President's Evaluation of Associate Vice-President

Assoc	iate Vi	ce-President: <u>\</u>	Semester: Spring 2015	
Date		-26-15		
Instru	ictions	: Ratings are to be performance.	e based on the President's perception of the dean's level of	
0			No opportunity to observe	
1	Unsatisfactory		Does not meet minimum objectives	
2	Fair		Sometimes meets objectives	
3	Average		Meets minimum objectives	
4	Good		Sometimes goes beyond objectives	
5	Excel	lent	Clearly outstanding-goes beyond the objectives	
4		Is effective in carrying out the duties of his/her position. peace sucception of the		
4	2.	Understands and	implements college policies, processes and philosophy.	
5	3.	Encourages a pro College.	ductive and mutually supportive atmosphere throughout the	
4	4.	Assists each Division Chairperson/Director/Coordinator in the development and maintenance of budgetary matters and discusses budgetary priorities with them.		
4		Organizes and disseminates information appropriately.		
5	6.	Is willing to make decisions that may be unpopular but in the best interest of the overall program.		
5	7.	Is able to communicate effectively with college personnel.		
4	8.	Assigns work fairly.		
4_	9.	Is fair and objective in matters having to do with salaries, evaluations, renewal, promotion and tenure.		
5	10.	Is available for co	nsultations when needed.	
y	11.	Recognizes and co	mpliments faculty, professional non-faculty and staff on jobs	

<u>5</u> 12.	Discusses with the president members under his/her supervision who need improvement.
<u>И</u> 13.	Leads others by example rather than resorting to authority.
<u> </u>	Involves others in the decisions that affect them.
<u> </u>	Tolerates differences and considers other viewpoints.
<u> </u>	Gives constructive criticism in a positive manner.
<u> </u>	Uses tact and diplomacy in working relationships.
<u> </u>	Is willing to help other administrators, faculty, and staff in personal matters.
<u>y</u> 19.	Responds constructively to students referred by faculty members for advice or assistance.
<u> </u>	Makes fair and sound judgements regarding his/her areas of responsibility.
<u>\$</u> 21.	Is effective in establishing and maintaining high morale among his/her staff.
<u> </u>	Explains the basis for his/her actions and decisions.
<u> </u>	Is flexible in his/her approach to problem solving.
<u>/</u> 24.	Is open to suggestions and constructive criticism intended to improve his/her effectiveness.
	Is calm, self-assured and poised.
	Seems to enjoy his/her work. Fallat work & For the first time in a long time the Fallat work & For the first time in a long time the A has turned positive. We must continue working with van partners of his turned positive. We must the trend in a positive direction.
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	7-29-15 Date
-4 .	1-20-15
President	Date