



UNIVERSITY of
LOUISIANA
LAFAYETTE

2017 Annual Evaluation Form - Executive Level

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



REVIEWER

Ernest Savoie (Manager)



Taniecea Mallery

999289|Director, Equity and Diversity
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
Taniecea Mallery (Self)	██████
Ernest Savoie (Manager)	██████

Comments

Taniecea Mallery (Self):

Goal 1: Create and sustain an inclusive campus environment, where diverse cultural backgrounds and perspectives are valued and respected by all students and employees of the University.

In 2017, I developed a number of educational and outreach opportunities to create and sustain an inclusive campus environment. This included guest lectures for students (including AmeriCorps members, Resident Assistants, engineering students in the Designing Leaders program, UNIV 100 students, and attendees at the statewide Louisiana Collegiate Honors Conference). For faculty and staff, I led 4 Courageous Conversations sessions throughout 2017 focused on topics such as how labels shape our perceptions, LGBTQ+ issues, an interactive theater presentation and a diversity awareness program



featuring external speaker Jonathan Brown. In particular, select Courageous Conversations sessions were hosted through collaborations with the Graduate School and the University Program Council. These collaborations were strategically designed to leverage resources, broaden participation and expand speaker offerings. Additionally, a number of activities helped to provide outreach to the University community. This included activities such as participating in the student orientation resource fairs, parent orientation receptions, graduate student orientation, and new employee orientation.

Goal 2: Develop and enhance programs and resources for the recruitment and retention of undergraduate and graduate students from underrepresented groups.

Throughout 2017, the Office for Campus Diversity has supported a number of initiatives that work to advance the recruitment and retention of undergraduate and graduate students from underrepresented groups. One particular partnership to support the retention of undergraduate and graduate students is the Black Faculty and Staff Association's Black Student Achievement Awards. As an ex-officio member of the BFSA Executive Board, I played an integral role in the planning and execution of the 2017 program, which recognized hundreds of minority students for high academic achievement. Additionally, I supported a number of strategic efforts led by the Graduate School to enhance the recruitment and retention of minority graduate students. This included a partnership to launch and support the James Jackson Community of Scholars (JJCoS), a network of academic, social and emotional support for underrepresented graduate students. I also contributed as an ex-officio member of the Graduate Student Success and Retention Committee by designing a graduate student survey and analyzing survey data to illuminate key factors that contribute to the success and retention of graduate students, particularly those from underrepresented groups.

Goal 3: Strengthen professional development resources to encourage the recruitment and retention of faculty and staff from underrepresented groups.

The Office for Campus Diversity has developed and supported several opportunities to enhance the professional development, recruitment and retention of faculty and staff from underrepresented groups. One example is the support of Employee Resource Groups, including the Black Faculty and Staff Association and other emerging interest groups. As an ex-officio member of the BFSA Executive Board, I played an integral role in the development of content for monthly BFSA meetings. I also served as a consultant for a group of faculty who were interested in creating a new Employee Resource Group with the goal of cultivating gender equity at the University. I also strategically designed Courageous Conversations sessions to enhance professional development for faculty and staff, focusing on inclusive teaching strategies. In particular, I designed a checklist and training session for a group of faculty in the History department focused on strategies for inclusive faculty search and hiring. These educational materials would become the basis for future development of a comprehensive toolkit for the recruitment and hiring of diverse faculty and staff.

Goal 4: Advance equity and inclusion through the development and enforcement of University programs, policies and procedures.

In 2017, the Office for Campus Diversity launched and executed a number of initiatives aimed at advancing equity and inclusion at the University. Notable accomplishments included the 2017 Women's Conference and the Project ALLIES Workshop. The 2017 Women's Conference was an exceptional example of community-wide engagement to advance women's equity. With an attendance of over 150 students, faculty, staff and community members, the Women's Conference surpassed participation for the previous two years, culminating in a day filled with keynote speakers (Dima Ghawi and



Alyssa Carson), breakout session speakers, the Sarah Brabant Trailblazer Awardee (Kim Hunter Reed), and exhibitors from community organizations. Evaluations from the Women's Conference were overwhelmingly positive, indicating the positive impact of the Women's Conference. In addition, partnering with professor Lisa Bowles (College of Business) enabled a group of five students to serve as interns throughout the Spring 2017 semester, assisting in all aspects of the conference execution and helping to engage student participation in the conference. Project ALLIES, launched in Fall 2016, provided educational opportunities for students, faculty and staff that helped to cultivate an inclusive campus climate that supports the LGBTQ+ community. In 2017, Project ALLIES workshops were hosted for faculty and staff (as part of the Courageous Conversations series) and students (such as the Student Orientation Staff and Resident Assistants). Project ALLIES also provides a venue for discussions of policies and programs to build upon current offerings.

Goal 5: Cultivate relationships with local stakeholders to promote equity, diversity and community engagement throughout Acadiana.

In 2017, I pursued several opportunities to engage with local community organizations in an effort to broaden the reach of the Office for Campus Diversity and advance the goals of the University. After serving as co-chair of the UL Lafayette workplace campaign to support the United Way of Acadiana, I was invited to serve as a member of its Board of Directors, Campaign Cabinet, and Essentials Vision Cabinet. After graduating from Leadership Lafayette in 2016, I served as a member of the Board of Directors for Leadership Institute of Acadiana (LIA) in 2017. I also served as a member of the LIA Program Committee, serving as Education Day Chair during the 2017 Leadership Lafayette program. I also served as an integral member of the LIA Strategic Planning Committee, spearheading the integration of diversity and inclusion into the new mission, values and strategic objectives of LIA. Additional community engagement activities in 2017 included membership on the Editorial Board for the Daily Advertiser, membership on the Board of Directors for Lafayette Education Foundation, and membership on the Community Leadership Council for United Blood Services.

Professional Development

Service to the University and Profession: Throughout 2017, I participated in a variety of service-related activities, including at the University level and within the broader diversity and inclusion profession. At the University, I was a valuable contributor to several committees, including the Provost Search Committee, the Executive Director of Global Engagement Search Committee, the Executive Director of Student Success Search Committee, the Quality Enhancement Plan Committee, the NSSE Task Force, and the Board of Directors for the Ernest J. Gaines Center. At the national level, I served as a member of the National Association of Diversity Officers in Higher Education (NADOHE) Chief Diversity Officers (CDO) Fellows Program Selection Committee.

Research: During 2017, I co-led an interdisciplinary research team, featuring faculty from the College of Business, the College of Liberal Arts, the Picard Center, and NIMSAT, as well as representatives from community disaster response and recovery organizations. This research focused on a multifaceted analysis of the impact of the Grand 16 Theater shooting. I served as the co-Principal Investigator for this NSF-funded 3-year study, which was awarded \$195,000 in 2016.

Teaching: During 2017, I served as a member of the graduate faculty, which allowed the opportunity to teach graduate level courses, advise and supervise doctoral students in the College of Education. In 2017, I taught a course entitled, "Strategic Planning and Human Resources" in the College of Education as a part of the Doctor of Education in Educational Leadership program. At the conclusion of the course, I received much positive feedback both directly from students and indirectly through Student Evaluations of Instruction (SEIs). In 2017, I also served on the doctoral committee for Darica

Simon, a doctoral candidate in the Educational Leadership program.

Leadership: In 2017, I engaged with the national community of diversity professionals through attendance at the NADOHE Annual Conference. In addition to attending conference sessions, I successfully conducted a formal presentation for the NADOHE Board of Directors as the culmination of my year serving as a NADOHE 2016-2017 Chief Diversity Officer (CDO) Fellow.

Ernest Savoie (Manager):
Great work.

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
Taniecea Mallery (Self)	██████
Ernest Savoie (Manager)	██████

Comments

Taniecea Mallery (Self):
 Several of the successful initiatives led by the Office for Campus Diversity require effective collaboration and teamwork across the University. Some examples include the Courageous Conversations series, the Women's Conference, and community engagement initiatives.

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
Taniecea Mallery (Self)	██████
Ernest Savoie (Manager)	██████

Comments

Taniecea Mallery (Self):
 As the director of the Office for Campus Diversity, I supervised an Administrative Assistant and four student workers in 2017. This leadership role enabled me to help in the professional development of staff, consistently helping my Administrative Assistant to stretch her skills by taking on new tasks that often required learning new skills. In addition to direct supervision of staff in the Office for Campus Diversity, I am seen as a trusted mentor, particularly by faculty, staff and students from underrepresented groups working across the University.

Communicates Openly and Listens

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

Reviewer	Rating
Taniecea Mallery (Self)	██████
Ernest Savoie (Manager)	██████

Comments

Taniecea Mallery (Self):

Many of the accomplishments of the Office for Campus Diversity would not be possible without the input of various stakeholders from across the University. For example, as chair of the Women's Conference planning committee, I have been able to incorporate feedback from a broad spectrum of stakeholders to ensure the growth and continued success of this signature program.

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
Taniecea Mallery (Self)	████
Ernest Savoie (Manager)	████

Comments

Taniecea Mallery (Self):

The work of the Office for Campus Diversity plays an integral role in educating the campus community and serving as a champion for the development of equitable and inclusive policies and procedures. We also consistently work to cultivate a climate of shared responsibility for diversity, equity and inclusion across the University.

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
Taniecea Mallery (Self)	████
Ernest Savoie (Manager)	████

Comments

Taniecea Mallery (Self):

I am consistently assessing my own skills and ability to engage with others in order to effectively accomplish the goals of the Office for Campus Diversity. I have a keen understanding of my own strengths and development needs. I am also deeply committed to continuous learning.

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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Taniecea Mallery (Self)	██████
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Ernest Savoie (Manager)	██████
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Comments

Taniecea Mallery (Self):

I am able to understand the implications for key financial indicators, effectively managing the budget for the Office for Campus Diversity. Additionally, in an environment of budgetary constraints, I have leveraged strategic opportunities to collaborate with other units to effectively utilize financial resources.

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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Taniecea Mallery (Self)	██████
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Ernest Savoie (Manager)	██████
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Comments

Taniecea Mallery (Self):

As a member of the University Council, I often provide input on University-wide programs, policies and initiatives that shape political positioning and public perception. In particular, leading the Office for Campus Diversity requires a certain degree of sensitivity in addressing issues that often have complex political and social implications for the University's ability to achieve its mission.

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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Taniecea Mallery (Self)	██████
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Ernest Savoie (Manager)	██████
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Comments

Taniecea Mallery (Self):

Many of the Office for Campus Diversity's initiatives impact a range of functional areas and require others to be held accountable for successful execution. Some examples include the Project ALLIES workshop and the Women's Conference, both developed and executed in collaboration with faculty, staff and students.

Establishes Trust

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

Reviewer	Rating
Taniecea Mallery (Self)	██████
Ernest Savoie (Manager)	██████

Comments

Taniecea Mallery (Self):

I have a high level of respect for my colleagues, treating everyone fairly and equally. I am deeply committed to honoring my commitment to others, especially in regards to building effective collaboration across functional units. I have a high standard of performance in executing the programs and initiatives of the Office for Campus Diversity, which has helped to build a reputation of trust among my colleagues.

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
Taniecea Mallery (Self)	██████
Ernest Savoie (Manager)	██████

Comments

Taniecea Mallery (Self):

I personally believe that one of the most relevant competencies for effective leadership as a diversity officer is the ability to "influence without authority." Since the impact of diversity and inclusion work spans the entire University's functional areas, in order to be effective, it is essential to be able to influence and inspire University leaders. I strive to build effective collaborations with administrators that are based in a common vision and shared values toward advancing diversity and inclusion.

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
Taniecea Mallery (Self)	██████
Ernest Savoie (Manager)	██████

Comments

Taniecea Mallery (Self):

In an environment of changing demographics and shifting priorities, the work of the Office for Campus Diversity is often centered in leading culture change across the institution. Through the development of new educational offerings, policies and procedures, this often involves leading others by bringing innovation and new ideas. I am constantly striving to



leverage national models and best practices to enhance the programs and policies at UL Lafayette. This is largely facilitated through my engagement with the National Association of Diversity Officers in Higher Education (NADOHE) and my professional network of diversity professionals across the country.

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
Taniecea Mallery (Self)	██████
Ernest Savoie (Manager)	██████

Comments

Taniecea Mallery (Self):
The goals of the Office for Campus Diversity have been strategically designed to align with the University's mission and values. Additionally, in 2017, I served as a valued member of a number of University-wide committees that help to advance the mission of the University and act as a catalyst for institutional innovation and growth. Some examples include serving on search committees for executive level positions and serving on the Quality Enhancement Plan committee.

Goal Planning

Directions

Please enter goals for the coming year.

Advance Equity and Inclusion

Advance equity and inclusion through the development and enforcement of University programs, policies and procedures.

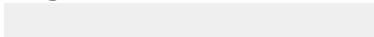
Start Date	Due Date	Progress
1/1/2018	12/31/2018	<div style="width: 0%;"></div> 0%
Weight		
20%		

Comments

- Taniecea Mallery (Self):**
1. Increase attendance at the 2018 Women's Conference by 10%
 2. Host at least 1 session of Project ALLIES for faculty and staff and at least 2 sessions for student groups

Community Engagement

Cultivate relationships with local stakeholders to promote equity, diversity and community engagement throughout Acadiana.

Start Date 1/1/2018 **Due Date** 12/31/2018 **Progress**  0%

Weight
20%

Comments

Taniecea Mallery (Self):

1. Serve on at least 3 committees for community organizations
2. Develop or strengthen a University partnership with at least 1 community organization

Cultivate an Inclusive Campus Environment

Create and sustain an inclusive campus environment, where diverse cultural backgrounds and perspectives are valued and respected by all students and employees of the University.

Start Date 1/1/2018 **Due Date** 12/31/2018 **Progress**  0%

Weight
20%

Comments

Taniecea Mallery (Self):

1. Host at least 4 Courageous Conversations workshops for faculty and staff
2. Host at least 4 educational sessions for student groups

Enhance Diversity and Inclusion Competencies

Strengthen professional development resources to encourage the recruitment and retention of faculty and staff from underrepresented groups.

Start Date 7/1/2015 **Due Date** 6/30/2020 **Progress**  0%

Weight
0%

Comments

Taniecea Mallery (Self):

1. Host at least 4 Courageous Conversations workshops for faculty and staff
2. Support the development and success of at least 1 Employee Resource Group

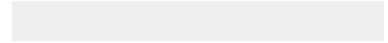
Student Recruitment and Retention

Develop and enhance programs and resources for the recruitment and retention of undergraduate and graduate students from underrepresented groups.

Start Date
7/1/2015

Due Date
6/30/2020

Progress



0%

Weight
20%

Comments

Taniecea Mallery (Self):

1. Collaborate with the Graduate School to host at least 2 programs to support graduate students from underrepresented groups
2. Support the planning and execution of the Black Student Achievement Awards, hosted by the Black Faculty and Staff Association

Development Planning

Service to the University and Profession

Item	Type	Due Date
Serve on University Committees	Action Step	12/31/2018
Serve on Professional Committees	Action Step	12/31/2018

Research

Item	Type	Due Date
Develop Research Manuscript(s)	Action Step	12/31/2018
Present Research Findings	Action Step	12/31/2018

Teaching

Item	Type	Due Date
Enhance Curriculum and Coursework	Action Step	12/31/2018
Build Teaching Skills	Action Step	12/31/2018

Leadership



Item	Type	Due Date
Enhance Leadership Skills	Action Step	12/31/2018
Build Professional Network	Action Step	12/31/2018

Summary

Overall Rating

2017 Annual Evaluation Form - Executive Level
Taniecea Mallery



Signatures

X Taniecea Mallery
Employee
1/22/2019
Date

X Ernest Savoie
Evaluating Supervisor
1/17/2019
Date