



**Maricopa County Community College District  
Governing Board Agenda  
March 14, 2017**

- vision** A Community of Colleges—Colleges for the Community—working collectively and responsibly to meet the life-long learning needs of our diverse students and communities.
- mission** The Maricopa Community Colleges provide access to higher education for diverse students and communities. We focus on learning through: University Transfer Education, General Education, Developmental Education, Workforce Development, Student Development Services, Continuing Education, Community Education, Civic Responsibility, and Global Engagement.

**The meetings noted below will be held in the location specified below.**

District Support Services Center | 2411 West 14<sup>th</sup> Street | Tempe, AZ 85281 | Governing Board Room, Second Floor  
Executive Session: Maricopa Room M103

**POLICY COMMITTEE**

4:00 P.M.

**CALL TO ORDER**

**Objective 1. Review and Discuss Board Outcome Policy 1.4**

**1.4 Community Development and Civic and Global Engagement**

1. Maricopa County residents will have access to and awareness of college programs, activities and events, and facilities as appropriate to meet diverse needs.
2. Maricopa County residents will have access to and awareness of courses of an avocational nature to include leisure, wellness, and specialized training.
3. Students will have access to civic, political, and global learning opportunities.
4. Students will develop the competencies to analyze and participate in democratic processes through community, civic, and global learning activities.
5. Students will have diverse educational experiences through the following:
  - i. Diverse curricula (academic, occupational, vocational, avocational)
  - ii. Diverse educational modalities (face-to-face, online, hybrid, accelerated)
  - iii. Diverse faculty (gender, race/ethnicity, academic, vocational, residential, adjunct)
  - iv. Diverse extra-curricular activities (clubs, service learning, community events, recreation, sports, etc.)

**AMENDED April 28, 2015, Motion No. 10292**

**AMENDED October 22, 2013, Motion No. 10112**

**AMENDED February 22, 2011, Motion No. 9781, 9782**

**Objective 2. Discussion on Proposed Amendments to the Chancellor Limitations Policies****2.1 Treatment of Students**

Existing: With respect to treatment of students, or those applying to enroll as students, the Chancellor shall not cause or allow conditions that are unfair, undignified, unsafe, untimely, or unnecessarily intrusive.

Proposed: With respect to treatment of students, or those applying to enroll as students, the Chancellor shall not cause or allow conditions that are unfair, undignified, unsafe, untimely, or unnecessarily intrusive. In addition, the Chancellor will not allow students to be without adequate counseling and advising as measured by continuous improvement in recruitment and retention.

**2.2 Treatment of Faculty and Staff**

Existing: With respect to the treatment of faculty and staff, and in compliance with all federal and state laws, the Chancellor may not cause or allow conditions or procedures that are unfair, unsafe, or undignified.

Proposed: With respect to the treatment of faculty and staff, and in compliance with all federal and state laws, the Chancellor may not cause or allow conditions or procedures that are unfair, unsafe, or undignified. In addition, the Chancellor will not allow faculty and staff to be without continuous professional development enabling most district employment opportunities to be filled by internal staff.

**2.4 Financial Condition and Activities**

Existing: With respect to the actual, ongoing financial condition and activities, the Chancellor shall not cause or allow the development of fiscal jeopardy, non-compliance with local, state or federal laws, or a material deviation of actual expenditures from the Board's Outcomes priorities.

Proposed: With respect to the actual, ongoing financial condition and activities, the Chancellor shall not cause or allow the development of fiscal jeopardy, non-compliance with local, state or federal laws, or a material deviation of actual expenditures from the Board's Outcomes priorities. The Chancellor will not allow resources to be expended or invested without measurable evidence of a return on investment.

**2.11 Mission Sustainability**

Existing: [None]

Proposed: With respect to mission sustainability, the Chancellor will not fail to embrace national trends in institutional operations that adequately produce measurable outcomes. In addition, the Chancellor will not allow the needs of local businesses and industry to go unfilled.

**Objective 3. Discussion on Chancellor Evaluation Process****3.4 Monitoring the Chancellor's Performance**

Existing: The Board will have a formal evaluation of the Chancellor in May of each year. The evaluation will be based primarily on a summary/review of the Board's judgment of the Chancellor's performance, per the criteria and process outlined above, during the previous twelve months.

Proposed: The Board will have a formal evaluation of the Chancellor in May of each year. The evaluation will be based primarily on a summary/review of the Board's judgment of the Chancellor's performance, per the criteria and process outlined above, during the previous twelve months. In addition the Board may utilize an instrument that evaluates the Chancellor's relationships, leadership, management, and personal qualities.

**ADJOURNMENT TO AGENDA REVIEW**

**ACTION ITEM**  
**Maricopa Governance Policies**  
**(First Reading)**

**Governing Board Agenda**

**Meeting Date:** February 28, 2017

<b>Item Number</b>	<b>Item Title</b>	<b>Responsible Agents</b>
14.1	Proposed Deletion: Governing Board Policy 3.4 Monitoring the Chancellor's Performance	Dr. Maria Harper-Marinick Mr. Alfredo Gutierrez

**Recommendation**

In preparation for the adoption of revised Board Policy language, it is recommended that the Governing Board delete existing Board Policy 3.4 on as Amended April 28, 2015, Motion No. 10292.

Existing policy is listed on the second page of this item and also posted online at:

<https://chancellor.maricopa.edu/public-stewardship/governance/board-policies/3-board-staff-relations/3.4-monitoring-the-chancellors-performance>

**Justification**

In a separate item, the Governing Board will vote on a proposal to adopt proposed policy changes. The action to first delete the existing policy will present the Board with a second action to adopt by separate vote, the proposed policy changes.

<b>Funding</b>	<b>Approvals/Certifications</b>
<u>Source:</u>  <u>Account Identification:</u>	Chancellor _____ Academic & Student Affairs _____ Business Services _____ Human Resources _____ ITS _____ Res Dev & Cmty Relations _____ College President _____

## Existing Language - Proposed Deletion

### 3.4 Monitoring the Chancellor's Performance

The Board will systematically and rigorously monitor the Chancellor's job performance to determine the extent to which Outcomes are being achieved and whether operational activities fall within parameters established in Chancellor Limitations policies.

1. The purpose of monitoring is simply to determine the degree to which the Chancellor is fulfilling the Board's expectations as set forth in its governing policies. Only information that enables the Board to assess accomplishment of Outcomes and compliance with Chancellor Limitations is considered relevant.
2. A given policy may be monitored in one or more of three methods:
  - A. Chancellor Report: The Chancellor conveys to the Board, in writing, policy interpretations as well as compliance information relevant to the policy under review. As appropriate in a given context, the Chancellor may present information to justify the "reasonableness" of his/her interpretation.
  - B. External Report: Discovery of compliance information by a disinterested, external auditor, inspector, or judge who is selected by and reports directly to the Board. Such reports must assess executive performance only against policies of the Board (as reasonably interpreted by the Chancellor), not those of the external party unless the Board has previously indicated in Governing Board policy that party's opinion to be the standard for assessment.
  - C. *Direct Board Inspection: A designated Board Member, committee, or the Board as a whole assesses accomplishment of, or compliance with, a given policy, as reasonably interpreted by the Chancellor.*
3. In every case, the Board will judge whether a) the Chancellor's interpretation is reasonable and b) whether data demonstrate reasonable accomplishment of, or compliance with, the Chancellor's interpretation. Interpretations determined by the Board to be unreasonable, or data determined not to demonstrate reasonable accomplishment of or compliance with a Board policy, as reasonably interpreted, will be subject to a remedial process agreed to by the Board.
4. All policies instructing the Chancellor will be monitored at a frequency and by a method chosen by the Board. The Board may choose to monitor any policy by any method at any time, but will ordinarily depend on the schedule appearing on the subsequent page.
- ~~5. The Board will have a formal evaluation of the Chancellor in May of each year. The evaluation will be based primarily on a summary/review of the Board's judgment of the Chancellor's performance, per the criteria and process outlined above, during the previous twelve months.~~

AMENDED October 22, 2013, Motion No. 10112

AMENDED February 22, 2011, Motion No. 9781, 9782

**ACTION ITEM**  
**Maricopa Governance Policies**  
**(First Reading)**

**Governing Board Agenda**

**Meeting Date:** March 28, 2017

<u>Item Number</u>	<u>Item Title</u>	<u>Responsible Agents</u>
14.2	Proposed Changes: Governing Board Policy 3.4 Monitoring the Chancellor's Performance	Dr. Maria Harper-Marinick Mr. Alfredo Gutierrez

**Recommendation**

In preparation for the adoption of revised Board Policy language, it is recommended that the Governing Board delete existing Board Policy 3.4 on as Amended April 28, 2015, Motion No. 10292.

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**Justification**

The proposed language and structure of the policy reflects the addition of an instrument that evaluates the Chancellor's relationships, leadership, management, and personal qualities.

<b>Funding</b>	<b>Approvals/Certifications</b>
<u>Source:</u>  <u>Account Identification:</u>	Chancellor _____ Academic & Student Affairs _____ Business Services _____ Human Resources _____ ITS _____ Res Dev & Cmty Relations _____ College President _____

## **Proposed Language**

# **Board Policy 3.4 Monitoring the Chancellor's Performance**

Proposed: The Board will have a formal evaluation of the Chancellor in May of each year. The evaluation will be based primarily on a summary/review of the Board's judgment of the Chancellor's performance, per the criteria and process outlined above, during the previous twelve months. In addition the Board may utilize an instrument that evaluates the Chancellor's relationships, leadership, management, and personal qualities.