EVALUATION OF THE PRESIDENT

The President's job performance will be evaluated formally at least annually. The evaluation will be based on standards of performance adopted by the Board of Directors.

Standards of performance/criteria for the evaluation will be discussed and approved at a public Board meeting and prior to conducting the evaluation and may include the President’s job description, short-term goals, and other criteria as determined by the Board. The evaluation will be completed and feedback provided to the President no later than the December regular Board meeting. The President’s performance from July 1 to June 30 of each year will be reflected in the evaluation.

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

Any time the President's performance is deemed to be unsatisfactory, the President will be notified in writing of specific areas to be remedied and will be given an opportunity to correct the problem(s). If performance continues to be unsatisfactory, the Board may either dismiss the President or not renew his/her contract pursuant to Board policy, the employment contract with the President, and state law and rules.

END OF POLICY

Legal Reference:
ORS Chapter 341