

Orientation materials will be available at or in advance of the scheduled session. Materials may include the BoG Handbook, the annual certifications and acknowledgements, and future BoG meeting dates and locations.

4. Board Relationship with President

4.1 President's Report

The President or his/her designee shall provide a report at each regular meeting of the BoG. Such report may include:

- Academics update;
- Performance on institutional standards and strategic goals and measures;
- Strategic initiatives and major operational projects;
- Key organizational changes;
- Accreditation updates;
- Program updates;
- Campus planning updates;
- Campus operations;
- Online operations; and
- Finance.

4.2 Hiring of President

The Board of Directors and the BoG conduct the search for, screen, and select a candidate for the position of President. The process may include the following steps:

- The Board of Directors establishes a search committee that includes at least one Non-Affiliate Member of the BoG, one Affiliate Member, one Board of Directors' Member, and is chaired by a member of the SJVC Senior Management.
- The search committee identifies any desired traits for the position of President based on the college mission, vision, and culture.
- Working with the SJVC Human Resources Department, the search committee builds a pool of qualified applicants. The committee identifies, screens, and interviews appropriate candidates for advancement to the next phase of the process.
- The candidate(s) selected for advancement is presented to the Board of Directors. The Board of Directors interview the advancing candidates and identify a lead or leading candidates to the search committee.
- The search committee presents the lead or leading candidates to the BoG for their consideration. The BoG may interview the lead candidate(s) to whatever extent the BoG deems necessary and appropriate. To assist the BoG in its deliberations, the search committee may make a recommendation to the BoG for the selection of a particular candidate.

- If a candidate is approved by a two-thirds majority vote of the full BoG (to include at least one affirmative vote by a Board of Directors' member), the Board of Directors negotiates appropriate compensation and employment terms.
- If a candidate is not approved by a two-third majority vote of the full BoG, the selection process is repeated until the full BoG votes by a two-thirds majority to hire one of the candidates presented (to include at least one affirmative vote by a Board of Directors' member).
- A communication plan (internal and external) is developed by the Senior Management, in consultation with the BoG and Board of Directors.

4.3 Appointment of Interim President

The Board of Directors, in consultation with the BoG, may appoint an interim President to serve until the BoG hires a President. When a vacancy or potential vacancy occurs, a Board of Directors' member presents the preferred interim candidate to the BoG. The BoG provides feedback to the Board of Directors on the proposed candidate, which is considered by the Board of Directors when filling the vacancy on an interim basis. However, a sudden vacancy or other special circumstances may necessitate a Board of Directors' appointment prior to receiving such feedback from the BoG.

4.4 Firing of President

The BoG can vote to terminate the President upon a two-thirds majority vote of the full BoG (to include at least one affirmative vote by a Board of Directors' member). If initiated by the BoG, a special meeting may be called for this specific purpose. The BoG will discuss facts that may support termination, and, if necessary, vote to remove the President.

The Board of Directors, in consultation with the BoG, can also terminate the President. If initiated by the Board of Directors, a member of the Board of Directors will present to the BoG regarding the proposed removal of the President. The BoG provides feedback, which is considered by the Board of Directors prior to removal.

In the event of extenuating or other special circumstances, the Board of Directors may remove the President immediately without consulting with the BoG.

4.5 Presidential Performance Review

The BoG conducts an annual performance review of the President. The Board of Directors' members, in consultation with the BoG Chair, will determine the evaluation method and tool.

Evaluation results are communicated to the President.