

## Oregon State University - Search for the President Search Work Plan\*

Understanding the Opportunities & Challenges	Scheduled Dates
<p><b>Launch Meeting</b> Isaacson, Miller (IM) will review the search process and timeline with the search advisory committee (SAC). Discuss the challenges, opportunities, and objectives for the position and begin developing a profile of the ideal candidate.</p>	January 4
<p><b>Virtual Community Listening Sessions and Survey</b> SAC members and IM conduct virtual statewide OSU community and stakeholder listening sessions. OSU to host survey to collect input. IM to solicit suggestions of sources and candidates.</p>	January 11 - 20
<p><b>Finalize Presidential Position Profile</b> Board of Trustees receives public input, and considers and votes on presidential leadership profile in a public Board meeting.</p>	January 28
Networking & Screening of Prospective Candidates	
<p><b>Progress Reports</b> IM will provide regular progress reports to the SAC chair on the progress of the search; SAC members and others will submit nominations to IM.</p>	Throughout the search
Narrowing the Field	
<p><b>Finalize Candidate Criteria Matrix</b> Search chair, search advocate, and committee members review criteria matrix that will be used by the committee to evaluate candidates.</p>	Late February
<p><b>First Presentation: Calibration Meeting</b> IM will present potential candidates, including resumes and/or biographies to the SAC. This is also an opportunity to share insights gleaned from initial networking and to review candidate models.</p>	Mid-March
<p><b>Review Nominations &amp; Unsolicited Applications</b> Search chair and/or committee members review nominations and additional unsolicited applications submitted in response to advertising.</p>	March/ April
<p><b>Interviews by Isaacson, Miller</b> IM interviews candidates and notes impressions and recommendations to be shared with the SAC at the Second Presentation.</p>	March/ April
<p><b>Second Presentation: Candidate Review Meeting</b> IM presents full candidate pool, including resumes and cover letters, to the SAC. SAC decides on list of candidates for screening interviews.</p>	Mid-April
Selecting Finalist Candidates & Checking References	
<p><b>Screening Interviews by Search Advisory Committee</b> Candidate background checks and due diligence conducted. SAC conducts confidential screening interviews with candidates via remote conferencing; prepares a summary of feedback regarding candidates; and submits a list of recommended finalists to the Board Chair.</p>	Early May
<p><b>Special Board of Trustees Meeting to Determine Semifinalists</b> In executive session, the Board Chair makes his recommendation on semifinalists for consideration by the full Board. Board determines semifinalists to interview.</p>	Early May
<p><b>Interviews by Board</b> Board conducts confidential remote conferencing interviews with selected semi-finalists in executive session. Board determines finalists in executive session and announces finalists in public session of the Board.</p>	Mid-May
<p><b>Finalist Interviews and Visits</b> Additional due diligence conducted by Board and IM. Finalists make visits to OSU in Corvallis. Visits to include public forums and meetings with the Board, the search committee, and university-wide community members and stakeholders.</p>	Late May
<p><b>Review &amp; Consider Feedback</b> The Board reviews and considers stakeholder and community member feedback on finalists.</p>	Late May
The Final Choice	
<p><b>Board Votes on President</b> Board convenes a special public meeting and votes to select a new president. Following the Board meeting, Trustees host a public reception to introduce the new president.</p>	Late May/Early June