

Northern Marianas College
Board Of Regents Policy

SUBJECT:	Board Operations	EFFECTIVE:	August 08, 2013
SECTION:	1012	POLICY NAME:	Periodic Review and Evaluation
WSCUC Standard/Policy:	Standard III CFR's 3.7; 3.8, 3.9		

Oversight of College Performance and Status

The Board believes that in order for it to know how well the College is progressing toward its goals and objectives it needs regular and comprehensive information. The President is directed to develop procedures for gathering and presenting data.

1. Review of continuing financial operations through receipt and study of periodic financial and audit reports.
2. Study of regular reports and presentations on College operations with particular emphasis on aspects of the instructional program.
3. Assessment of the effectiveness of the College's instructional programs in relation to the College's instructional goals.

Board Self-assessment

The Board's appraisal and evaluation activities shall include but are not limited to the following:

1. Board members shall systematically monitor and self-evaluate their performance and submit an annual written self-evaluation to the board chair. The purpose of evaluation is to invite board members to self-assess performance in advancing organizational leadership, setting and monitoring policy, community relations, advocacy, president-board relations, and operational standards for the college; the ultimate goal is to ensure the efficient operation of the college for the benefit of students and employees.
2. Formal self-evaluation of the board shall occur annually and shall be the responsibility of the board. The process and criteria used shall be understood by and mutually acceptable to the board and the president, by means of a written assessment tool (e.g. Brain Trust assessment tool).

Presidential Evaluation

1. The evaluation of the president's performance shall be an ongoing and systematic process that culminates in an annual written review of the president by the board.
2. The purpose of evaluation is to assess the president's performance based on the expectations stated in the president's job description as well as other goals and objectives developed annually between

Northern Marianas College
Board Of Regents Policy

the president and board.

3. Providing the president with a clear sense of direction, acknowledging good performance, and suggesting areas in which performance may be improved shall be the primary goals of evaluation; the ultimate goal is to ensure the efficient operation of the college for the benefit of students and employees.
4. Formal evaluation of the president shall occur annually and shall be the responsibility of the board. The process and criteria used shall be understood by and mutually acceptable by the board and the president by means of a written assessment tool (e.g. CEO Evaluation Instrument, Handbook on CEO-Board Relations and Responsibilities, George Boggs, AACC, 2006). The formal evaluation shall result in a written record of performance on which the board will base its annual review of the president's contract. Written evaluations should be sealed and placed in the president's personnel file for review only by board members or the president.

Relationship with the President

1. Establishes written policies for the guidance of the President in the operation of the College.
2. Provides the President with a clear statement of the expectation of performance and personal qualities against which she or he will be periodically measured.
3. Reaches decisions only on the basis of study of all available background data and consideration of the recommendation of the President.
4. Provides a climate of mutual respect and trust offering commendation whenever earned, and constructive criticism when necessary.
5. Takes the initiative in maintaining a professional salary for the President comparable with salaries paid for similar responsibility in and out of the profession.

Relationship with Accreditation

1. The Board is informed about and involved in the Accreditation process.

HISTORY:

Replaces Board Policy No. 1016