

**Eastern West Virginia Community & Technical College
Board of Governors
Policy No. BP-5.16**

Title: Employing and Evaluating Presidents

SECTION 1: General.

- 1.1. Scope. – Policy establishing guidelines for the governing board of Eastern West Virginia Community and Technical College (or “the College”) to use in employing and evaluating Presidents
- 1.2. Authority. -- West Virginia Code §18B-2B-6, 18B-1B-6.
- 1.3. Effective Date. – 04/24/2019

SECTION 2: Presidential Search

- 2.1. Upon the occurrence of a vacancy in the position of president at the College, the governing board of the institution shall undertake a search for a new president. The governing board is responsible for the search, both procedurally and financially. The governing board shall adopt a procedure, consistent with this rule, governing the search. The procedure shall require, at the least, that:
 - 2.1.1. A statement of characteristics and qualities which the new president should possess shall be adopted by the governing board and utilized in soliciting and evaluating the candidates.
 - 2.1.2. If a search committee is appointed, it shall include representation of faculty, students, and staff, and other constituencies of the institution. The number and consistency of the membership of the committee shall be at the discretion of the governing board.
 - 2.1.3. A position announcement shall be prepared detailing the characteristics and qualities sought in a new president and distributed to appropriate newspapers and other media sources, heads of higher education associations and organizations, and other appropriate individuals for the purpose of advertising the position.
 - 2.1.4. Interviews with the finalists, as determined by the governing board, shall be conducted on campus and, during the campus visits, students, classified employees, non-classified employees, faculty, campus administrators, community leaders, alumni, and other individuals shall be invited to meet with the candidates and their comments shall be solicited by the governing board.
 - 2.1.5. Background checks may be conducted on each candidate prior to interviewing with the search committee or governing board. Background checks should be

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conducted on finalists prior to any campus visit made at the invitation of the search committee or governing board and shall be conducted before any final selection by the search committee or governing board. On-site visits to the candidates' current and past places of employment may be conducted and are recommended for the final candidates. Standard industry practices shall be utilized in conducting background checks and, at a minimum, shall include confirmation of degrees and past employment, and criminal and credit checks.

- 2.2. Candidates may be considered through their own application or by nomination.
- 2.3. Members of the governing board, or any search committee appointed, may not provide information about the names or backgrounds of any candidates without their consent to anyone who is not a member of the governing board or search committee or authorized agents or staff. When candidates are invited to a preliminary interview with the search committee, they shall be notified of the conditions under which confidentiality may be waived as to background checks and that in the event they are invited for a campus interview, their names and backgrounds shall be publicly released at the time they accept an invitation for a formal campus visit.
- 2.4. At the request of an institution, the West Virginia Council for Community and Technical College Education (or "the Council") may provide the governing board with staff assistance to manage the search process, or the governing board may enter into a contract with a consultant or executive search firm to identify potential candidates in addition to those who have applied or been nominated or to assist in the search.
- 2.5. The governing board shall confer with the West Virginia Community and Technical College System Chancellor (or "the Chancellor") and agree to a method and process for Council members to interview the finalists when brought to campus, or the Council may schedule its own interviews with the finalists before approving the final selection of a president. The agreed upon process shall not permit Council members to serve on the institutional presidential search committee. The governing board, or any search committee appointed by it, shall promptly transmit to the Chancellor a copy of the procedure adopted to govern the search and provide agendas and minutes of meetings involving the search.
- 2.6. Terms of compensation and contracts discussed with or offered to candidates shall be consistent with the sections of this rule regarding presidential compensation and contracts.
- 2.7. Interim presidents appointed by the governing board shall be approved by the Council.
- 2.8. The governing board has the authority to accept a proposed emergency succession plan to assign the designation of interim president in the event of an unplanned immediate vacancy of the presidential role. The President will present the emergency succession plan to the governing board annually, prior to the end of the fiscal year.

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SECTION 3: Presidential Contracts.

- 3.1. The governing board, under the jurisdiction of the Council, shall receive the approval of the Council of the total compensation package from all sources for a president when the president is initially hired and for any subsequent changes in the total compensation package.
- 3.2. The President is considered a will and pleasure employee of the governing board unless that status is specifically altered by the president's letter of appointment or contract. Presidential contracts exceeding a term of one year shall conform to the following:
 - 3.2.1. An initial offer of employment as President, or guarantee of employment in that or another position, may not exceed two years. After the initial contract, the governing board may offer contracts of up to five years. A president assigned to an alternative position during a guaranteed term of employment shall perform substantive duties on behalf of the institution in order to collect his or her salary.
 - 3.2.2. All contracts with a term greater than one fiscal year shall be conditioned upon availability of funding.
 - 3.2.3. The governing board may agree to reasonable notice of the intent not to renew a contract. It is recommended that such notice not exceed one year, but may be increased up to two years after five years of service by the president.
 - 3.2.4. All contracts with a commitment of continued employment must provide that the president may be discharged for "cause" and that such a discharge nullifies any commitment to continued employment. "Cause" includes, but is not limited to, official misconduct, incompetence, neglect of duty, gross immorality, malfeasance, misfeasance, insubordination, and acts of commission or omission in violation of the governing board's directives or policies.
- 3.3. Provisions in contracts existing on the effective date of this rule that are inconsistent with this rule may remain in effect at the discretion of the governing board unless the provisions are in violation of statute.

SECTION 4: Compensation.

- 4.1. The total compensation of the President, from all sources, shall receive prior approval of the Council. Forms of compensation which require prior approval include: annual salary derived from whatever funding source, deferred compensation, and housing or vehicle allowances. The governing board may require approval of other compensation such as non-state funded discretionary funds, compensation from other employment or for service on a corporate board of directors, and payment of dues or assessments for

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membership in non-professional related clubs or associations. Any such compensation received shall be reported to the Chancellor. If approval of deferred compensation is being sought, the institution shall submit an actuarial report to the Council detailing the present cash value of the deferred compensation and conditions for eligibility or receipt of the deferred compensation.

- 4.2. The total salary from all funding sources for the president should be based on a comparison of the presidential salaries at comparable institutions as reported by the College and University Professional Association for Human Resources (CUPA-HR), and should be between the salary listed for the 20th percentile and that listed in the 80th percentile. If the governing board wishes to pay a Presidential salary in excess of the 80th percentile, it shall submit a detailed rationale to the Council justifying the action. Other national data sources may be utilized by the governing board, as appropriate, to establish salary ranges.
- 4.3. A percentage presidential salary increase in excess of the average percentage salary increase for all personnel at that institution within the last calendar year may be approved only if a detailed rationale of its governing board justifying the increase is submitted to the Council.
- 4.4. Housing allowances granted to a president not provided housing by the institution may not be considered as part of the Presidential salary for the purposes of Section 4.2 above.
- 4.5. The Chancellor annually shall make available to the governing boards the most recent CUPAH or other comparable national data applicable to their institutions.

SECTION 5: Presidential Evaluation.

- 5.1. The governing board shall conduct a formal and structured written performance evaluation of the institution's president every third year of the president's employment. The president's performance shall be evaluated in relation to the duties and responsibilities assigned the president by the governing board, the success of the institution in meeting each requirement of its institutional compact, and any other criteria previously established by the governing board.
- 5.2. The governing board shall appoint a committee of its own members, a visiting team, or any combination thereof, and utilize institutional personnel, including faculty, staff, and students, and persons who are knowledgeable of higher education matters who are not otherwise directly employed by a governing board to assist in its evaluation of the President.
- 5.3. The governing board committee, visiting team, or other body chosen by the governing board, shall visit the campus to receive the views of the president, governing board members, administrators, faculty, classified employees, non-classified employees, students, alumni, and community leaders. A schedule of interviews, meetings, and open

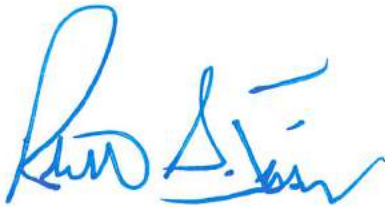
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forums that will assure a careful assessment of leadership and condition of the campus shall be arranged.

- 5.4. The governing board shall use the report of its committee, visiting team, or other body chosen by the governing board to assist in its own written evaluation of the President. The governing board's evaluation shall be reported to the President, the Chancellor, and the Chair of the Council.
- 5.5. The Chancellor shall provide the governing board, upon request, with evaluative tools, guidelines, and procedures recommended for the assessment and evaluation of the President and provide any assistance requested by the governing board in performing the evaluations set out in this rule.
- 5.6. The governing board shall conduct a written evaluation of the President at the end of the initial contract period. In addition to the formal and structured evaluation every three years and at the end of the initial contract period, the President shall receive a written yearly evaluation in a manner and form decided by the governing board.



Robert Tissue, Board of Governors Chair

4/24/19

Date

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Eastern West Virginia Community and Technical College

Effective: 4/24/2019
Prior Effective Dates: None
Related Policies and Procedures: BP 5.16 Employing and Evaluating Presidents

Emergency Executive Succession Plan

To protect the College and its Board from the sudden loss of presidential services, the President will have no fewer than two other executive staff members familiar with Board and presidential issues and procedures. The policy also calls for the President to present to the Board of Governors annually, prior to the end of the fiscal year, a recommended line of interim leadership.

To that end, the recommended line of interim leadership is as follows:

- Dean of Teaching and Learning
- Executive Dean of Administrative Services

Impact on students and student learning: No direct impact on students or student learning. Having a succession plan in place will ensure that college operations proceed as normal in the event of an emergency.

Implications for the budget, personnel, or other resources: Personnel and resources would be shifted as necessary based upon the circumstances.



Robert Tissue, Board of Governors Chair

April 24, 2019

Date

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