



**Presidential Evaluation by Board 2021**

**Presidential Evaluation by Board 2022**

Instructions:

In order to be able to save your responses and come back later, the survey must be completed on the same computer, using the same browser, without clearing the cache or history of the browser. If you clear the cache or history your responses will be deleted as Qualtrics places a cookie on your computer until the survey is completed.

1. Help all students succeed at the highest level possible.
2. Take care of our people.
3. Impact the community.
4. Provide resources to fund success.

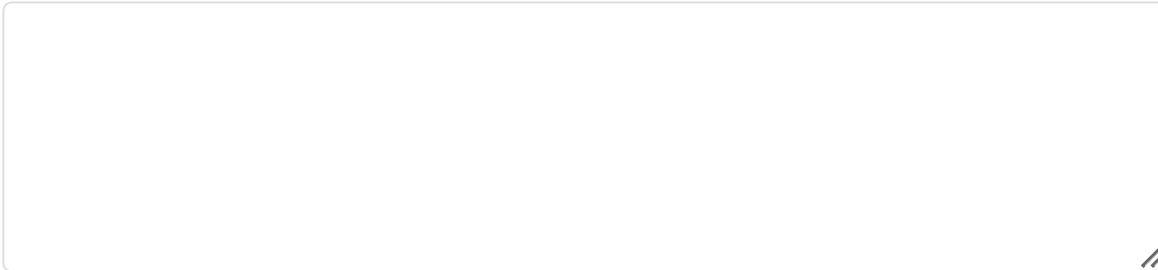
The full strategic plan and planned activities are available [online](#) at the [Institutional Research and Effectiveness website](#).

Please rate the president on each annual priority:

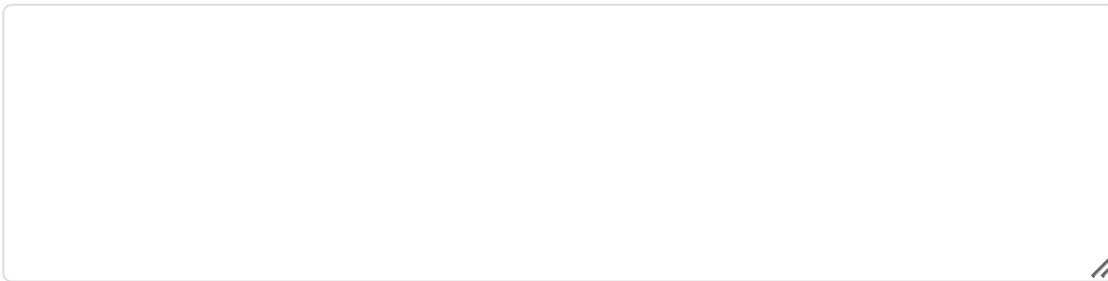
	Exceptional	Exceeds Expectations	Meets Expectations	Needs Improvement	Unsatisfactory
Develop and implement strategies to improve student recruitment, success, and completion rates for all students, particularly students of color. (Goals 1, 2, and 3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Develop and implement strategies to improve student recruitment, success, and completion rates for all students, particularly students of color. (Goals 1, 2, and 3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increase available resources for critical initiatives by continuing to update and implement the strategic enrollment plan, developing new funding sources, reallocating resources, and streamlining operations. (Goal 4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Allocate and efficiently spend the COVID relief funds (CARES, CRRSSA, and ARP) to positively impact the College and our students. (Goal 1, 3, and 4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Please provide any positive comments or feedback for the President on each of the following priorities:**

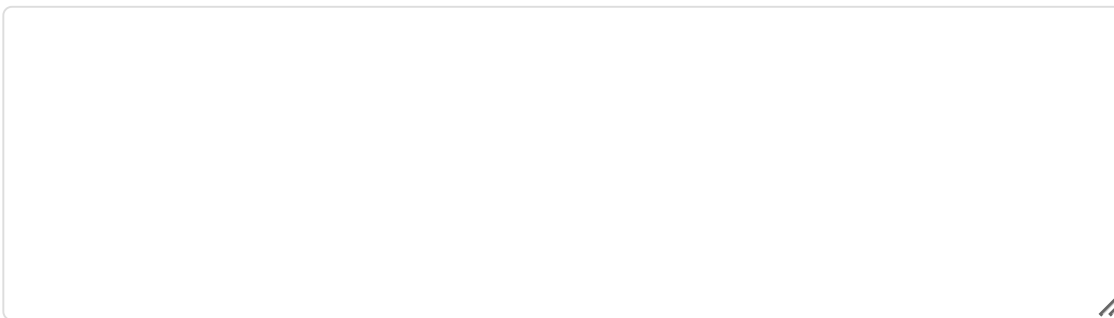
Develop and implement strategies to improve student recruitment, success, and completion rates for all students, particularly students of color. (Goals 1, 2, and 3)

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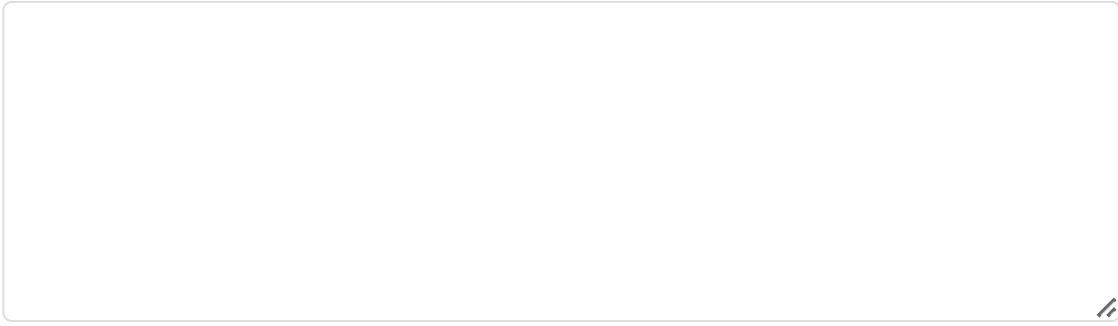
Create a more diverse, inclusive, and welcoming environment by developing and implementing innovative recruiting, hiring, retaining, and training strategies. (Goals 1, 2, and 3).

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Increase available resources for critical initiatives by continuing to update and implement the strategic enrollment plan, developing new funding sources, reallocating resources, and streamlining operations. (Goal 4)

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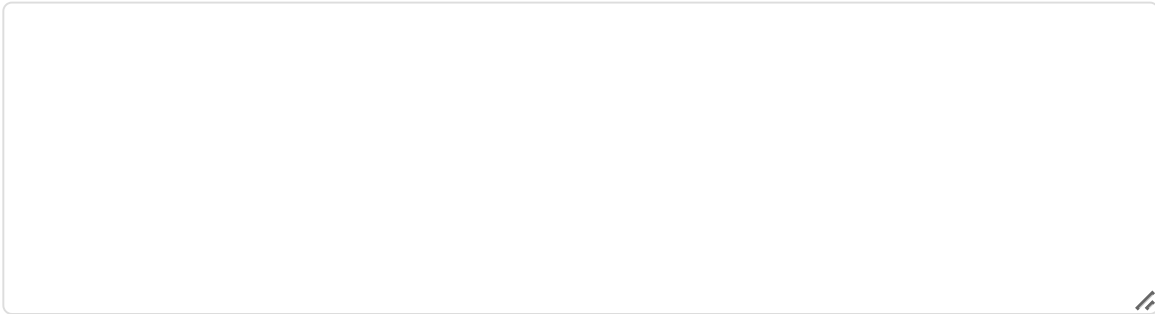
Allocate and efficiently spend the COVID relief funds (CARES, CRRSSA, and ARP) to positively impact the College and our students. (Goal 1, 3, and 4)



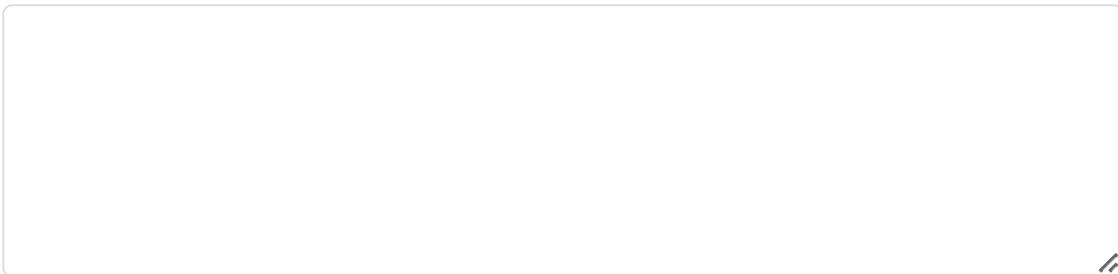
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**Please provide any constructive criticism for the President on each of the following priorities:**

Develop and implement strategies to improve student recruitment, success, and completion rates for all students, particularly students of color. (Goals 1, 2, and 3)



Create a more diverse, inclusive, and welcoming environment by developing and implementing innovative recruiting, hiring, retaining, and training strategies. (Goals 1, 2, and 3).



Increase available resources for critical initiatives by continuing to update and implement the strategic enrollment plan, developing new funding sources, reallocating resources, and streamlining operations. (Goal 4)

Allocate and efficiently spend the COVID relief funds (CARES, CRRSSA, and ARP) to positively impact the College and our students. (Goal 1, 3, and 4)

**Please rate the President on the specific items below related to our College values.**

**People:** We will be honest, humble, respectful, and gracious to our students and to each other. We best serve our students, colleagues, and community when we work as a team.

	Never	Seldom	Sometimes	Often	Always
Shows respect for students, faculty, staff, and visitors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Shows care to others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demonstrates fairness towards others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gives timely and honest feedback, both positive and negative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is a team player	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any positive comments or constructive feedback for the President related to the value of People.

**Inclusiveness:** We will seek to appreciate and understand our students and each other, actively seeking different viewpoints. We will work to create a welcoming environment where our diverse community of students and employees learn, teach, and work together.

	Never	Seldom	Sometimes	Often	Always
Contributes to an environment of cooperation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seeks and accepts differences of opinion with a spirit of respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seeks stakeholder perspectives before making decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Works effectively with others of diverse backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any positive comments or constructive feedback for the President related to the value of Inclusiveness.

**Communication:** We will be open and courageous in our communication with students and with one another. We will communicate decisions and the reasons for them.

	Never	Seldom	Sometimes	Often	Always
Keeps others informed, both in and out of the department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Willing to have courageous and difficult conversations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encourages and provides timely feedback	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effectively communicates the reason for a decision or action	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any positive comments or constructive feedback for the President related to the value of Communication.

**Integrity:** We will work with the highest level of integrity, taking responsibility for all of our actions. We will tell the truth and seek to be fair in our decision-making and actions.

	Never	Seldom	Sometimes	Often	Always
Demonstrates a high level of integrity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is consistent in their behavior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Handles confidential matters discreetly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demonstrates ability to resolve problems in a timely manner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is honest and trustworthy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Makes fair decisions for the good of the department(s) and/or college	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Keeps agreed upon commitments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any positive comments or constructive feedback for the President related to the value of Integrity.

**Excellence:** We will strive for excellence in all that we do. We will actively plan for the future, seeking new and innovative ways to accomplish our mission.

	Never	Seldom	Sometimes	Often	Always
Meets established performance standards and expectations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Develops knowledge and enhances skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

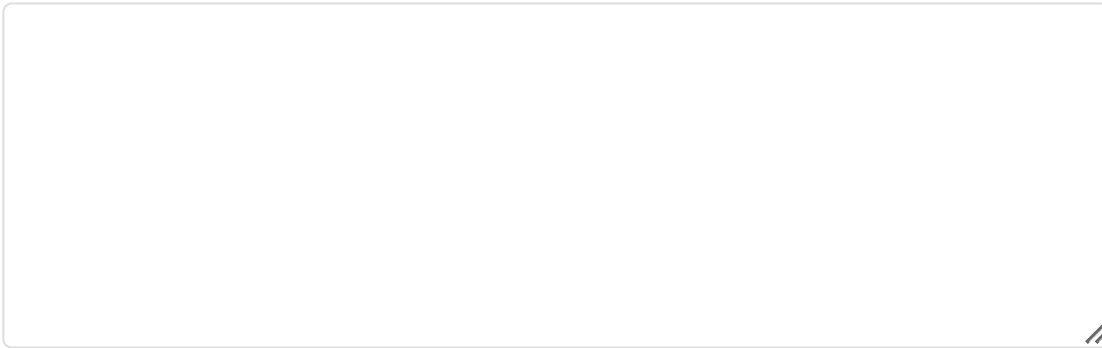
	Never	Seldom	Sometimes	Often	Always
Supports college and departmental priorities and goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports an environment that promotes innovation and the exchange of ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Takes pride in duties and achieving positive results	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any positive comments or constructive feedback for the President related to the value of Excellence.

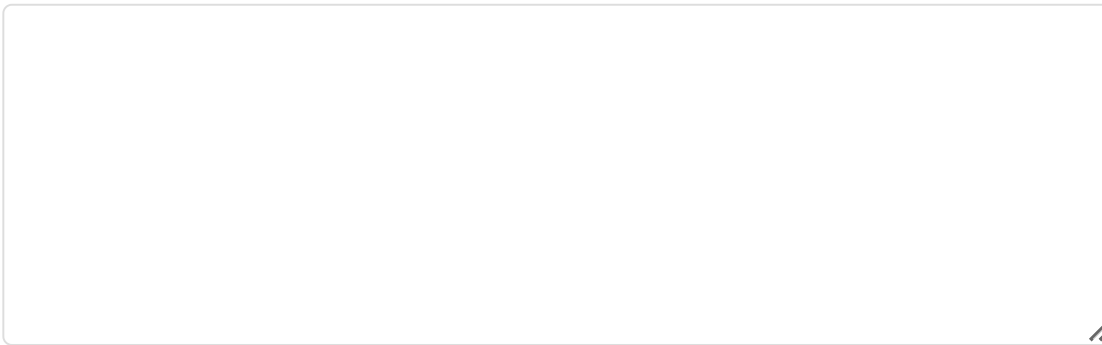
#### Duties and Responsibilities of College President (Policy A-III)

1. To serve as chief executive officer of the College, responsible to the Board of Trustees for the implementation of Board policies and to develop a leadership team capable of carrying out all board policies.
2. To serve as advisor to the Board, keeping the Board fully and promptly informed concerning the operation and welfare of the College and making recommendations regarding the establishment of Board policies.
3. To serve as Deputy Budget Officer to the Board, bearing responsibility for preparing, recommending to the Board, and administering the annual budget of the College.
4. To organize and coordinate all activities of the College in such a manner as to achieve amity and unity of purpose and to effectively utilize the resources of the College in the fulfillment of its goals.
5. To represent the College to the general public and to educational, governmental, and other groups or agencies.
6. To make recommendations to the Board regarding employment of all contract employees of the College.
7. To approve employment of non-contract and classified personnel.
8. To be responsible for the administration of the Equal Employment Opportunity Policy and Affirmative Action Plan of McLennan Community College, as it relates to this position.
9. To articulate a vision for the future of the institution and provide the leadership to carry out that vision.
10. To be actively involved in the life of the community and constantly encourage the community to utilize the college and its resources.
11. To constantly serve as an advocate of student learning needs.
12. Except for contracts which must be approved by the Board or signed by the Chairman of the Board under Statutes or Board Policies, the President is authorized to negotiate and execute contracts on behalf of the Board and the College as follows: contracts which have been approved by the Board; grant applications, proposals, contracts and contract amendments funded by discretionary funds; contracts for the purchase of goods or services in compliance with State Purchasing Laws and Board Purchasing Policies; contracts within the approved budget; contracts necessary or advisable to carry out the policies of the Board and goals of the College.

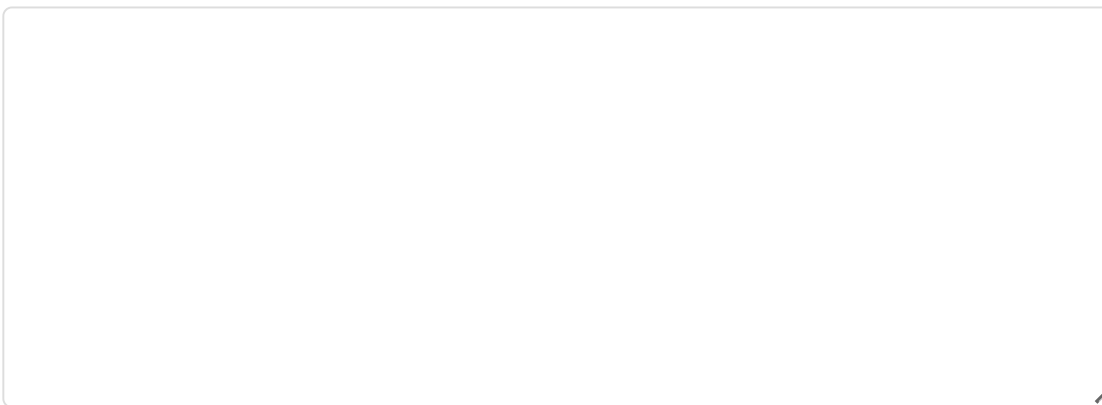
Describe the top three job-related strengths of the president.



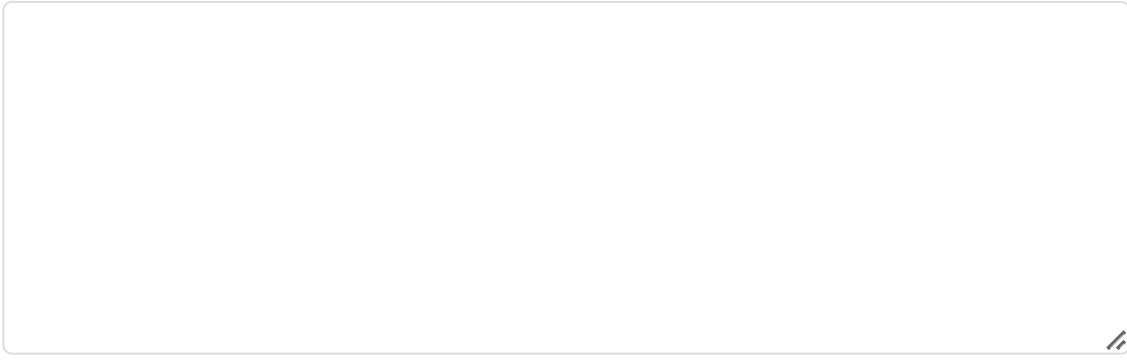
Describe the president's top three job-related areas in need of improvement and give suggestions for how improvement can be accomplished.



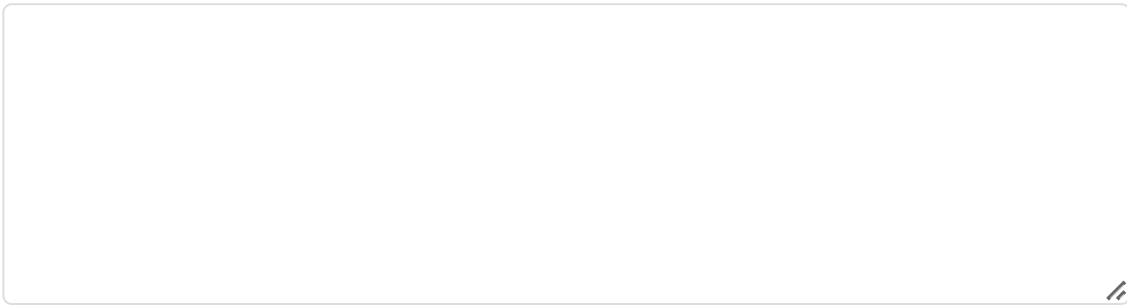
Suggest new knowledge/skills/abilities to acquire.



Summarize the overall effectiveness of the president.

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Please provide any additional comments related to the evaluation.

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