

Tuesday July 13, 2021, Starting at 11:30 a.m.
Originating at: Beale Street Center

1. Call to Order & Pledge of Allegiance

Dr. Bare called the meeting to order at: 11:38

2. Roll Call

Julie Bare	Present
Susan McAlpine	Present
Vance Miller	Absent
Ashley Pascual	Present
Judy Selberg	Present

3. **Presidential Evaluation Instrument (Bare)**

At the June 10, 2021 MCCCDBG regular meeting, revisions to the MCC President Evaluation Instrument were proposed after a review by members Susan McAlpine and Judy Selberg in consultation with President Klippenstein. An evaluation of the College President was added to MCC Policy 5.001 by MCCCDBG action on March 12, 2010 (Item VI, D.) with the original instrument developed by members Julie Bare and Dr. Selberg and implemented later that same year.

Proposed revisions include:

1. Adding "President's Professional Goals for This Category" to each section
2. Adding strategic plan alignment verbiage to items I,A,5 and II,5
3. Adding two additional items under IV "Fiscal Management and Budgeting"

Additionally, an expansion of the quantitative metrics has been proposed. The current instrument utilizes "meets" or "does not meet" as a rating. A version has been presented that proposes to utilize: "Exceeds Standard", "Meets Standard", "Developing" and "Needs Improvement"

Ashley Pascual moved, Judy Selberg seconded, to accept all three proposed revisions and to utilize the additional metrics.

Each member articulated their perspective on using either the current binomial metric or expanding the metrics to four. The chair asked if any input had been received from absent member Vance Miller. Mr. Miller's input was conveyed as follows: "I prefer the meets / approach scoring vs a numeric. I feel that the person being evaluated either does or doesn't and why would they need to know that they almost did. Simple things work best for me." (email to acurley@mohave.edu, 6/10/21, 12:59 p.m.)

After further discussion, the chair called for a vote on the motion on the floor.

Susan McAlpine	Aye
Judy Selberg	Nay
Ashley Pascual	Nay
Julie Bare	Nay

The motion failed to carry 1-3.

Susan McAlpine suggested separating the motion, one for the revisions and one for the metrics.

Susan McAlpine moved, Ashley Pascual seconded to accept the proposed revisions (1) Adding “President’s Professional Goals for This Category” to each section, (2) Adding strategic plan alignment verbiage to items I,A,5 and II,5, (3) Adding two additional items under IV “Fiscal Management and Budgeting” to the instrument.

Susan McAlpine	Aye
Judy Selberg	Aye
Ashley Pascual	Aye
Julie Bare	Aye

The motion on revisions carried 4-0.

Susan McAlpine moved, Ashley Pascual seconded, to amend the proposed evaluation #2, deleting “Exceeds Expectations” and keeping “Meets Standard”, “Developing” and “Needs Improvement”

The “Needs Improvement” definition was requested and provided as: “Rarely or never demonstrates the competency or requires frequent direction/supervision.” Discussion continued regarding the value of different quantitative measuring systems. The chair called for a vote on the motion on the floor.

Susan McAlpine	Nay
Judy Selberg	Nay
Ashley Pascual	Nay
Julie Bare	Nay

The motion failed to carry 0-4

President Klippenstein’s input was requested and it was provided.

Judy Selberg moved, Susan McAlpine seconded, to accept an instrument utilizing a two-metric rating of “Meets Standard” and “Developing”. Without further discussion, the motion carried 4-0 (Bare, McAlpine, Pascual, Selberg).

4. Adjournment

The chair adjourned the meeting at 12:23 p.m.