



PimaCommunityCollege

Governing Board

CHANCELLOR EVALUATION 2020-21

Methodology

The 2020-2021 Chancellor Evaluation was conducted as a two-part assessment process that included: 1) an evaluation tool administered by the Association of Community College Trustees (ACCT) to specifically evaluate the board-approved Chancellor's Goals, performance and leadership; 2) an in person interview, evaluation and discussion between the Board and the Chancellor to review the accomplishment of his goals, review his performance in key functional areas, and discuss board-chancellor working relationship.

Background

As required by the Bylaws, Article I and Board Policy 1.05 Delegation of Authority to the Chancellor: "The Board shall conduct a formal evaluation of the Chancellor on an annual basis for the performance during the previous twelve months." This practice represents one measure the Board takes to ensure the College meets the Higher Learning Commission's criteria of accreditation which include Criterion 2A - The institution operates with integrity in its personnel functions, and Criterion 5A - Through its administrative structures and collaborative processes, the institution's leadership demonstrates that it is effective and enables the institution to fulfill its mission.

Per these requirements, on April 12, 2021, ACCT delivered to each member of the Governing Board the Chancellor Evaluation survey tool with a deadline for return of April 26, 2021. All five Board members completed the survey. The Board and Chancellor convened for the 2021 annual Board retreat on May 13 and 14. All five Board members attended the retreat and met with the Chancellor in executive session to review the accomplishment of his goals and his performance in key functional areas.

Evaluation

The evaluation provided an opportunity to discuss and clarify the expectations of the Board and the Chancellor. The Board utilized their own observations, interactions with the Chancellor, and results from the Association of Community College Trustees (ACCT) evaluation tool to guide a robust in-person evaluation. The board focused on post-COVID communication, issues of delegated authority, internal process, innovation, service to underrepresented communities, trust, community and government relations, public private partnerships, long range goals, and leadership development. As part of the assessment the Board reviewed the 2020-2021 Chancellor Goals and the significant success and challenges of the last year including: the completion of the Automotive Technology and Innovation Center, groundbreaking of the Advanced Manufacturing and Innovation Center, the the largest gift in Pima's history from the Brown foundation; the transformative work in micro-pathways in partnership with the Ed Design Lab; the one million dollar gift from Bank of America to address the challenges faced by



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students of color and other marginalized groups to acquire 21st Century skills in ever growing skills based economy. The Board recognized and discussed the issues facing the college accelerated by COVID-19 including declining enrollment and completion, virtual modalities, student services, and outcomes. A minority of the Board raised concerns about the procurement process, contracting, internal review, and the College's legal services model. As part of the evaluation the Board discussed aspects of the bylaws, delegation of authority to the Chancellor and College policy.

Conclusion

The Board affirmed Chancellor Lambert has met expectations or exceeded expectations in his performance and management of the College. The Board remains in support of Lambert's vision and his strategic initiatives to improve student success. The Board also notes that the College has continued to undergo transformation under Lambert's leadership towards becoming a premier community college and successfully took measures to address and respond to the COVID-19 pandemic. The Board underscored the urgent need to increase enrollment, continue to reach underserved communities, students of color and other minority groups. As part of review the Board and Chancellor affirmed their commitment to engage in better communication and regular one-on-one meetings.

The Board reaffirmed their support for Chancellor Lambert.