

PART I - LEADERSHIP & MANAGERIAL ATTRIBUTES

INSTRUCTIONS: Please rate the President on the following criteria by circling the appropriate number following each answer.

SCALE

- 5 = Superior
- 4 = Above Average
- 3 = Average
- 2 = Below Average
- 1 = Poor

NA = Not applicable/Not observed

A. RELATIONSHIP WITH BOARD OF REGENTS

- | | | | | | | | |
|----|--|---|---|---|---|---|----|
| 1. | Provides clear, accurate and complete information for the board, when requested. | 5 | 4 | 3 | 2 | 1 | NA |
| 2. | Carries out board policies. | 5 | 4 | 3 | 2 | 1 | NA |
| 3. | Works cooperatively with board members. | 5 | 4 | 3 | 2 | 1 | NA |
| 4. | Fosters appropriate communication with the board | 5 | 4 | 3 | 2 | 1 | NA |

Comments:

B. ACADEMIC ADMINISTRATION AND PLANNING

- | | | | | | | | |
|----|---|---|---|---|---|---|----|
| 5. | Provides leadership | 5 | 4 | 3 | 2 | 1 | NA |
| 6. | Promotes curriculum changes in response to student/ community need. | 5 | 4 | 3 | 2 | 1 | NA |

7.	Takes initiative in program development.	5	4	3	2	1	NA
8.	Encourages planning by developing college goals and objectives.	5	4	3	2	1	NA
9.	Maintains and supports the value of excellence and quality within the institution.	5	4	3	2	1	NA
10.	Encourages and promotes long-range planning consistent with institutional needs.	5	4	3	2	1	NA

Comments:

C. STAFF AND PERSONNEL

11.	Develops and executes sound personnel procedures and practices.	5	4	3	2	1	NA
12.	Communicates well with faculty.	5	4	3	2	1	NA
13.	Communicates well with classified staff.	5	4	3	2	1	NA
14.	Communicates well with students.	5	4	3	2	1	NA

16.	Is accessible to staff.	5	4	3	2	1	NA
17.	Promotes participation of and exhibits respect for all groups, including students, in the decision making process.	5	4	3	2	1	NA
18.	Gives recognition to faculty, staff, and administration accomplishments.	5	4	3	2	1	NA
19.	Makes sound decisions under pressure.	5	4	3	2	1	NA
20.	Seeks most qualified personnel to hire.	5	4	3	2	1	NA
21.	Provides for evaluation of college personnel.	5	4	3	2	1	NA
22.	Motivates employees.	5	4	3	2	1	NA
23.	Maintains trust of employees.	5	4	3	2	1	NA
24.	Is fair in treatment of employees.	5	4	3	2	1	NA
25.	Provides leadership for the professional development of college staff.	5	4	3	2	1	NA
26.	Ensures that college policies and procedures are clearly defined.	5	4	3	2	1	NA
27.	Ensures that college policies and procedures are known to the college community.	5	4	3	2	1	NA

28. Ensures that college policies are equitably administered. 5 4 3 2 1 NA

Comments:

D. BUSINESS AND FINANCE

29. Understands college finance. 5 4 3 2 1 NA

30. Efficiently manages college resources. 5 4 3 2 1 NA

31. Implements priorities controlling budget and expenditures. 5 4 3 2 1 NA

32. Is successful in securing funds for the college. 5 4 3 2 1 NA

33. Promotes college-wide understanding of college finance. 5 4 3 2 1 NA

34. Relates budget priorities to the college mission, goals, and long-range planning. 5 4 3 2 1 NA

Comments:

E. COMMUNITY RELATIONS

35.	Ensures that college programs responsibly meet changing social, technical and economic needs in the community.	5	4	3	2	1	NA
36.	Communicates effectively with the community.	5	4	3	2	1	NA
37.	Encourages community involvement in and contribution to college activities.	5	4	3	2	1	NA
38.	Works effectively with other public and private agencies and businesses.	5	4	3	2	1	NA
39.	Understands special needs of students from other communities.	5	4	3	2	1	NA
40.	Represents the college in a professional manner.	5	4	3	2	1	NA

Comments:

F. PERSONAL QUALITIES

41.	Maintains high ethical standards.	5	4	3	2	1	NA
42.	Strives to earn respect of colleagues.	5	4	3	2	1	NA

- | | | | | | | | |
|-----|-----------------------------------|---|---|---|---|---|----|
| 43. | Works well with groups. | 5 | 4 | 3 | 2 | 1 | NA |
| 44. | Uses time and energy effectively. | 5 | 4 | 3 | 2 | 1 | NA |

Comments:

BOARD'S OVERALL EVALUATION OF THE PRESIDENT'S PERFORMANCE IS:
(Check one)

- Excellent Performance/Above Expectations
- Satisfactory Performance/Consistent with Expectations
- Unsatisfactory Performance/Below Expectations

(IMPROVEMENT NEEDED - Attach a separate sheet specifying the unsatisfactory areas including a plan describing the desired outcomes and expectations for improvement.)

_____ / ____ / ____
 Chairman, Board of Regents month day year

_____ / ____ / ____
 Vice Chairman, Board of Regents month day year

_____ / ____ / ____
 Secretary/Treasurer, Board of Regents month day year

_____ / ____ / ____
 Member, Board of Regents month day year

_____ / ____ / ____
 Member, Board of Regents month day year

EVALUATION CONFERENCE: A conference was held between the President and the Board of Regents to review and to discuss this evaluation on ____ / ____ / ____.
 month day year

I concur or I do Not concur (*check one*) with the evaluation.

_____ / ____ / ____
 Signature of President month day year

Within ten (10) working days after the evaluation conference, the President may attach his/her written description of any difference of opinion he/she has with this evaluation.

