



ADMINISTRATIVE LEADERSHIP PERFORMANCE ASSESSMENT

Original SE

Administrator Name: David Dore Title: President

Campus/Department: Northwest 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.

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

Established a priority focus on student access, retention, and success throughout all areas of the Northwest Campus. The Campus Cabinet led a campus-wide enrollment and retention retreat and implemented recommendations. Student Services piloted "Camp Connect" program for the purpose of increased engagement and retention of students. Oversaw implementation of IBEST pilot program in HRM Program. Significantly enhanced outreach efforts to K-12 partners (Marana Unified School District, Amphitheater School District), Chambers (Marana Chamber of Commerce, Oro Valley Chamber of Commerce) and Business Partners. Actively involved in community leadership impacting Northwest Campus. Served as Chair of Education Committee for Marana Chamber of Commerce throughout the year and appointed to the Board of Trustees of Northwest Medical Center. Worked with Pima College Foundation to fund and plan outreach efforts for Northwest Campus

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

[Empty box for reviewer's assessment]

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

As campus leader, established a high priority of creating a campus culture of inclusion and the celebration of diversity through campus activities to sensitize students to the value of diversity. Increased diversity of leadership in campus administration and promoted diversity in hiring of employees at all levels. Participated in numerous national conferences and partnerships and appointed to the National Commission of Economic and Workforce Development of American Association of Community Colleges.

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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):

This past year, I met with all faculty and staff for the purpose of articulating leadership values, priorities, and soliciting feedback. I met individually with every faculty member of the Northwest Campus. I hosted campus-wide forums for faculty and staff and held student forums and hosted regular student office hours. I facilitated frequent and clear communication with faculty, staff, and students through written communication and emails. I conducted regular walkabouts throughout campus and visits with faculty and staff.

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

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

Established a culture of fairness and consistent applications of policies and procedures with the goal of providing stability to the campus and clear expectations of employees.

Reviewer's Assessment of Administrator

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

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

Established an evidence-based and collaborative approach to informed decision making and campus planning. Based on College strategic plan and campus strategic plan set clear benchmarks for meeting campus goals and conducted regular and ongoing assessment of achievement of campus goals. The Northwest Campus completed a full cycle of planning and assessment. Established a campus participatory governance council and met regularly for the purpose of participative input in planning and decision making from all campus constituent groups (administration, faculty (full and part-time), staff (exempt, nonexempt, and temporary) and students.

04/30/2015
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Reviewer's Assessment of Administrator (Informed Decision-making & Planning):

[Empty box for Reviewer's Assessment of Administrator (Informed Decision-making & Planning)]

Administrator Self-Assessment (Accountability):

Established high standards of accountability throughout the campus. Worked with direct-reports to establish clear goals and objectives for each campus area and assessed achievement of goals.

Reviewer's Assessment of Administrator (Accountability):

[Empty box for Reviewer's Assessment of Administrator (Accountability)]

Administrator Self-Assessment (Leadership Management):

Assessed the leadership skills of the senior leadership team of the Northwest Campus and made informed changes. Developed a plan to strengthen leadership through establishment of measurable goals to ensure improved performance. Played a key role on college-wide executive council and the re-organization of Pima Community College to improved efficiency and effectiveness.

Reviewer's Assessment of Administrator (Leadership Management):

[Empty box for Reviewer's Assessment of Administrator (Leadership Management)]

Overall Assessment / Comments:

David has been a positive addition to the senior executive leadership team. He successfully completed one year as campus president. He has brought calm and stability to the NW Campus. His ability to communicate and build relationships has been key to his success.

David will continue to engage in crucial conversation with his colleagues, the campuses he is direct charge of (NW and Downtown campuses) and the College as a whole. He recognizes the need for the College to transform itself in order to become a premiere institution. He is in the process of leading an organizational restructure as part of a larger change effort underway.

David Dore
Administrator: Print Name

 10-1-15

Administrator's Signature / Date



Reviewer: Print Name



Reviewer's Signature / Date