

2-001 - President's Evaluation

MOTION: 2003-73

DATE APPROVED: November 27, 2003

SUPERSEDES: Issue of April, 1997

REVIEWED: June 9, 2022

AMENDED: Motion #2022 -21

POLICY NO: 2-001

The President of Lambton College is key to the reputation and effectiveness of the College. As such, the President needs to grow in the position, and constantly improve to be a better and more effective President.

The responsibility of the Board of Governors is to encourage, challenge, stimulate and support the President, while at the same time promoting the growth and improvement of the College.

Part of this support to the President must be a clear set of goals that both the President and the Board agree upon, and the success indicators that sum up the quality of work and attainment of those goals over the year. Equally imperative is the provision of feedback to the President regarding the degree to which the Board judges that the goals are being met and the manner in which they are being accomplished.

Process

1. **January**– Approval of the Board of Governors’ goals and objectives for the President and Board for the period April 1st to March 31st will take place at the In-Camera Board Meeting. The Executive Committee of the Board works with the President to prepare proposed goals and objectives for presentation to the Board for final discussion, amendment and approval. In addition, at the January meeting, the President presents a mid-year report on the current year’s goals for approval.
2. **April/May** – The Executive Performance and Compensation Committee determines if a performance evaluation survey will take place and which constituents will be surveyed. Obtaining input from all of the constituent groups is not necessary every year and the appropriate group from which to obtain input will depend, at least partly, upon the particular goals and competencies of that year. It may, therefore, be appropriate to allow the Executive Compensation and Performance Committee some flexibility to determine from which group input in each year would be most helpful and how to best obtain such input. Attempts should be made to obtain input from each constituent group at least every three years. The Executive Performance and Compensation Committee would also seek input from the President in its development of the proposal for evaluation.
3. **June** – The President presents the Final President and Board Goal Report at In-Camera Board meeting. As well, the President provides a report on Community involvement as well to the Committee to help inform the evaluation.
October – The Chair of the Executive Performance and Compensation Committee presents the President’s Evaluation Report at the In-Camera Board meeting.