

3.2.1

Governance and Administration: CEO evaluation/selection

The governing board of the institution is responsible for the selection and the periodic evaluation of the chief executive officer.

Judgment

Compliance Partial Compliance Non-Compliance Not Applicable

Narrative

Tennessee Board of Regents (TBR) policy (based on Tennessee Code Annotated § 49-8-203) specifically states that the Board will "select and employ Presidents of the institutions and set their salaries and terms of office" (TBR policy 1:02:02:00, Number 2) [1]. The TBR policy further states that the Board "is responsible for the selection and employment of the Chief Executive Officers of a member institution based upon the recommendation of the Chief Executive Officer of the System," that the Board "shall establish qualification criteria" and "a selection process" and that "a President serves at the pleasure of the Board" (TBR Policy 1:03:03:00) [2]. More details of the Board operations and responsibilities can be found in CR 2.2.

Recent President Search

In 2012, in a departure from previous searches, the TBR appointed a professional search firm to coordinate the process of selecting the next TTU President. A Search Committee, appointed by the TBR Chancellor, and comprised of faculty, administrators, students, staff, community, and TBR members, was tasked with evaluating the candidates. The job description/advertisement for the TTU presidential search presents details of the selection criteria and required qualifications of candidates [3]. Applicants could submit their materials throughout the process; there was no set deadline. The Committee researched each candidate as the search firm made information available. Following initial reviews, nine semifinalists were invited for one-hour interviews. Following that, the Committee selected three finalists via majority vote. Each finalist participated in a day-long campus interview. The final decision among the three finalists was determined by the TBR Chancellor.

Evaluations of the President

According to Board policy, annual evaluations of the President are conducted by the Chancellor, who at a minimum considers the President's "accomplishment of annual objectives at the institution," "demonstrated ability to serve as the leader of a campus community," and "commitment to the institution and the system, and to the implementation of Board policies." Board policy also states that "evaluations made by the Chancellor should be utilized to improve the administration of a President, to determine compensation adjustment, and to determine future employment status" (TBR Policy 1:03:03:00) [2].

The President responds to a request from the Chancellor to establish goals at the beginning of each year and provides a status report at the end of the year. A formal meeting is held to discuss the evaluation. The attached request for information email from TBR Chancellor Morgan to TTU President Oldham regarding the 2014 annual presidential evaluations is the evidence of the periodic evaluation of the Chief Executive Officer [4]. President Oldham's 2014 evaluation meeting with Chancellor Morgan was held on Monday, November 24, at the TBR Office.

Conclusion

TBR policy specifically states that the Board will select and employ Presidents of institutions, that the

Board is responsible for selection and employment of the CEO of a member institution, that the Board will establish qualification criteria and a selection process for CEO's of member institutions, and that the President of an institution serves at the pleasure of the TBR. Because TTU is governed by TBR Policy, TTU is in compliance with Comprehensive Standard 3.2.1.

Sources

 [1] Duties of Board

 [2] Selection and Retention of Presidents

 [3] Job Description and Advertisement for TTU Presidential Search 2012

 [4] President Evaluation 2014