



2017 Annual Evaluation Form - Senior Administrators

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



REVIEWER

Bryan Maggard (Manager), Ernest Savoie (Indirect Manager)

James Harris

998509|Director
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
James Harris (Self)	██████
Bryan Maggard (Manager)	██████

Comments

James Harris (Self):

- Met all fundraising and metrics goals for 2017
- Most contact reports and visits than any other development officer on campus
- More gifts closed than any development officer on campus
- Most money raised than any development officer on campus
- Met all unit goals for my division (manager goals)
- Most money raised than any other unit on campus
- Closed 2 of the largest gifts in the history of athletics (\$1.8M and \$3.8M) - 2 of only 5 \$1M+ gifts in the history of athletics



- Grew total dollars raised in athletics for the 3rd consecutive year
- Most dollars raised in the history of athletics in 1 year (\$12.5M)
- Sold over 90% of available suite and premium new inventory at baseball
- Received a unanimous approval rating from the RCAF Executive Committee and Board of Directors

Bryan Maggard (Manager):

Goals as listed were met.

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
James Harris (Self)	██████
Bryan Maggard (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
James Harris (Self)	██████
Bryan Maggard (Manager)	██████

Comments

Bryan Maggard (Manager):

Jim was recently able to hire staff. We will need a full year to determine the success of this area of competence.

Communicates Openly and Listens

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

Reviewer	Rating
James Harris (Self)	██████
Bryan Maggard (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
James Harris (Self)	██████
Bryan Maggard (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
James Harris (Self)	██████
Bryan Maggard (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
James Harris (Self)	██████
Bryan Maggard (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
James Harris (Self)	██████
Bryan Maggard (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
James Harris (Self)	██████
Bryan Maggard (Manager)	██████

Establishes Trust

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

Reviewer	Rating
James Harris (Self)	██████
Bryan Maggard (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
James Harris (Self)	[REDACTED]
Bryan Maggard (Manager)	[REDACTED]

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
James Harris (Self)	[REDACTED]
Bryan Maggard (Manager)	[REDACTED]

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
James Harris (Self)	[REDACTED]
Bryan Maggard (Manager)	[REDACTED]

Goal Planning

Directions

Please enter goals for the coming year.

Business Plan from Advancement

Total of visits expected, contact reports, proposals to be presented and closed, dollars to be raised

Start Date	Due Date	Progress
7/1/2018	6/30/2019	<div style="width: 0%; background-color: #ccc; border: 1px solid #ccc;"></div> 0%
Weight		
50%		

Comments

Bryan Maggard (Manager):
Achieve Annual Fund goal of \$3M.



Development Planning

Summary

Overall Rating

2017 Annual Evaluation Form - Senior Administrators
James Harris



Signatures

X James Harris
Employee

2/12/2019
Date

X

Second Level Evaluator

Date

X Bryan Maggard
Evaluating Supervisor

2/8/2019
Date