



## APFC BOARD'S ANNUAL EXECUTIVE DIRECTOR EVALUATION FORM

**Trustees:** The Board evaluates the Executive Director based on a calendar year. Please use this form to rate Angela Rodell's performance from October 28, 2015 – November 30, 2016. Please note that although staff performs the work in some areas covered in this evaluation, the Executive Director is ultimately responsible. Any increase to salary will be processed as of January 1, 2017 in conjunction with staff increases. Feel free to add additional pages for your comments, if needed.

### Rating scale

- 5 = **Outstanding:** excellent quality; consistently exceeds expectations
- 4 = **Good:** better than average most of the time
- 3 = **Adequate:** meets minimum requirements; performs the job adequately
- 2 = **Below average:** inconsistent performance; sometimes does not meet minimum requirements
- 1 = **Unsatisfactory:** performs tasks poorly or not at all, seldom meets minimum standards
- NA = **No comment:** no opportunity to observe performance in this area or not enough information

### A. ADMINISTRATION AND MANAGEMENT

- 5            1. Establishes an effective communication system with the board, staff, and legislature
- 4.33        2. Implements board policies, directives, and operational goals as intended by the board
- 4.66        3. Sets long- and short-range corporate goals
- 4.66        4. Distinguishes between primary problems and trivialities
- 4.33        5. Prioritizes the important issues of the corporation when budgeting time

### B. STAFF

- 5            1. Develops and executes sound personnel procedures and practices
- 4.5         2. Communicates effectively and respectfully with staff
- 5            3. Delegates authority to appropriate staff according to position and ability
- 5            4. Holds staff accountable for consistent quality performance
- 5            5. Inspires staff to do their best and to consistently strive to improve professionally



### C. COMMUNITY AND PUBLIC RELATIONS

- 4.66 1. Is perceived by those outside the corporation as a community leader
- 5 2. Interacts effectively with executive and legislature

Comments: Ms Rodell is highly respected by the legislature and continues to impress me every time I see her testify and or interact in legislative forums. She presents a professional and knowledgeable face for the APFC

### D. BOARD RELATIONS

- 4.33 1. Keeps the board informed about corporate issues, needs, interests and operations
- 4.66 2. Maintains a harmonious working relationship with the board
- 4.33 3. Freely expresses any opposition to matters under board discussion until an official decision has been reached, after which time the ED subordinates personal views and supports the board's position
- 5 4. Plans for effective board meetings
- 4.66 5. Keeps the board informed of the organizations, committees, and boards s/he participates in

Comments: I have seen a marked improvement in the content and focus of the board meetings under Ms Rodell's tenure.

### E. SHORT ANSWER SECTION:

1. The Executive Director's greatest strengths:
- Vision for the future of the Corporation
  - Public communication
  - Legislative relationship
  - Understanding of the APFC
  - Understanding of the Finance world
  - Leadership of her team
2. Areas needing improvement:
- APFC needs to add expertise in-house to manage more assets, save fees, add to the net.
  - APFC office space needs to be up-dated. (Denied by OMB)
    - OMB has denied both of the above!!
  - Building trust with the administration
  - Understanding the limitations that are a reality of being a State Corporation
3. List the Executive Director's most significant achievements or successes in the review period:
- Long range planning/visioning
  - Staff reorganization
  - CIO recruitment
  - She had stabilized the APFC team since taking over behind Mike Burns. Big shoes to fill!!
  - New CIO is excellent!
  - Earned the respect of APFC team, Board, and Administration

4: List the most important areas for the Executive Director to focus her attention on in the year ahead:

- Working pro-actively with Administration and Legislature.
- Sell the benefits of adding required expertise to bring asset more management in house.
- Sell the benefit/return to be realized by renovating the APFC offices.
- Structuring APFC to deal with the use of earnings for Government Services
- Procurement legislation
- Physical Plant restructuring
- Recruitment and Retention

5. List any additional items – not covered in this evaluation – that you want mentioned during the discussion of the Executive Director's performance:

- She loves Alaska, Loves living in Juneau, Loves working for APFC.
- I have watched her. She is not political. A critical characteristic for her position.

**F. OVERALL RATING OF THE EXECUTIVE DIRECTOR'S PERFORMANCE**

5 = Outstanding: excellent quality; consistently exceeds expectations

**4.66 – Actual Score**

4 = Good: better than average most of the time

Overall Comments:

I am thankful that Angela applied for and was selected for this position. I hope that she will continue in this position for many more years. APFC will go through significant change going forward as Alaska comes to terms with our cash flow problem that has been brought on/exacerbated by the price of Oil. We will need creative, practical thinking and leadership to craft a sustainable solution that involves new revenue, appropriate taxation, and more efficient/less costly government. I believe that Angela possesses the expertise and leadership skill that APFC needs in these times.