







membership in non-professional related clubs or associations. Any such compensation received shall be reported to the Chancellor. If approval of deferred compensation is being sought, the institution shall submit an actuarial report to the Council detailing the present cash value of the deferred compensation and conditions for eligibility or receipt of the deferred compensation.

- 4.2. The total salary from all funding sources for the president should be based on a comparison of the presidential salaries at comparable institutions as reported by the College and University Professional Association for Human Resources (CUPA-HR), and should be between the salary listed for the 20th percentile and that listed in the 80th percentile. If the governing board wishes to pay a Presidential salary in excess of the 80th percentile, it shall submit a detailed rationale to the Council justifying the action. Other national data sources may be utilized by the governing board, as appropriate, to establish salary ranges.
- 4.3. A percentage presidential salary increase in excess of the average percentage salary increase for all personnel at that institution within the last calendar year may be approved only if a detailed rationale of its governing board justifying the increase is submitted to the Council.
- 4.4. Housing allowances granted to a president not provided housing by the institution may not be considered as part of the Presidential salary for the purposes of Section 4.2 above.
- 4.5. The Chancellor annually shall make available to the governing boards the most recent CUPAH or other comparable national data applicable to their institutions.

#### **SECTION 5: Presidential Evaluation.**

- 5.1. The governing board shall conduct a formal and structured written performance evaluation of the institution's president every third year of the president's employment. The president's performance shall be evaluated in relation to the duties and responsibilities assigned the president by the governing board, the success of the institution in meeting each requirement of its institutional compact, and any other criteria

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forums that will assure a careful assessment of leadership and condition of the campus shall be arranged.

- 5.4. The governing board shall use the report of its committee, visiting team, or other body chosen by the governing board to assist in its own written evaluation of the President. The governing board's evaluation shall be reported to the President, the Chancellor, and the Chair of the Council.

5.5.

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Eastern West Virginia Community and Technical College

Effective: 4/24/2019
Prior Effective Dates: None
Related Policies and Procedures: BP 5.16 Employing and Evaluating Presidents

Emergency Executive Succession Plan

To protect the College and its Board from the sudden loss of presidential services, the President will have no fewer than two other executive staff members familiar with Board and presidential issues and procedures. The policy also calls for the President to present to the Board of Governors annual, prior to the end of the fiscal year, a recommended line of interim leadership.

To that end, the recommended line of interim leadership is as follows:

- Dean of Student Services
- Dean of Academic Services

Impact on students and student learning: No direct impact on students on student learning. Having a succession plan in place will ensure that the college operations proceed as normal in the event of an emergency.

Implications for the budget, personnel, or other resources: Personnel and resources would be shifted necessary based upon tllceth

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