

MONTANA BOARD OF REGENTS OF HIGHER EDUCATION
Policy and Procedures Manual

SUBJECT: PERSONNEL

Policy 702.5 – Executive Contract; Commissioners and Presidents

Adopted: July 11, 1977; Revised: November 18, 2016

Board Policy:

A. The following policy shall apply in written contracts of employment with the commissioner of higher education (CHE) or university presidents in the absence of express contract provisions which are to the contrary.

B. Initial contracts for a CHE or university president shall be for a term as approved by the board not to exceed three years in duration. Salary increments shall be determined annually. An incumbent may be dismissed during the contract period for adequate cause.

C. Initial contracts may be renewed at the discretion of the Board of Regents. Such renewal shall be for a one-year period. Salary increments shall continue to be determined annually. Written notice of non-renewal shall be given by June 30 prior to the final contract year. No advance notice shall be required in the event of dismissal for adequate cause.

D. During the final contract year, the CHE or president may be assigned administrative or other duties at one of the units of the MUS or in the commissioner's office. An alternate arrangement may be negotiated which is mutually agreeable to the person involved and the board.

History:

Item 17-004-R0777, Contract Terms; Commissioner of Higher Education and unit presidents, Montana University System, July 11, 1977 as revised June 12, 1984. Item 173-102-R1116, revised November 18, 2016.