

Evaluation of the President

The Board will formally evaluate the President's job performance at least once each year. The evaluation will be based on the administrative job description, any applicable standards of performance, Board policy and progress in attaining any goals for the year established by the President and/or the Board.

Additional criteria of the evaluation, if any, will be developed at a public Board meeting prior to conducting the evaluation. The President will be notified of the additional criteria prior to the evaluation.

The Board's discussion and conferences with and about the President and his/her performance will be conducted in executive session, unless the President requests a session open to the public. Such an executive session will not include a general evaluation of any College goal, objective or operation. Results of the evaluation will be written and placed in the President's personnel file.

At the Board's discretion, it may notify the President in writing of specific areas to be remedied, and the President may be given an opportunity to correct the problem(s). Where the Board provided written notice pursuant to the prior sentence, if the Board determines the President's performance remains unsatisfactory, the Board may dismiss or non-renew the President pursuant to Board policy, the President's employment contract and state law and rules. In those situations where the President's employment contract includes an evaluation, dismissal or non-renewal provision, it shall take precedent over this policy.

END OF POLICY

Legal Reference(s):

[ORS 192.660\(2\), \(8\)](#)
[ORS 341.290\(2\)](#)

[OAR 589-008-0100\(1\)\(h\)](#)

Cross Reference(s):

BDC - Executive Sessions
CB - Chief Executive Office
CBA - Qualifications and Duties of the President