



2017 Annual Evaluation Form - Senior Administrators

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



REVIEWER

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



John Becton

998680|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
John Becton (Self)	■
Jaimie Hebert (Manager)	■■■■

Comments

John Becton (Self):

1. Increased enrollment by 64 students from Fall 2016 (2,228) to Fall 2017 (2,292).
2. Launched Online MBA and enrolled 201 students in the first semester (Fall 17)
3. Held retreat with department heads to plan for the upcoming AY
4. Introduced new Entrepreneurship minor (Fall 17)
5. Introduced new Business Analytics concentration (Fall 17)
6. Upgraded furnishings in FGM classroom
7. Sponsorship of SMA annual conference
8. Sponsorship of USASBE



9. Hosted USASBE Local event in Moody Hall
10. Attended event to meet health care executives in Acadiana
11. Attended LAGCOE to meet employers in the oil and gas industry
12. Conducted one-on-one interviews with 69/80 faculty and staff
13. Published first electronic newsletter for alumni and donors
14. Held two CFO roundtable events
15. Met with 51 alumni, donors, or potential donors
16. Revamped Preview Day programming
17. Revamped Parent Orientation programming
18. Held an Open House in Moody Hall for Alumni and Donors
19. Held a Meet the Dean event for students
20. Held meeting with Dean's Executive Advisory Committee (Fall)
21. Published two manuscripts in peer-reviewed journals (A & C on the ABDC journal quality list)
22. Made a presentation to Cintas HR professionals at the South Central Region PEAK Meeting in Baton Rouge
23. Made a presentation to Cintas Management Trainees at the South Central Region Management Trainee Summit in Lafayette
24. Hosted alumni/donors in President's Suite at three football games
25. Acted as department head for the Department of Marketing and Hospitality Management

Jaimie Hebert (Manager):

Brett is doing an excellent job molding his own vision for the college. He has established a very strong foundation in a short period of time.

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
John Becton (Self)	██████
Jaimie Hebert (Manager)	████

Comments

John Becton (Self):
I invested much of my first 5-6 months in the deanship in meeting with alumni, donors, members of the business community, faculty, staff, and students.

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
John Becton (Self)	██████
Jaimie Hebert (Manager)	██████

Comments

John Becton (Self):
In 2017, I only had to replace my Executive Assistant but made an excellent hire.



Communicates Openly and Listens

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

Reviewer	Rating
John Becton (Self)	██████████
Jaimie Hebert (Manager)	██████

Comments

John Becton (Self):

I made efforts to meet with and listen to all faculty and staff. I also met with my leadership team twice monthly in order to gather input regarding the operations of the college.

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
John Becton (Self)	██████████
Jaimie Hebert (Manager)	██████

Comments

John Becton (Self):

No real opportunities in the first 6 months.

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
John Becton (Self)	██████████
Jaimie Hebert (Manager)	██████

Comments

John Becton (Self):

Considering the volatile nature of the situation in the college, I have managed the emotions and sensitivities rather well. It is a challenge from time to time, but I feel that this is a real strength for me.

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
John Becton (Self)	[REDACTED]
Jaimie Hebert (Manager)	[REDACTED]

Comments

John Becton (Self):

I was able to manage our budget and fund all of the needs of the college. Also, oversaw the construction of the Maraist Financial Lab and disbursement of related funds.

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
John Becton (Self)	[REDACTED]
Jaimie Hebert (Manager)	[REDACTED]

Comments

John Becton (Self):

Being new, I carefully studied the University's strategic plan and began to examine MCOBA's draft strategic plan for alignment. I made numerous changes to ensure proper alignment.

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
John Becton (Self)	[REDACTED]
Jaimie Hebert (Manager)	[REDACTED]

Establishes Trust

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

Reviewer	Rating
John Becton (Self)	[REDACTED]
Jaimie Hebert (Manager)	[REDACTED]

Comments

John Becton (Self):

Being new, I have worked hard to build trust. I listened to everyone and assured them that I would always do what was best for the college. I have told them that fairness and transparency is very important to me and time will show that I can be trusted.

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
John Becton (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
John Becton (Self)	██████████
Jaimie Hebert (Manager)	████

Comments

John Becton (Self):

My chief role as dean at this point is leading change. We have much that needs to change and I have begun several initiatives to push forward to change the culture of the college.

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
John Becton (Self)	██████████
Jaimie Hebert (Manager)	██████████

Goal Planning

Directions

Please enter goals for the coming year.



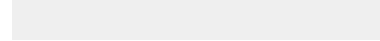
Academic Programs

- Ensure curriculum is relevant and provides students with a competitive edge in the job market.
- Expand graduate programs and explore entry into a doctoral business program.
- Continue development of online and hybrid programs.

Start Date
1/1/2017

Due Date
12/31/2017

Progress



0%

Weight
20%

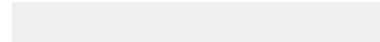
Faculty & Staff Development

- Develop a competitive plan for faculty/staff compensation
- Provide training and promotion opportunities for staff
- Devise clear policies to enable faculty to effectively balance teaching loads with research and service

Start Date
1/1/2017

Due Date
12/1/2017

Progress



0%

Weight
15%

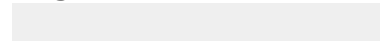
Faculty and Student Research

- Foster a productive and robust research environment
- Encourage student research
- Advocate for and provide necessary resources

Start Date
7/1/2019

Due Date
6/30/2020

Progress



0%

Weight
20%

Fundraising and Advocacy

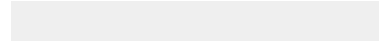
- Build innovative alliances and statewide partnerships
- Pursue foundation and grant support
- Launch individual and corporate fundraising campaign



Start Date
1/1/2017

Due Date
12/1/2017

Progress



0%

Weight
25%

Student Achievement and Engagement

- Plan and implement a strategic, results-focused student recruitment and retention program.
- Build on existing relationships and articulation agreements with two-year schools to increase student transfers.
- Continue to grow the college climate of inclusivity and diversity.

Start Date
1/1/2017

Due Date
12/31/2017

Progress



0%

Weight
20%

Development Planning

Develop greater knowledge of AACSB accreditation process

Item	Type	Due Date
Attend AACSB/SBAA conferences	Action Step	4/9/2019

Develop greater fundraising accumen

Item	Type	Due Date
Attend fundraising workshops	Action Step	4/9/2019

Become better at managing problem faculty/employees

Item	Type	Due Date
Seek mentorship	Action Step	4/9/2019

Summary

Overall Rating

2017 Annual Evaluation Form - Senior Administrators

John Becton





Signatures

X John Becton

Employee

2/18/2019

Date

X

Second Level Evaluator

Date

X Jaimie Hebert

Evaluating Supervisor

1/25/2019

Date