Oregon State Board of Higher Education
Policy on Presidential Appointments
And Evaluations

The Oregon State Board of Higher Education is charged by the Legislature with the efficient administration of Oregon’s public universities. Closely associated with this charge is the authority to employ presidents to manage Oregon University System institutions.

It is the Board’s intent to establish an orderly and consistent procedure for periodic evaluations of the performances of the OUS presidents.

While the authority to employ or terminate a president lies with the Board, it is the Board’s intent that the supervision and evaluation of presidents exist as a shared responsibility between the Board and the Chancellor, as set forth and delegated in this policy.

Initial Appointment

Initial presidential appointments shall be for a fixed term period, as set by the Board (expected range is one to three years). Presidential employment (initial and reappointments) shall be subject to “for cause” termination on terms and conditions established by the Chancellor and approved by the Board.

Compensation. Initial salary shall be established by the Board and shall be comprised of a combination of state support and non-state funds, provided all amounts are approved by the Board.

Academic Rank. Appointment to the position of institutional president shall be independent of any academic rank for which the appointee is otherwise eligible. While OUS institutions shall be free to award academic rank consistent with established institutional criteria, any appointments and award of tenure associated therewith shall be independent of the terms and conditions of the presidential appointment.

In situations where academic tenure is not appropriate, or otherwise awarded, the Board reserves the prerogative to award a fixed-term professional appointment to run concurrently with and/or beyond the term of the initial appointment, at the discretion of the Board. Compensation for such fixed-term appointment shall be established by the Board, and shall be commensurate with qualifications.

Employee Benefits. Institutional presidents are State of Oregon employees, and thus eligible for all current state employee benefits. The Board reserves the right to award additional benefits as determined on an individual basis. Additional benefits may include, but are not limited to
housing (residence or subsidy), a state or privately owned vehicle, and supplemental life, annuity, health or other benefits.

**Evaluation**

The Board hereby establishes a three-year evaluation cycle. Evaluation of presidents on appointments other than three years is delegated to the Chancellor.

Each president shall be evaluated in the twelfth month following initial appointment. This evaluation shall be conducted by the Chancellor, and shall be based on criteria established by the Chancellor and shared with the president within 90 days of the initial appointment. Results of this evaluation shall be communicated to the Board in Executive Session consistent with Oregon law.

No later than the end of the second year of a three-year appointment (or penultimate year for appointments greater than three years), each president shall be evaluated by a committee of the Board as established by the Board President. In addition to receiving assessment from the Chancellor, the Board may, at its discretion, utilize outside consultants in the review process. This second-year evaluation shall assess the president’s progress toward institutional and System goals as established by the President in concert with the Chancellor. The Board shall provide a notice to the president of either the intent to reappoint at the expiration of the current term appointment, or notice of non-reappointment at the end of the current appointment.

Board evaluations of presidents shall be deliberated in closed session as permitted by Oregon law. Formal Board vote on presidential employment shall occur in open session.

**Compensation Adjustments**

The Board, coincident with a president’s fixed term reappointment, will establish compensation. In non-reappointment years, presidents receiving favorable Chancellor evaluations shall be eligible for a salary adjustment as determined by the Board.

**Reappointments**

Presidents receiving notice of intent to reappoint at the end of the second year of a three-year contract shall be eligible for a subsequent multi-year reappointment as recommended by the Chancellor and approved by the full Board.

** Termination**

The Board reserves the right to terminate any president’s employment for just cause. Just cause termination shall eliminate any obligation of the Board for future compensation.

Any conclusion of a presidential contract shall not eliminate the president’s eligibility for continuation of an academic tenured appointment or appointment to a fixed term professional appointment.