



2017 Annual Evaluation Form - Executive Level

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



REVIEWER

Ernest Savoie (Manager)



Bryan Maggard

999660|Athletic 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
Bryan Maggard (Self)	██████
Ernest Savoie (Manager)	██████

Comments

Bryan Maggard (Self):

Create a culture where student-athlete academic success is achieved through the recruitment of quality students who prioritize academic achievement and the provision of sound support through coaches and academic support personnel.

Develop an organizational structure that is consistent with nationally successful intercollegiate athletics departments.

Foster a championship caliber environment that produces success academically, athletically and socially among staff and student-athletes.

Build and develop positive relationships within the campus, the community and the region, promoting the value of a successful intercollegiate athletics program while growing stakeholders to further enhance departmental resources.



Ernest Savoie (Manager):
Good progress being made.

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
Bryan Maggard (Self)	██████
Ernest Savoie (Manager)	██████

Comments

Bryan Maggard (Self):
 Promotes a culture of collaboration and teamwork across institutional boundaries.
 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
Bryan Maggard (Self)	██████
Ernest Savoie (Manager)	██████

Comments

Bryan Maggard (Self):
 Creates a culture that values, supports, and reflects diversity.
 Recruits, selects, and develops a highly functioning leadership team.
 Builds a functional area in which strong performance is recognized and poor performance is addressed.
 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
Bryan Maggard (Self)	██████
Ernest Savoie (Manager)	██████

Comments

Bryan Maggard (Self):
 Communicates effectively to a wide variety of audiences.
 Listens attentively and with empathy to concerns expressed by others.
 Probes past initial responses to get to underlying issues.



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
Bryan Maggard (Self)	[REDACTED]
Ernest Savoie (Manager)	[REDACTED]

Comments

Bryan Maggard (Self):
 Creates a work environment that values, supports and reflects diversity.
 Seeks opportunities for learning and professional development to support diversity and inclusion.
 Understands and addresses the unique needs of those from underrepresented groups.
 Collaborates effectively across units to cultivate an inclusive campus climate.

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
Bryan Maggard (Self)	[REDACTED]
Ernest Savoie (Manager)	[REDACTED]

Comments

Bryan Maggard (Self):
 Models openness to feedback and desire for learning new things.
 Demonstrates flexibility and comfort with ambiguity.
 Recognizes the feelings of others and exhibits appropriate level of composure, patience, and diplomacy.
 Recognizes the feelings of others and exhibits appropriate level of composure, patience, and diplomacy.

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
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Bryan Maggard (Self)	██████
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Ernest Savoie (Manager)	██████
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Comments

Bryan Maggard (Self):
 Identifies patterns, trends, and benefits of alternatives before making decisions.
 Understands the implications of financial decisions when leading the functional area.
 Effectively communicates the value of services provided by 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
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Bryan Maggard (Self)	██████
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Ernest Savoie (Manager)	██████
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Comments

Bryan Maggard (Self):
 Scans the internal and external environment for potential risks in order to provide timely feedback to the President and Regents.
 Readily shares professional judgment with senior leaders and the Board of Regents.
 Meets the information needs of the President and Regents.

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
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Bryan Maggard (Self)	██████
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Ernest Savoie (Manager)	██████
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Comments

Bryan Maggard (Self):
 Takes action, even when risk is great, and balances trade-offs appropriately.
 Balances the achievement of day-to-day results with the accomplishment of key initiatives.
 Ensures that others have the resources, information, authority, and support needed to achieve objectives.
 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
Bryan Maggard (Self)	██████
Ernest Savoie (Manager)	██████

Comments

Bryan Maggard (Self):

Establishes an environment in which integrity and ethics are the norm.

Delivers on commitments.

Engages in decision-making processes that are appropriately transparent, well-defined, and understood.

Makes courageous or unpopular decisions, as appropriate.

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
Bryan Maggard (Self)	██████
Ernest Savoie (Manager)	██████

Comments

Bryan Maggard (Self):

Fosters commitment to the University's and functional area's vision, values, mission, and aspirations.

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

Establishes credibility by demonstrating broad knowledge, good judgment, and deep expertise.

Positions ideas and proposals to address the needs, interests, and concerns of stakeholders.

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
Bryan Maggard (Self)	██████
Ernest Savoie (Manager)	██████

Comments

Bryan Maggard (Self):

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



Champions the integration of process improvement efforts within and across functions, colleges, and units.
 Ensures integration of relevant policies and regulatory factors in implementing improvement efforts.

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
Bryan Maggard (Self)	██████
Ernest Savoie (Manager)	██████

Comments

Bryan Maggard (Self):
 Develops and aligns the functional area's strategic priorities with those of the University.
 Creates and communicates a clear vision of the functional area's future.
 Surveys the horizon to determine important state, regional, national, and global activities and trends.
 Encourages evidence-based decisions that are aligned with strategic priorities.

Goal Planning

Directions

Please enter goals for the coming year.

Championship Culture

Foster a championship caliber environment that produces success academically, athletically, and socially among staff and student-athletes.

Start Date 7/1/2019	Due Date 6/30/2020	Progress <div style="width: 0%; background-color: #ccc; height: 15px;"></div> 0%
Weight 25%		

Community Relations and Enhancement

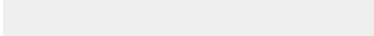
Build and develop positive relationships within the campus, the community and the region, promoting the value of a



successful intercollegiate athletics program while growing stakeholders to further enhance departmental resources.

Start Date
7/1/2019

Due Date
6/30/2020

Progress
 0%

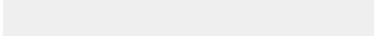
Weight
25%

Staff Development and Organization

Hire and retain quality staff that reflect the values of the institution while developing an organizational structure that is consistent with nationally successful intercollegiate athletics departments.

Start Date
7/1/2019

Due Date
6/30/2020

Progress
 0%

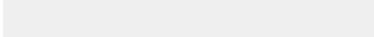
Weight
25%

Student-Athlete Success

Create a culture where student-athlete academic success is achieved through the recruitment of quality students who prioritize academic achievement and the provision of sound support through coaches and academic support personnel.

Start Date
7/1/2019

Due Date
6/30/2020

Progress
 0%

Weight
25%

Development Planning

Summary

Overall Rating

2017 Annual Evaluation Form - Executive Level
Bryan Maggard



Signatures

X Bryan Maggard
Employee

X Ernest Savoie
Evaluating Supervisor



2/7/2019
Date

1/17/2019
Date
