The following items pertain, with varying degrees of emphasis, to each Mānoa executive and shall be considered during the evaluation. Additional evaluative criteria may be identified by the Chancellor in reference to the specific individual and his/her unit.

1. **Planning.** A coherent strategy implementation plan that is consistent with the University and the UH Mānoa strategic plans. Articulated framework to implement a timely plan for the improvement of the Mānoa campus and the University system.

2. **Leadership/Communication.** Leadership and management effectiveness including how well one relates and communicates with internal and external constituents and cooperates with other units as well as quality decision-making.

3. **Fund-Raising.** Fund-raising productivity and cooperative relations with the University of Hawai‘i Foundation.

4. **Diversity, Equity and Human Resources.** Record of enhancement and improvement of gender and ethnic diversity of the faculty and students; enhancement of the curriculum and other program initiatives that address diversity issues. The focus will be on attitude, process, effort and commitment demonstrated in support of diversity and equity initiatives, rather than on percent changes of statistics.

5. **Service.** Responsive service to the community and profession/discipline(s). Additionally, executive's personal service to the Mānoa and University system community.

6. **Resource Management.** Resource management and accountability to maximize results and improve resources available (e.g., human resource management, space utilization, student semester hours [SSH] generated, faculty recruitment and retention, balancing of revenues and expenditures).

7. **Entrepreneurial Activity.** Entrepreneurial initiatives engaged in by the unit as part of the agreed to objectives.

8. **Curricula.** Innovative and relevant curricular or program initiatives including development of new curricula, improvement of existing curricula, and elimination of programs when appropriate.

9. **Teaching and Research Excellence.** Teaching excellence as determined by student evaluations and teaching excellence awards received by faculty, and other relevant measures when applicable. State-of-the-art research/scholarly work and productivity as determined by the number of quality publications, grants and contracts received, and other relevant criteria agreed-upon by the executive and the Chancellor. Additionally, personal record of strong research, scholarship, publication, and professional activity and achievement in the field.

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