



Office of the President  
3201 Burton Street SE  
Grand Rapids, MI 49546

## Performance Assessment

**TO:** Robert LeFevre, president  
Michigan Independent Colleges and Universities

**FROM:** Michael Le Roy, vice chair  
Michigan Independent Colleges and Universities

**DATE:** April 16, 2019

**CC:** Jeff Abernathy, chair  
Michigan Independent Colleges and Universities

It is my pleasure to submit the following summary evaluation of performance for Mr. Robert LeFevre, president of MICU.

Robert continues to make excellent progress on MICU's strategic plan as indicated in his self-assessment for the 2018-19 year. The summary, and feedback from the membership, indicate that his significant work has helped to sustain and grow the funding available to our membership for student financial aid. In the midst of significant legislative turnover due to term limits, Robert has managed to develop relationships with new legislatures and key committee leaders. This will continue to be critically important with the transition to a new administration.

Robert leads his team with great skill which has helped to increase positive awareness and opportunities for direct engagement among policymakers and opinion leaders regarding the value and impact of MICU member colleges and universities. The evidence from the membership supports the view that Robert is performing in this area with excellence. We are grateful for the ways that his passion to serve independent higher education in Michigan advances understanding and awareness.

The third performance area from Robert's self-assessment details the progress toward providing services that benefit members and provide MICU with revenues to support advocacy. The members surveyed indicate a high level of satisfaction with the services provided. Robert is encouraged to work



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with the membership director and the executive committee to develop a strategy to grow service participation in future years, to provide high-value member benefits and other services to MICU institutions, which will also fund our advocacy efforts. Robert is encouraged to develop a one-page summary of each institutional member's participation in member benefits for each president. This resource is intended to further the conversation between member presidents and their respective leadership teams about the benefits of MICU member services.

During our meeting I also asked Robert to reflect on his needs and concerns. Robert expressed that he continues to be pleased to serve MICU and that he feels well supported by the board and the membership. Robert expressed some concern about retaining the very talented staff at MICU given their strong performance and reputation in Lansing. The board should look for opportunities to offer its thanks to MICU staff. Robert expressed that he is satisfied with his compensation and would prefer that this not be changed until after the compensation survey scheduled for 2021. Robert and I also discussed his 457(f) education benefit which is scheduled for review in 2020.

Robert is a highly respected leader in the Capitol and has the full confidence of the membership of MICU. His performance has been excellent, and it is my hope that this summary of performance provides him with an understanding of the members' gratitude and with the encouragement to represent us in the years to come.

/sjc

Enclosure