

Fayetteville Technical Community College

Evaluation of the President

Dr. J. Larry Keen

Period of Evaluation _____

The purpose of this presidential assessment is to enhance the quality and contribution of the institution.

FAYETTEVILLE TECHNICAL COMMUNITY COLLEGE

PRESIDENTIAL EVALUATION

This Presidential Evaluation form is designed to aid the Trustees of Fayetteville Technical Community College in assessing the role of the President. Statements on the desired role of the President are made with a rating scale provided for each statement. Please read each statement and circle the number on the corresponding scale which best describes your perception of how the President is filling that role. If you circle a "5" that means you believe the President is doing a **superior** job in his role for that particular role statement. If a "1" is circled, that indicates the President is doing a **poor** job for that role statement. The other numbers between "5" and "1" are relative degrees of how well the President is serving for a given role statement. The higher the number circled, the better the job is being carried out by the President as you perceive his performance.

This form meets the recent evaluation criteria established by the State Board of Community Colleges for annual presidential evaluations.

Do not sign your name to this form unless you desire to do so.

5 - Superior

4 - Above Average

3 - Average

2 - Below Average

1 - Poor

RATINGS

1. General Administration:

1. The management style of the President is appropriate and effective in reaching goals of the Institution and improving quality of its programs.

5 4 3 2 1

2. The President provides leadership that tends to motivate both employees and students in reaching their respective goals and overall goals of the Institution.

5 4 3 2 1

3. Long-range planning and goal setting for the Institution is supported and carried out as a result of the President's leadership.

5 4 3 2 1

4. The President effectively delegates authority to the other employees of the Institution and follows up on the completion of assignments and responsibilities delegated.

5 4 3 2 1

5. The President brings policy items to the Board of Trustees for action rather than trying to establish policy himself.

5 4 3 2 1

6. The President takes the responsibility for and properly interprets, implements and administers policies set by the Trustees.

5 4 3 2 1

II. **Relationships:**

1. The President maintains good internal rapport and communications that create a wholesome climate for the Institution through his relationships with Trustees, administrators, faculty, support staff, students and graduates.

5 4 3 2 1

2. The President maintains good external rapport and communications that present the Institution and its programs in a positive manner to the general community, business and industry, government (local, state, and federal), State Department and State Board of Community Colleges, other educational groups, and the media.

5 4 3 2 1

III. **Personal Attributes:**

1. The President is people oriented and concerned about helping others.

5 4 3 2 1

2. The President is of high moral character.

5 4 3 2 1

3. The President's personal characteristics include:

- A. Fairness, tactfulness, resourcefulness, reliability, professionalism, creativity, innovativeness, even temperament, and good judgment.

5 4 3 2 1

- B. Ability to sell the institution to the community.

5 4 3 2 1

IV. **Personnel Administration:**

1. The President possesses and utilizes his ability to:

A. Select and recommend qualified employees

5 4 3 2 1

B. Evaluate staff performance

5 4 3 2 1

C. Provide opportunities for staff development and upgrading

5 4 3 2 1

2. The President is accessible to staff and students

5 4 3 2 1

V. **Fiscal and Facilities Administration:**

1. The President ensures that the campus is properly maintained, buildings and grounds are clean, and equipment facilities are in good repair.

5 4 3 2 1

2. The President properly develops and controls the Institution's budget and presents an institutional budget that reflects the goals and objectives of the institution.

5 4 3 2 1

3. The President promotes a resource development program through a foundation or other means (such as scholarship funds).

5 4 3 2 1

4. The President engages in developing a facilities master plan for the Institution.

5 4 3 2 1

VI. **Academic Administration:**

1. The President works toward development of educational programs that are relevant to the community.

5 4 3 2 1

2. The educational and training needs of the students, business, and industry are considered and met by the educational programs offered or proposed.

5 4 3 2 1

3. The faculty members selected are well qualified in their fields and the quality of teaching is high throughout the educational programs.

5 4 3 2 1

4. Full-time and part-time faculty members who may need to improve their knowledge and/or teaching skills are either helped through staff development or replaced with qualified persons.

5 4 3 2 1

5. Graduates or completers of the educational programs are adequately prepared to meet expected employment skills for which they should be trained.

5 4 3 2 1

6. The President evaluates educational programs on the basis of quality and efficiency and strives to achieve both of these characteristics.

5 4 3 2 1

7. The President promotes the development and maintenance of an educational long-range plan with appropriate updates.

5 4 3 2 1

VII. **Other comments:**