



Governance Process	Ends
Board-CEO Delegation	Executive Limitations

<p style="text-align: center;">BOARD OF TRUSTEES POLICY</p> <p>Policy Type: Board-CEO Delegation</p> <p>Policy Title: Monitoring President Performance</p> <p>Policy Number: BCD - 4</p> <p>Date Adopted: 05/11/20</p> <p>Version: 1.0</p> <p>Date Last Reviewed: 05/11/20</p> <p>Office Responsible: President's</p> <p>Reviewing Committee: Board of Trustees</p>
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President job performance will be measured solely by systematic and rigorous monitoring of the President's job performance in comparison to the Board's required President job outputs: organizational accomplishment of the President's reasonable interpretation of Ends policies and organizational operation within the boundaries of the President's reasonable interpretation of Executive Limitations policies.

1. The purpose of monitoring is simply to determine the degree to which Board policies are being fulfilled. Only information which achieves this purpose will be considered to be monitoring.
2. A given policy may be monitored in one or more of three ways:
 - 2.1. Internal report: Disclosure of compliance information by the President, along with his or her explicit interpretation of Board policy, and justification for the reasonableness of interpretation.
 - 2.2. External report: Discovery of compliance information by an external, disinterested third party, who has appropriate qualifications and a suitable level of independence from management, who is selected by and reports directly to the Board. The President should be notified of this activity.
 - 2.3. Direct Board Inspection: Discovery of compliance information by a designated Board member, a committee or the Board as a whole. Such an inspection is only undertaken at the instruction of the Board and with notification of the President.
3. Regardless of the method of monitoring, the standard for compliance shall be any reasonable President interpretation of the Board policy being monitored. The Board is the final arbiter of reasonableness, but will always judge with a "reasonable person" test rather than interpretations favored by Board members, the disinterested third party, or even the Board as a whole.
4. Upon the choice of the Board, any policy can be monitored by any of the above methods at any time. For regular monitoring, however, each *Ends* and *Executive Limitations* policy will be classified by the Board according to frequency and method.

5. A formal evaluation of the President by the Board will occur annually in August, based on the achievement of the Board's *Ends* Policies and non-violation of its *Executive Limitations* policies. This formal evaluation will be conducted by cumulating the regular monitoring data provided during the year and the Board's recorded acceptance or non-acceptance of the reports, and identifying performance trends evidenced by that data.

MONITORING SCHEDULE				
Number	Policy	Method	Frequency	Date
E-01	Ends	Internal Report	Annually	August
EL	Global Executive Constraint	Internal Report	Annually	August
EL-01	Treatment of Students	Internal Report	Annually	September
EL-02	Treatment of Staff	Internal Report	Annually	September
EL-03	Planning	Internal Report	Annually	June
EL-04	Financial Conditions & Activities	Internal Report	Annually	November
EL-05	Asset Protection	Internal Report	Annually	May
EL-06	Investments	Internal Report	Annually	May
EL-07	Compensation and Benefits	Internal Report	Annually	February
EL-08	Communication & Support to the Board	Internal Report	Annually	November
EL-09	Organizational Culture	Internal Report	Annually	January
EL-10	Access to Education	Internal Report	Annually	February
EL-11	Ends Focus of Grants or Contracts	Internal Report	Annually	March
EL-12	Land Use	Internal Report	Annually	April
EL-13	Entrepreneurial Activity	Internal Report	Annually	March

Date Of Change	Version	Description of Change	Responsible Party
05.11.20	1.0	First release following Policy Governance consulting work.	Chief of Staff