

Mid-Atlantic Christian University Board of Trustees Policy #6

SUBJECT: Presidential Selection

DATE: January 2008

REVISED: April 2020

NEXT SCHEDULED REVIEW: February biennially in even years, February 2022

APPROVED BY BOARD OF TRUSTEES: May 2020

Policy for: Board of Trustees

Procedure for: Chairman of the Board and President

Authorized by: Chairman of the Board of Trustees

Issued by: Board of Trustees

I. Purpose

Realizing that the president of the university will end his/her role as president, either in a normal life cycle or an abbreviated life cycle (death, disability) at any time, the Trustees will adopt a set of desirable characteristics and procedural guidelines to be considered in selecting future presidents.

II. Policy

The Board of Trustees selects the Chief Executive Officer of the university.

Preferred characteristics of a candidate must be a strong supporter of Christian higher education and have a passion for ministry. He/she must be committed to the standards of the Restoration Movement principles and to the mission and vision of Mid-Atlantic Christian University. While not required, it is preferred that the candidate is an alumnus of Mid-Atlantic Christian University.

The candidate for office of the president must be a person of wisdom, doctrinally sound, and a believer in the inspiration of scripture. They must be a person of integrity and purity of life, with no hint of immoral conduct. The candidate should have academic credentials, desirably a terminal degree. They should be well versed and an advocate for church growth, new church planting, and global missions. The candidate should be a good communicator with strong public speaking abilities. Experience in ministry, good administrative skills, business acumen, and experience in higher education are preferred. Since MACU was established to educate paid ministers, preference is given to those with ministry experience in a local congregation. The candidate should have the ability to manage the financial affairs of the school. Fundraising knowledge and skills are necessary for effective leadership in this position. Actual business

experience is a strong plus. The candidate should be a positive person and an overall good cultural fit with MACU and her constituents (faculty, staff, students, donors, congregations, trustees, etc.). The ideal candidate will be an individual that seeks to build collaborative relationships to advance the mission of the university.

The candidate needs the support of their family as long hours and extensive travel is required of the President. They should be a person with compassion and concern for students, faculty, and staff. Community involvement is important to this leadership role.

III. Procedure

A. Succession Planning

It is an inherent responsibility of leadership to identify and prepare a potential successor. To help accomplish this at MACU, President Maurice and the chairperson of the Board of Trustees will meet annually to discuss potential successors.

The task of University President is extremely demanding with a typical tenure between 5-10 years; MACU wants to avoid excess stress that might lead to burnout. The President will express his views about his continued tenure. This view will consider his physical health, emotional health, and family situation.

Each year the President and Chairperson will prepare a short list of potential candidates and annotate it with comments about the time frame when that individual might be ready, plus training and experience that would help the candidate improve his/her readiness. This information will consider two time phases when a new President might be appointed: the next 0-4 years, the next 5-10 years assuming a planned transfer. This document will be maintained under the control of the Chairperson who will limit its distribution.

Ideally the successor President will be brought on board as a President Elect for a transition period of six months to one year. However, availability of the selected successor and/or finances may preclude an extended transition period.

B. Emergency succession plan (death of president or sudden resignation)

1. Acting President: Upon notification of the death of the president, the acting president assumes all duties automatically and immediately. The president in consultation with the chair of the Board of Trustees will select someone to be appointed as acting president. This person will be disclosed to the Board of Trustees annually. Normally this person will change from year to year to provide opportunity to multiple people. The appointment does not need to be published externally.
2. Interim President: At the end of the 60 days or sooner, the executive committee of the Board of Trustees—with input from the full Board of Trustees, the Leadership Team, and other stakeholders—will select an interim president. This can be, but does not have to be, the same person as the acting president. Once the interim president is in place, then normal and typical protocols for selection of the fifth president will begin. If an interim president is

not available, the acting president can continue until an interim is selected. MACU will publicly announce the appointment of the Interim President.

3. President: The Chairman of the Board of Trustees will establish a selection committee to search, interview, evaluate, and recommend a candidate for President to the full board of Trustees for decision. The Chairman will prepare a guidance document for the committee with such instructions on committee composition, processes, timing, and support resources deemed appropriate.

IV. Published: Policy Manual

V. Reason for Revision

VI. Appendices