

**WESTERN NEBRASKA COMMUNITY COLLEGE
POLICIES AND PROCEDURES**

SECTION: Board of Governors 800.0000.79
SUBSECTION: Employment of College President 845.0000.00

Annual Review of College President's Performance
Policy Number: 845.0200.01

POLICY

The Board shall review and assess the performance of the President annually. The Board shall between July 1st and July 31st of each year provide the President with specific performance criteria and outline proposed achievements, which shall include the following areas: academic leadership, general management and planning, fiscal management and budgeting, fund-raising, internal relationships, external relationships, decision-making, and problem-solving. The President shall, commencing on April 1st and ending on April 30th of each year, complete and deliver to the Board the "Chief Executive's Annual Management Review Statement" setting forth in retrospective and prospective the goals, performance, and proposed achievement identified by the Board. The Board shall, subsequent to receiving this information, conduct the annual review and assessment in closed session at any regular or special meeting. The review shall be conducted and the assessment shall be communicated to the President no later than the last day of May of each year. The Chief Human Resources Officer shall facilitate the evaluation process by scheduling, analyzing, and reporting necessary information to the Board of Governors.

Upon such review and assessment of the performance of the President, the Board may increase the annual contract salary and fringe benefits for the next succeeding fiscal year and may extend the term of employment beyond that which may be in effect at the time. All extensions to the terms of employment shall coincide with the fiscal year of the College. In the event that any such review and assessment by the Board shall result in a decision by the Board to the effect that the term of employment of the President should be allowed to expire, without an extension by the Board, said decision shall be communicated to the President immediately and not later than the last day of June of the related evaluation year.

DEFINITIONS

N/A

APPLICABILITY

N/A

Adoption Date: 2001

Revision Date (and Board of Governors' Minutes Item Number):

Prior Policy/Procedure Number:

Schedule for Review:

Divisions/Department Responsible for Review and Update:

Sponsoring Division/Department:

Rescinded Date:

Cross Reference:

Procedure(s) for Policy:

Related Policies/References: