

3.2.1 The governing board of the institution is responsible for the selection and the periodic evaluation of the chief executive officer. **(CEO evaluation/selection)**

Compliance Status: Compliance

The USG Board of Regents is responsible for the selection and evaluation of the President of the College of Coastal Georgia, who serves as the institution's chief executive officer. [Section 2.1](#) of the *Board of Regents Policy Manual* outlines the procedures for selecting the President for a University System institution. [Section 2.2.3](#) of the *Board of Regents Policy Manual* provides additional guidelines on the selection of a President for regional universities and state universities and colleges.

Once the search has been completed, pursuant to [Section 2.2.1](#) of the *Board of Regents Policy Manual*, the Chancellor makes recommendations to the Board for the appointment of institution Presidents. Once a recommendation is made, the Board will, in accordance with [Section 2.1](#) of the *Board of Regents Policy Manual*, elect Presidents of institutions at the Board's April monthly meeting. This is also memorialized in [Article II, Section A](#) of the College's *Statutes*.

[Section 2.1](#) of the *Board of Regents Policy Manual* states that institution Presidents serve at the pleasure of the Board and do not hold tenure at the institution, but retain or receive academic rank. Instead, Presidents are appointed each year for a term of one year (July 1 to June 30). While the Chancellor shall notify the institution President of his or her appointment, Presidents are not entitled to a written employment contract. All presidential appointments are made expressly subject to the policies of the Board. Procedures for addressing the removal or resignation of institution Presidents are outlined in [Section 2.4](#) of the *Board of Regents Policy Manual*. Under this policy, the Board may remove a President for cause at any time. However, upon written request, a President removed for cause is entitled to a statement of charges against him or her, as well as a hearing before the Board or a committee thereof under such procedures as the Board may determine. The Board's actions in such a situation are final, and any President terminated for cause is ineligible for re-employment within the USG.

In accordance with [Section 2.5.1](#) of the *Board of Regents Policy Manual*, the President is responsible to the Chancellor for the operation and management of the institution, and for the execution of all directives of the Board and the Chancellor. The President's discretionary powers shall be broad enough to enable him or her to discharge these responsibilities. [Article II, Section A](#) of the *College of Coastal Georgia Statutes* further notes that the President is "responsible to the Chancellor's Chief Operating Officer for the general administration of the College."

The President is evaluated annually by the Chancellor of the USG, as outlined in the *Board of Regents Policy Manual* for the performance assessment of Presidents. [Section 2.3](#) of the *Board of Regents Policy Manual* publishes the Board's intent that the evaluation of institution Presidents be an ongoing process, consisting of open communication between the Chancellor and the President on both individual and institutional goals and objectives, as well as on the methods and processes used to achieve them. Further, evaluations are factored into the annual appointment renewal for each President.

Supporting Documentation

[USG Board of Regents Policy Manual, Section 2.1](#)

[USG Board of Regents Policy Manual, Section 2.2.3](#)

[USG Board of Regents Policy Manual, Section 2.2.1](#)

[College of Coastal Georgia Statutes, Article II, Section A](#)

[USG Board of Regents Policy Manual, Section 2.4](#)

[USG Board of Regents Policy Manual, Section 2.5.1](#)

[USG Board of Regents Policy Manual, Section 2.3](#)