2022 Presidential Review Evaluation Criteria

The Presidential Review Protocol provides that the Presidential Review Committee (the Committee) will develop a list of areas to be evaluated, using the criteria employed by the Presidential Selection Committee in its search for that individual and the annual priorities, consistent with the Strategic Plan, established by the Board and the President during the President’s current term.

The following Evaluation Criteria have been developed by the Committee (in no order of priority) from the position profile developed by the 2018 Presidential Selection Committee and the priorities, consistent with the Strategic Plan, identified by the President and approved by the Board of Governors for the years 2019-2022.

Leadership:

a) an exceptional communicator and ambassador who is a forward-thinking, aspirational, and strategic leader with a transparent, collegial management style
b) curious, challenges norms and traditions and is prepared to take calculated risks
c) committed to the highest ethical standards and consistently operates with integrity and transparency
d) committed to collegiality and collaborative practice – consults before making decisions and provides a rationale for decisions once made
e) leads with courage and compassion
f) strategic leadership (develops and fosters leadership team, appoints key roles as needed, effective leadership through the pandemic, works effectively with board and senate)
g) committed to principles of diversity, equity and inclusion, combatting racism and supporting indigenization initiatives
h) champions the whole University, working inclusively to support and challenge a diverse community of students, faculty, and staff
i) fosters a culture that embraces innovation and celebrates success

Deliverables:

j) develop and implement a new strategic plan
k) leverage Western’s historic status and advance its reputation by revitalizing communications leadership, completing reputation research study and developing brand strategy, elevating Western in rankings, increasing international enrolment, establishing presence in downtown London and Toronto
l) champion research culture, stimulate research, scholarship and creative activity by completing and implementing a research strategic plan and plan for research parks, promoting “research-achievement” culture, maintaining or increasing share of research council funding, engaging with industry, investing in research infrastructure
m) graduate leaders with the capacity to recognize, define, and engage the increasingly complex challenges facing our world by refreshing the student experience and strengthening the learning culture by supporting work-integrated learning opportunities, research opportunities for undergraduates, fostering entrepreneurship and leadership, strengthening academic advising and career advising, reviewing Orientation week and student safety measures

n) support and engage in fundraising activities and develop the next campaign to ensure meeting of annual and long-term fundraising goals

o) relationship building internally with members and organizations within the campus community and externally with all levels of government, local, national and international organizations, local hospitals, and prospective donors/partners

p) continue to build Western’s capacity to engage the future by strategically increasing administrative and academic capacity, participating in national and international organizations, developing and implementing data strategy, furthering responsible investing and sustainable infrastructure

q) meet the challenges of the COVID-19 pandemic by making appropriate, data-driven decisions about continued University operations and communicating Western’s plans to the community in a timely and sensitive manner