



Executive Performance and Accountability Committee Feedback Report: President

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Prepared by: Executive Performance and Accountability Committee

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Introduction

The following report is intended to provide a 360 view into feedback received from AMS staff about your performance as an executive. We have organized this report so that you may see feedback from this survey cycle, comparisons to the previous term (where available), and your self-assessment. We will discuss recommendations on performance improvements during your EPA session.

AMS Code mandates the Executive Performance and Accountability Committee to gather this feedback twice a year. Feedback was collected from:

- Vice Presidents (4)
- Student staff within the Office of the President (4)
- Archivist, Clerk of Council, and the Privacy Officer
- Human Resources (1)
- Senior Managers (4)
- Managing Director

Feedback was collected entirely from student staff and permanent staff. For most questions, respondents were asked to rate their agreement with statements (e.g. Strongly Disagree - Strongly Agree).

Please note that this report will be provided to AMS Council for their review and a presentation on your feedback will be made. You may be asked questions by Councillors on the content of this report so please be prepared accordingly.

If you have any questions about the items in this report, please feel free to reach out to Riley Huntley, EPA Vice Chair (epachair@ams.ubc.ca).

Term Two Feedback

The following section provides a percentage score breakdown of aggregate responses to each question. There were 14 total responses for the President from student staff, permanent staff, and executives. When indicating agreement with statements, responses have been aggregated to include both “Strongly Agree” and “Somewhat Agree.”

93% of respondents feel as though the President prioritizes issues of interest as they arise.

- Variance from Term 1 not available.

86% of respondents feel as though the President fulfills the basic duties of his role (e.g. meetings, discussions, or addressing urgent matters) in a satisfactory manner).

- Variance from Term 1 not available.

93% of respondents feel as though the President is respectful of their opinions and ideas on work-related matters.

- Variance from Term 1 not available.

93% of respondents felt as though the President avoids engaging in office politics (e.g. things like gossiping, rumour spreading, favouritism, and isolating or ignoring or unwarranted exclusions from organized team building activities).

- This is a 3% positive variance, meaning 3% more people agreed with this statement as compared to Term 1.

93% of respondents feel as though they can approach the President if they have concerns or feedback about work-related matters.

- Variance from Term 1 not available.

86% of respondents feel as though the President responds to situations in a manner that is appropriate and proportional to the circumstances.

- This is a 6% positive variance, meaning 6% more people agreed with this statement as compared to Term 1.

79% of respondents feel as though the President accurately portrays the scale of their successes and failures.

- Variance from Term 1 not available.

93% of respondents feel as though the President maintains a high degree of professionalism in terms of conduct and presentation in the workplace (e.g., demeanour, attire, etc).

- This is a 3% positive variance, meaning 3% more people agreed with this statement as compared to Term 1.

86% of respondents would describe as it applies to their manager, the President's management style as approachable.

- This is a 13% positive variance, meaning 13% more people agreed with this statement as compared to Term 1.

79% of respondents feel as though the advice given to them by the President on work-related matters has been helpful.

- This is a 7% positive variance, meaning 7% more people agreed with this statement as compared to Term 1.

86% of respondents feel as though the President is knowledgeable on the organization's policies, code and Bylaws.

- This is a 5% negative variance, meaning 5% less people agreed with this statement as compared to Term 1.

93% of respondents feel as though the President demonstrates a high level of strategic thinking in setting long-term goals and navigating complex challenges for the organization

- This is a 12% positive variance, meaning 12% more people agreed with this statement as compared to Term 1.

93% of respondents feel as though the President invests time in considering/anticipating immediate potential risks before they become challenges for the organization.

- This is a 21% positive variance, meaning 21% more people agreed with this statement as compared to Term 1.

79% of respondents feel as though the President has ensured a productive and positive Council environment.

- This is a 19% negative variance, meaning 19% less people agreed with this statement as compared to Term 1.

93% of respondents feel as though the President invests time in learning from the organization's past mistakes and applying those lessons, in alignment with the AMS Strategic Plan.

- This is a 7% negative variance, meaning 7% less people agreed with this statement as compared to Term 1.

When asked which skills from a list relevant to the role of President apply to the current President, the following received the highest ratings:

- 86% of respondents indicated adaptability
 - This is a 26% positive variance, meaning 26% more people agreed with this being a skill that applies to the President as compared to Term 1.
- 64% of respondents indicated articulation of ideas, crisis management, and collaboration
 - Articulation of Ideas: This is a 34% positive variance, meaning 34% more people agreed with this being a skill that applies to the President as compared to Term 1.
 - Crisis Management: This is a 24% positive variance, meaning 24% more people agreed with this being a skill that applies to the President as compared to Term 1.
 - Collaboration: This is a 7% negative variance, meaning 7% less people agreed with this being a skill that applies to the President as compared to Term 1.
- 57% indicated empathy, integrity, and resourcefulness
 - Empathy: This is a 3% negative variance, meaning 3% less people agreed with this being a skill that applies to the President as compared to Term 1.
 - Integrity: This is a 3% negative variance, meaning 3% less people agreed with this being a skill that applies to the President as compared to Term 1.
 - Resourcefulness: This is a 23% negative variance, meaning 23% less people agreed with this being a skill that applies to the President as compared to Term 1.

The following were the lowest rated:

- 43% indicated commanding presence
 - This is a 13% positive variance, meaning 13% more people agreed with this being a skill that applies to the President as compared to Term 1.
- 36% indicated decisiveness
 - This is a 14% negative variance, meaning 14% less people agreed with this being a skill that applies to the President as compared to Term 1.
- 29% indicated being inspiring
 - This is a 1% negative variance, meaning 1% less people agreed with this being a skill that applies to the President as compared to Term 1.

When asked to rate, on a scale of 1 to 5 (with 1 being “this does not apply whatsoever” and 5 being “this applies very strongly”), how much a list of traits typically considered weaknesses apply to the President, the following received the highest ratings:

- Lack of Assertiveness (average: 2.14/5)
 - This is a 0.14 positive variance, meaning that on average, this trait is rated 0.14 points higher as compared to Term 1.
- Short-Term Focus (average: 2.07/5)
 - This is a 0.31 negative variance, meaning that on average, this trait is rated 0.31 points lower as compared to Term 1.
- Conflict Avoidance (average: 1.86/5)
 - This is a 0.36 negative variance, meaning that on average, this trait is rated 0.36 points lower as compared to Term 1.
- Excess Focus on Public Opinion (average: 1.86/5)
 - This is a 0.34 negative variance, meaning that on average, this trait is rated 0.34 points lower as compared to Term 1.

The following were the lowest rated:

- Inattention to Detail (average: 1.64/5)
 - This is a 0.36 negative variance, meaning that on average, this trait is rated 0.36 points lower as compared to Term 1.
- Argumentative (average: 1.64/5)
 - This is a 0.61 negative variance, meaning that on average, this trait is rated 0.61 points lower as compared to Term 1.
- Decision-Making Paralysis (average: 1.62/5)
 - This is a 0.51 negative variance, meaning that on average, this trait is rated 0.51 points lower as compared to Term 1.
- Micromanagement (average: 1.36/5)
 - This is a 0.08 negative variance, meaning that on average this trait is rated 0.08 points lower as compared to Term 1.

Open-Text Box Comments

Please note below a series of comments provided in the open-text box at the end of the survey. They have been included below for your reference. Any potentially identifying information has been removed and replaced with "..."

"I have always found that working with CK is a positive experience. He is very knowledgeable, thinks through his actions, is open to listening to others, and cares deeply about the people within the organization. He sets a very high bar for student executives and presidents." - *Permanent Staff Member*

"I think given the different circumstances and challenges we have seen this year, the President is doing a good job." - *Permanent Staff Member*

"I don't have much communication with the President so it's hard to provide an accurate evaluation" - *Permanent Staff Member*

"..In my dealings with CK, I've found him to be knowledgeable, approachable, and easy to work with." - *Permanent Staff Member*

"Appreciate that he's able to accommodate other people and understand their circumstances, and is not overly authoritarian in his leadership. Also appreciate the strategic thinking skills and insights he's able to provide when I'm stumped on how to go about something." - *Executive Team Member*

"In my experience, CK's ability to ensure that the Executives felt supported after turnovers was good to see. He listened to my concerns, and stayed hands-off / hands-on when I needed. I also want to acknowledge the progress he has made to address my feedback. As an...VP, lots of the work I do is "go-go-go" so keeping things efficient is what I value a lot. CK's effort in looking at the AMS's reporting structure (1-on-1 check ins VS. exec comm updates VS. exec strat updates) is amazing" - *Executive Team Member*

"He needs to take better care of his health" - *Executive Team Member*

Self-Assessment

The following section indicates the responses you provided in your self-assessment followed by an objective analysis of whether your self-assessment accurately correlates to staff experiences based on the survey results from this term.

When asked if “the President prioritizes pressing issues of interest as they arise,” you indicated Strongly Agree.

- This is consistent with 57% of respondents.

When asked if “the President fulfills the basic duties of the role (e.g. meetings, discussions, or addressing urgent matters) in a satisfactory manner,” you indicated Strongly Agree.

- This is consistent with 58% of respondents.

When asked if “the President is respectful of [others] opinions and ideas on work-related matters,” you indicated Neither Agree nor Disagree.

- This is consistent with only 7% of respondents, the majority of respondents indicated Strongly Agree (86%).

When asked if “the President avoids engaging in office politics,” you indicated Somewhat Agree.

- This is consistent with only 21% of respondents, the majority of respondents indicated Strongly Agree (64%).

When asked if you “feel as though others can approach the President if [they] have concerns or feedback about work-related matters,” you indicated Neither Agree nor Disagree.

- This is consistent with only 7% of respondents, the majority of respondents indicated Strongly Agree (86%).

When asked if you feel as though “the President responds to situations in a manner that is appropriate and proportional to circumstances,” you indicated Strongly Agree.

- This is consistent with 64% of respondents.

When asked if you “feel as though the President accurately portrays the scale of their successes and failures,” you indicated Strongly Agree.

- This is consistent with 57% of respondents.

When asked if you “feel as though the President maintains a high degree of professionalism in terms of conduct and presentation in the workplace,” you indicated Strongly Agree.

- This is consistent with 64% of respondents.

When asked if “...you would describe the President’s management style as approachable,” you indicated Neither Agree nor Disagree.

- This is consistent with only 7% of respondents, the majority of respondents indicated Strongly Agree (71%).

When asked if you “feel as though the advice given to others by the President on work-related matters has been helpful,” you indicated Neither Agree nor Disagree.

- This is consistent with only 14% of respondents, the majority of respondents indicated Strongly Agree (50%).

When asked if you “find that the President is knowledgeable on the organization’s policies, code and Bylaw,” you indicated Strongly Agree.

- This is consistent with 79% of respondents.

When asked if you feel that “the President demonstrates a high level of strategic thinking in setting long-term goals and navigating complex challenges for the organization,” you indicated Somewhat Agree.

- This is consistent with only 21% of respondents, the majority of respondents indicated Strongly Agree (71%).

When asked if you “believe the President invests time in considering/anticipating immediate potential risks before they become challenges for the organization,” you indicated Strongly Agree.

- This is consistent with 79% of respondents.

When asked if you “feel as though the President has ensured a productive and positive Council environment,” you indicated Strongly Agree.

- This is consistent with 57% of respondents.

When asked if you “feel as though the President invests time in learning from the organization’s past mistakes and applying those lessons, in alignment with the AMS Strategic Plan,” you indicated Strongly Agree.

- This is consistent with 71% of respondents.

When asked to select the skills that you believe best apply directly to the President, you indicated articulation of ideas, commanding presence, decisiveness, crisis management, adaptability, resourcefulness.

- This is generally consistent with respondents:
 - Adaptability: 86%
 - Articulation of Ideas: 64%
 - Crisis Management: 64%
 - Resourcefulness: 57%
 - Commanding Presence: 43%
 - Decisiveness: 36%

When asked to rate how much certain traits generally considered Presidential weaknesses apply to the current President, the ones you rated 2 and above were Decision-Making Paralysis, Conflict Avoidance, and Lack of Assertiveness.

- This is generally consistent with respondents
 - Lack of Assertiveness (highest rated average at 2.14/5)
 - Conflict Avoidance (average: 1.86/5)
 - Decision-Making Paralysis (average: 1.62/5)
- Other relatively highly-rated traits were:
 - Short-Term Focus (average: 2.07/5)
 - Excess Focus on Public Opinion (average: 1.86/5)