



Terrence Cheng
Chancellor

CONFIDENTIAL

**Performance Evaluation for CSCU Presidents and Campus
CEOs for the period July 1, 2023 to June 30, 2024**

Name: _____

Campus: _____

PART ONE – SELF-APPRAISAL

Instructions to CSCU Presidents & Campus CEOs: Please prepare and append to this form a written self-appraisal of (no more than three pages) your performance during the rating period.

PART TWO - CORE COMPETENCIES

Instructions to CSCU Presidents & Campus CEO's: Please evaluate your core competencies in accordance with the rating scale set forth below:

- 1 = Unsatisfactory
- 2 = Improvement needed
- 3 = Meets expectations
- 4 = Exceeds expectations

1. Leadership	1	2	3	4	Comments
Authenticity, clear and inspiring vision, humility, listening; ability to enlist others in the organization's mission; develops trust and credibility; demonstrates honest and ethical behavior.					
2. Inclusiveness	1	2	3	4	Comments
Shows respect for people and their differences; promotes fairness and equity; engages the talents, experiences and capabilities of others; fosters a sense of belonging; works to understand the perspectives of others and creates opportunities for access and success.					

3. Problem Solving & Decision Making	1	2	3	4	Comments
Problem solving - Identifies problems, involves others in seeking solutions, conducts appropriate analyses, searches for best solutions; responds quickly to new challenges. Decision making - Makes clear, consistent, transparent decision consistent with established policies; acts with integrity in all decision making; distinguishes relevant from irrelevant information and makes timely decisions.					
4. Strategic Planning and Organizing	1	2	3	4	Comments
Understands big picture and align priorities with broader goals, measures outcomes, uses feedback to change as needed, evaluates alternatives, solutions, seeks alternatives and broad input; can see connections within complex issues.					
5. Communication	1	2	3	4	Comments
Connects with peers, subordinates and customers; actively listens; clearly and effectively shares information; willingness to conduct difficult conversations; demonstrates effective oral and written communication skills overall.					
6. Quality Improvement	1	2	3	4	Comments
Strives for efficient, effective, high quality performance in self and the organization; delivers timely and accurate results; resilient when responding to situations that are not going well; takes initiative to make improvements.					
7. Team Building	1	2	3	4	Comments
Cooperates and collaborates with colleagues as appropriate; works in partnership with others; creates effective relationships with entities critical to organizational success.					
8. System Office Relations	1	2	3	4	Comments
Overall quality of interaction with the System Office; shares pertinent information with the System Office to keep management aware of potential issues and ongoing activity; solicits input; presents recommendations and alternatives for Board decision making; assures timeliness of information for decision making and responses to requests; conducts outreach in cooperation with student Regents to provide information to and solicit feedback from students.					

PART THREE – THE PLANNING PROCESS

Instructions to CSU Presidents & Campus CEOs: In the space provided below, please identify three to five measurable objectives you intend to pursue in the rating period from July 1, 2024 to June 30, 2025, and, in each, discuss its strategic value to your CSU campus and the Board of Regents, along with the action steps you intend to take to achieve success.

PART FOUR – EVALUATION

Instructions to CSU Presidents & Campus CEOs: For the period from July 1, 2023 to June 30, 2024, please evaluate your overall performance:

Unsatisfactory Improvement needed Meets Expectations Exceeds Expectations

Signature of CSU Chancellor

Date

Signature of Institution President / Campus CEO

Date