

Resolution: Early and Inclusive Evaluation of College Administrators

WHEREAS, Board Procedure 2.09.1 states, "Evaluation processes are designed to assess effectiveness of employees and encourage improvement;"

WHEREAS, comprehensive evaluation by faculty and classified professionals are necessary to assess the effectiveness and encourage improvement of College Administrators including the President, Vice-Presidents, Deans, and Executive Directors;

WHEREAS, allowing administrators to choose the faculty who will participate in their review is insufficient to ensure a holistic and inclusive evaluation process;

WHEREAS, the evaluation procedures for faculty as described in Board Administrative Procedure 3.20.1 provide an effective and established model for evaluation because they include a review of the faculty member's student relations, performance of their professional responsibilities, performance of their performance and because they include a 360 degree review;

WHEREAS, the California State University system provides an effective model wherein the Trustees invites anyone, including members of the public, to submit confidential statements of evaluation of college presidents;

RESOLVED, that the Skyline College Academic Senate requests that the District Academic Senate bring forth this resolution to the Board of Trustees;

RESOLVED, that the Skyline College Academic Senate requests the Chancellor and Board of Trustees revise the administrator evaluation procedures and timelines in accord with the resolution by the Academic Senate of Canada College titled **Early and Inclusive Evaluation of College Presidents and Vice Presidents.**

REFERENCE MATERIALS

1. https://downloads.smccd.edu/file?s=/sites/downloads/BoT&du=/sites/downloads/BoT/Procedures/2_09.1.pdf
2. <https://www.smccd.edu/evaluation-procedures/>
3. https://downloads.smccd.edu/pr/hr/Procedure_for_Administrators_and_AcademicSupervisory_Performance_Evaluation.pdf?f=https%3A%2F%2Fsmccd.sharepoint.com%2Fsites%2Fdownloads%2FHR%2F_api%2FWeb%2FGetFileByServerRelativePath%28decodedurl%3D%27%2Fsites%2Fdownloads%2FHR%2FShared%2520Documents%2FPerformance%2520Evaluations%2FProcedure_for_Administrators_and_AcademicSupervisory_Performance_Evaluation.pdf%27%29
4. <https://cpb-us-w2.wpmucdn.com/blogs.sjsu.edu/dist/6/111/files/2019/09/San-Jose-State-Community-Letter-Oct-2019.pdf>