

3356-9-08 Selection and evaluation of the president of the university.

- (A) Policy statement. The authority to select, appoint and evaluate the president of Youngstown state university (“university”) is vested in the university’s board of trustees by section 3356.03 of the Revised Code, “Powers and duties of board of trustees.” In the selection and evaluation of the president of the university, the board of trustees is committed to the principle of collegiality where, as appropriate, members of the university community (students, faculty, and staff) have an opportunity to participate in the decision-making processes of the university. The board further recognizes the value of input from the larger community, particularly as that input would be solicited as part of the process of presidential selection and evaluation. ~~The board of trustees acknowledges the need for the establishment of processes for the selection and regular evaluation of the president of the university.~~ The board also affirms the principle of merit-based rewards that are directly associated with the positive evaluation of the president.
- (B) Purpose. To establish processes and procedures for the selection and regular evaluation of the president of the university.
- (C) Parameters.
- (1) The president is the chief executive officer of the university, responsible to the board of trustees for the overall operation of the institution. The president implements the policies and directives of the board of trustees for institutional effectiveness.
 - (2) The president may delegate university administrative functions such as academic affairs, student affairs, financial affairs, and administration, university advancement, equal opportunity and diversity, and intercollegiate athletics to various divisions or units.
 - (3) The president expects the faculty, through the provost/vice president for academic affairs, to share the responsibility by recommending admission requirements, curriculum, teaching appointments, graduation requirements, textbooks, and other appropriate academic procedures.
 - (4) The president is charged to manage the necessary financial resources, obtain personnel capable of maintaining and enhancing

academic standards, maintain programs of support to the regional service area, and serve the needs of students in the university.

~~(B)~~(D) Principles Selection guidelines.

- (1) Advertising to fill the position of president of the university will be done in a manner that will create a diverse pool of candidates of racial, ethnic, and social backgrounds reflecting a wide diversity of values, ideas, and beliefs.
- (2) An individual selected to serve as president will be identified from an applicant pool obtained as a result of a national search process. ~~(Filling this position on an interim basis may be done without initiating a formal process.)~~
- (3) The position of president may be filled on an interim basis without initiating a formal process.
- ~~(3)~~(4) In recognition of the principles of collegiality, an advisory committee ~~will~~ may be utilized during the process of searching, screening, and interviewing candidates for president of the university.
- ~~(4)~~ — Evaluation of the president involves a yearly process between the president and the board of trustees of mutually identifying measurable objectives, regular review of progress toward their achievement, and year-end determination of whether or not the objectives were met.
- ~~(5)~~ — The evaluation process may involve merit salary considerations as part of the year-end session.
- ~~(6)~~ — The president is the chief executive officer of the university. Responsible to the board of trustees for the overall operation of the institution, the president executes the power and authority of the board of trustees in leadership, institutional strategic planning, and development of the institution. The president may delegate university administrative functions such as academic affairs, student affairs, financial affairs and administration, university advancement, equal opportunity and diversity, and intercollegiate athletics to various divisions or units. The president expects the

faculty, through the provost/vice president for academic affairs, to share the responsibility by recommending admission requirements, curriculum, teaching appointments, graduation requirements, textbooks, and other appropriate academic procedures.

- (7) — ~~The president is charged to manage the necessary financial resources, obtain personnel capable of maintaining and enhancing academic standards, maintain programs of support to the regional service area, and serve the needs of students in the university.~~
- (8) — ~~The president may select a special/senior assistant, and the position will constitute an administrative or executive position, and in consultation with the executive committee of the board of trustees, the search process may be waived.~~

~~(C)~~(E) Procedures for the selection of a university president. The procedures that follow provide an overall structure for selection of the president of the university. It is recognized that these procedures may need to be adjusted to accommodate a particular situation.

- (1) — ~~The selection of the president of the university is the responsibility of the board of trustees.~~
- ~~(2)~~(1) When there is a need to identify a new president, the chairperson of the board of trustees will involve the board membership in the process of identifying the required qualifications for the position and outlining the process to be utilized to identify a president.
- ~~(3)~~(2) The board ~~shall~~ may utilize the services of a professional search firm or consultant to assist with the process.
- ~~(4)~~(3) In recognition of the principles of collegiality, a presidential search advisory committee ~~will~~ may be appointed by the board. The board may select a representative committee composed of alumni, faculty, staff, students, and members of the community to be involved in the search, screening, and interview elements of the process.
- ~~(5)~~(4) The board of trustees will consider the recommendations and comments from all constituents; however, the board has the authority to make the final selection of president.

~~(D)~~(F) Procedures for the evaluation of the university president. The procedures that follow provide an overall structure for evaluation of the president of the university. It is recognized that these procedures may need to be adjusted to accommodate a particular situation.

- (1) The evaluation process will be conducted on an annual basis.
- (2) The evaluation of the president involves a yearly process between the president and the board of trustees of mutually identifying measurable objectives, regular review of progress toward their achievement and year-end determination of whether or not the objectives were met.
- ~~(2)~~(3) The process will be initiated with one-on-one session(s) between the executive committee of the board of trustees and the president.
- ~~(3)~~(4) The initial phase of the process will be devoted to dialog whereby mutually acceptable annual objectives are identified and finalized in writing.
- ~~(4)~~(5) In addition to the quarterly reports provided by the president to the board of trustees throughout the course of the year, one-on-one sessions may be initiated by either the president or the executive committee of the board to review the progress being made toward the achievement of the objectives. Adjustments can be made to the objectives during these sessions.
- (6) The evaluation process may involve merit salary considerations as part of the year-end session.
- ~~(5)~~(7) Annually, the executive committee of the board ~~shall~~ may interview or appoint a committee to interview the executive level officers and others as it deems appropriate as part of its evaluation process.
- ~~(6)~~(8) ~~At least every three to five years, depending on the duration of the president's contract, the~~ The board of trustees ~~will~~ may engage a consultant to conduct a comprehensive annual assessment of the president. This assessment will include participation from campus

and community constituencies and may follow a process recommended by the association of governing boards (“AGB”).

~~(7)~~(9) Unless otherwise addressed in the president’s employment contract:

- (a) At year’s end, during a one-on-one session between the executive committee of the board and the president, the degree to which these objectives have been met will be determined and preliminary salary adjustments, special merit or bonus considerations may be discussed.
- (b) The executive committee of the board will review the preliminary merit considerations.
- (c) The final salary adjustment for the president will be forwarded to the board of trustees for action.

Effective: 7/5/2019

CERTIFIED ELECTRONICALLY

Certification

06/25/2019

Date

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