

2024-25 PRESIDENTIAL PERFORMANCE EVALUATION REPORT

UWF Policy BOT-14.01-06/17 describes criteria for evaluating the President's performance. (See Section VI.) This year, due to the circumstances of President Saunders' resignation and in accordance with the decision of the Board of Trustees at their May 27, 2025 meeting, the Board Chair will report to the Board at their June 12, 2025 meeting with information gathered by the Chair for the President's evaluation. The evaluation will cover the President's performance from July 1, 2024 to May 31, 2025.

Historically, the Board of Trustees has evaluated the President on 14 items:

- The BOG's Performance-Based Funding Metrics/Strategic Plan;
- Responsiveness to the BOG's strategic goals and priorities, and compliance with system-wide regulations;
- The President's self-evaluation report;
- The University's current strategic plan, university work plan, and accountability report;
- President's current goals;
- Responsible fiscal management of the University;
- Responsible supervision of key personnel;
- Positive governmental and community relations;
- Promotion of academic excellence and student success at the University;
- Promotion of ethical conduct at the University;
- Promotion of the reputation of the University;
- Promotion of advantageous relationship with University-affiliated entities;
- University Advancement & Fundraising; and
- Key Performance Indicators in the Presidential Scorecard.

On May 1, 2025, President Saunders submitted her Self-Evaluation, including the Presidential Scorecard 2024-25 and Presidential Goals Report. A supplement to her self-evaluation contains additional accomplishments since May 1. Both documents are incorporated herein by reference. Consistent with UWF Policy BOT-14, Board Chair Rebecca Matthews spoke with Board of Governors Chair Brian Lamb regarding President Saunders' performance during the relevant period. **[Chair Matthews will report to the Board]**.

Summary

The Board finds that President Saunders' leadership for the University, students, staff, faculty, the community and the state during fiscal year 2025 **[Chair Matthews will report to the Board]**.

At the Board of Trustees meeting held on June 12, 2025, in accordance with the Performance Incentive Payment contemplated in President Saunders' employment agreement and given the University's continued academic and administrative progress as shown in the completion of the President's stated goals for fiscal year 2025 and the accomplishments of UWF, the Board approves a performance incentive payment of **[Chair Matthews will report to the Board]**%.

President Saunders has achieved many high impact accomplishments throughout this past year.