BRIEF SUMMARY: This bill specifies the policy portion of the Faculty Handbook section on The President: Role, Responsibility, Review, and Selection (Chapter 1, Section E3). There is no procedure portion for this section.

REVISING “THE PRESIDENT: ROLE, RESPONSIBILITY, REVIEW, AND SELECTION” TO ESTABLISH A POLICY SECTION

WHEREAS: The policy sections of the Faculty Handbook need to be approved by the Board of Regents while the procedure sections of the Faculty Handbook need to be only approved by the president;

WHEREAS: Chapter 1, Section E3 covers the President; thus having a procedure portion in this section would generate a situation that the President approves his/her own procedure, which raises conflict-of-interests concerns;

BE IT RESOLVED THAT: The whole section of Chapter 1, Section E3 “The President: Role, Responsibility, Review, and Selection” contains only a policy section and no procedure section.

BE IT FURTHER RESOLVED THAT: Chapter 1, Section E3 of the Faculty Handbook be amended by replacing the existing content with the following content.

The President: Role, Responsibility, Review, and Selection Policy

Role and Responsibilities

The President of the University is responsible to the Board of Regents for the entire management of the University as specified by state statutes. The President of the University delegates to various divisions primary responsibility for academic services, student services, financial services, and administrative services. The President of the University expects the faculty through the Provost to share the responsibility of determining admission requirements, curriculum, teaching appointments, graduation requirements, textbooks, and other appropriate academic policies.
The President of the University, with the assistance of the Vice Presidents, is charged with obtaining and managing necessary financial resources, obtaining personnel capable of maintaining and enhancing academic standards and competencies, maintaining programs of support to the regional services areas, and serving the needs of students in the University's service area.

In addition to these general responsibilities, the President of the University has strategic management responsibilities which include but are not limited to the following:

1. Identify and prioritize University stakeholder needs;
2. Create, maintain, and adhere to the University Mission Statement;
3. Align University systems, structures, and processes with broadly-developed strategies;
4. Evaluate the extent to which the results of University initiatives meet stakeholder needs.

The Review of the President

The review of the President is an extension of the collegial process which encourages participation in the governance of the University by persons at every level, including faculty and staff, the administrators of each division, students, and the Board of Regents. The assessment of the President's performance is made possible through informal mechanisms and periodic reviews. Each of these is designed to provide input for assessing the performance of the President of the University and for suggesting areas that might be strengthened.

Periodic Review of the President: The Board of Regents will initiate a review of the President at least every three years after the President of the University assumes office, unless otherwise specified by the President’s contract. This review will be led by a consultant who is selected by the Board of Regents to facilitate a comprehensive, 360-degree (or similar style) assessment that incorporates feedback from (a) multiple levels of university governance and (b) external stakeholders selected by the Board of Regents. As a result of the 360-degree review, the Board of Regents will communicate the outcome to the campus community as deemed appropriate.

Extraordinary Review of the President of the University: An extraordinary review of the President of the University may be initiated at any time by the Board of Regents. Normally, the Faculty Senate serves as the channel of communication between the faculty and the Board of Regents through the President. Should the Faculty Senate conclude that an extraordinary review is warranted, a request for same shall be made directly to the Board of Regents.

The Selection Process

One of the most important responsibilities of the Board of Regents is the selection and appointment of the University President. Realizing the need for input from the various constituencies both in and outside the University, the Board of Regents set an important precedent in 1975 by authorizing the formation of a Presidential Search and Screening Advisory Committee. This committee allowed faculty, administrators, students, staff, and alumni to establish procedures, screen applicants, interview semi-finalists, and recommend finalists to the Board of Regents to be interviewed. The same process, with slight modification, was utilized

Approved by the Faculty Senate, May 1986
Approved by the Board of Regents, June 1986
Updated August 15, 1997

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