



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)



Bobbie DeCuir

998694|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 |
|--------------------------------|--------|
| Bobbie DeCuir (Self) | ■ |
| Jaimie Hebert (Manager) | ■ |

Comments

Bobbie DeCuir (Self):

Implemented an Online Completer's Degree Program in General Studies in the Fall of 2017.

Successful continuation applications for the 14 Federal Trio Grant Programs in Special Services.

Assisted in the development of the Letter of Intent for an Interdisciplinary Degree in University College.



Jaimie Hebert (Manager):

These tasks were completed and led to additional development of a BIS degree.

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 |
|----------|--------|
|----------|--------|

| | |
|-----------------------------|--------|
| Bobbie DeCuir (Self) | ██████ |
|-----------------------------|--------|

| | |
|--------------------------------|--------|
| Jaimie Hebert (Manager) | ██████ |
|--------------------------------|--------|

| Comments |
|----------|
|----------|

Bobbie DeCuir (Self):

Connects people from across functional, institutional, and external boundaries to form productive alliances.

Is accessible and invests the time necessary to build relationships.

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 |
|----------|--------|
|----------|--------|

| | |
|-----------------------------|--------|
| Bobbie DeCuir (Self) | ██████ |
|-----------------------------|--------|

| | |
|--------------------------------|--------|
| Jaimie Hebert (Manager) | ██████ |
|--------------------------------|--------|

| Comments |
|----------|
|----------|

Bobbie DeCuir (Self):

Creates a culture that values, supports, and reflects diversity.

Provides insightful, motivating, and constructive feedback, coaching, and guidance.

Communicates Openly and Listens

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

| Reviewer | Rating |
|----------|--------|
|----------|--------|

| | |
|-----------------------------|--------|
| Bobbie DeCuir (Self) | ██████ |
|-----------------------------|--------|

| | |
|--------------------------------|--------|
| Jaimie Hebert (Manager) | ██████ |
|--------------------------------|--------|

| Comments |
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|----------|

Bobbie DeCuir (Self):

Listens attentively and with empathy to concerns expressed by others.

Ensures others have access to the information necessary to do their work and contribute to the functional area's goals.

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 |
|--------------------------------|--------|
| Bobbie DeCuir (Self) | ██████ |
| Jaimie Hebert (Manager) | ████ |

Comments

Bobbie DeCuir (Self):

Creates a work environment that values, supports and reflects diversity

Seeks opportunities for learning and professional development to support diversity and inclusion

Develops policies and procedures to advance diversity, equity and inclusion

Understands and addresses the unique needs of those from underrepresented groups

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 |
|--------------------------------|--------|
| Bobbie DeCuir (Self) | ██████ |
| Jaimie Hebert (Manager) | ████ |

Comments

Bobbie DeCuir (Self):

Recognizes the feelings of others and exhibits appropriate level of composure, patience, and diplomacy.

Demonstrates humility while serving others

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 |
|--------------------------------|--------|
| Bobbie DeCuir (Self) | ██████ |
| Jaimie Hebert (Manager) | ████ |

Comments

Bobbie DeCuir (Self):

Identifies key future developments likely to affect the financial demands of higher education.

Understands the implications of financial decisions when leading the functional area.

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 |
|--------------------------------|--------|
| Bobbie DeCuir (Self) | ██████ |
| Jaimie Hebert (Manager) | ██████ |

Comments

Bobbie DeCuir (Self):
Shifts the direction of the functional area when dictated by strategic shifts at the University.

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 |
|--------------------------------|--------|
| Bobbie DeCuir (Self) | ██████ |
| Jaimie Hebert (Manager) | ██████ |

Comments

Bobbie DeCuir (Self):
Holds self accountable and ensures accountability in others for achieving results.

Establishes Trust

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

| Reviewer | Rating |
|--------------------------------|--------|
| Bobbie DeCuir (Self) | ██████ |
| Jaimie Hebert (Manager) | ██████ |

Comments

Bobbie DeCuir (Self):
Establishes an environment in which integrity and ethics are the norm.

Delivers on commitments.

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 |
|--------------------------------|--------|
| Bobbie DeCuir (Self) | ██████ |
| Jaimie Hebert (Manager) | ████ |

Comments

Bobbie DeCuir (Self):

Generates energy and enthusiasm in others by appealing to their personal values and goals.

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 |
|--------------------------------|--------|
| Bobbie DeCuir (Self) | ██████ |
| Jaimie Hebert (Manager) | ██████ |

Comments

Bobbie DeCuir (Self):

Fosters and environment that promotes innovation, continuous improvement, and managed risk-taking.

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 |
|--------------------------------|--------|
| Bobbie DeCuir (Self) | ██████ |
| Jaimie Hebert (Manager) | ██████ |

Comments

Bobbie DeCuir (Self):

Develops and aligns the functional area's strategic priorities with those of the University.

Goal Planning

Directions



Please enter goals for the coming year.

Dean

Secure approval to begin developing degrees under designated Bachelors of Interdisciplinary Studies.

Increase online degree completer's enrollment by five percent.

Promote a culture of student centeredness through the implementation of student surveys.

Promote professional development of staff through mini workshops provided by staff with expertise in specified areas.

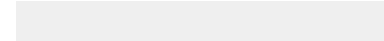
Start Date

7/1/2019

Due Date

6/30/2020

Progress



0%

Weight

0%

Development Planning

Summary

Overall Rating

2017 Annual Evaluation Form - Senior Administrators

Bobbie DeCuir



Signatures

X Bobbie DeCuir

Employee

1/11/2019

Date

X Jaimie Hebert

Evaluating Supervisor

1/10/2019

Date

X

Second Level Evaluator

Date