

s.d. 0.79), the standard deviations for these two items (formal orientation of new members and relationships with legislators) are relatively high which indicates a slight divergence in opinion among respondents.

### Personal Conduct

Survey responses reveal that Board members take their responsibility seriously. Of the three survey items related to this theme, Board members were in one hundred percent agreement with the following two: Board members treat each other with courtesy and members of the Board are always conscious that their demeanor is part of the College's public image. Board member respondents also indicated that Board members *very frequently* respect the power of the Chair to speak for the Board as a whole.

### Evaluation

All Board member respondents reported that the Board specifies its expectations for presidential performance in writing and that the Board formally evaluates the President's performance on a regular basis. Additionally, they reported that the Board very frequently evaluates its own performance on a regular basis; the Board evaluation process very frequently helps the Board enhance its performance; and the Board very frequently develops annual goals for the College and uses them as the basis for presidential evaluation.

## V. Recommendations

Based on the above conclusions, the following suggestions are made to improve overall Board functioning:

- As indicated in the *Guam Community College Board of Trustees Membership Handbook*, the Board of Trustees shall “communicate and promote the needs of the community to the College and the needs of the College to the community.” The Board should, therefore, convene an annual or bi-annual meeting where they can meet with various advisory groups, as well as faculty and administrators, to gauge the pulse of the campus community and in the process, discuss mutual concerns regarding community and College needs.
- Implement a mentorship program for new Board members where an existing Board member serves as a mentor.
- Conduct periodic joint courtesy visits by Board members and the President with key members of the government (local and federal) to ensure that GCC remains visible in the community.