

President's Performance Assessment Policy

Purpose To provide a mechanism for the establishment of the President's annual performance objectives and a corresponding accountability framework within which the President's performance will be assessed.

Policy

- Assessment of the President's performance is the Board's responsibility.
- The President shall provide the Board with proposed annual Performance objectives and corresponding performance measurements which will be used to assess achievement of the objectives
- The Committee will finalize the objectives and recommend Board approval.

The President is accountable for achieving the annual Performance objectives.

Applies to President and Board members

Procedures

1. It is the responsibility of the Board Human Resources Committee to assess the President's performance.
2. The President must submit his proposed annual performance objectives and performance measurements to the Human Resources Committee for the next year in February.

Performance objectives should reflect the college's strategic priorities for the year, financial/FTE goals, and any substantial projects in which the college may be involved.

3. The Human Resources Committee is responsible for:
 - Reviewing the proposed annual objectives to ensure that the President's objectives and performance measurements reflect the college's annual priorities.
 - Recommending to the Board acceptance of the annual objectives during the April Board meeting.
 - Receiving periodic updates from the President on progress towards the performance objectives and, as it deems appropriate, reporting this progress to the Board.
 - Conducting the year-end assessment of the President's performance.
 - Making a report on the President's performance along with any recommendations to the Board.

The report shall include findings, observations, and conclusions regarding the President's performance and achievement of the objectives. In making this report, the Committee will consider any information and issues relating to the President's performance it deems appropriate. At its discretion, the Committee may utilize other mechanisms to gather data on the President's performance (eg surveys, questionnaires).

To assist the Committee in creating the report, the President will provide a written assessment of his performance against the performance objectives and performance measurements.

4. The Committee will send the final report to the Board to be reviewed in camera at the May Board meeting.
5. The Board will receive and consider the report in camera and will review it with the President.
6. The Board will advise the President in writing of its decision

Replaces

President's Performance Assessment Policy, A.1.7, October 26, 2000

1. Policy Sponsor Board Human Resources and Compensation Committee

2. Approvals:

President _____ Date: _____

Education Council Chair _____ Date: _____

Operations Council Chair _____ Date: _____

Board Chair _____ Date: _____

3. Amendments

President _____ Date: _____

Education Council Chair _____ Date: _____

Operations Council Chair _____ Date: _____

Board Chair _____ Date: _____

4. Review Date