In order to support and strengthen excellence in the universities of the University of Maine System, the Chancellor and Board of Trustees assess presidents’ performance including a review of accomplishments and challenges and ideas for ways to improve the effectiveness of the work of the president and the university. One aspect of presidential assessment is a formal review by an external reviewer conducted in the third year of the presidency and every four years thereafter. The external reviewer is a person with broad and deep knowledge and insights about public higher education.

Assessment of leadership is a complex process because of the many dimensions of leadership and management required of a university president. The review will focus on outcomes that indicate progress in meeting institutional strategic goals. Key elements of leadership are the relationships, interaction and collaboration required to lead in an environment of shared governance, multiple constituencies and public scrutiny. The major categories for assessment are:

I. Progress in achieving institutional and System strategic goals
II. Presidential Leadership, Management and Relationships
   A. Institutional Leadership
   B. Academic leadership
   C. Administration, Operations, Resource Utilization
   D. University Leadership and Relationships
   E. External Collaboration and Relationships

A formal review of President Ferguson will be conducted this year, the third year of his presidency. The external reviewer will be Dr. Mark Huddleston, President of the University of New Hampshire. You are being asked to participate in a confidential small group interview session with Dr. Huddleston as part of the review. None of the comments from the review process will be reported in a way that identifies any individual. The reviewer will be gathering input and perspectives from key university constituents including faculty, students, staff, Board of Trustees and Board of Visitors. The reviewer will provide a confidential report to the Chancellor and Board of Trustees during the spring semester.

The purpose of the evaluation is to give constructive feedback to the president and to provide the Chancellor and Board of Trustees with information and insights to help them meet their responsibilities. The process may also identify barriers to the university’s and president’s effectiveness. The ultimate goal of the process is to strengthen the ability of the president and university to succeed and to meet strategic goals.

The Chancellor and Board of Trustees appreciate the willingness of members of the university community to provide perspectives and suggestions to this process.