



ADMINISTRATIVE LEADERSHIP PERFORMANCE ASSESSMENT

Administrator Name: Morgan A. Phillips Title: President

Campus/Department: Desert Vista Campus Date of Review:

Reviewer: Lee Lambert Title: Chancellor

Instructions: Comments should focus on competency in meeting the College's Strategic Plan, Chancellor's Goals and Objectives listed below, and Campus/Department goals, as they align with the mission and vision of the College.
Goal 1: Engage the College community in efforts to "Reaffirm HLC accreditation and fully commit to the HLC guiding values."
Goal 2: Facilitate programs and services leading to increased focus on access and student success.
Goal 3: Increase the level of community engagement by the Board of Governors, the Chancellor and administrative leadership team to foster partnerships and strengthen educational opportunities in response to community needs.
Goal 4: Enhance and improve the College's engagement, alignment and responsiveness to the needs of the business community, and to economic development opportunities.
Goal 5: Strengthen, enhance and increase diversity, inclusion and global education.
Goal 6: Strengthen, enhance and develop a culture of organizational and employee learning, accountability, compliance and professional development that supports student success, community engagement and diversity.
Goal 7: Strengthen the College's financial position by searching and establishing partnerships to attract more resources at the local, state, national and international levels in support of its vision, mission and strategic directions.
Goal 8: Assess, review and strengthen the College organizational structure, facilities and operations in order to fulfill its mission.

Administrator Self-Assessment (attainment of Goals 1, 2, 3, 4):

During my time with Pima, I have led efforts to meet the indicated goals in numerous ways. Specific noteworthy examples for each include the following:
1. During the spring term I conducted a series of workshops for Desert Vista Campus and other individuals focusing on HLC accreditation/goals and how our work at the college should align. Reviews by the individuals participating (almost 200 duplicated headcount) indicated the workshops were very beneficial to their work.
2. At Desert Vista we have begun the development of a first year student experience including intrusive advising, cohort-based scheduling, common readings and STU classes. We expect to see much higher students success in these classes for the fall.
3. Throughout the year I have met with business representatives, community members and members of the educational community. I believe that these interactions have positively impacted the community perception of the college.
4. At Desert Vista we have been working to better align our programs with industry needs and certification requirements. Work has been done with the FAA, Aviation industry, State Board of Education, Local education providers, American Culinary Institute, Health Care licensing firms and local businesses. I have recently been appointed to the University of Arizona's College of Education Committee for Education Development (Improving Teaching).

Reviewer's Assessment of Administrator (attainment of Goals 1, 2, 3, 4):

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Administrator Self-Assessment (attainment of Goals 5, 6, 7, 8):

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5. Desert Vista campus has dramatically increased the interaction with our local schools which should further increase the diversity of our majority minority campus. Our Title V (Hispanic Serving Institutions) grant will allow us to increase our focus on student support of these populations. International contacts have been made and discussion continues concerning delivery of aviation education services to a global audience. Additionally, work is underway to make our culinary program more attractive to international students.

6. Through meetings with campus units throughout the year we have begun the development of a system of expectations, measurement and accountability which will be used to improve operations and student success. The processes developed at DV during the year will serve as a model for the new IE process for the district for next year.

7. Desert Vista Campus has continued to work to find ways to save funds and increase income to the college. The CTD programs on campus continue to provide their own funding, and enrollment at DV continues to be better than other locations.

8. In this initial year I have had the opportunity to observe Pima processes and individuals working to support the organization. I believe that this experience provides a foundation for the organizational changes that will be necessary over the next few years.

Reviewer's Assessment of Administration (attainment of Goals 5, 6, 7, 8):

Instructions: *Comments should focus on competency in meeting the Chancellor's Expectations for Successful Leadership, as they align with the College's Strategic Plan, Chancellor's Goals and Objectives, and Campus/Department Goals, and the mission and vision of the College.*

- *Open & Honest Communication*
- *Fair, Reasonable & Consistent Policies, Procedures, Practices & Processes*
- *Informed Decision-making & Planning*
- *Accountability*
- *Leadership & Management*

Administrator Self-Assessment (Open & Honest Communication):

My natural tendency is to be open and honest with those that I work with in the organization. If there are areas where we should not be sharing information (other than specific personnel issues/executive session items), I would hope that we are notified that it is not yet time to share. I believe that open communication and participation of all stakeholders in discussion is the best way for us to change the institution's culture.

Reviewer's Assessment of Administrator (Open & Honest Communication):

Administrator Self-Assessment (Fair, Reasonable & Consistent Policies, Procedures, Practices & Processes):

During my initial year here at Pima I have spent a considerable amount of time learning the policies, procedures, practices and processes associated with my job. This has not been an easy process as many of these do not align with what I consider best practices. I have begun to work with many areas of the college (for example PIR, Faculty Evaluation, Copyright) to begin to address these issues. The addition of athletics to my areas of responsibility will provide additional opportunities to better align the college with where we need to be.

Reviewer's Assessment of Administrator

(Fair, Reasonable & Consistent Policies, Procedures, Practices & Processes):

Administrator Self-Assessment (Informed Decision-making & Planning):

During this year I have been working diligently to increase the use of informed decision-making and planning on my campus and in places where I have been involved with district work. Although I was not originally involved with the college's planning and budgeting committees I was asked to participate in these groups by David Bea and Nic Richmond due to my experience in this area. I hope the work that we have completed this year at Desert Vista can serve as a model for other parts of the organization in FY16.

Reviewer's Assessment of Administrator (Informed Decision-making & Planning):

Administrator Self-Assessment (Accountability):

I accept the responsibility for my areas of responsibility and the actions that take place in them. With the huge amount of change that is taking place this is currently challenging because I don't feel that I can accomplish all of the things that I would like to in the time that I have available. It is very important for me to prioritize tasks and to try to clearly communicate to all those I am working with where I am with things I am trying to complete for them.

Reviewer's Assessment of Administrator (Accountability):

Administrator Self-Assessment (Leadership Management):

I have been blessed to be at Desert Vista campus this year. The senior leadership on this campus has been very willing to hear what we are trying to do throughout the organization and work toward change. This has not always been easy for them due to their previous experience but they are working to make things better. As the organizational structure changes I believe that this will become one of the most important areas of focus for me in the coming years. If we have effective leadership throughout the organization that are given the opportunity to lead their units/departments/divisions we will be successful in reaching our goals.

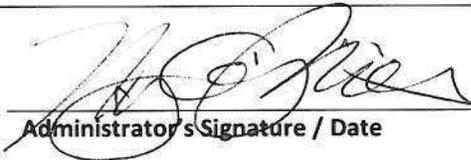
Reviewer's Assessment of Administrator (Leadership Management):

Morgan has been an important addition to the senior executive leadership team. His knowledge of community college's (having worked for one of the leading College's) adds a depth of understanding to new ways of approaching teaching and learning. Under his leadership, the Desert Vista campus has begun the development of a first year student experience effort. Morgan will continue to engage in crucial conversations with his colleagues, the campuses he is in direct charge of (West and Desert Vista campuses) and the College as a whole. He is in the process of leading an organizational restructure for the two campuses under his leadership, as well as, being an integral part of the larger change effort underway at Pima.

Overall Assessment / Comments:

Comments from Morgan: I am really enjoying working here at Pima and developing relationships with this community. I really believe that Pima can be a world-class institution and I am happy that I can play a part in that transition. Thanks for the support!

Morgan A. Phillips
Administrator: Print Name


Administrator's Signature / Date

Lee D. Lambert
Reviewer: Print Name


Reviewer's Signature / Date