BOARD POLICY **No. 002**

TITLE:	Board Governance, Effectiveness, & Leadership Accountability
DATE ADOPTED:	August 18, 2026
EFFECTIVE DATE:	August 18, 2026
SUPERSEDES:	N/A

Board Commitment to Governance Excellence

The Rowan College at Burlington County Board of Trustees reaffirms its commitment to the principles of effective institutional governance embodied in the Middle States Commission on Higher Education (MSCHE) Standard I – Mission and Governance (formerly Standard VII - Governance, Leadership, and Administration).

The Board recognizes that sound governance is fundamental to institutional integrity, public accountability, educational quality, and the long-term success of the College.

In fulfilling its responsibilities, the Board shall:

- Govern in the public interest by providing strategic leadership, safeguarding the College's mission, exercising fiduciary responsibility, and promoting academic quality, institutional integrity, effective planning, and fiscal sustainability.
- Exercise its authority at the policy and oversight level while respecting the President's responsibility for the day-to-day administration and operation of the College.
- Conduct its affairs in accordance with applicable law, Board bylaws and policies, ethical standards, conflict-of-interest requirements, and recognized principles of good governing practice.
- Support institutional autonomy, preserve the integrity of the governance process, and foster an effective and collaborative governing relationship between the Board and the President.
- Demonstrate its commitment to continuous governance improvement through regular assessment of Board effectiveness and evaluation of presidential performance as provided in this policy.

The Board intends that this policy affirm and institutionalize its continuing commitment to the governance expectations of MSCHE Standard VII and to the continuous improvement of governance practices consistent with accreditation standards.

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Board Self-Evaluation

The Board of Trustees, at the direction of the Chair, shall conduct an annual, systematic self-evaluation to assess its effectiveness in fulfilling its governance responsibilities and to promote continuous improvement consistent with MSCHE Standard VII.

The evaluation shall be conducted using an instrument approved by the Board and shall assess, at a minimum:

- Fulfillment of the Board's fiduciary, strategic, and policy oversight responsibilities;
- Effectiveness in advancing the College's mission, strategic priorities, and institutional effectiveness;
- Compliance with Board bylaws, policies, ethical standards, and conflict-of-interest requirements;
- Effectiveness of Board organization, committee structure, meetings, and decision-making processes; and
- Effectiveness of the Board's governance relationship with the President while maintaining the appropriate distinction between governance and administration.

The results of the evaluation shall be reviewed by the Board at its annual Retreat and used to identify governance strengths, establish improvement priorities, and enhance overall Board effectiveness.

Evaluation of the President

The Board of Trustees shall, at the direction of the Chair, set and conduct an annual evaluation of the President to assess performance in fulfilling the responsibilities of the office and advancing the mission, strategic priorities, and long-term interests of the College.

The evaluation shall be conducted using an instrument approved by the Board and should be periodically reviewed and updated by the Board to ensure continued alignment with the President's responsibilities, the College's Strategic Plan, institutional priorities, and recognized higher education governance practices.

The evaluation shall consider, at a minimum:

- Performance in carrying out the responsibilities established by Board policy, the President's position description, and applicable employment agreement;
- Achievement of Board-approved institutional goals, strategic priorities, and annual performance objectives;
- Leadership in promoting academic quality, institutional effectiveness, ethical conduct, financial stewardship, and compliance with applicable laws, regulations, and accreditation standards;

- Effectiveness in supporting a productive governance relationship with the Board while maintaining the appropriate distinction between governance and administration; and
- Other performance factors determined by the Board to be relevant.

The Board shall review the results of the evaluation with the President in executive session and, as appropriate, establish performance goals and professional development priorities for the ensuing year. Documentation of the evaluation process shall be maintained in accordance with applicable law.

Presidential Leadership Continuity, Transition, and Appointment

The Board of Trustees is responsible for ensuring continuity of executive leadership during a presidential vacancy, temporary absence, resignation, retirement, incapacity, or other transition. The Board may appoint an Acting or Interim President by formal Board action and shall establish appropriate authority, responsibilities, terms, and performance expectations for the temporary appointment.

A. Selection of a Permanent President

When a permanent presidential vacancy exists or is anticipated, the Board shall proceed through an external presidential search. The Board retains sole authority and responsibility for establishing presidential qualifications, evaluating the candidate or candidates, and appointing the President.

B. Common Standards for Presidential Selection

The Board shall determine that the individual selected possesses the education, experience, executive leadership capabilities, integrity, professional qualifications, and other attributes necessary to serve as President and effectively advance the College's mission, strategic priorities, and institutional needs.

The Board's consideration shall include, as appropriate:

a. Executive leadership experience, education, and professional qualifications;
b. Demonstrated leadership and performance;
c. Commitment to academic quality and student success;
d. Financial stewardship and institutional effectiveness;
e. Ability to maintain an effective governance relationship with the Board while exercising appropriate executive independence;
f. Strategic leadership, workforce and community engagement, and the College's current leadership needs; and
g. Such interviews, references, credential verification, background review, and other due diligence as the Board determines appropriate.

C. External Presidential Search

The Board may conduct a local, regional, national, or other external search and may establish a Presidential Search Committee and engage an executive search firm, legal counsel, consultants, or other professional resources as appropriate. The search process may provide appropriate opportunities for institutional and stakeholder participation while preserving the Board's ultimate authority to evaluate candidates and appoint the President.

D. Appointment and Terms

The appointment of a permanent President shall be made by formal action of the Board in accordance with applicable law, Board policy, and the College's Bylaws. Written terms of appointment shall address, as appropriate, the President's authority and responsibilities, reporting relationship, compensation, and employment terms, initial institutional priorities and performance expectations, evaluation requirements, and other conditions established by the Board.

E. Presidential Transition and Onboarding

The Board shall provide for an orderly transition of presidential leadership. To the extent practicable, the transition shall include the transfer of material institutional knowledge; appropriate communication with the College community and external stakeholders; preservation of institutional records; and orientation of the incoming President to Board governance, strategic priorities, accreditation obligations, financial and academic matters, organizational issues, significant legal or regulatory matters, external partnerships, and other major institutional commitments.

Within a reasonable period following assumption of office, the Board and President shall establish written presidential goals and performance expectations aligned with the College's mission, strategic priorities, and institutional needs. Presidential performance shall thereafter be evaluated in accordance with Section III of this Policy.

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Adopted by Resolution of the RCBC Board of Trustees at its Meeting held August 18, 2026.

08/18/2026

President Date:

08/18/2026

Chairman Date: