

## **Policy on the Review and Self-Evaluation of a Trustee**

### Purpose:

The commitment and performance of those who serve as a member of the Board of Trustees are essential to the continued vitality and strength of County College of Morris. A periodic review of Trustees who are eligible for reappointment is an important part of assessing the commitment and performance of Trustees and gives the Trustee an opportunity to assess his/her ability and desire to continue as a Trustee.

### Process:

The Committee on Organization, Bylaws, Planning & Nomination will be responsible for coordinating the Trustee evaluation process. The performance of individual Trustees will be evaluated formally at least every four years near the conclusion of a Board member's term. The evaluation process will be based on the Trustee self-evaluation and other factors including attendance at Board and committee meetings, participation in fundraising activities, and other examples of involvement and commitment to the College and Trusteeship.

### Steps in the evaluation process:

1. In June of a Trustee's last year of a term, the Chair of the Committee on Organization, Bylaws, Planning & Nomination will ask the incumbent Trustee if he/she wishes to be considered for reappointment to another four-year term.
2. A Trustee who wishes to be considered for reappointment will be asked to complete a confidential self-evaluation. The self-evaluation asks the Trustee to assess his/her service on the board in relation to the Statement of Trustee Responsibility. The self-evaluation would be completed and returned to the Chair of the Committee on Organization, Bylaws, Planning & Nomination.
3. The self-evaluation and other relevant information related to the Trustee's commitment and performance will be reviewed by the Committee on Organization, Bylaws, Planning & Nomination, the Board Chair, and the President. Incumbent trustees who are candidates for reappointment shall not participate in the Committee's review of self-assessment data and leadership input.
- 4.A. For Trustees appointed by the Board of Chosen Freeholders, if a Trustee wishes to be considered for reappointment to another four-year term, the Board of Trustees may provide the Trustee Search Committee and the Freeholder Board with relevant information concerning the Trustee's service and commitment.
- 4.B. For Trustees appointed by the Governor, if a Trustee wishes to be considered for reappointment to another four-year term, the Board of Trustees may provide the Governor with relevant information concerning the Trustee's service and commitment in accordance with the Policy on Recommendation of Trustee Appointments.