



SIMON FRASER UNIVERSITY
Policies and Procedures

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Evaluation of the President's Performance

1. Preamble:

Regular evaluation of the President is one of the most important responsibilities of the Board of Governors. The evaluation process provides a formal opportunity for the Board and the President to have a constructive discussion regarding the performance of the institution and the President's leadership.

The Board works through the Compensation Committee ("the Committee") in implementing the evaluation process, although the Board is involved in reviewing the President's goals, objectives and competencies ("GOCs") and the final evaluation, and approving any performance-based compensation.

2. Policy:

The Board of Governors must evaluate the President's performance annually; provide guidance and constructive feedback to the President and ensure that any performance-based compensation fairly reflects the President's accomplishments during the review period.

3. Procedures:

- 3.1 Annually, the President shall set out in writing for the Board of Governors a self-assessment of accomplishments for the previous academic year, measured against the GOCs that had been approved by the Board, along with projected GOCs for the upcoming academic year integrating them into a more comprehensive plan for the term of office (collectively the Report).
- 3.2 The President shall submit the Report to the Board of Governors (or its Committee) at its meeting in September.
- 3.3 The evaluation will be based upon the Report and input received from Board members and the vice