



UNIVERSITY of
LOUISIANA
LAFAYETTE

2017 Annual Evaluation Form - Senior Administrators

Review Period 1/1/2017 - 12/31/2017



REVIEWER

Jaimie Hebert (Manager), Ernest Savoie (Indirect Manager)



Azmy Ackleh

999997|Dean and Professor
Position

Overview

Task Instructions

Your annual performance evaluation is an important tool to support your professional development as an employee of the University of Louisiana at Lafayette. This provides an opportunity to be recognized for your contributions and to collaborate with your supervisor in aligning your goals and performance with the mission and values of the University.

Executive Goals 2017

Directions

Please provide a rating for each goal.

Rating Scale

Rating	Description
Not Evaluated	
Not Met	No dimensions of the goal (i.e. on time, on budget, etc.) were achieved.
Needs Improvement	Most dimensions of the goal (i.e. on time, on budget, etc.) were not achieved.
Partially Met	One or more dimensions of the goal (i.e. on time, on budget, etc.) were not achieved.
Met	Goal was fully achieved (i.e. on time, on budget).
Exceeded	Goal was achieved ahead of schedule and/or under budget

Describe your accomplishments for Calendar year 2017 and provide an overall rating.

Reviewer	Rating
Azmy Ackleh (Self)	██████
Jaimie Hebert (Manager)	██████

Comments

Azmy Ackleh (Self):

The strategic plan for the College of Sciences calls for focus on three target areas including (1) Enhancing Research Excellent, (2) Enhancing Education Quality and (3) Increasing Visibility and Outreach. Below I will specify achievements in the direction of each of these target areas as well as achievements concerning my personal professional development.

Achievements and Activities to Enhance Research Excellence:

- Successfully recruited fourteen excellent new-faculty that joined the College in the Fall of 2017.
- Promoted external funding for research in the college and helped improve research infrastructure within the college and provided around \$100,000 from College and WISE funds to purchase lab and computer equipment for several

departments.

- Promoted quality and quantity of peer-reviewed publications. During 2017 over 200 peer reviewed journal articles, and over 80 conference proceedings and edited volumes were published by the faculty in the College. This is an average of about 3 peer-reviewed articles per research faculty in the College which is considered to be a strong average nationally.
- Promoted external state and federal funding. Over the past six years, the college faculty served as PIs or Co-PIs on an average of over \$8M in new external funding per year.
- Continued to promote interdisciplinary projects and to run an initiative I established in 2014 which is called SIMM (Sciences Interdisciplinary Monthly Meeting). This is a monthly college-level interdisciplinary seminar delivered by one of our faculty.
- Enhanced mentoring of early career faculty members. In particular, established a junior faculty college-wide mentoring program. I meet monthly with junior faculty and introduce these faculty members to university administrators and policies including discussing tenure and promotion procedures, travel policies, proposal submission process, etc.

Achievements and Activities to Enhance Education Quality and Expand College Enrollment:

- Established Science Day in 2014 and ran it successfully for the third time during Fall 2017. This is a College event targeted at recruiting high-school students to UL. During this day we bring around 800 high-school students to visit UL and learn first hand about the College of Sciences and its programs.
- The College reached another record high total enrollment of 2,295 and awarded a record high number of 237 BS degrees. Also, we awarded 79 graduate degrees.
- Supported peer mentoring programs in Biology and Computer Science and funded mentoring student orientations that was led by faculty.
- Expanded graduate program offering and received Board of Regents approval of two new graduate programs including MS in Environmental Research Sciences and MS in informatics.
- Kicked off the MS of ENVS in the Fall of 2017 and plan to kick off the MS in Informatics during Spring 2018.
- Worked with three departments/units and submitted a proposal for a Ph.D. in Earth and Energy Sciences program.
- Established 2+2 MOU in Biology with LSUE and 2+2 MOU in Informatics with SLCC. This is in addition to several 2+2 programs established earlier with BRCC and SLCC.
- Worked closely with Associate Dean on assessment efforts within the college. All programs completed and recorded their assessment results in LiveText.
- Work closely with Associate Dean to develop assessment plan for general education courses in natural sciences and mathematics. The plan is now fully implemented and assessments are being done each semester, per the plan.
- Worked with departments and local industry to increase opportunities for undergraduate research, internships, or other capstone experiences.
- Worked with departments to enhance recruitment of strong students into our graduate programs including mathematics and computer science and established connections with Lebanese Universities that led to several graduate students enrolled in the Computer Science program.

Achievements and Activities to Increase Visibility and Outreach:

- Improved contact with alumni and friends of sciences via the establishment of a College of Sciences newsletter that was kicked off during 2017.
- Enhanced fundraising in the college by visiting donors and working closely with the College Development Director and Departments. Our joint efforts resulted in over \$700K of gifts during 2017 and several planned gifts were pledged.



- Established many business and industrial ties and had Dean’s Circle reception event for alumni and industry leaders.
- Advertised College accomplishments. Provided press releases on faculty and student research accomplishments and new programs established to the university Office of Communications and Marketing.

Achievement and Activities for Personal Development:

- Published four peer-reviewed journal articles in 2017. On three of these articles I am the first author.
- Served as a Co-PI (with 50% project credit) on \$5.2M in research grant funding from GoMRI and obtained new continuation funding from GoMRI in the amount of \$680K for a total of about \$5.9M in research funding. This research focuses on understanding the dynamics of marine mammals subjected to natural disasters. This research funding will generate about \$1.2M in total indirect cost and is fully supporting two postdocs and two graduate students.
- Supervised a Ph.D. student who graduated in the summer of 2017 and is now a postdoc at the University of Notre Dame. I also supervised another Ph.D. student during that year.
- Supervised a postdoc that is fully funded on my grant.
- Gave seven talks at different national and international conferences. One of these was a keynote lecture and four others were invited. I also gave a seminar lecture at Kasetsart University in Thailand.
- Served as Associate Editor for the journal Mathematical Biosciences and Engineering since 2009.
- Reviewed papers for several journals.

Jaimie Hebert (Manager):

Very well established strategic plan and executed very well.

Executive Competencies

Directions

Please provide a rating for each of the core competencies.

Click the down arrow and then Details to view the items associated with each competency.

Click the conversation icon to view a list of behaviors by rating associated with each competency.

Details and Comment Assistant

Rating Scale

Rating	Description
Not Evaluated	
Does Not Demonstrate	Does not demonstrate this competency at the expected level, even with available assistance or direction from others.
Developing	Newly developing in this area; has a general understanding of key principles but limited or no applied experience with this competency. Is capable of using this competency with coaching and support, in simple situations.
Proficient	Has sufficient understanding and experience to operate at a fully professional level with this broad range of moderately complex situations. Can generalize basic principles to effectively function in both predictable and new situations.
Advanced	Has broad and deep understanding and skills, with substantial expertise and experience in this area. Can apply this competency regularly and independently and display this competency in complex, varied situations. Role model for this competency.
Expert	You are known as an expert in this area. You can provide guidance, troubleshoot and answer questions related to this area of expertise and the field where the skill is used.

Builds Relationships and Fosters Collaboration

Cultivates an active network of relationships inside and outside functional area; fosters collaboration and teamwork by inclusive, supportive, cooperative, and sharing power.

Reviewer	Rating
Azmy Ackleh (Self)	██████
Jaimie Hebert (Manager)	████

Builds Talent

Attracts and retains high caliber people; develops a leadership team with diverse capabilities; accurately assesses the strengths and weaknesses of staff; develops successors.

Reviewer	Rating
Azmy Ackleh (Self)	██████
Jaimie Hebert (Manager)	████

Communicates Openly and Listens

Presents ideas effectively gauging the needs of the audience; actively listens and incorporates input from others.

Reviewer	Rating
Azmy Ackleh (Self)	██████
Jaimie Hebert (Manager)	████

Cultivates Diversity, Equity and Inclusion

Intentionally attracts a team with diverse perspectives; Champions the development of equitable and inclusive policies and procedures inside the functional area; Develops and employs equitable practices in the hiring, evaluation, and promotion of talent; Recognizes and promotes the shared responsibility for diversity, equity and inclusion.

Reviewer	Rating
Azmy Ackleh (Self)	██████
Jaimie Hebert (Manager)	████

Demonstrates Emotional Acuity

Considers and responds appropriately to the needs and feelings of others; understands impact of own behavior; has a realistic understanding of own strengths and development needs; is committed to continuous learning.

Reviewer	Rating
Azmy Ackleh (Self)	██████
Jaimie Hebert (Manager)	████

Demonstrates Financial Acumen

Understands the meaning and implications of key financial indicators; manages overall financial performance; uses financial analysis to evaluate strategic options and opportunities.

Reviewer	Rating
Azmy Ackleh (Self)	██████
Jaimie Hebert (Manager)	████

Ensures Alignment

Ensures that University strategies and plans are integrated and aligned for success; supports the President and Board of Regents by providing timely, direct, and critical insights on initiatives, political positioning, and public perception.

Reviewer	Rating
Azmy Ackleh (Self)	██████
Jaimie Hebert (Manager)	████

Ensures Execution

Anticipates change, conveys clear priorities, and aligns efforts across functions; addresses barriers, takes action, and holds self and others accountable for results.

Reviewer	Rating
Azmy Ackleh (Self)	██████
Jaimie Hebert (Manager)	████

Establishes Trust

Respects all individuals and treats them fairly; honors commitments to others; models high ethical standards and integrity.

Reviewer	Rating
Azmy Ackleh (Self)	██████
Jaimie Hebert (Manager)	████

Influences and Inspires

Promotes ideas and proposals persuasively to shape stakeholder opinion; creates a climate that fosters personal investment and nurtures commitment to a common vision and shared values; inspires action without relying solely on authority.

Reviewer	Rating
Azmy Ackleh (Self)	██████
Jaimie Hebert (Manager)	████

Leads Change

Uses data-driven decision-making to generate insights, alternatives, and opportunities for success; fosters a continuous improvement environment; makes novel use of existing ideas, approaches, technologies, or products.

Reviewer	Rating
Azmy Ackleh (Self)	██████
Jaimie Hebert (Manager)	██████

Shapes Strategic Focus

Formulates effective and progressive strategies aligned with University mission and values; determines objectives and priorities and acts as a catalyst for institutional innovation and growth.

Reviewer	Rating
Azmy Ackleh (Self)	██████
Jaimie Hebert (Manager)	████

Goal Planning

Directions

Please enter goals for the coming year.

Enhance research quality including external research funding and publications.



My goal is to reach over 300 peer-reviewed publications and to reach an average funding of \$9M per year by the year 2021. We are currently at around 280 peer reviewed publications and an average funding of \$8.3M per year. I will work with department to

1. Incentivize publications in top peer-reviewed journals including recognition of such publications at college webpage or provide additional travel funding from college to present results in such publications.
2. Incentivize large multi-million dollars grants by providing a course-release to the PI or providing small additional funds from the College to help purchase supplies or support students.

Start Date 1/1/2018	Due Date 12/31/2018	Progress <div style="background-color: #cccccc; width: 100%; height: 15px;"></div>	0%
Weight 25%			

Improve teaching quality with a particular focus on interdisciplinary student training.

I plan to work with the departments on enhancing teaching quality and interdisciplinary training through the following steps. Interdisciplinary training has become a critical component of tackling important science and technology problems and internships and student research is essential for better success of employment or advanced studies.:

1. Improve our course assessment and enhance retention rate for bottleneck courses.
2. Continue to work on assessment and work with Associate Dean and SACS team to provide materials requested from the College.
3. Introduce interdisciplinary concentrations within majors.
4. Enhancing undergraduate research and internship opportunities through external funding and ties to industry.

Start Date 1/1/2018	Due Date 12/31/2018	Progress <div style="background-color: #cccccc; width: 100%; height: 15px;"></div>	0%
Weight 25%			

Increase College enrollment and program offerings.

My goal is to reach another record high enrollment for the Fall 2018. My longer term goal is to reach 2500 students by Fall 2021. My goal is also to work on expanding the College program graduate offering. Activities that I plan to carry in support of this goal are:

1. Work with the School of Computing and Informatics to successfully kick off the approved MS Program in Informatics and reach enrollment of 20 students or more by the Fall of 2018.
2. Continue supporting recruiting activities including Science Day.
3. Work with relevant departments, Academic Affairs and the Board of Regents to obtain approval for the proposal Ph.D. program in Earth and Energy Sciences program.
4. Work with the School of Computing and Informatics and Academic Affairs to get approval for an online delivery method for our established MS Degree in Computer Science.



5. Work with the Department of Chemistry and Academic Affairs to submit a full proposal for the Master in Industrial Chemistry proposed degree that we received LOI approval from the Board of Regents.

Start Date 1/1/2018	Due Date 12/31/2018	Progress <div style="background-color: #ccc; width: 100%; height: 15px;"></div>	0%
Weight 25%			

Recruit, retain and support top-notch teaching and research faculty.

To support this goal, I plan to work with college units to:

1. Recruit top-notch faculty with strong research credentials for Fall 2018 and fill at least 75% of positions approved by upper administration to enhance current cadre of faculty.
2. Enhance our junior faculty mentoring activities to help these faculty members quickly advance within our university structure. Such mentoring activities are important for retaining these great faculty members.
3. Continue to support faculty travel, purchase of equipment and supplies, student research using college and WISE funding to the extent possible.

Start Date 1/1/2018	Due Date 12/31/2018	Progress <div style="background-color: #ccc; width: 100%; height: 15px;"></div>	0%
Weight 25%			

Development Planning

Summary

Overall Rating

2017 Annual Evaluation Form - Senior Administrators
Azmy Ackleh



Signatures

X Azmy Ackleh
Employee

1/25/2019
Date

X Jaimie Hebert
Evaluating Supervisor

1/25/2019
Date



X

Second Level Evaluator

Date
