

## Hospital CEO Evaluation

The first two parts of this survey should be completed by the CEO and separately completed by the board’s CEO evaluation committee. The results of both should then be discussed in a joint meeting of the two, along with the goals set by the board and the CEO for the upcoming year.

### Part 1: Subjective evaluation

Please rate the following statements based on your level of agreement with them:

	Strongly Agree	Agree	Disagree	Strongly Disagree	Not sure
Effective in leading and implementing the mission and goals of our organization.					
Understands role, as well as the role of the board and medical staff.					
Self-starter who is constantly setting goals and ensuring they are met.					
Successful in directing the daily operations of hospital.					
Ensures hospital complies with legal and regulatory requirements.					
Develops realistic financial goals and ways to achieve them.					
Successful in working with physicians to achieve joint goals.					
Watches for trends and changes in the hospital environment and offers suggestions for new ways to address these.					
Assesses needs of community to ensure appropriate service lines.					
Good ability to analyze situations and determine best solution.					

Able to communicate well.					
Is open to suggestions.					
Effective in selection of key executives.					
Effective in management of key executives to achieve hospital goals.					
Fosters teamwork among staff.					
Appears to be respected by staff.					
Appears to be respected by board members.					
Appears to be respected by physicians.					
Ability to positively affect the culture of the organization.					
Active in the community, providing a positive image for the hospital.					
Does his/her part to ensure board meetings are effectively run.					
Does his/her part to ensure new board members understand their responsibilities.					
Does his/her part to support board members					
Communicates well with the board.					
Effectively supports board policies and strategies.					

## Part 2: Performance on specific goals

The results of this section can be used in one of two ways: 1) as a tool to evaluate the potential for a raise. 2) as a means of calculating the at-risk compensation or the specific salary increase. See example below.

Please rate the CEO on the performance goals listed below:

	Achieved	Partially Achieved	Did not achieve	Weighting
Increased outpatient revenues by 2 percent	x			30%
Reached 100 percent on 16 core measures		x		30%
Improved employee satisfaction by 30 percent according to survey.	x			15%
Increased orthopedic cases by 10 percent.	x			25%
			<b>Total Score:</b>	85%
The maximum percent raise or at-risk dollar amount would be multiplied by 85% to get the additional compensation on the base rate.				

## Part 3: Wrap up discussions

**Next year's performance goals** – Together the board committee and the CEO should develop the goals for the following year that will be measured. These should follow the strategic goals set by the board.

**Evaluation Committee** - Any suggestions for improvement in CEO performance?

**CEO** – Any suggestions for ways the board could improve its support of the CEO?