

EMPLOYEE NAME: Richard L. Osburn
REVIEW DATE: June 13, 2006
POSITION TITLE: Provost and Vice President for Academic Affairs
ADMINISTRATIVE UNIT NAME: Office of Academic Affairs, The University of Texas at Tyler

I. PERFORMANCE APPRAISAL

INSTRUCTIONS: Listed below are eight performance appraisal factors that are considered representative of most administrative and professional positions. A brief description is provided for each factor. In the space provided, the reviewer should place descriptive evaluative comments. Evaluations are to be based on criteria that are objective, job related, measurable, and consistently applied.

LEADERSHIP (motivation, counseling, and directing of staff)

Outstanding. Vice President Osburn is one of the best I've known at directing and motivating diverse people ranging from office workers to college deans. He is both firm and friendly and is able to lead individuals with different backgrounds and different agendas. His leadership ability and style generate tremendous confidence on the part of others in his goals and programs.

DECISION MAKING (reaching firm, clearly defined decisions)

Outstanding. Knows what he is doing and makes decisions easily with appropriate data and consideration of likely results and consequences. Is confident in his decisions and, therefore, able to be firm.

PLANNING (preparation of administrative unit programs, activities, and services)

Excellent. Takes time to plan appropriately day-to-day and for long-run goals. Given the University's relatively rapid growth, he has more interesting issues to resolve and fires to put out than might be the case at a larger, static university.

STAFF MANAGEMENT (employee selection, retention, development and appraisal)

Outstanding. Selects excellent employees, takes care of them well and develops their potential. One of the best I've seen at hiring good people.

INTERNAL CONTROL AND FISCAL MANAGEMENT (including compliance with University rules, policies, and procedures)

Outstanding. Understands university, UT System and State rules and regulations. Is honest to the core and promotes an environment of compliance in his office and throughout the University. Acknowledges the value of strong internal control policies.

HUMAN RELATIONS (interpersonal relations with internal & external constituents)

Outstanding. A truly fine person, Rick Osburn is admired and liked by all. His energy, his good humor, and his general love of life are quite contagious. He truly excels in human relations because he genuinely likes people—all people—and it shows. All of us in the UT Tyler family are so lucky that Rick Osburn has crossed our paths.

COMMUNICATION (oral and written)

Outstanding. Is a strong and effective communicator, both orally and in writing. Knows when to be blunt and when to reveal an idea more slowly. Has had particularly good success working with the Faculty Senate, which is an indicator of his outstanding communication ability.

PROFESSIONAL EXPERTISE (job knowledge)

Outstanding. As a long-time provost, knows the job extremely well and fully understands what needs to be done at UT Tyler.

II. PERFORMANCE APPRAISAL SUMMARY

Performance Strengths:	Areas for Improvement:
Communication ability and personality	None
Job knowledge	
Academic leadership ability	

III. OVERALL EVALUATION

Superior Performance	Commendable Performance	Satisfactory Performance	Below Satisfactory Performance	Consistently Unsatisfactory Performance
XX				

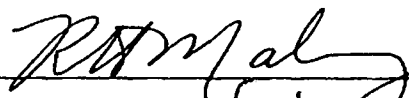
IV. MUTUALLY UNDERSTOOD GOALS

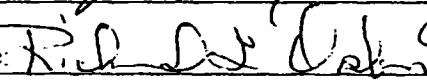
- Continue strong oversight regarding development of new programs and hiring research-capable faculty
- More federally sponsored research
- Increase the budget accountability of academic units
- Begin to prepare for 2010 SACS

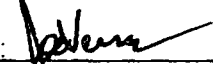
EMPLOYEE COMMENTS

Rick - I enjoy my position at UT Tyler and the individuals with whom I work. This is an exciting and forward-thinking university with excellent quality and great potential. It is easy to love UT Tyler!

The contents of this performance appraisal have been discussed with the employee.

Supervisor's Signature:  Date: 6/14/06

Employee Signature:  Date: 6/14/06

Signature of Evaluator's Admin. Officer to Ensure EEO Compliance:  Date: 6/16/06

Original to Human Resources. Copies to Employee and Departmental Files