

Glendale Community College
Board Members' Evaluation of Superintendent/President
Spring 2025

Response Scale for All Items

- 5 - Excellent
- 4 - Very Good
- 3 - Satisfactory
- 2 - Needs Improvement
- 1 - Unacceptable

Number of Responses: 5 (of 5 invited)

A. Relationship with the Governing Board	Average Response (1 to 5 Scale)
1.Appropriately engages the board in setting the district’s policy direction	4.6
2.Provides accurate and sufficient information for board fulfilment of its policy and oversight responsibilities	4.8
3.Offers professional advice to the board on items requiring board action, with recommendations based on thorough study and analysis and sound educational principles	4.8
4.Interprets, executes, and supports the intent of board policy and actions to the public and staff	5.0
5.Communicates with the board president and members of the board in a timely manner	5.0
6.Treats board members fairly and equally	4.2
7.Has a harmonious working relationship with the board	5.0
8.Provides support for board teamwork and effectiveness	4.6
9.Promotes and supports board education and development	4.6
10.Provides support for appropriate board roles in the community	4.4
B. Educational Leadership	Average Response (1 to 5 Scale)
1. Effectively articulates and communicates the vision, mission, and values of the college	5.0
2. Promotes student learning and student-centered operations as fundamental to the college mission	4.8
	5.0
3. Is knowledgeable about key aspects of the college’s educational programs and services	
4. Provides leadership to assure that the educational programs and services respond to student and community needs and interests	4.6
5. Encourages and promotes comprehensive planning and implementation	4.8
6. Assures an effective system for monitoring, assessing, and improving institutional effectiveness in promoting student access and success.	4.8
7. Ensures the college meets or exceeds accreditation eligibility requirements, accreditation standards, and commission policies	5.0
8. Encourages the development of ideas, initiative, creativity, and open communication within the college community	4.4
9. Facilitates and provides leadership for participation in decision-making by faculty, staff, and students	4.6

C. Human Resources and Employee Relations	Average Response (1 to 5 Scale)
1.Provides leadership for developing and implementing sound personnel procedures	4.8
2. Provides leadership in assuring a recruitment and hiring process which results in employing highly qualified and diverse personnel	4.6
3. Treats all personnel fairly, without favoritism or discrimination	4.6
4. Exhibits respect for all constituencies and gives their issues fair consideration	4.4
5. Recognizes staff, faculty and administrative accomplishments	5.0
6. Represents the interests of the district fairly and forthrightly in collective bargaining	5.0
7. Assures the safety and security of all employees.	5.0
D. Fiscal and Facilities Planning and Oversight	Average Response (1 to 5 Scale)
1.Provides leadership for the development of a budget based on informed projections of revenues and expenditures and that furthers the college mission and plans	5.0
2. Provides leadership for sound fiscal management practices and procedures	4.8
3. Provides leadership for and supports appropriate strategies for attracting funds to the institution through grants and the work of the foundation	5.0
4. Provides leadership for the development and implementation of planning for short and long-term facilities needs	5.0
E. Community, State, and Public Relations	Average Response (1 to 5 Scale)
1. Maintains positive relationships with community, business and civic leaders in representing the college	5.0
2. Presents the needs of the college to appropriate federal, state, and local officials and agencies	5.0
3. Provides leadership for positive relations with the media	4.8
F. Personal Qualities	Average Response (1 to 5 Scale)
1.Is well-organized and efficient in accomplishment of objectives	5.0
2.Maintains high standards of ethics, honesty and integrity	4.8
3.Supports and fosters appreciation for diversity	5.0
4.Shows sensitivity and respect for others	4.8
5.Facilitates cohesiveness and team-building among those with whom he works	4.6
6.Effectively communicates verbally and in written form	5.0
7.Is skilled at analyzing and addressing problems, challenges and conflicts	4.8
8.Accepts responsibility for and is accountable for own decisions	4.6
Overall Performance	Average Response (1 to 5 Scale)
	4.8

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COMMENTS

Relationship with the Governing Board

Item #10. Needs refinement as we rarely go with Dr. Cornner to meet with external constituency groups nor with their representatives to discuss college pertinent issues. The invitation and information should be made available to all board members prior to their occurrences; irrelevant of the fact that they may not attend. I don't think community members understand our board roles.

Dr. Cornner works very effectively with the Board. He is responsive and provides accurate information and feedback. He is exceptionally knowledgeable of community colleges and state issues.

Needs to effectuate the proper protocols in respect to board roles.

Dr. Cornner provided support, and his overall experience working with the board's leadership structure has been excellent. Because of unforeseen natural disasters and changes in national policy, we have worked very closely to ensure we are aware of the protocols and risk areas.

Educational Leadership

Item 4. How do we know what the needs of our communities' are, in order for us to respond appropriately? Have we asked? What about students' needs?

While Dr. Cornner meets and exceed the above statements, he could sharpen his listening skills. He is so excited about sharing his visions that on occasions he doesn't hear the feedback from staff and faculty.

Dr. Cornner is making significant progress in having staff and faculty leadership engage and actively participate in decision-making and comprehensive planning for the college. It's been challenging with last year's (2024) retirement of 76 staff. With new employment hires, this has been an opportunity to implement innovative programs and systems to further the growth of cohesive student-centered educational and employment goals.

Human Resources and Employee Relations

Many of the items in this section are usually unknowns to the board members, unless issues are specifically discussed. With the leadership of Dr. Cornner and the excellent HR skills of Dr. Grimes, this department is running smoothly, finally, and excelling.

There could be better oversight of the HR division. Dr. Cornner could spend more time listening to employees which translates to respect. He has exhibit growth in this area, but it's a continuous challenge. He is so exited about his initiatives and works so hard to implement them that he sometimes forgets to illicit feedback.

Fiscal and Facilities Planning and Oversight

Excellent!

Dr. Cornner has does an outstanding job of attracting strategic partnerships and funds from community and state agencies.

Over the past three years, Dr. Cornner has made significant strides in aligning our financial management practices to meet state requirements, adhere to internal business protocols, and establish robust guardrails. These efforts have ensured the College can address immediate operational needs and long-term facility goals. The successful passing of the GCC Bond measure is a remarkable achievement, providing vital support for the facility needs across all three of our

Community, State, and Public Relations

Item 3. Needs attention due to new personnel. We should not feel obligated to continue with some of the previously implemented unsuccessful ideas. (My opinion)

Not only has Dr. Cornner done a marvelous job of working with the community and state agencies, he has also encouraged all constituent groups to join him in lobbying for GCC initiatives.

Personal Qualities

Communication with board members; coming out of Dr. Cornner's office, should be better organized and more timely. Routine items should be streamlined, such as a board calendars. Perhaps more current staff development is needed for better preparation of office procedures.

Dr. Cornner needs to continue to prioritize college initiative to not create burnout of college staff and faculty. However, the Board continues to be very pleased with his performance and proud that Dr. Cornner is our Superintendent /President. He is a very hard worker and puts the needs of the college as his priority — many times above other areas of his life.

Dr. Cornner exemplifies outstanding leadership through his attentiveness and responsiveness to inquiries and concerns about the College and the broader community. His dedication to students, faculty, and staff is evident in every interaction, reflecting a deep commitment to their success and well-being. Beyond his professionalism, Dr. Cornner's pleasant sense of humor fosters a welcoming and approachable environment, and his energy and forward thinking make him a respected presence within the College community.

Overall Performance

We are very fortunate to have you as our Superintendent/President! Thank you Dr. Cornner

I am eager to implement the GCC facilities bond, which will enhance our performing arts programs and establish a state-of-the-art conference center, welcoming an even greater segment of our community to campus. I am also excited to continue strengthening our workforce and leadership programs, fostering growth and success for the GCC family.