



## AP 2435 Evaluation of the College President

### References:

- NWCCU 2020 Standard 2.A.1, 2.A.3
- ORS 192.660(2)(i) (Allows evaluation to occur in Executive Session)

The Board evaluation of the College President begins with the creation of a set of mutually agreed upon goals and when deemed appropriate, comprehensive survey criteria, including performance goals and objectives related to RCC's commitment to student success, including equity, diversity, and inclusion. The final evaluation occurs in Spring according to the attached schedule.

If implemented, the comprehensive survey is sent to a variety of on-campus and/or off-campus individuals that are mutually agreed upon and are knowledgeable of the president's performance. The confidential survey results are compiled by the Assistant to the President – Governance and shared with the board committee. The President's Performance Committee meets with the College President to share and discuss the survey results. At the next monthly board meeting, the committee chair presents the survey results to the Board of Education in Executive Session. After discussion and agreement of evaluation results, the entire board confers with the College President in Executive Session.

While not meant to be restrictive and/or prescribed, the following is the approximate timing and tasks and/or outcomes of the process:

Approximate Timing	Task/Outcome
September/early fall quarter	President develops goals and objectives for the coming year; submits the goals and objectives to the Board of Education; President and board mutually establish the terms of the evaluation including the survey questions and evaluators
December/late fall quarter	President and board committee develop list of survey evaluators
February/mid-winter quarter	Survey instrument and evaluator list are finalized, prepared to send out
March/late winter quarter	Cover letter from board committee chair prepared, sent with survey to evaluators
Early April/early spring quarter	President's self-evaluation due; Survey results due from evaluators; all survey results compiled

Mid-April/early spring quarter	Survey results shared with Board committee; Committee meets with President to present and discuss survey results; Survey results shared with Board of Education members in advance of April board meeting
April Board Meeting	Board of Education meets in Executive Session to discuss President's performance review in accordance with ORS 192.660(2)(i) – Performance of Public Officer
Late April/spring quarter/by May Board meeting	President and Board of Education finalize any amendments to President's employment contract

**Rescinds Procedure Number: None**

**Approved: March 19, 2019**

**Revised: October 19, 2021**

Accreditation reference updated January 27, 2020