhat operates the institution within the Board approved budget. | The President provided quarterly budget reports in alignment with governmental accounting principles; received an unqualified financial audit opinion from an independent accounting firm; provided the Board with a comprehensive plan to address audit issues; implements adequate internal controls to assure policies and procedures are enforced; and operates the institution within the Board approved budget. | The President provided four (4) quarterly budget reports in alignment with governmental accounting principles; received an unqualified financial audit opinion from an independent accounting firm; provided the Board with a comprehensive plan to address audit issues; implements adequate internal controls to assure policies and procedures are enforced; and operates the institution within the Board approved budget. The President provided evidence of effective strategies which resulted in cost saving measures for the institution. | The President provided four (4) quarterly budget reports in alignment with governmental accounting principles; received an unqualified financial audit opinion from an independent accounting firm; provided the Board with a comprehensive plan to address audit issues; implements adequate internal controls to assure policies and procedures are enforced; and operates the institution within the Board approved budget. The President provided evidence of effective strategies which result in cost saving measures for the institution and provided evidence of increased University reserves in the range of 5-10%% annually. | | |
| **President’s Comments:** | |  | | | | | |
| **Trustee Comments:** | |  | | | | | |

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| **NO.** | **Section 1.4: Lead the University’s capital campaigns and fundraising initiatives. (ASU Goals 2 and 7)** | | | | | **President Rating** | **Trustee Rating** |
| 1.4(a) | The President provides to the Board a quarterly report of fundraising efforts/accomplishments. | | | | |  |  |
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| **FUNDRAISING SCALE** | | | | | | | |
| **Does Not Meet Expectations**  **(1)** | | **Meets Some Expectations**  **(2)** | **Meets Expectations**  **(3)** | **Exceeds Most Expectations**  **(4)** | **Exceeds All Expectations**  **(5)** | | |
| The President did not participate in any fundraising efforts; no evidence of donor dollars received; and no report was provided to the Board with dollars pledged, number of contacts made, and reflective of variances in funds raised. | | The President provided the Board with at least two (2) fundraising reports that reflect a combination of data to include dollars pledged, number of contacts made, and reflective of variances in funds raised. | The President provided the Board with at least four (4) fundraising reports that reflect the inclusion of dollars pledged, number of contacts made, and reflective of variances in funds raised. | The President provided the Board with at least four (4) fundraising reports that reflect the inclusion of dollars pledged, number of contacts made, and reflective of variances in funds raised. The President demonstrated at least a 5% increase in fundraising efforts. | The President provided the Board with at least four (4) fundraising reports that reflect the inclusion of dollars pledged, number of contacts made, and reflective of variances in funds raised. The President demonstrated at least a 10% increase in fundraising efforts. | | |
| **President’s Comments:** | |  | | | | | |
| **Trustee Comments:** | |  | | | | | |

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| **NO.** | **Section 1.5: Maintain institutional control over all athletics programs, consistent with NCAA rules.**  **(ASU Goal 8)** | | | | | **President Rating** | **Trustee Rating** |
| 1.5(a) | The President provided quarterly reports for any infraction (self-reported, secondary, and major) to the Board. | | | | |  |  |
| 1.5(b) | The President improved the Academic Progress Rate (APR) according to baseline data from prior year. | | | | |  |  |
| 1.5(c) | The President improved Graduation Success Rate (GSR) according to baseline data reported to NCAA from the prior year. | | | | |  |  |
| 1.5(d) | The President increased revenue from athletic events (beginning with revenue reported in 2017-2018). | | | | |  |  |
| **ATHLETICS SCALE** | | | | | | | |
| **Does Not Meet Expectations**  **(1)** | | **Meets Some Expectations**  **(2)** | **Meets Expectations**  **(3)** | **Exceeds Most Expectations**  **(4)** | **Exceeds All Expectations**  **(5)** | | |
| The President provided the Board with one (1) quarterly report of infractions; no improvement of APR or GSR was reported to the Board and no evidence of increased revenue from athletic events. | | The President provided the Board with two (2) quarterly reports of infractions (or no infractions); evidence of improvement of APR and GSR was reported for some sports to the Board, and evidence of increased revenue was reported to the Board from athletic events. | The President provided the Board with four (4) quarterly reports of infractions (or no infractions); some improvement of APR or GSR was reported to the Board, and some evidence of increased revenue was reported to the Board from athletic events. | The President provided the Board with four (4) quarterly reports of infractions with some infractions for some sports; evidence of at least 1-2% improvement of APR and GSR was reported to the Board, and a 1-4% increase of revenue was reported to the Board from athletic events. | The President provided the Board with four (4) quarterly reports of infractions with minimum infractions for some sports; evidence of at least 2-3% improvement of APR and GSR was reported to the Board, and above 5% increase of revenue was reported to the Board from athletic events. | | |
| **President’s Comments:** | |  | | | | | |
| **Trustee Comments:** | |  | | | | | |

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| **NO.** | **Section 1.6: Maintain effective communication with the Board. (ASU Goal 7)** | | | | | **President Rating** | **Trustee Rating** |
| 1.6(a) | The President notified the Board of any findings, actions, or inconsistencies with University policies that have a potential to bring harm to or jeopardize the integrity of the University in a timely manner. | | | | |  |  |
| 1.6(b) | The President communicated with the Board Members to inform and resolve issues of interest in a timely manner. | | | | |  |  |
| 1.6(c) | The President provides the Board with information prior to meetings. | | | | |  |  |
| 1.6(d) | The President provides quarterly litigation status reports to the Board at least four times per year. | | | | |  |  |
| 1.6(e) | The President communicates all new and proposed changes to regulations, rules, policies, and procedures to the Board at least twice per year. | | | | |  |  |
| **EFFECTIVE COMMUNICATION SCALE** | | | | | | | |
| **Does Not Meet Expectations**  **(1)** | | **Meets Some Expectations**  **(2)** | **Meets Expectations**  **(3)** | **Exceeds Most Expectations**  **(4)** | **Exceeds All Expectations**  **(5)** | | |
| The President does not notify the Board of findings in a timely manner; no communication to Board Members in a timely manner; no information provided to the Board prior to meetings; at least one litigation report is shared with the Board annually; and the President does not communicate changes to regulations, rules, policies, and procedures. | | The President notifies the Board of findings sporadically throughout the year; occasionally shares issues of interest; submits at least two (2) litigation reports annually to the Board; and sometimes communicates changes to regulations, rules, policies, and procedures to the Board. | The President notifies the Board of findings in a timely manner; communicates with Board in a timely manner regarding issues of interest; submits to the Board at least four (4) litigation reports annually; and communicates changes to regulations, rules, policies, and procedures. | The President frequently notifies the Board of findings; frequently communicates with Board in a timely manner regarding issues of interest; submits to the Board at least four (4) litigation reports during each Board Meeting; and frequently communicates changes to regulations, rules, policies, and procedures. | The President always notifies the Board of findings; always communicates with Board in a timely manner regarding issues of interest; submits to the Board at least four (4) litigation reports during each Board Meeting; and always communicates changes to regulations, rules, policies, and procedures. | | |
| **President’s Comments:** | |
| **Trustee Comments:** | |  | | | | | |

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| **NO.** | **Section 1.7: Maintained Quality Faculty and Academic Administrators (ASU Goals #5 and #7)** | | | | | **President Rating** | **Trustee Rating** |
| 1.7(a) | The President provided at least two (2) learning and professional development opportunities for faculty and academic leadership. | | | | |  |  |
| 1.7(b) | The President ensured all faculty and adjuncts are credentialed to instruct in appointed content areas. | | | | |  |  |
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| **ASU FACULTY SCALE** | | | | | | | |
| **Does Not Meet Expectations**  **(1)** | | **Meets Some Expectations**  **(2)** | **Meets Expectations**  **(3)** | **Exceeds Most Expectations**  **(4)** | **Exceeds All Expectations**  **(5)** | | |
| The President did not provide learning or professional growth opportunities for faculty and academic administrators. No full-time and part-time faculty were credentialed for teaching in assigned content areas. | | The President provided learning or professional growth opportunities for 25 % of faculty and academic administrators, and 50% of full-time and part-time faculty were credentialed for teaching in assigned content areas. | The President provided learning or professional growth opportunities for 50% of faculty and academic administrators, and 100% of faculty and adjuncts were credentialed for teaching in assigned content areas. | The President provided learning or professional growth opportunities for 60% of faculty and academic administrators, and an audit was conducted once a year to confirm faculty and adjunct faculty were credentialed to teach in assigned content areas. | The President provided learning or professional growth opportunities for 70% of faculty and academic administrators, and an audit was conducted twice a year to confirm faculty and adjunct credentials were conducted. | | |
| **President’s Comments:** | |
| **Trustee Comments:** | |  | | | | | |

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| **NO.** | **Section 1.8: Maintained accreditation for Alabama State University (ASU Goal #7)** | | | | | **President Rating** | **Trustee Rating** |
| 1.8(a) | The President assured academic programs maintained appropriate certifications with the Alabama State Department of Education (ALSDE), regional (SACSCOC), and specialized accrediting agencies. | | | | |  |  |
| **ASU ACCREDITATION SCALE** | | | | | | | |
| **Does Not Meet Expectations**  **(1)** | | **Meets Some Expectations**  **(2)** | **Meets Expectations**  **(3)** | **Exceeds Most Expectations**  **(4)** | **Exceeds All Expectations**  **(5)** | | |
| The institution lost or did not maintain certification and/or accreditation for some programs. | | The institution did not maintain certification and/or accreditation for some programs. | The institution maintained current certification of programs, regional accreditation, and specialized accreditations. | Yearly audit was conducted to confirm that the overall status of current certification and accreditations are maintained. | Yearly audit was conducted twice a year to confirm that the overall status of current certification and accreditations are maintained. | | |
| **President’s Comments:** | |
| **Trustee Comments:** | |  | | | | | |

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| **NO.** | **Section 1.9: Increase Student Enrollment and Retention (ASU Goal #2)** | | | | | **President Rating** | **Trustee Rating** |
| 1.9(a) | President provided data to show a 2.5% increase in student enrollment (first-time, full-time degree seeking students and transfer students) based on the prior year. | | | | |  |  |
| 1.9(b) | President provided data to show a 2.5% increase in student retention (based on the prior year 6-year cohort). | | | | |  |  |
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| **ASU STUDENT ENROLLMENT AND RETENTION SCALE** | | | | | | | |
| **Does Not Meet Expectations**  **(1)** | | **Meets Some Expectations**  **(2)** | **Meets Expectations**  **(3)** | **Exceeds Most Expectations**  **(4)** | **Exceeds All Expectations**  **(5)** | | |
| The President did not provide data to show a 2.5% increase in student enrollment or student retention. | | The President provided some data to show a 2.5% increase in student enrollment and/or student retention. | The President provided data to demonstrate a 2.5% increase in student enrollment and student retention. | The President provided data to demonstrate an increase above 2.5% in student enrollment and student retention, as well as a plan for improvement for retention or enrollment. | The President provided data to demonstrate a 3% increase in student enrollment and student retention, as well as a plan for improvement for retention or enrollment. | | |
| **President’s Comments:** | |  | | | | | |
| **Trustee Comments:** | |  | | | | | |