

**TEXAS WOMAN'S UNIVERSITY  
PROFESSIONAL AND ADMINISTRATIVE EVALUATION FORM**

*Regent Crumpacker*—

Dr. Stuart continues to provide outstanding leadership to Texas Woman's University as its Chancellor. She has grown the University student body substantially while at the same time improved it academically, which is quite an accomplishment. She sets very aggressive goals for herself and high standards for the University, and then delivers. Her Houston project has greatly upgraded the Houston campus, and the Dallas project will do the same for the University's presence at Parkland Hospital and the Southwestern Medical School complex. In addition to her work on the campuses, she has reestablished TWU with the state legislature in Austin, insuring that TWU is taken seriously and that our contributions to the State of Texas are appreciated and rewarded.

*Regent Fleming*—

Dr. Stuart is one of the most energetic and resilient persons I know. She is visionary. I am sure that the Dallas project will be as successful as her other efforts.

*Regent Dykes*—

Under Dr. Stuart there has been a turnaround in many areas. She has done a tremendous job with the Legislature. I appreciate her vision and determination to lead the University. Her stamina and endurance amaze me. It has been a marvelous opportunity for me to work with her.

*Regent Kellert* —

Dr. Stuart allows us insight into the University. She shows leadership and vision. I feel privileged to be at TWU where we can meet with administrators.

*Regent McCullough*—

In my opinion, Dr. Stuart is doing a fabulous job.

*Regent Moreno*—

My experiences with Dr. Stuart have been excellent. I am very impressed.

*Regent Rodenberger*—

I particularly appreciate the growth and direction of the University under Dr. Stuart.

*Regent Schrader*—

I am even more impressed with the Chancellor than is Mike. It is a privilege to work with her.

*Regent Pulley*—

I joined the Board shortly after Dr. Stuart became Chancellor and have seen wonderful progress as well as excellence in everything from Dr. Stuart's efforts. Her prioritization and strategic planning are impressive.

*Regent Venable*—

Dr. Stuart has respect from elected officials all over the State, and she understands the issues. Her acumen and judgment in setting priorities is very good. She doesn't miss an opportunity. Dr. Stuart deserves "thanks" for presenting TWU to the Legislature.

TEXAS WOMAN'S UNIVERSITY

Annual  
Six Month  
Follow up

PROFESSIONAL AND ADMINISTRATIVE PERSONNEL  
PERFORMANCE EVALUATION FORM

Name: Carolyn Gunning

Date: 6-13-07

Position Title: Provost

Social Security #

Office/Work Unit: Provost Office

Review Period: From '05 to '07

Employment Date:

Purposes of this performance review appraisal:

This performance appraisal is to cover the current fiscal year and should be as objective and factual as possible. Particular care should be exercised to adequately amplify outstanding strengths and identify the individual's greatest need(s) for improvement in evaluative terms. Input from other qualified observers of work performance should be sought and included when joint supervision or multiple work assignments are involved.

Definitions of term:

- Superior- Far exceeded the normal expectations for the position. (This rating requires written justification)
- Above Standard- Accomplishments were above expected level or essential requirements.
- Meets Standard- Performance was consistently acceptable but did not exceed job requirements.
- Below Standard- Performance met most essential requirements of job; however, work required guidance and checking. Improvement should be expected.
- Unsatisfactory- Performance obviously substandard; needed a high degree of supervision and direction. Deficiencies are clearly evident. (This rating must be documented)

SECTION I

Briefly list the major job responsibilities, i.e., a summary of key tasks or duties, not a remuneration of the job description.

SECTION II

Instructions: Listed below are a number of traits, abilities, and characteristics that are important in the successful completion of most assignments. Place an "X" mark in the rating column, under the rating description which most nearly describes the performance of the person being evaluated. Comments should address job content and be used as needed.

ELEMENTS OF PERFORMANCE	RATING				
	SUPERIOR	ABOVE STANDARD	MEETS STANDARD	BELOW STANDARD	UNSATISFACTORY
<b>PLANNING AND IMPLEMENTATION:</b> Consider effectiveness in setting goals and establishing priorities and the effective use of time, facilities, employee skills, and other resources to accomplish objectives. Comments:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>DECISION MAKING:</b> Consider the ability to analyze situations and problems using good judgement to arrive at sound, logical conclusions involving matters affecting the work unit, System Administration, or System in general. Comments:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>INITIATIVE AND RESOURCEFULNESS:</b> Consider independence and self-direction of action displayed involving work assignments and flexibility and versatility in completing objectives in newer and better ways. Comments:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>JOB KNOWLEDGE:</b> Consider demonstrated understanding of the scope and responsibilities of the position held and the relationship of the position to others in the work unit, the System Administration, and the System in general. Comments:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>ADMINISTRATIVE AND LEADERSHIP ABILITY:</b> Consider ability to supervise, delegate, and control the work of others to insure successful completion of self-possessed or delegated tasks. Comments:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>AFFIRMATIVE ACTION EFFORTS:</b> Cooperation with the letter and spirit of the Affirmative Action Policy. In evaluating managers responsible for hiring indicate the percent of minorities in the area of responsibility. % of black employees _____ % of female employees _____ % of hispanic employees _____ % of other protected groups _____	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

ELEMENTS OF PERFORMANCE	RATING				
	SUPERIOR	ABOVE STANDARD	MEETS STANDARD	BELOW STANDARD	UNSATISFACTORY
<b>PRODUCTIVITY:</b> Consider the individual's output and workload capacity in relationship to performance results of the work unit. Comments:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>COMMUNICATION SKILLS:</b> Consider conceptual ability and the ability to be effective and concise in both the oral and written exchange of information. Comments:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>INTERPERSONAL SKILLS:</b> Consider ability to deal effectively with, and relate to others at all levels (superiors, subordinates, and peers). Comments:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>QUALITY OF WORK:</b> Consider standards of finished tasks such as accuracy, neatness, and thoroughness. Comments:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>TECHNICAL ABILITY:</b> Consider education, background, and experience in relation to current assignment and an assessment of potential for effectiveness in new assignments or additional responsibilities. Comments:	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>OTHER: (Specify)</b> Comments:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>OTHER: (Specify)</b> Comments:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**OVERALL EVALUATION:** Consider the extent to which the individual's work performance meets established organization standards.  
(check appropriate box).

<input checked="" type="checkbox"/> Considerably above normal	<input type="checkbox"/> Approaches best possible attainment	Above Standard		Meets Standard		Below Standard		<input type="checkbox"/> Attempts at improvement unsuccessful
		<input type="checkbox"/> Considerably above normal expectations	<input type="checkbox"/> Above normal expectations	<input type="checkbox"/> Satisfactory	<input type="checkbox"/> Minimum satisfactory	<input type="checkbox"/> Below expectations but making improvements	<input type="checkbox"/> Clearly below reasonable expectations	
Superior (Attach justification)		Above Standard		Meets Standard		Below Standard		Unsatisfactory (Attach Documentation)

**SECTION III**

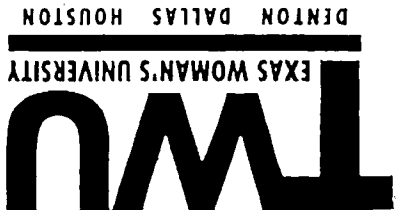
1. Additional comments concerning overall work performance that you judge not to have been covered in Section II. (Note: these could include ethics standards such as loyalty, integrity, etc.; academic or public service contributions; other special competencies, talents, or contributions.)
2. List any additional individual strengths not already discussed.
3. List any additional areas needing future improvement and/or development not already discussed.
4. Indicate plans and agreements which were reached with the individual to improve work performance in the future.

The contents of this performance review have been discussed with the above-mentioned employee.

Date 6/11/07

Cathy Harris  
Signature of Employee

David Stewart  
Signature of Supervisor



The Board of Regents  
P.O. Box 425587, Denton, TX 76204-5587  
940-898-3201 Fax 940-898-3216

July 17, 2007

Dr. Ann Stuart's Personnel File  
Texas Woman's University  
Denton, Texas

Ref: Chancellor & President Ann Stuart Annual Evaluation

To the File:

The Texas Woman's University Board of Regents reviewed the performance of the Chancellor and President of Texas Woman's University, Dr. Ann Stuart, for the 2006-2007 academic year. Dr. Stuart submitted a self-evaluation letter to each Regent prior to the review.

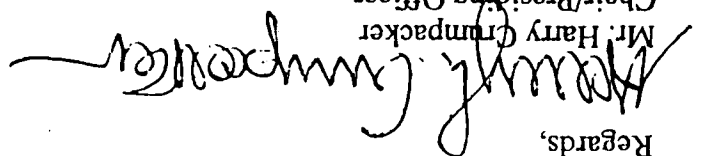
The comments of the Board of Regents reflect that Dr. Stuart's performance over the past year was exceptional. During the year, among other achievements, Dr. Stuart has met or is successfully pursuing the goals she set out for 2006-2007:

- Open successfully and monitor the Institute of Health Sciences Houston Center
- Begin aggressive fundraising for the Institute of Health Sciences Dallas Center
- Oversee the initiation of a more rigorous merit-based performance system
- Be effective and successful for TWU's interests in the 2007 Legislative Session
- Continue our program of placing the Chancellor in Washington, D.C. twice a year to educate the Federal Legislators of TWU's contributions
- Assist in bringing the Leadership Institute into fruition
- Oversee the program of facility upgrades
- Lead with political wisdom and patience the negotiations for the pipeline and gas production

Chancellor Stuart proposes the following goals for 2007-08:

- Make significant progress on the Dallas Campaign and keep on schedule
- Continue to serve as Vice President for Institutional Development
- Oversee the creation of a "signature event" in Houston that positions TWU in the community in the same way as the Virginia Chandler Dykes Leadership Award does in Dallas
- Ensure a successful and proactive transition of Alumni Affairs
- Keep focused on continuous improvement and planning that connects to and advances the Strategic Plan

Regards,



Mr. Harry Crumpacker

Chair/Presiding Officer

Board of Regents

Examples of comments of the Regents present are attached.

- Oversee the initiation of a merit-based performance system
- Continue to plan for and upgrade facilities
- Program and plan for the new Science Building on the Denton Campus
- During the non-legislative year, continue to visit and cultivate Legislators important to TWU's success