

Iafolla, Rachel R (LAW)

From: Mahoney, Lucinda M (DOR) <lucinda.mahoney@alaska.gov>
Sent: Tuesday, December 7, 2021 4:55 PM
To: Richards, Craig
Subject: RE: CEO - APFC Performance Review CONFIDENTIAL
Attachments: CEO Evaluation summary of weighted averages 12.7.21.xlsx

See enclosed.

The weighted average results for the board are somewhat skewed because some trustees responded "N/A" to some questions. Therefore the voice of the few that did respond carried more weight. You can see this result in the questions that are more internal management oriented. Examples include Q8 & Q15. I planned to bring this handout to the meeting and reference if needed. I suspect the board won't be focused as much on the numbers, but more so on the bigger picture items like strategy, leadership, organization culture, etc.

I did provide this document to Angela so that she could see the responses.

-----Original Message-----

From: Richards, Craig <crichards@apfc.org>
Sent: Tuesday, December 7, 2021 4:43 PM
To: Mahoney, Lucinda M (DOR) <lucinda.mahoney@alaska.gov>
Subject: Re: CEO - APFC Performance Review CONFIDENTIAL

Thanks Commissioner. Were there any numerical results or anything like that from the scoring system? If not no worries, just didn't see that data.

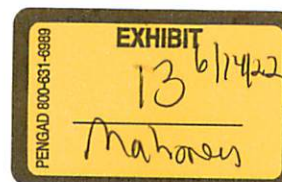
Craig

From: Mahoney, Lucinda M (DOR) <lucinda.mahoney@alaska.gov>
Sent: Tuesday, December 7, 2021 12:07:12 PM
To: Richards, Craig
Subject: CEO - APFC Performance Review CONFIDENTIAL

Hi Craig,

Enclosed is a summary of the CEO's performance evaluation. The summary was developed based on the results of the 360 degree survey tool that was distributed to all staff and trustees. We received responses from 61% of those surveyed.

The results of the survey were provided to Angela so that she could review and respond if desired. Angela did respond. I have also included the self-assessment developed by Angela.



We will be discussing the performance evaluation at the Executive Session on Wednesday and also at the Executive Session on Thursday.

These documents are confidential; please do not forward or provide to others.

Kind regards,

Lucinda Mahoney
Commissioner of Revenue

CEO Performance Evaluation Summary
 Weighted Average Results by Group
 12.6.21

	<u>Board</u>	<u>Investments</u>	<u>Operations</u>	<u>Neither</u>	<u>Combined</u>
Q3 Strategic development:	2.75	2.94	4.36	4.25	3.56
Q4 Financial leadership:	3	2.63	4.33	4	3.35
Q5 Advocacy and external relations:-	3.25	3.6	4.9	4.75	4.11
Q6 Board Relations	2.5	3.17	4.3	4.5	3.65
Q7 Organizational culture	3	2.53	4.4	4.25	3.42
Q8 -Staff development and motivation:	2	3	4.33	4.25	3.6
Q9- Internal Communications	1.5	3	4.22	4.5	3.48
Q10-Fair and equitable organization culture	2.5	2.64	4.4	4.25	3.48
Q11-Role model and change agent	3	2.93	4.2	4.5	3.53
Q12-Problem solver	3.3	3.07	4.6	4.5	3.78
Q13-Leadership development	3	2.93	4.1	4.75	3.55
Q14-Systems Thinker	2.75	3.23	4.3	4.33	3.65
Q15-Internal Partnership	1	2.87	4	4	3.35
Q16-Effective communication	3	3	4.2	4	3.61
Avg overall	2.6	3.0	4.3	4.3	3.6
Number of survey responses	4	15	12	5	36
				Total FTE's plus Trustees	59
				% responded	61%
Exceeds Expectations	5				
Meets All Expectations	4	3.6 is overall average			
Meets Most Expectations	3				
Meets Some Expectations	2				
Does not Meet Expectations	1				