

## Tennessee State University Board of Trustees

### **Policy No. 004: Selection, Evaluation, and Retention of the President**

#### **I. Purpose**

The purpose of this policy is to set the general parameters for the Board's selection, retention, and evaluation of the President.

#### **II. Review**

The Board will review this policy every four years or whenever circumstances require review, whichever is earlier.

#### **III. Policy**

**A. Method of Selecting a President.** The Board is charged with the authority to appoint the President. The selection process leading to the appointment of the President shall include the following measures:

1. The Board shall choose a selection process it deems appropriate in the circumstances. Any such selection process should reflect the Board's commitment to consultation with the campus and community and to the principles of diversity.
2. Prior to beginning a search for candidates for the office, the Board shall establish the qualification criteria for the position and announce the process it will follow for selecting a President.
3. In the case of a vacancy in the position of the President, the Board shall appoint an interim President, upon receipt of a recommendation by the Board Chair. In making a recommendation on the appointment of an interim President, the Board Chair shall consult with the Board Executive Committee and the Executive Director of the Tennessee Higher Education Commission, and may consult with appropriate individuals.

**B. Evaluation of President.**

1. The Board shall evaluate the President's job performance on an annual basis.
2. The Board delegates to the Executive Committee the responsibility for organizing and conducting an annual performance review of the President, in accordance with procedures adopted by the Board's Executive Committee.

**C. Retention and Compensation of President.** The Board may, to the extent allowed by law, set the terms and conditions of the President's appointment in any manner it deems appropriate, including but not limited to, compensation and conditions related to retention and removal from office.

#### **IV. Interpretation**

The Board chair or his/her designee has the final authority to interpret the terms of this policy.

#### **V. Citation of Authority for Policy**

T.C.A. § 49-8-203(a)(1)(A)

Approved by Board of Trustees: August 17, 2017