

## POLICY TYPE: EXECUTIVE LIMITATIONS

### POLICY TITLE: GENERAL EXECUTIVE CONSTRAINT

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The President shall act at all times in an exemplary manner consistent with the responsibilities and expectations vested in that office. The President shall act in a manner consistent with Board policies and consistent with those practices, activities, decisions, and organizational circumstances which are legal, prudent, and ethical.

Accordingly, the President may not:

1. Deal with students, staff, or persons from the community in an inhumane, unfair, or undignified manner.
2. Make decisions except by a process where openness is maintained.
3. Permit financial conditions which risk fiscal jeopardy, compromise Board ENDS priorities, or fail to show a generally acceptable level of foresight.
4. Provide information to the community, Board, or College constituencies which is untimely, inaccurate, or misleading.
5. Permit conflict of interest in awarding purchases or other contracts or hiring of employees.
- 6. Allow a relative of any member of the board of trustees, the president or a vice president to be employed at the College. Any such employment or recommendation for employment in violation of this policy as stated shall be null and void. For purposes of this policy, "relative" shall be interpreted to mean the spouse, child, father, father-in-law, mother, mother-in-law, grandparent, sister, brother, sister-in-law, brother-in-law, son-in-law, daughter-in-law, or any other person who occupies such position in the family, or a person living in the same household. This policy shall apply equally to all full-time, part-time and/or temporary employees (student employment excluded.)**
7. Allow the day-to-day operations to impede the vision or prevent the achievement of the ENDS of the College.
8. Manage the College without adequate administrative policies for matters involving instructional services, administrative and financial services, human resources, marketing and economic development, enrollment management, and student services.

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## **POLICY TYPE: EXECUTIVE LIMITATIONS**

### **POLICY TITLE: GENERAL EXECUTIVE CONSTRAINT (continued)**

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9. Allow any violation of any laws, rules or regulations, or of any breach of Board policies.
10. Allow assets to be unprotected, inadequately maintained, or unnecessarily risked.
11. Inform fewer than two administrators of President and Board issues and processes.
12. Establish vice-president level positions without prior authorization of the Board. The President is constrained from establishing a position at this level through hiring a new staff member or transferring currently employed personnel without prior consent.
13. Implement new programs without Board approval.

-- This policy adopted on 03-27-97  
Revised on 04-18-00  
Revised on 06-20-00  
Reviewed on 02-05-03 (no changes)  
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