



BOARD OF TRUSTEES
EVALUATION OF
PRESIDENT JUAN R. OLIVAREZ, PH.D.

June 18, 2007

Throughout the past eight years of his presidency of GRCC, Dr. Olivarez has set a high standard of quality for himself and all members of the college community. The Board of Trustees has come to have great respect for his leadership and trust in his commitment to quality for GRCC.

The Board evaluates the President on the college's progress towards its "ENDS Policies." These ends policies set a direction for the future of the college, and as such, become goal setting guidelines for the President's work throughout the year. In keeping with the Board's responsibilities to evaluate the President on this record of performance, the Board engages the President in a year long dialogue about targeted progress indicators. In addition to a look back, the Board of Trustees require the President to set goals for future work. It is this forward thinking evaluation process that creates an ever-improving culture for GRCC.

To assist the Board in its evaluation process, the President is requested to complete a self-evaluation. This is a comprehensive document that lists achievements and future goals in each of the Board of Trustee's "Ends Policies." This document is used as a reference for the evaluation and as proof of an outstanding performance the Board would share the following as an example of the President's work:

Ends Policy-----Flexible Learning:

As President Olivarez states, "Changes in our society have created a more diverse student population. Because of these changes, GRCC must offer a range of learning and access methods that fits the needs of this growing student population:

Indicators of Success:

- In the 2006-07 school year, the number of students enrolled in alternative learning format programs has increased dramatically.

- In the 2006-07 school year the number of students earning credits taught in a non-traditional formats increased. (These include: MTECs, Learning Corner, Cable TV, and weekend classes.)
- The number of faculty using blackboard technology to facilitate flexible instruction increased. This use of electronic connectivity extends learning far outside the classroom door.

Using “Flexible Learning” as an example of the Board’s requirements for information submitted by the President, we cast our eyes solidly on the future and would share future objectives in the following ENDS Policies:

COMMUNITY OUTREACH

- A campus-wide Community Outreach Team will be formed during the first quarter of the 2007-2008 year. This team will lead the College's strategic efforts around community outreach, including evaluation.
- The Foundation and Alumni Association Boards will be conducting strategic planning efforts to determine their fundraising strategies.
- Continue to expand our Learning Corners.

DEVELOPMENTAL EDUCATION

- Establishment of a new organization under the Assistant Dean of Arts and Sciences to support Developmental Education by fall, 2007.
- Enhance our assessment practices for incoming students in order to document students’ level of skills as they enter GRCC.
- Continue to design, refine, and strengthen our General Learner Outcome assessment tools.

DIVERSITY

- Expand community alliances for offering Institutes for Healing Racism for our students and community.
- Increase the number of staff participating in activities offered by the Woodrick Diversity Learning Center (WDLC) and other opportunities in the community.
- Establish a strong link between faculty and the WDLC to increase student participation in activities centered on diversity topics.

ENTRANCE AND TRANSFER

- Work with individual colleges and universities to break down barriers for transfer.
- Increase our student support services.
- Increase our career center’s ability to offer student support.
- Continue to develop transfer &/or articulation agreements for occupational programs supporting our students’ continuum of learning.

FLEXIBLE LEARNING

- Conduct input opportunities (surveys, focus groups, etc.) for students to give perspective on what type of flexible learning they need.
- Increase the number of faculty using technology for classroom/course use.
- Offer more classes on week-ends.

LIFELONG LEARNING

- Continue to work with legislators to move our capital project forward to build a Life Long Learning Center.
- Continue to increase the number of citizens served through our Older Learner Center.
- Do a feasibility study on what personal interest courses communities may want through our regional center sites.

WORKFORCE DEVELOPMENT

- Increase our career advising services before students come and while they are enrolled.
- Strengthen our partnership with KISD and its school districts to work with middle and high schools for preparation of career, vocational, and job training options in a rapidly changing environment.
- Continue to grow our Job Training programs in Ottawa County through our Thompson M-TEC/Lakeshore Campus.
- Through a grant from the American Association of Community Colleges, establish a five-year plan for preparing a qualified workforce.

The Board of Trustees extends its praise to the President and his staff for this excellent record of achievements in the service to the GRCC community. We also salute the President for a far-reaching plan for future achievements. The President's self-evaluation document is available to the community upon request.

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" for operations set by the Board.

Concluding Remarks:

The Board of Trustees unanimously salutes President Olivarez for his outstanding leadership of GRCC. Through his leadership, GRCC has flourished to become the number one educational choice of students from many school districts throughout West Michigan. Of all the many responsibilities and duties imposed on the President in leading GRCC, his commitment to student learning and student success is always paramount. His ability to perform as a civic leader, carry out all of the duties of the presidency, and remain a strong advocate for students make him unique among his peers in the nation. President Olivarez personifies the mission of GRCC!

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