



BOARD OF TRUSTEES

EVALUATION OF

PRESIDENT JUAN R. OLIVAREZ, PH.D.

MAY 15, 2006

For the past three years, the GRCC Board of Trustees has required President Olivarez to not only record evidence of job performance for the current calendar year but to set goals which indicate future work to be accomplished. It is in this process that the Board can evaluate current progress of the College toward its “Ends Policies” and also allows the Board to dialogue with the President about the future of the College. By making the President’s evaluation a dynamic process, the Board ensures both an evaluation and a road map for the future.

The President’s self-evaluation document is a comprehensive document that list achievements and future goals in each of the Board of Trustee’s “Ends Policies.” This evaluation design can be noted in the following two examples of our current “Ends Policies:”

Community Outreach:

- **Evidence of Progress**—A media awareness campaign, in conjunction with the private and public phase of the \$10 million Open Door Advancement Campaign were instrumental in raising over \$4.2 million to date.
- **Future Developments**—Begin the implementation of ideas and possibilities for bridging the transition from high school to college, which resulted from the information provided by the individual meetings with the KISD Superintendents.

Diversity:

- **Evidence of Progress**—Through the use of a campus-wide advisory team, the Learning Academy for Faculty & Staff provided competency based training such as Institutes on Healing Racism, Unintentional Intolerance, Unraveling Institutional Bias, Diversity Theatre, and SafeZone.
- **Future Developments**—Creative recruitment strategies have been initiated to expand pools of qualified minority applicants for GRCC vacancies. The percentage of minority faculty hires in the first half of the 05-06 fiscal year doubled from the 04-05 school year and will continue in the 06-07 school year.

The remaining “Ends Policies” similarly recorded in the President’s self evaluation are:

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

It is the Board’s conclusion after reviewing the mid-year self evaluation report and the President’s final self evaluation document for the 2005-06 year that much progress has been made in all of the “Ends Policies” the Board of Trustees has set for the College.

Not only does the President’s self-evaluation provide a report on demonstrated activity for progress on the “Ends Policies,” it also includes a bold and aggressive plan for future work as outlined by the President. This comprehensive document is available to the community upon request. The Board of Trustees extends its gratitude to the President and his Staff for this excellent record of achievements in the service to the GRCC community.

The Board of Trustees has reviewed the methods in which it requires the President to operate the executive office and has concluded that President Olivarez has complied with all of the Executive Limitations.

Concluding Remarks:

As Chief Executive Officer of the Grand Rapids Community College, President Olivarez is required to perform a range of duties that are comprehensive, accounts for many, many stakeholders in the community, and requires more time than can possibly be documented. The Board of Trustees is proud to report to the community at large that President Olivarez meets these many challenges with a positive attitude and an unwavering commitment to student success. It is the President’s vision and leadership that has created a successful today and a hopeful tomorrow for GRCC. It is this commitment to the students of GRCC that makes him a leader among leaders in not only the Grand Rapids Community, but the state and nation as well. Everyday he continues to make GRCC this community’s college!

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