

## 2009 PRESIDENT'S PERFORMANCE APPRAISAL SURVEY

### Introduction and Objectives

Dr. Mary A.Y. Okada began her term as the first female president of Guam Community College (GCC) on June 16, 2007. This report includes the findings of a presidential performance survey of GCC constituents conducted in February-March 2009.

There were three objectives of the survey:

- 1) To obtain data from GCC constituents regarding their perceptions of the President's performance as an administrator;
- 2) To assess the President's performance in terms of the three (3) Administrative Unit Outcomes (AUOs) identified in the President's/CEO's Assessment Plan in TracDat<sup>1</sup> (Appendix A); and
- 3) To gather data about GCC constituents' perceptions of the President's *strengths*, *areas of improvement*, and *questions or issues* that can be brought to her attention.

### Intended Outcomes

The following are the three (3) AUOs identified in the President's/CEO's Assessment Plan in TracDat:

- a) The President (CEO) will facilitate greater involvement of faculty in academic and curricular processes and will facilitate better integration of various stakeholders' voices in the institutional assessment initiative, which highlights accountability and program improvement;

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<sup>1</sup> TracDat is the College's assessment data management software

- b) The President (CEO) will allocate resources to address the needs of the institution. This process includes initiatives for adequate funding from the Legislature, as well as internal and external funding sources; and
- c) The President (CEO) will strengthen the College's visibility in the community by communicating its strengths, successes and accomplishments to solidify its mission of workforce development in Guam and in the region.

The above AUOs relate to the goals identified in the GCC Board of Trustees' Performance Evaluation Tool for the President (Appendix B).

#### Format and Methodology

This study includes both direct and indirect measures. The primary indirect measure for this study is a survey called the *President's Performance Appraisal Survey (PPAS)* (Appendix C). This survey was patterned after a questionnaire utilized by Edmonds Community College in Lynnwood, Washington. It is the same survey that was used in the past President's evaluation in AY 2000-2001 and AY 2004-2005, but with a few modifications. The survey consists of 19 Likert-scale items and 3 open-ended questions. Other indirect measures include content analysis of memorandums; President's speeches; highlights of town hall meetings with students; workshop remarks; grant applications; budget requests; presentations to civic groups, businesses and government organizations; *Chachalani*<sup>2</sup>; and the College's 2007-2008 Annual Report.

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<sup>2</sup> *Chachalani* is the College's monthly online newsletter posted on *MyGCC*. *MyGCC* is the College's integrated database system with web accessible information combining student, financial aid, finance, and human resources into one system. *MyGCC* allows the College to send out campus announcements.