

# Grand Rapids Community College Board of Trustees Annual Evaluation of President Dr. Charles W. Lepper, PhD.

May 31, 2023

The Board of Trustees of Grand Rapids Community College (**GRCC**) hereby presents the community with its 2023 performance evaluation of GRCC President Dr. Charles W. Lepper. The Board notes that, at the time of this annual review, Dr. Lepper is 20 weeks into his role as GRCC President.

The Board evaluates the president within the following parameters:

- Dr. Lepper’s contract with the Board of Trustees which requires the Board to evaluate the College President at least once annually on or before May 31;
- The GRCC Strategic Plan as approved by the Board; and
- Five Board Policies: “Monitoring Executive Performance;” “Vision/Future,” “Treatment of People,” “Financial Condition,” and “Emergency Executive Succession.”

Under the Strategic Plan extended by the Board through 2028, Trustees approved the five **Strategic Goals** of the College:

1. Teaching and Learning
2. Completion and Transfer
3. Equity
4. Community Impact
5. Infrastructure and Sustainability

These Strategic Goals connect to seven critical college characteristics the Board identified in its **Monitoring Executive Performance** Policy. We use these seven characteristics as a guide for Dr. Lepper as he navigates the College through a rapidly changing environment into a flourishing future.

- We are a learning college with a clear focus on teaching and learning.
- We are a collaborative college built on a culture of trust-in relationships and partnerships.
- We are a college that demonstrates excellence and equity.
- We are a college committed to be accessible to all.
- We are a college that uses a systems thinking framework for all planning and decision making.

- We are a college where senior leadership creates a culture of improvement using data-supported processes and procedures to drive high levels of student success and optimal organizational performance.
- We are a college with strong academic program and/or financial partners within K-12, business, government, and the philanthropic communities.

## **Work to advance and maintain the Five Strategic Goals and seven critical characteristics**

Through his multiple meetings and relationship building with a wide range of stakeholders on and off the College campus, his presence at a wide range of community events, and his ongoing exploration of partnerships with regional employers to explore tailored workforce development synergies to date, Dr. Lepper is effectively meeting all Board expectations for effective leadership toward the Five Strategic Goals and seven critical characteristics. The Board values Dr. Lepper's willingness to act as a leader and a team player as befitting a given set of circumstances and his skill at keeping Board members apprised of his work on toward the Strategic Goals.

## **Executive Limitations Policies**

The **four Executive Limitation Policies** set boundaries on the college president, articulating what they may not permit: "Vision/Future," "Treatment of People," "Financial Condition," and "Emergency Executive Succession." It is the consensus of the Board that President Lepper has effectively complied with all four Executive Limitations Policies.

## **Conclusion**

President Lepper has effectively met all Board expectations in his first twenty weeks. The Board looks forward to continuing its work with him.