

Chancellor's performance assessment of President Bill Powers (notes):

Several points of frustration:

1. BP's concerns that actions of the Board and of the System admin were compromising excellence at UT Austin. School of Medicine and \$105mm to build EERC position UT Austin towards America's finest public University. "I respectfully had to disagree with him."
2. BP's discussing replacement of tuition increase with System aid for two years. In conversation he agreed to it, only to find out from Tower Talk that he was criticizing as "House Divided". Same day we allocated \$30mm/yr for 10 yrs.
3. Sensitive issue re Major Applewhite. Gave counsel with Safady on media coordination and we agreed to plan. Next day in AAS, BP accuses me of muzzling him. Strong words in University. I had witnesses in that meeting.
4. Statements by his exec team negative to UT System staff (Kevin Hegarty etc). Dir. Of Pub Affairs/UT Austin providing misinformation re CASE. "My direction on this has been unambiguous". Strong letter to Powers reminding him and to give to Dir. Of Media Relations
5. Numerous other examples. Bottom line: not appreciative of very significant support being given to UT Austin.

"voice of support for BP". "That support has abated". 2 weeks ago he was dismissive in performance evaluation in front of Pedro Reyes and myself. Observations: conveyed concern about strained relationship with Board and with System Administration. "What are your thoughts...how can improve this...so important"..His answer abbreviated "yes its strained, I have no input". That's it. No constructive conversation on very important governance issue. Law School admissions process: defensive about questioning rather than instructive moment. Not taking ownership of rectifying relationship between Law School Foundation and Law School. All delegated to others. I wanted to hear "Im being briefed and providing leadership" due to importance, Board attention, AG investigation, reputation of law school. Hard conversation, I was upset.

Briefed Chairman Powell who asked "Do you trust him?" Answer: "No, not because he's lied but because hard to get information. Also we agree on something then out comes changed message creating conflict". Conclusion: strained relationship and not sustainable. Fatigue setting in on executive officers. Atmosphere is hurtful to UT System and UT Austin, taking away focus from other priorities. Not only my own opinion. Called together Exec VC's...BP's relationship to leadership is worse, essentially insubordinate...not just one act, but trail of behavior. Wont improve and expanding to his others in his leadership team.

"My Conclusion: Change in leadership in best interests of University"

Firing would have adverse of affect on UT, best path forward is for BP to announce retirement.

Got to bring closure. This is just nuts. Painful to say this.

Im telling everyone this relationship is not recoverable. You are not dismissive. Hard to get me upset. Im upset. Tried to nurture professional relationship. Haven't achieved it.

Bill does not lie to me. Trust is more than that. Bill's major fault is that he's not telling the truth. If you find the right questions to ask he'll let you get the answer but you have to work for it.

We cannot let this linger any longer.

Defined and well organized exit plan by end of semester. (I would resign as catalyst).

Alex: would you recommend termination if BP doesn't resign or would you require us to make tough call?

"The right solution is win win one. Otherwise Bill is putting himself before the University"

Update from followup exec session:

Dinner occurred three weeks ago.

Powers surprised, became defensive Several points:

1. If he were to propose a resignation best after January...aau and development campaign finishing important to him.

No defined exit plan conveyed since then

Meeting Monday with chancellor. Asked for exit plan. He feels he is doing good job as president. Wants to complete capital campaign. He also stated he cant provide resignation because of support from students and faculty in past few years. Ch said he would take burden off his back and provide Board with exit plan. Today ch doesn't believe its best for him to resign, but to help the Board resolve this issue. Must provide exit plan by November plan or pursue range of actions from abrupt termination or dismissal by a certain future date.

Foster: ch summarized it well. President wanted to stay until his child graduates in May 2015.

Wallace: Powers wanted investigations and data requests to stop, and proclamation to faculty that research mission was important and University wouldn't be "dumbed down". Powers agreed that situation is dysfunctional and unsustainable. Firing is not in best interests of institution. Powers: I don't mind being fired. Foster: that wouldn't be in best interests of University. Powers: (paraphrased) sense was that he didn't care if firing wasn't in best interests of the University.

Also, Powers wanted to be sure it was "pure" search process. (note to Alex: ironic: Powers own hiring was from a cooked search process).

Foster: we all know the spirit of what they are trying to do, they are trying to intimidate us. But technically a firing would not be disallowed.

Powell: recounts conversation with AG: AG felt Board was counting on Hall to dig up reasons, Powell: Feb 3 2010: relationship with BP was unsustainable. Abusive dismissive, etc. other reports confirmed. Ch has said that every year it has gotten worse. Started off knowing that powers had problem with admin. We don't need any reasons from Wallace to know that this relationship has been on the rocks since feb 3 2010.

Ch would resign if he were ineffective.

What do we do next?