

The Policy:

5.001: The Board is authorized under statute to employ a President as the chief executive officer of the college and may enter into an employment contract for a duration of more than one year but no more than five years. Under the same statute, the Board has the authority to remove any officer or employee of the college if in the Board's judgment the interests of education in the state are not met. (ARS 15-1444).

The President of the college shall be responsible for the complete organization and administration of the college. The board delegates to the President, as its chief executive officer, its authority for administering the laws and policies governing the college. The Board shall be responsible for conducting an evaluation of the College President annually.

The President may delegate any powers and duties entrusted to him/her by the board, but he/she shall be specifically responsible to the board for the execution of such delegated powers and duties.

The Process:

The following are submitted to the Governing Board for consideration prior to the meeting in which the Governing Board completes its evaluation of the President:

- State of the College Report
- President's professional goals (format TBD by President)
- President's proposed goals for institution (format TBD by President)
- President's brief summary of info/responses to items on evaluation (self-evaluation)

The following are key tasks upon which the President is evaluated, and are developed from the list of President's Specific Functions as outlined in the Policies and Procedures Manual of Mohave Community College (5.001.01 – President's Specific Functions)

- I Executive duties and responsibilities
- II Institutional vision, mission, goals and value statements
- III General management and planning
- IV Fiscal management and budgeting

Evaluation Process and Format:

District Governing Board members shall meet in executive session to confer and complete the evaluation. The Governing Board Chairman will submit the completed evaluation to the President of Mohave Community College. The evaluation format is both quantitative (meets standards, developing) and qualitative (consensus narrative comments prepared by board).

I. EXECUTIVE DUTIES AND RESPONSIBILITIES

A. PRESIDENT - GOVERNING BOARD RELATIONSHIP

Meets Standards	Developing	The President follows adopted policies Comments:
Meets Standards	Developing	The President's written and oral presentations to the Board are of substance and accuracy. Comments:
Meets Standards	Developing	3. The President keeps the GB members informed on a timely and continuous basis regarding the organization. Comments:
Meets Standards	Developing	4. The President has developed and promotes a trusting relationship with the Board. Comments:
Meets Standards	Developing	5. The President has established appropriate administrative structures to encourage effectiveness and strategic plan alignment. Comments:
President's Professional Goals For This Category:		

B. PRESIDENT AND COMMUNITIES RELATIONSHIPS (*PROFESSIONAL COMMUNITY, COMMUNITY AT LARGE*)

Meets Standards	Developing	The President's professional behavior serves as a role model to not only the professional community, but to the community-at-large. Comments:
Meets Standards	Developing	2. The President has developed, and consistently promotes, effective working relationships with community groups, business and industry groups, and professional groups. Comments:
Meets Standards	Developing	3. The President has encouraged increased community support of college programs. Comments:
Meets Standards	Developing	4. The President interacts and responds to students, employees, and community members in a manner that encourages positive relations pertaining to relevant concerns. Comments:
President's Professional Goals for This Category:		

II. INSTITUTIONAL VISION, MISSION, GOALS AND VALUE STATEMENTS

Meets Standards	Developing	The President communicates and promotes the vision, mission, and values of MOHAVE COMMUNITY COLLEGE in a manner that encourages citizens, students, faculty, and staff to become dedicated to the present and future success of MOHAVE COMMUNITY COLLEGE and its strategic plan. Comments:
Meets Standards	Developing	2. The President represents MOHAVE COMMUNITY COLLEGE at an appropriate level of membership on community, state, and/or national organizations of mutual concerns. Comments:
Meets Standards	Developing	3. The President promotes and supports recruitment of a diverse student and employee population. Comments:
Meets Standards	Developing	4. The President promotes conditions that are humane, fair, dignified, and non-discriminatory. Comments:
Meets Standards	Developing	5. The President ensures the College aligns annual strategic action with BG priorities and direction. Comments:
President's Professional Goals for this Category:		

III. GENERAL MANAGEMENT AND PLANNING

Meets Standards	Developing	The President fosters appropriate leadership behavior with all college administrators. Comments:
Meets Standards	Developing	2. The President facilitates development of policies and procedures that are fair, effective, and non-discriminatory. Comments:
Meets Standards	Developing	3. The President promotes competency and accountability within the senior management team. Comments:
Meets Standards	Developing	4. The President has taken corrective personnel actions with the senior administration when appropriate. Comments:
Meets Standards	Developing	5. The President promotes collegial and collaborative relationships with employee groups. Comments:
Meets Standards	Developing	6. The President promotes and supports staff and faculty development. Comments:
Meets Standards	Developing	7. The President ensures that all physical facilities of MOHAVE COMMUNITY COLLEGE are clean and safe – and that long-term maintenance, replacement, and expansion are appropriately

		considered. Maintenance (Comments): Capital Improvements (Comments):
President's Professional Goals For This Category:		

IV. FISCAL MANAGEMENT AND BUDGETING

Meets Standards	Developing	The President provides leadership and foresight to develop and promote financial planning and budgeting practices that further MOHAVE COMMUNITY COLLEGE goals and fiscal integrity. Comments:
Meets Standards	Developing	2. The President avoids fiscal jeopardy and material deviation of actual expenditures from the approved budget. Comments:
Meets Standards	Developing	3. The President assures that assets have been protected and maintained by avoiding unnecessary risks. Comments:
Meets Standards	Developing	4. The President maintains fiscal integrity and public image with respect to employment compensation and benefits by consistently adhering to salary schedules and plans. Comments:
Meets Standards	Developing	5. The President routinely investigates other fiscal resources to accomplish goals and works with legislative representatives on all policy and fiscal matters that may impact the operations of the College. Comments:
Meets Standards	Developing	6. The President promotes fiscal transparency and strong stewardship of taxpayer funds. Comments:
President's Professional Goals For This Category:		

By my signature below, I acknowledge that I have reviewed this performance evaluation and I have received a copy of the evaluation with any related attachments.

_____ Date: _____

Signature of the President of Mohave Community College

_____ Date: _____

Signature of the Chairman of the Governing Board of Mohave Community College