

## **Resolution: Early and Inclusive Evaluation of Administrators and Academic Supervisors**

WHEREAS, Board Procedure 2.09.1 states that “Evaluation processes are designed to assess effectiveness of employees and encourage improvement” however the practice as it applies to the college president and vice presidents is inadequate to effectively meet the stated objective;

WHEREAS, over the past three years Cañada College has experienced 100% turnover of all of its deans, vice presidents and president with many of these individuals citing the inadequacy of evaluation procedures and confidentiality protections as a contributing factor for their departure;

WHEREAS, the current Performance Evaluation Procedures for Administrator and Academic Supervisory Employees do not allow college vice presidents and presidents during their probationary period to be assessed in an open and inclusive process that solicits feedback from deans, staff and faculty that have directly observed the administrator’s performance on the Key Performance Indicators;

WHEREAS, since the subsequent comprehensive evaluations of college vice presidents and presidents require feedback only from individuals who are selected by the Evaluator and the Evaluatee, the integrity of the resulting assessment is problematic and subject to manipulation;

WHEREAS, the Evaluator is required to solicit feedback from “persons within the administrator’s sphere of influence...including full time faculty” however, not one of Cañada’s faculty Academic

Senate Presidents, Curriculum Committee Chairpersons and ACES Faculty Coordinators since at least 2005 have been invited to contribute to a performance evaluation of any college vice president or president;

WHEREAS, the evaluation procedures for tenure track faculty provide an effective model wherein faculty are evaluated annually for the first 4 years, each year requiring a 360-degree assessment inviting perspective from supervisors, multiple peers, and 100% of the students registered within the faculty member's classes, and intentional confidentiality of student responses to encourage the reporting of honest and accurate feedback and to prevent possible retaliation;

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 Cañada College Academic Senate requests the Chancellor and Board of Trustees revise the administrator evaluation procedures to achieve the following goals: periodic comprehensive evaluation of administrators, mandatory inclusion of feedback from faculty leadership, mandatory inclusion of sufficient numbers of administrator and staff subordinates to ensure the confidentiality of their identities, and an invitation to the public at large to contribute to the evaluation.

RESOLVED, that the Cañada College Academic Senate requests that the Chancellor and Board of Trustees complete the revision of these procedures so that they can be implemented in the 2021 cycle of administrator evaluations.

RESOLVED, that the Cañada College Academic Senate requests that the Chancellor and Board of Trustees direct Human Resources to make available the schedule and dates of college administrator evaluations to interested members of the public.

#### REFERENCE MATERIALS

1. <https://downloads.smccd.edu/file?s=/sites/downloads/BoT&du=/sites/downloads/BoT/Procedures/2019.1.pdf>
2. <https://www.smccd.edu/evaluation-procedures/>
3. [https://downloads.smccd.edu/pr/hr/Procedure for Administrators and Academic Supervisory Performance Evaluation.pdf?f=https%3A%2F%2Fsmccd.sharepoint.com%2Fsites%2Fdownloads%2FHRR%2Fapi%2FWeb%2FGetFileByServerRelativePath%28decodedurl%3D%27%2Fsites%2Fdownloads%2FHRR%2FShared%2520Documents%2FPerformance%2520Evaluations%2FProcedure for Administrators and Academic Supervisory Performance Evaluation.pdf%27%29](https://downloads.smccd.edu/pr/hr/Procedure%20for%20Administrators%20and%20Academic%20Supervisory%20Performance%20Evaluation.pdf?f=https%3A%2F%2Fsmccd.sharepoint.com%2Fsites%2Fdownloads%2FHRR%2Fapi%2FWeb%2FGetFileByServerRelativePath%28decodedurl%3D%27%2Fsites%2Fdownloads%2FHRR%2FShared%2520Documents%2FPerformance%2520Evaluations%2FProcedure%20for%20Administrators%20and%20Academic%20Supervisory%20Performance%20Evaluation.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>