

## **Recruitment and Appointment of the President**

The Board considers foremost among its responsibilities the selection and appointment of a President who can effectively translate into action the Board's policies and the community's aspirations for its College.

To provide the most capable leadership available for the College, the Board may engage in a nationwide search for applicants for the position of President whenever a vacancy in that position occurs.

The Board shall develop and adopt the standards (candidate qualities and work experience), criteria (application, screening and hiring process) and policy directives (promote from within, state and/or national search) to be used in hiring the President or interim President at a meeting open to the public and at which the public has had an opportunity to comment.

The Board may seek the advice and counsel of interested individuals and/or of an advisory committee and/or it may hire consultants to assist in screening candidates and to encourage the filing of applications by professional educators who meet the qualifications. Final selection, however, will rest with the Board after a thorough consideration of qualified applicants.

The Board will appoint the President by a majority vote of the Board members at a meeting for which notice has been given of the intended action.

At the time of his/her appointment, the President will be issued an initial contract with the length of the contract, salary and benefits as mutually negotiated and determined. The Board may, thereafter, fix the President's salary, benefits, and term annually, prior to the beginning of the new fiscal year.

END OF POLICY

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### **Legal Reference(s):**

[ORS 192.660\(7\)\(d\)](#)  
[ORS 341.283](#)  
[ORS 341.290\(1\), \(2\)](#)