



**BOARD OF TRUSTEES**  
**EVALUATION OF**  
**PRESIDENT JUAN R. OLIVAREZ, PH.D**  
**MAY 16, 2005**

**Review Process:**

In May, 2004, President Olivarez outlined a set of goals to be accomplished in the 2004-2005 academic year. This goal setting process developed jointly by President Olivarez and the Board of Trustees presents a strong vision for the future of GRCC. In consultation with the Board of Trustees, President Olivarez outlined a broad range of activities designed to ensure the progress of GRCC toward its desired “ends policies.” The Board of Trustees, in its evaluation process this year, closely monitored the work of the President based on these identified goals and activities.

On April 20, President Olivarez presented to the Board of Trustees a self-evaluation that chronicled his work and progress on goals identified from the evaluation process of the previous year. An Ad Hoc committee, chaired by Dr. Stearns, and including Chairperson Maggini and Trustee Anderson, completed a thorough review of the President’s self evaluation and asked President Olivarez to provide additional documentation on the Ends Policies. Having received the additional documentation from the President, and with this review in place, the self-evaluation was reviewed by all members of the Board of Trustees with the following comments:

It is the Board’s belief that great progress has been made at GRCC in the areas of all of the Ends Policies which include:

- Community Outreach
- Community Partnerships
- Developmental Education
- Diversity
- Flexible Learning
- Lifelong Learning
- Transfer and Articulation
- Workforce Development

It is our belief that the President's self evaluation gives the Board of Trustees valid and documented evidence of the outstanding leadership President Olivarez provides GRCC. The Board of Trustees, with confidence, presents this evaluation to the community as a record of the achievement of President Olivarez and of GRCC itself. The Board is proud that this evaluation process reviews the accomplishments of this past year and also presents a blueprint for the future work of the college in achieving its mission.

### **CONCLUDING REMARKS**

The Board of Trustees requires the President to manage the college consistent with the Executive Limitations provided by this Board. Those Executive Limitations establish the operating guidelines for the President to achieve the ends. They include:

- Treatment of People
- Fiscal Management
- Compensation & Benefits
- Emergency Executive Succession
- Communication and Counsel to the Board
- Accreditation
- Academic Freedom

Upon review of the criteria the Board of Trustees sets for the President, it is our conclusion that President Olivarez has complied with and worked within all executive limitations required by this Board.

The Board endorses the work that President Olivarez has accomplished this past year. His leadership continues to position GRCC for the future. His advocacy in making GRCC the "community's college" has continued to establish him as a high profile leader in local, state and national communities.

Based on the foregoing evaluation and consultation with the entire Board of Trustees, your Ad Hoc Committee for Evaluation of the President recommends approval of this evaluation.