AGENDA ITEM SUMMARY

1. NAME OF ITEM: Comprehensive Presidential Review

2. INITIATED BY: James H. Page, Chancellor

3. BOARD INFORMATION: X BOARD ACTION:

4. BACKGROUND:

Board of Trustee policy provides for both annual and comprehensive reviews of presidents’ performance. The annual review is conducted by the chancellor. Comprehensive reviews are conducted by outside reviewers in the president’s third year of service and each subsequent four years.

This year a scheduled comprehensive review was conducted for UM President Paul Ferguson. The attached overview summarizes the review process. Results of the comprehensive review have been discussed with the president and will be used to guide the present’s professional development and in setting goals for the coming year. The chancellor will brief the Board on results of the review in executive session.

3/21/14
External Review of UM President Paul Ferguson

Overview

A comprehensive review of President Paul Ferguson’s performance was conducted in FY2014 in accordance with Board of Trustees policy. Comprehensive reviews are conducted in the third year of a president’s service and each subsequent four years. Reviewers are selected from a panel of seasoned university presidents and leaders.

The external reviewer selected to conduct the review was Dr. Mark Huddleston. Dr. Huddleston has served as President of the University of New Hampshire since 2007 and previously served as president of Ohio Wesleyan University from 2004 to 2007. He has more than three decades of experience in public and private education as a faculty member, dean and senior administrator. An author of numerous books and articles, he has been a consultant for both the U.S. government and international organizations.

The periodic formal review of presidents focuses on outcomes that reflect progress in achieving institutional goals. Priorities and specific areas of focus for each individual review are established by the chancellor in consultation with the external reviewer and president.

The external reviewer’s confidential report to the chancellor reflects constituent interviews, the president’s self-assessment, the institution’s strategic plan, and the president’s annual goals developed jointly between the chancellor and president. The report contains:

- Identifiable strengths and accomplishments,
- Suggestions for remediating concerns and improving presidential leadership, and
- Suggestions for developmental opportunities

Elements of leadership considered in the formal review 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

President Ferguson submitted a self-review in January 2014. Dr. Huddleston visited the UM campus on February 25 and 26, 2014 and met with groups of faculty, staff, students, members of the Board of Visitors, members of the UMS Board of Trustees, union leaders, the president’s direct reports, academic administrators, and representatives of the alumni organization and foundation. He also interviewed two colleague UMS presidents and System leaders.

Dr. Huddleston submitted a confidential report of his findings to Chancellor Page in March 2014. The report was shared with President Ferguson and discussed by President Ferguson and Chancellor Page. The Chancellor forwards the reviewer’s final report to the Board of Trustees. The results will be used to guide the president’s professional development and to set goals for the president in the coming year.

3/21/14