

# COLLEGE OF THE CANYONS ACADEMIC SENATE RESOLUTION ON THE EVALUATION OF ADMINISTRATORS



**Whereas**, College of the Canyons has not included faculty input in the evaluation of administrators despite the fact that has been over 25 years since California Education Code was amended, in the spirit of AB 1725, to say “it is the intent of the Legislature that evaluation of administrators include, to the extent possible faculty evaluation” [Education Code 87633(i)]; and

**Whereas**, College of the Canyons has not included student input in the evaluation of administrators despite Title 5 section 51023.7(c) indicating “The governing board shall give reasonable consideration to recommendations and positions developed by students regarding district and college policies and procedures pertaining to the hiring and evaluation of faculty, administration, and staff;” and

**Whereas**, ASCCC have had at least two Resolutions passed, multiple Rostrum articles, and two published papers defining models for the evaluation of academic administrators<sup>1</sup> that are aimed at fostering meaningful professional growth and ACCJC Standard III.A.5 states that “evaluation processes seek to assess effectiveness of personnel and encourage improvement;” and

**Whereas**, The ASCCC’s publication, *Administrator Evaluation: Toward a Model Academic Administrator Policy* defines the term “administrator” to mean “those employees of the local district who have management and/or supervisory responsibility; and includes that the proposed model is meant to apply to all levels of the administration with only slight variations at the levels of Chancellor or President;” and

**Whereas**, In the evaluation of administrators, including CEOs, Community College League of California<sup>2</sup> identifies as a “typical component” of those evaluations the input of various groups involved in participatory governance such as fellow administrators, faculty, students and community members; and

**Whereas**, College of the Canyons Board Policy 7250 states, “All Educational Administrators shall be evaluated annually based on criteria developed by the CEO with the essential purpose of recognizing successes, committing to progressive improvement, identifying weaknesses, correcting deficiencies and increasing achievement of goals and objectives.”

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<sup>1</sup> *Toward a Model Academic Administrator Evaluation Policy*, adopted by ASCCC 1992:

[http://www.asccc.org/sites/default/files/publications/AcademicAdministratorEvaluation\\_0.pdf](http://www.asccc.org/sites/default/files/publications/AcademicAdministratorEvaluation_0.pdf) *Toward a Model Chief Executive Officer Evaluation Policy*, adopted by ASCCC 1993:

[http://asccc.org/sites/default/files/publications/CEOEval\\_0.pdf](http://asccc.org/sites/default/files/publications/CEOEval_0.pdf)

<sup>2</sup> *The Contract and Evaluation: The Board/CEO Partnership for Student Success*, Community College League of California Annual Trustee Conference, 2012:

[http://www.ccleague.org/files/public/AssessingCEO\\_S3\\_CEOEvalComp.pdf](http://www.ccleague.org/files/public/AssessingCEO_S3_CEOEvalComp.pdf)

**Resolved,** That the College of the Canyons Academic Senate believes that in order for the evaluation of educational administrators to address the BP 7250 stated above that faculty, staff, and students must be included in the evaluation of educational administrators; and

**Resolved,** That the College of the Canyons Academic Senate will work with the administration to develop a formal evaluation process for all level of administrators that includes but is not limited to formal written input from students, faculty, staff, and peers and that this evaluation occurs on a continued comprehensive basis.

*Approved by Academic Senate, November 10, 2016*