

BOARD OF HIGHER EDUCATION

REQUEST FOR BOARD ACTION

NO.: BHE 21-43

BOARD DATE: May 4, 2021

NORTH SHORE COMMUNITY COLLEGE PRESIDENTIAL APPOINTMENT

MOVED: The Board of Higher Education hereby approves the April 6, 2021 recommendation of the North Shore Community College Board of Trustees recommending William Heineman as President of North Shore Community College. Such appointment is effective on or about July 5, 2021, is subject to the successful and satisfactory completion of a State Police background check, and is subject to and in accordance with the attached Terms and Conditions of Appointment.

VOTED: Motion adopted by BHE 5/4/2021.

Authority: Massachusetts General Laws Chapter 15A, Sections 9(q) and 21

Contact: Constantia T. Papanikolaou, General Counsel

Background

The Board of Higher Education (BHE) is a coordinating board, with some governing authority, over the public higher education system. Among the BHE's governing functions are its statutory responsibilities to approve the appointment and removal of, and set the compensation for, the president of each state university and community college within the public higher education system. M.G.L. c. 15A, §§ 9(q) and 21.

In furtherance of these legislative requirements, and consistent with the BHE's responsibility to establish overall goals in order to achieve a well-coordinated, quality system of public higher education in the Commonwealth, to establish coordination between and among institutions, and to resolve conflicts of policies or operations, the BHE issued guidelines and procedures for the search, selection, appointment and removal of the chief executive officers at state universities and community colleges. M.G.L. c. 15A, §§ 9(c) and (u). [BHE Presidential Search, Selection, Appointment and Removal Guidelines \(2013\)](#). The BHE Presidential Guidelines establish minimum procedural expectations for Board of Trustees conducting presidential searches, delegate to the Commissioner the authority to act on behalf of the BHE as specified therein, and include several touchpoints between local Board of Trustee Chairs and the Commissioner to ensure that the Presidential search process is being conducted consistent with the BHE and the Commissioner's expectations.

North Shore Community College (NSCC) Board of Trustees initiated the search process for the President of NSCC in August 2020, and conducted the search with the assistance of search consultants at RH Perry & Associates. As required under state law and the BHE's implementing guidelines, the Commissioner appointed a voting member to the search committee (Associate Commissioner Jonathan Keller), who participated in the development of the position profile, the selection and interviews of semi-finalist candidates, and the search committee decisions to recommend five final candidates for public interviews. (The NSCC Presidential Position Profile may be accessed through the following link: <https://www.northshore.edu/presidential-search/files/president-search-profile.pdf>).

The five finalists participated in NSCC Board of Trustee interviews and virtual campus visits during the week of March 29th through April 2nd. During that time, the BHE was extended an opportunity to interview all five candidates, as required by the BHE Presidential Guidelines; the Commissioner and the Secretary of Education engaged in this procedural touchpoint and interviewed all five candidates on behalf of the BHE.

On April 6, 2021 the NSCC Board of Trustees voted unanimously to recommend Dr. William Heineman to the BHE for approval and appointment, subject to and in accordance with the attached Terms of Appointment. M.G.L. c. 15A, § 21.

The Commissioner has received and reviewed the NSCC Board of Trustee's recommendation, along with all supporting materials, and has determined that the submittal is complete and the search was conducted in alignment with the BHE Presidential Guidelines. Accordingly, the Commissioner is forwarding the recommendation to the BHE for consideration and formal action.

Attachments to BHE 21-42:

03a_William Heineman NSCC Presidential Search Cover Letter

03b_William Heineman Resume (CV)

03c_Terms and Conditions of Appointment Letter_W. Heineman

03d_Letter from NSCC Chair LaRock to Commissioner Santiago with attachments