

Evaluation – President/CEO Bill Scroggins, Spring 2014

Evaluation Compilation Board of Trustees (7 Responses)			Expectations and/or Objectives			
			Exceeds	Meets	Did not meet	Do not know
Issues						
Institutional Performance						
1		Institution is making progress toward its goals.	5	2		
		Comments: <ul style="list-style-type: none"> I hope Dr. Scroggins will continue to make positive progress with all top management positions (VPs) in place. 				
2		Institution is meeting the legal, prudent, and ethical standards established as policy.	3	3	1	
		Comments: <ul style="list-style-type: none"> I have concerns about certain board member's "conflict of interest" issue. It has negatively impacted the ethical standards of Mt. SAC and its public image. 				
Relationship with the Governing Board						
1		Provides adequate information on College operations and programs.	2	5		
		Comments: <ul style="list-style-type: none"> I believe that Dr. Scroggins is making his best efforts in providing the Governing Board with transparent information; however, providing information in the construction areas needs to strengthen. I appreciate your efforts in the area of transparency. The weekly Cabinet Reports and questions submitted by staff regarding the Board Agenda are very helpful. 				

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Issues			Expectations and/or Objectives			
			Exceeds	Meets	Did not meet	Do not know
2	Provides accurate and complete information on College operations and programs.		2	5		
	Comments:					
	<ul style="list-style-type: none"> Although I believe Dr. Scroggins is making his best efforts in providing the Governing Board with transparent information, I feel some of the construction planning was not timely/fully disclosed. 					
3	Offers professional advice to the Board on items requiring Board action with recommendations based upon thorough study and analysis and sound educational principles.		2	4	1	
	Comments:					
	<ul style="list-style-type: none"> Dr. Scroggins needs to take the certain Board member's conflict of interest issue seriously without further delay. Actions to avoid further tainting the integrity of the Board need to be implemented. The in-depth information you provide for us regarding Board Agenda items about which we have questions informs our decision-making. Thank you. At times I could use additional info/details to help me understand when I ask questions. 					
4	Carries out Board policies in a conscientious manner.		2	5		
	Comments:					
	<ul style="list-style-type: none"> Once the certain Board member's "conflict of interest" is resolved, Dr. Scroggins will be able to carry out Board Policies in a conscientious manner. 					

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Issues		Expectations and/or Objectives			
		Exceeds	Meets	Did not meet	Do not know
5	Seeks and accepts constructive criticism of his work.	1	6		
	Comments: <ul style="list-style-type: none"> Dr. Scroggins appears to be not as defensive of his position. I still hope Dr. Scroggins will be more open-minded to Board members' suggestions and comments. Campus-wide evaluation of your performance shows a willingness to thoughtfully review his approach. I have read your self-evaluation very carefully and find it to be a comprehensive review of the past year and an exciting projection for the future. Graciously accepts the Board's disagreements with agenda recommendations. 				
6	Supports Board policy and actions to the public and staff.	3	3	1	
	Comments: <ul style="list-style-type: none"> The unresolved issue of a certain Board member's conflict of interest position hinders the outlook of Dr. Scroggins' support of Board policy and actions to the public and staff. Has done a great job regarding the parking structure issues. 				
7	Communicates with the President of the Board and other members of the Board quickly and in a proper forum.	3	3	1	
	Comments: <ul style="list-style-type: none"> Dr. Scroggins shows his conscientious efforts in this area. Appears to but I don't have personal knowledge about much of his communication with the board president and other trustees. 				

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Issues		Expectations and/or Objectives			
		Exceeds	Meets	Did not meet	Do not know
8	Accurately represents the position of the Board in public statements.	3	3	1	
	Comments: <ul style="list-style-type: none"> There is room for improvement in this area. I would like to encourage the CEO to make an effort to acknowledge the presence of Board members in public. I found he is very weak in this area. This suggests a lack of respect and provides a negative image of the CEO/Board relationship. I appreciate your willingness to meet with members of the Walnut community regarding the parking structure. Statements published in local press and made at public forums have been accurate. 				
9	Communicates directly with Board members to resolve any differences of opinion.	2	5		
	Comments: <ul style="list-style-type: none"> I am pleased to learn Dr. Scroggins' communication style and philosophy with the Board, particularly during the off-duty hours, is in conformance with former CEOs I have worked with. 				
10	Fosters Board teamwork and common purpose.	3	4		
	Comments: <ul style="list-style-type: none"> Dr. Scroggins' assistance from the entire Board is needed in this area under the new structure of the Board from five members to seven members. Your leadership in working with our new Board members to effectively integrate them into our Team is much appreciated. Your forthright discussion with Ms. Santos regarding her dogged determination to serve on two school boards at the same time was helpful. Yes, but there have been times when Board members 				

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	Exceeds	Meets	Did not meet	Do not know

		are at an event and not introduced, even when most everyone else had been.				
State, Public, and Community Relations						
	1	Ensures that College programs responsibly meet changing social and economic needs in the community.	2	5		
		Comments: <ul style="list-style-type: none"> Dr. Scroggins is very much aware of the social and economic needs of the community by getting involved with organizations at the local level. I would like to encourage Dr. Scroggins to balance the resources among communities in the Mt. SAC District. 				
	2	Communicates the state of the College to community groups/individuals, state agencies, and state offices in an honest and positive manner.	6	1		
		Comments: <ul style="list-style-type: none"> Dr. Scroggins has the capability and expertise in this area. Thank you for your outreach to city and state elected officials. 				

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		Exceeds	Meets	Did not meet	Do not know
3	Encourages community involvement in and contribution to College activities.	3	3	1	
	Comments: <ul style="list-style-type: none"> The Mt. SAC Foundation is still in the “developing” stage. Its director has been in position for awhile; it is time to see some positive results for the benefit of the College and our students. CEO needs to direct the Foundation director to recruit Board members with passion for Mt. SAC, not just to place their names on their resumes. The recruitment guideline needs to provide to each Board member for recommending candidates. Your support of the Foundation and the effective work of Bill Lambert have been a real asset in continuing to build the Mt. SAC Foundation. Although many benefit from opportunities for community involvement, there’s room to improve community involvement in College activities because many in the community are not involved and are unaware of the opportunities. 				
4	Works to develop good relations with the news media and other public relations vehicles within the community.	2	4	1	
	Comments: <ul style="list-style-type: none"> Dr. Scroggins needs to be more mindful of individual divisions handling their own media/press conferences and social events to avoid jeopardizing Mt. SAC’s image. 				
5	Works effectively with local public and private agencies.	2	5		
	Comments: <ul style="list-style-type: none"> The effectiveness in this area still needs time to be measured. 				

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6	Represents needs of the College to appropriate federal and State-level agencies.	5	2		
	Comments: <ul style="list-style-type: none"> Dr. Scroggins has been doing well in this area based on his expertise. Your work with CCLC and AACC as well as the SGVEP continues to benefit Mt. SAC. Accreditation commissions take time away from the College, but are a good thing in moderation. 				
7	Encourages involvement from and respects all constituencies, and gives issues a fair consideration.	2	5		
	Comments: <ul style="list-style-type: none"> Dr. Scroggins needs to continuously make a special effort to demonstrate inclusiveness. His open office hours is a good tool. I believe that Classified employees see much more included in campus life, and this is a result of your efforts. Completion of the Classification study is commendable. 				
8	Encourages and assists colleagues with the community and College system.	2	4		1
	Comments: <ul style="list-style-type: none"> Dr. Scroggins' assistance of neighboring colleges in accreditation preparation is commendable. 				
9	Exemplifies the values of the College in his personal and professional lives.	3	3		1
	Comments:				

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10	Is informed about developments in education and, particularly, community colleges.	7			
	Comments: • This is one of Dr. Scroggins' strengths.				
Faculty, Staff, and Administrative Relations					
1	Develops and executes sound personnel procedures and practices.	2	5		
	Comments: • With the HR VP on board, I hope the subject areas can be strengthened. • Congratulations on the hire of James Czaja as our new VP of Human Resources.				
2	Encourages good staff morale and loyalty to the organization.	2	5		
	Comments: • It appears that the campus morale is good. • Campus-wide Wellness Program is a great idea.				
3	Treats all personnel fairly, without favoritism or discrimination.	2	4		1
	Comments: • I have not heard any negative comments in this area.				
4	Delegates authority to staff members appropriate to the position each holds.	2	5		
	Comments: • It appears there is a clear understanding between Dr. Scroggins and his cabinet.				

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			Exceeds	Meets	Did not meet	Do not know
5	Encourages participation of appropriate staff members and groups in planning, procedures, and policy interpretation.		2	5		
	Comments:					
	<ul style="list-style-type: none"> I have not heard any negative comments in this area. Cabinet and Academic Senate groups afford participation by many staff members in planning. 					
6	Exercises good judgment in dealing with sensitive issues between people and groups.			7		
	Comments:					
	<ul style="list-style-type: none"> It appears that Dr. Scroggins has found the “Mt. SAC Way” is more comprehensible. “Empathy” is needed when dealing with sensitive issues. 					
7	Gives recognition due to staff, faculty, and administrative accomplishments.		4	3		
	Comments:					
	<ul style="list-style-type: none"> I am pleased to see evidence of Dr. Scroggins’ efforts in this area. Presidential Awards – a good idea. 					
8	Provides leadership in implementing an evaluation process for members of the College team.		1	4		2
	Comments:					
	<ul style="list-style-type: none"> With all the VPs in place, I hope a fair and effective evaluation system will be established for the members of the College team. 					

Issues			Expectations and/or Objectives			
			Exceeds	Meets	Did not meet	Do not know
9	Provides leadership in developing a recruiting and hiring process which results in employing highly qualified personnel who meet the needs of the students.		4	3		
	Comments: <ul style="list-style-type: none"> With the evidence of numerous recent personnel changes, it appears this area has a “promotion within” system in place within the campus community. The addition of Irene Malmgren as VP of Instruction is an important accomplishment. 					
10	Provides leadership for the professional development of College staff.		1	6		
	Comments: <ul style="list-style-type: none"> With or without the budget constraints, Dr. Scroggins and his cabinet need to plan the professional development programs which are cost-effective. 					
11	Represents the interests of the District fairly and forthrightly in collective bargaining.		3	4		
	Comments: <ul style="list-style-type: none"> I believe Dr. Scroggins and his negotiation teams have demonstrated the utmost professional manner in this area. I wonder about CSEA recent gripes. 					

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Institutional Leadership						
1	Possesses a vision, assists the Board in establishing goals for the District, and provides leadership for others to progress toward the vision and goals.	5	1	1		
	Comments: <ul style="list-style-type: none"> Dr. Scroggins used to work well with the Board in this area. Unfortunately, Dr. Scroggins' best efforts are hindered by the unresolved issue of a certain Board member's conflict of interest issue. The ethical standard of the Governing Board is questionable. 					
2	Solicits and fosters support for ideas and change within the District.	2	5			
	Comments: <ul style="list-style-type: none"> I am glad to see that Dr. Scroggins maintains a regular open-door policy for discussions; however, more communication is needed in the construction projects. 					
3	Communicates well the state of the College and specific positions of the District with faculty, staff, and students.	3	4			
	Comments: <ul style="list-style-type: none"> Dr. Scroggins' Cabinet Notes is a good tool. 					
4	Promotes esprit de corps and group identity within the campus community.	3	4			
	Comments: <ul style="list-style-type: none"> I have not heard any negative comments in this area. Witnessing many of Dr. Scroggins' presence at many of the events, I believe he is making his best effort in this area. 					

Issues		Expectations and/or Objectives			
		Exceeds	Meets	Did not meet	Do not know
5	Willingly discusses the rationale of leadership's actions and decisions.	2	5		
	Comments:				
	<ul style="list-style-type: none"> Dr. Scroggins appears to have an open-communication channel in this area. Open office hours and classroom visits show interest and open communication. 				
6	Maintains and supports the value of excellence and quality within the institution.	5	2		
	Comments:				
	<ul style="list-style-type: none"> With all the awards received by students, faculty, and staff, I believe Dr. Scroggins is very supportive regarding the value of excellence and quality within the institution. 				
7	Understands state trends and decisions and keeps others informed of their impact on the College.	7			
	Comments:				
	<ul style="list-style-type: none"> Dr. Scroggins is very knowledgeable in this area. I am glad he prioritized his involvement at the national and state level without neglecting his duties as the College CEO. 				
8	Understands and keeps informed about cogent aspects of College programs.	7			
	Comments:				
	<ul style="list-style-type: none"> With Dr. Scroggins' involvement at the national and state level, he is doing well in this area. 				

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9	Encourages and promotes long-term planning consistent with institutional needs.	5	2		
	Comments: <ul style="list-style-type: none"> I am confident that Dr. Scroggins and his cabinet have plans for this area. With less financial pressure, I hope that Dr. Scroggins will provide the Board an updated long-term plan in this area. I like your ideas (dreams) of facilities plans – 15 years out. 				
10	Works to empower those within the College to achieve goals and objectives and develop their potential and supports them in their efforts to accomplish agreed-upon changes.	1	4		2
	Comments: <ul style="list-style-type: none"> I am confident that Dr. Scroggins is making his best efforts in this area. 				
11	Promotes curricular changes in response to student and community needs and interests.	3	4		
	Comments: <ul style="list-style-type: none"> I am confident that Dr. Scroggins is making his best efforts in this area. I hope he will have an open mind for the needs of students and community when restoring the programs. 				
12	Identifies and analyzes problems and issues confronting the institution and recommends and implements appropriate changes and directions.	4	3		
	Comments: <ul style="list-style-type: none"> I am glad that Dr. Scroggins is addressing issues and problems effectively. 				

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13	Provides for involvement of students in decision-making with affects them.		7		
	Comments:				
Personal Qualities					
1	Is well organized and efficient in accomplishment of objectives.	5	2		
	Comments: <ul style="list-style-type: none"> It appears that Dr. Scroggins is prioritizing his daily tasks and involvement with other organizations to achieve objectives. 				
2	Is willing to re-evaluate and re-make decisions, if necessary.	1	6		
	Comments:				
3	Promotes participation and exhibits respect for all groups in the decision-making process.	1	6		
	Comments:				
4	Encourages the development of ideas and open communication within the College community, including students.	2	5		
	Comments:				

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			Exceeds	Meets	Did not meet	Do not know
	5	Maintains high standards of ethics, honesty, and integrity in all personal and professional matters.	2	5		
		Comments:				
	6	Maintains his professional development.	3	4		
		Comments:				
	7	Demonstrates accuracy and clarity in written and verbal modes.	4	3		
		Comments: <ul style="list-style-type: none">Writes clearly and succinctly in communicating both within the College and for the general public.				
	8	Shows sensitivity to those affected by decisions.		6		1
		Comments:				
	9	Makes sound, logical decisions, even under stress.	2	5		
		Comments:				
Budgetary and Fiscal Management						
	1	Provides sound fiscal management including the ability to address budgetary matters in a way that achieves more efficient and effective use of resources.	4	3		
		Comments:				

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		Exceeds	Meets	Did not meet	Do not know
2	Develops and supports appropriate strategies for attracting funds to the institution.	3	3	1	
	Comments:				
	<ul style="list-style-type: none"> There is more work that needs to be done, particularly the performance of the revamped Mt. SAC Foundation. Example – Proposition 39. 				
3	Comprehends and evaluates fiscal and budgetary matters and provides concise analyses of financial standing.	5	2		
	Comments:				
	<ul style="list-style-type: none"> I am glad to see the assistance from Fiscal Services staff in this area. 				
4	Possesses good understanding of the institution's financial needs and communicates them clearly.	4	3		
	Comments:				
5	Promotes greater College-wide understanding of finance as it affects the institution.	3	4		
	Comments:				
6	Relates the budget priorities to the College Mission, Goals, and long-range planning.	3	4		
	Comments:				

Personal Qualities		
	1	<p>What accomplishments are especially noteworthy?</p> <ul style="list-style-type: none"> • All the awards received by students, faculty, and staff. I believe that Dr. Scroggins is very supportive regarding the value of excellence and quality within the institution. • Ongoing financial stability. • Hiring of top quality VPs and Directors. • Implementation of the Lease-Leaseback system in facilities planning. • Revitalization of the Foundation. • Assistance in the integration of two new Trustees to the Board. • Success in conclusion of union negotiations and good ongoing relations with all employee groups. • The successful conclusion of negotiations with the Faculty Association and CSEA 262. • Prudently managing our enrollment growth to capture additional ongoing revenue. • The improved reliability of data information as a tool for enrollment management. • The successful recruitment of key executive and other administrative positions. • Maintaining a campus climate that is positive and advances the upbeat Mt. SAC atmosphere and attitude. • The College has made great strides in moving forward with the facilities master plan and all the projects slated for the upcoming years. • New executive cabinet members and two new board members have added new elements to the College's governance and administrative team. • Progress is increasing enrollment and growth. • Student Success Act and preparation for changes were well planned. • The College is fiscally strong and has maintained a good reserve; surviving the difficult economic years. • Mt. SAC engagement related to statewide initiatives and programs. • Progress continues in construction, in particular stadium renovation, even with "bumps" (Parking, Child Care Center) along the way. • Implementation of student success programs, strategies, and services. • Collective bargaining, even with some dissatisfaction (one unit). • Under Dr. Scroggins' watch, Mt. SAC is achieving many state and national awards and winning many national competitions. • Has successfully completed union contract negotiations with all three unions on time. • Has steadily improved his working relations with other campus leaders and stakeholders. • Has established a very positive image for himself and the College in San Gabriel Valley communities and organizations.

		<ul style="list-style-type: none">• Is gradually restoring the College's financial stability.
2		<p>What specific tasks or programs need to be addressed in the next 12 months?</p> <ul style="list-style-type: none">• The GED testing site to be in place to measure the success of our GED program.• The relationship with the Walnut community can be resolved satisfactorily before the construction of the parking structure.• The planning of the 2+2+3 program to take place.• The initiation of the baccalaureate degree program.• Restoration of the Mt. SAC ethical standard and the positive public image of Mt. SAC's Governing Board.• The improvement of the Mt. SAC Foundation including its leadership and its Board members.• Completion of the goals set forth in the President's Self-Evaluation.• Reinstitution of the President's Circle.• As always, the issue of dealing with our budget deficit is important as driven by a slowly recovering State budget.• Managing the various Facilities projects in a manner that is within budget, efficient, meets campus needs, and considers community impact.• Carefully weighing the benefits and potential challenges of increasing international students as a potential English Language Training Program is considered.• Advancing Mt. SAC Foundation's fund-raising efforts.• Changes to the FAA requirements mean we need more advocacy to regain our wonderful Aviation program.• The parking structure project will be challenging to complete, and continued updates to the community will be needed.• Growth models will require us to reach farther to attract more students while, at the same time, being careful not to infringe on privacy of local residents.• Challenges of State budget requirement to increase the contribution toward employee retirement pension.• Even if there is no push to establish off-campus sites, it is a good idea to explore possibilities.• Continue efforts to draw in College financial (Foundation) support.• There have been times when Board members are at an event and not introduced, even when most everyone else had been.• Resolving/prevailing on community issues regarding the proposed parking structure.• Staying the course and accomplishing short- and long-term plans/goals.• Smoothing over CSEA relationship.• We need to make sure Mt. SAC is getting its fair share of State grant money.

		<p>e.g., adult education money.</p> <ul style="list-style-type: none">• We need to ensure Mt. SAC is included in all selections of elite colleges, the 20 community colleges selected for the fast-track law program.• We need to raise more private money.• We need to complete the reclassification project.
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