

## **GLENVILLE STATE COLLEGE POLICIES**

### **PERSONNEL POLICY 23**

#### **GUIDELINES FOR EMPLOYING AND EVALUATING THE PRESIDENT AT GLENVILLE STATE COLLEGE**

##### **23.1. General**

1.1. Scope – This rule establishes guidelines for the Glenville State College Board of Governors to use in employing and evaluating presidents or other administrative heads of the institution.

1.2. Authority - W. Va. Code §§ 18B-1-6, 18B-1B-4, 18B-1B-6, and 18B-1B-7

1.3. Effective Date – April 21, 2020

1.4. Revision of Former Policy - Repeals and replaces Series 59 of Title 131 Legislative Rule of the Board of Directors of the State College System of West Virginia effective May 17, 1993, Glenville State College Policy 23 – Guidelines for Employing and Evaluating the President at Glenville State College[2004] [2016].

##### **23.2. Development of a Search Process and Search Committee**

2.1. Upon the occurrence of a vacancy in the position of President at Glenville State College, the Board of Governors will undertake a search for a new president. The Board is responsible for the search, both procedurally and financially. The Board shall adopt procedures governing the search and shall designate an individual to chair the search committee. The procedure shall be approved by the Higher Education Policy Commission prior to being implemented and shall require, at the least, that:

2.1.1. A search committee will be appointed by the Chair and approved by the Board. The committee will include, at a minimum, two Board members other than College constituent representatives, a member of the faculty, a member of staff, a student representative, and two additional citizen members. The Board secretary will serve as the administrative assistant for the search committee.

2.1.2. A statement of characteristics and qualities which the President should possess will be developed by the search committee and used by the Board in soliciting and evaluating candidates.

2.1.3. A position announcement shall be prepared detailing the characteristics and qualities sought in a new President and transmitted 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 will be conducted on campus and that during the campus visits, students, staff, faculty, campus administrators, community leaders, alumni, and other individuals shall be invited to meet with the candidates and their comments solicited and evaluated by the Board. Interviews with semi-finalists, at the option of the search committee, may or may not be conducted on campus.

2.1.5. Background checks will be conducted on each candidate prior to any campus visits made at the invitation of the search committee. Standard industry practices shall be utilized in conducting background checks and, at a minimum, shall include confirmation of degrees, past employment, criminal and credit checks.

2.2. Candidates may be considered through their own application or by nomination.

2.3. Members of the Board, or any search committee appointed, shall not provide information about the names or backgrounds of any candidates, without the candidate's consent, to anyone not a member of the Board, search committee, or authorized agents or staff as designated in the search procedures approved by the Commission until the finalists have been selected and agreed to a campus visit. When candidates are invited to a preliminary interview with the search committee, they shall be notified that confidentiality will be waived in the event that they are invited for a campus interview and their names and backgrounds shall be publicly released at the time they accept an invitation for a campus visit.

2.4. At the request of the Board of Governors, the Higher Education Policy Commission may provide the Board with staff assistance to manage the search process, or the 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 in whatever manner the board may choose.

2.5. The Board shall confer with the Chancellor and agree to a method and process for Policy Commission members to attend interviews of the finalists, or schedule their own. A presidential appointment must be confirmed by the Commission.

2.6. Terms of compensation and contract discussed with or offered to candidates shall be consistent with any guidelines or rules regarding presidential compensation adopted by the Policy Commission and any compensation agreed to must be approved by the Policy Commission.

2.7. Interim presidents appointed by the Board, until a permanent president is employed, must be approved by the Policy Commission. An individual, with approval of the Policy Commission, may be pre-designated as an interim president to fill an unforeseen vacancy in the presidency.

### **23.3. Presidential Evaluation**

3.1. The Board will conduct a formal and structured written performance evaluation of the President every year of his/her employment. The President's performance shall be evaluated in relation to the duties and responsibilities assigned the President by the Board, the success of the institution in meeting each requirement of its institutional compact, and any other criteria previously established by the Board.

3.2. The Board will appoint a committee of its own members, a visiting team, or any combination thereof, and utilize institutional personnel, including faculty, staff, students, and persons who are knowledgeable in higher education matters to assist in its evaluation of the President in a way deemed most appropriate by the Board.

3.3. The Board committee, visiting team, or other body chosen by the Board, shall visit the campus to receive the views of the President, board members, administrators, faculty, staff, students, alumni, and community leaders. A schedule of interviews, meetings, and open forums that will assure a careful assessment of leadership and condition of the campus shall be arranged.

3.4. The Board will use the report of its committee, visiting team, or other body chosen to assist in its own written evaluation of the President. The Board's evaluation shall be reported to the President, Chancellor, and Chair of the Higher Education Policy Commission.

3.5. The Board may request from the Chancellor evaluative tools, guidelines, and procedures recommended for the assessment and evaluation of college presidents and provide any other assistance in performing the evaluations.

3.6 After reviewing the evaluations, the Board of Governors shall make a determination by majority vote of its members on continuing employment and the compensation level for the President in accordance with subsection (a) of W. Va. Code §18B-1B-6(a).

### **23.4. Presidential Compensation**

4.1. The Board will determine the total compensation package and terms of employment of the President. All must be consistent with commission guidelines and confirmed by the Higher Education Policy Commission.