



PimaCommunityCollege

Governing Board

BOARD SELF-ASSESSMENT

Methodology

The 2019-2020 Board Self-Assessment was conducted with a two part process that included an assessment tool administered by the Association of Community College Trustees (ACCT) to specifically evaluate progress on the Board approved goals, performance, and leadership. The second part was an in-person, facilitated discussion of the Board.

Background

The Board conducts an annual self-assessment as a tool for determining priorities and improving its performance. This practice aligns with Higher Learning Commission standards for accreditation which include Criterion 2 on institutional integrity, Criterion 5B on effective leadership, and 5D on improving performance.

On April 6, 2020, ACCT delivered to each member of the Governing Board the self-assessment survey tool with a deadline for submission of April 20, 2020. All Board members completed the survey. Because of the COVID-19 pandemic, the Board and Chancellor convened via Zoom for the 2020 annual Board retreat on May 15. All five Board members attended the retreat and reviewed and discussed the Board Self-Assessment results.

The self-assessment addressed the Fall 2019 – Fall 2020 Board priorities. The report compiled quantitative and qualitative data that assisted the Board in constructive dialogue on strengths, areas that require greater attention, areas of concern, and planning. The self-assessment helps the Board to set standards, clarify expectations, and provide an example of the ongoing commitment to accountability and improvement for the College community. The assessment included 47 items across 10 categories with Board goals. Items were rated on a scale of 1 to 5 indicating respondents' agreement with completion or movement towards completion of goals.

Summary

This year's Self-Assessment indicates that the Board feels it is strongest in the areas of Board Leadership, Standards for College Operations, Community College and Student Relations, Board Education and Policy Role & Direction. Areas of needed improvement again included the categories of Advocating for the College, Community Relations.

Overall category ratings increased from 3.88 last year to a 4.01 this year.

Board Organization (i.e. meeting effectiveness, adequate background information, open and sufficient discussion, decisions following thorough discussion and analysis). This category had an overall rating of 3.95 (3.56 last year). The highest rated items were: Board meetings are conducted in an orderly, efficient manner that allows for open and sufficient discussion and Board meetings are conducted in such a manner that the purposes are achieved effectively and



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efficiently. The other two other items were rated at 3.8 or higher: Board members are given timely and adequate background information on the issues they are requested to make decisions about and Board members make decisions after thorough discussion and exploration of many perspectives.

Policy Role & Direction (i.e. understanding of role, consideration of future direction, focus on policy over administrative matters, clarity regarding mission and goals). This category was rated with an overall of 4.10 (last year 3.88). The highest rated items were 4.0 and above: The Board adopts policies that guide the administration of the College and monitors compliance while leaving the day-to-day operations of the College to the Chancellor; the Board understands that one of its primary functions is to establish the policies governing the community college, based on consideration of all pertinent perspectives; and the Board has ensured that the mission and goals are sufficiently stated to be responsive to current and future community needs. The lowest rating in the topic at 3.8: the Board spends sufficient time discussing the future direction of the College.

Board-Chancellor Relations (i.e. delegation to Chancellor, professional growth of Chancellor, adequate information provided by Chancellor). This category had an overall rating of 4.05 (last year 3.81). The highest rating in this topic: Board members respect the role of the Chancellor as the link between the Board and staff. The lowest rating in the topic: The Board encourages the professional growth of the Chancellor.

Community College & Student Relations (i.e. recognition of student and employee achievement, support for programs and activities, attendance at College events, transparency and visibility, sensitivity to student and employee concerns). This category had an overall rating of 4.15 (last year 4.38). The highest ratings in this topic was again: transparency of Board actions and materials is important to Board members. The lowest rating topics were: the Board members support the programs and activities of the College by attending the various College events and Board members show support for student and employee achievements by recognizing them during meetings and attending awards celebrations.

Community Relations (i.e. knowledge about community, information to the Chancellor about community contacts, assistance with partnerships). The overall average rating for this category is 3.93 (last year 3.58). The highest ratings was: the Board is knowledgeable about community and regional needs and expectations and Board members keep the Chancellor informed of community contacts and issues. The lowest rating was for: the Board assists in developing



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educational partnerships with community agencies, businesses and local government, where appropriate.

Standards for College Operations (i.e. knowledge about programs and services, alignment of budget with College priorities, development of parameters for facilities, awareness of funding structure, governance structure for decision-making input). The overall average rating of this category is 4.21 (last year 4.00). The highest rated item: the Board sets suitable goals for the Chancellor that align with the mission. The lowest rated item: the Board is knowledgeable about the college's educational programs/services.

Board Leadership (i.e. adherence to role, willingness to do what is right for students and community, setting of positive examples, informed decision-making, support for decisions). This category had an overall average rating of 4.30 (last year 4.15). The highest rated items: through its behavior, the Board has set a positive example for the Chancellor and other employees; once a decision is made, Board members cease debate and uphold the decision of the Board and the Board is willing to re-evaluate decisions when necessary. The lowest rated items: the Board bases its decision upon all available facts and the Board is willing to re-evaluate decisions when necessary.

Advocating for the College (i.e. consideration of legislative and state issues, recognition of College accomplishments, education about College needs and issues, advocacy of College interests, support of College Foundation and fundraising). This category had an overall average rating of 3.85 (last year 3.71). The highest rating in the topic: Board agendas include sufficient legislative and state policy issues facing the College. The lowest rating again: the Board helps educate the local community about community college needs and issues.

Board Education (i.e. engagement in training and development, knowledge about major trends and issues affecting the College, allocation of resources for Board attendance at conferences and community events). The category has an overall average rating of 4.13 (last year 4.17). The highest rated item: The Board is knowledgeable about major social and economic trends and issues that affect the institution. The lowest rated items: Board members are engaged in a continuous process of training and development and sufficient resources are allocated for Board members to attend conferences and community events upon invitation.