

TEMPLE COLLEGE

2600 SOUTH FIRST STREET • TEMPLE, TEXAS 76504-7499  
(254) 298-8282 • www.templejc.edu

October 3, 2006

To: Administrators, Faculty, and Staff *PN*  
From: Anne Penney Newton, Board of Trustees  
Subject: President's Evaluation

It is again time for the annual evaluation of our President, Dr. Marc Nigliazzo. The evaluation instrument is attached. The distribution will be to the Board of Trustees, and selected administrators, faculty, and staff. Please return your completed evaluation in the envelope provided *no later than Tuesday, October 10, 2006.*

Your promptness in completing and returning the evaluation instrument will be greatly appreciated. The results will be tabulated and discussed with Dr. Nigliazzo in Executive Session at the regular meeting of the Board of Trustees on October 16, 2006.

Thank you very much for your cooperation in completing this evaluation process.

llc

Attachment

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CAMERON CENTER  
804 EAST FIRST STREET  
CAMERON, TEXAS 76520-3401  
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# TEMPLE COLLEGE

## Evaluation of the President

October 3, 2006

Please rank the following statements using the numbers 1 through 5. Use "1" as the lowest value and "5" as the highest value. Thank you.

### I. In accomplishing the Mission of the College, the President

- \_\_\_\_1. develops and implements a visionary strategic plan.
- \_\_\_\_2. provides leadership for strategic initiatives.
- \_\_\_\_3. demonstrates accountability for achieving stated goals.

**COMMENTS:**

### II. In accomplishing the Mission of the College, the President shows these leadership skills:

#### ACADEMIC LEADERSHIP

- \_\_\_\_4. expects and encourages high academic standards.
- \_\_\_\_5. expects and encourages teaching excellence.
- \_\_\_\_6. expects and encourages scholarship.
- \_\_\_\_7. encourages and facilitates changes that will promote teaching and learning.

**COMMENTS:**

#### STUDENT SERVICES LEADERSHIP

- \_\_\_\_8. recognizes and emphasizes the need to make the students the focus of the College's Mission.
- \_\_\_\_9. recognizes the importance of the students' involvement in planning for and accepting responsibility for their own education both academically and in extra-curricular activities.

- \_\_\_\_ 10. recognizes and responds to the organizational needs of the Student Services Staff.

**COMMENTS:**

**ADMINISTRATIVE LEADERSHIP**

- \_\_\_\_ 11. sets realistic goals.  
\_\_\_\_ 12. achieves goals effectively.  
\_\_\_\_ 13. initiates and follows through processes designed to move the College toward quality and excellence.  
\_\_\_\_ 14. constantly tries to improve college facilities.  
\_\_\_\_ 15. ensures fiscal solvency.

**COMMENTS:**

**INTERNAL RELATIONS LEADERSHIP**

- \_\_\_\_ 16. encourages open communication.  
\_\_\_\_ 17. provides current information to all areas of the college.  
\_\_\_\_ 18. demonstrates interest and concern for the success of each entity of the college.  
\_\_\_\_ 19. listens to and appreciates hearing about ideas pertaining to the accomplishment of the College's Mission.  
\_\_\_\_ 20. responds appropriately to proposals.

**COMMENTS:**

### **EXTERNAL RELATIONS LEADERSHIP**

- \_\_\_\_21. presents a positive image for Temple College.
- \_\_\_\_22. strives to keep the community informed about the college.
- \_\_\_\_23. develops and carries out strategies for building new partnerships in the community.
- \_\_\_\_24. maintains existing relationships with community partners.

#### **COMMENTS:**

### **BOARD OF TRUSTEES RELATIONS LEADERSHIP**

- \_\_\_\_25. keeps trustees informed so they may meet their obligations to the voters.
- \_\_\_\_26. involves trustees appropriately in college affairs.
- \_\_\_\_27. is well prepared for presentations at board meetings.
- \_\_\_\_28. keeps the community apprised of the trustees' concerns for the college.
- \_\_\_\_29. keeps the trustees apprised of the community's concerns for the college.

#### **COMMENTS:**

### **III. PERSONAL LEADERSHIP SKILLS**

- \_\_\_\_30. articulate and accurate in oral and written communications.
- \_\_\_\_31. open to ideas.
- \_\_\_\_32. listens attentively.
- \_\_\_\_33. honest and ethical.
- \_\_\_\_34. respects confidences.
- \_\_\_\_35. reliable and dependable.
- \_\_\_\_36. supportive of others' efforts.
- \_\_\_\_37. motivates others by his commitment.
- \_\_\_\_38. promotes professional growth opportunities for all personnel.
- \_\_\_\_39. sensitive to population diversity in planning for educational programs and college employment.

\_\_\_\_40. resolves conflict expeditiously.

**COMMENTS:**

- IV. What do you consider the President's greatest strength (s)?**
- V. Are there any areas for improvement?**
- VI. If you were President would you make changes? What changes, and how do you believe these changes would improve Temple College?**
- VII. Please add any question you think is appropriate to be considered for inclusion on the next evaluation form.**
- VIII. THANK YOU VERY MUCH FOR YOUR PARTICIPATION. PLEASE RETURN YOUR COMPLETED FORM IN THE ACCOMPANYING ENVELOPE.**

Board Members: Please date and sign your name to this evaluation.

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Name)