SOUTH TEXAS COLLEGE
ASSESSMENT OF THE PRESIDENT
FY 2017-2018

Please rate the functioning of the President according to the following criteria and characteristics.

4 = Excellent 3 = Good 2 = Satisfactory 1 = Needs Improvement 0 = Not observed

A.	BOARD RELATIONS	SCORE
1	Keeps the Board adequately informed of College operations and activities on an ongoing basis.	4 3 2 1 0
2	Keeps the Board adequately informed of major circumstances.	4 3 2 1 0
3	Provides adequate concern for needs of individual Board members.	4 3 2 1 0
4	Communicates effectively using both written and oral communication.	4 3 2 1 0
5	Appropriately carries out the directions of the Board.	4 3 2 1 0
6	Works productively and harmoniously with Trustees.	4 3 2 1 0
7	Provides the Board with needed information soon enough to be read and assimilated.	4 3 2 1 0
8	Provides sufficient information for the Board to make decisions.	4 3 2 1 0

B.	COMMUNITY, STATE, & NATIONAL RELATIONS	SCORE
1	Provides effective institutional representation in community relations.	4 3 2 1 0
2	Effectively interacts with community organizations in a leadership capacity as appropriate.	4 3 2 1 0
3	Participates in appropriate community organizations and committee/task force activities.	4 3 2 1 0
4	Maintains appropriate state and national professional affiliations.	4 3 2 1 0
5	Provides institutional respectability/image.	4 3 2 1 0

C.	FISCAL AND FACILITIES MANAGEMENT	SCORE
1	Develops sound financial plans and operates the College in a financially prudent manner.	4 3 2 1 0
2	Is responsible for audit compliance and correcting any concerns.	4 3 2 1 0
3	Maintains effective and legally sound purchasing procedures.	4 3 2 1 0
4	Demonstrates knowledge of College budget.	4 3 2 1 0
5	Is well informed regarding facility, equipment and supply needs and keeps Trustees apprised of needs and response to needs.	4 3 2 1 0
6	Directs short-term and long-range planning of campus maintenance and operations.	4 3 2 1 0

D.	INSTRUCTIONAL AND STUDENT SERVICE PROGRAMS	SCORE
1	Identifies and understands, and implements the academic mission and goals of the College.	4 3 2 1 0
2	Effectively establishes, organizes, and operates instructional and student service programs.	4 3 2 1 0
3	Is responsive and innovative with respect to changes in the community and in the delivery of educational services.	4 3 2 1 0
4	Maintains appropriate academic standards.	4 3 2 1 0
5	Understands and appropriately responds to the needs of students.	4 3 2 1 0
6	Maintains a high degree of value for the student as a customer	4 3 2 1 0

E.	PERSONNEL/HUMAN RESOURCES OPERATION	SCORE
1	Maintains effective working relationship with College employees.	4 3 2 1 0
2	Employs individuals whose abilities are well suited to their position.	4 3 2 1 0
3	Effectively delegates responsibility to appropriate staff.	4 3 2 1 0

4	Directs the development and implementation of personnel procedures and practices that comply with Board policy.	4 3 2 1 0
5	Willing to make difficult personnel decisions.	4 3 2 1 0
6	Demonstrates and promotes sensitivity to and support of EEO/Affirmative Action policies and procedures.	4 3 2 1 0
7	Maintains accessibility.	4 3 2 1 0

F.	LEADERSHIP	SCORE
1	Demonstrates ability to communicate and implement decisions.	4 3 2 1 0
2	Demonstrates ability to handle crises.	4 3 2 1 0
3	Demonstrates ability to initiate new ideas.	4 3 2 1 0
4	Demonstrates a leadership style that inspires others.	4 3 2 1 0
5	Demonstrates effective short and long-range planning.	4 3 2 1 0
6	Engenders confidence as an educational leader.	4 3 2 1 0
7	Exhibits a high level of knowledge and understanding of a comprehensive community college.	4 3 2 1 0
8	Fosters an appropriate level of credibility in the community.	4 3 2 1 0
9	Identifies and analyzes problems and issues confronting the College.	4 3 2 1 0
10	Identifies potential areas of conflict.	4 3 2 1 0
11	Incorporates the ideas of others in the decision-making process.	4 3 2 1 0
12	Provides effectively maintained College facilities and seeks needed funding for future construction/renovation.	4 3 2 1 0
13	Possess an appropriate degree of personal integrity.	4 3 2 1 0

COMMENTS:_____

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