



Terrence Cheng  
President

**Performance Evaluation for CSCU Executive Staff for the period**

**July 1, 2022 to June 30, 2023**

**NAME:** \_\_\_\_\_

**TITLE:** \_\_\_\_\_

**PART ONE – SELF-APPRAISAL**

***Instructions:** 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:** 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

| Factors   |   |   |   |   | Comments |
|---|---|---|---|---|----------|
| <b>1. Leadership</b><br>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.  | 1 | 2 | 3 | 4 |          |
| <b>2. Inclusiveness</b><br>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.  | 1 | 2 | 3 | 4 |          |
| <b>3. Problem Solving and Decision Making</b><br>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 decisions consistent with established policies; acts with integrity in all decision making; distinguishes relevant from irrelevant information and makes timely decisions. | 1 | 2 | 3 | 4 |          |
| <b>4. Strategic Planning and Organizing</b><br>Understands big picture and aligns 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.  | 1 | 2 | 3 | 4 |          |
| <b>5. Communication</b><br>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.   | 1 | 2 | 3 | 4 |          |
| <b>6. Quality Improvement</b><br>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.   | 1 | 2 | 3 | 4 |          |
| <b>7. Team Building</b><br>Cooperates and collaborates with colleagues as appropriate; works in partnership with others; creates effective relationships with entities critical to organizational success.  | 1 | 2 | 3 | 4 |          |
| <b>8. Collegiality</b><br>Overall quality of interaction within the System Office; shares pertinent information to keep management and subordinates aware of potential issues and ongoing activity; solicits input; presents recommendations and alternatives for decision-making; assures timeliness of information for decision-making and responses to requests; conducts outreach to provide information to and solicit feedback from others.               | 1 | 2 | 3 | 4 |          |

**PART THREE – THE PLANNING PROCESS**

**Instructions:** *In the space provided below, please identify three to five measurable objectives you intend to pursue in the rating period from July 1, 2023 to June 30, 2024, and, in each, discuss its strategic value to the Board of Regents, along with the action steps you intend to take to achieve success.*

**PART FOUR – EVALUATION**

**Instructions:** For the period from July 1, 2022 to June 30, 2023, please evaluate your overall performance:

- Unsatisfactory       Improvement Needed       Meets Expectations       Exceeds Expectations

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date