

Presidential Search and Selection Guidelines

BACKGROUND

One of the most important jobs the Board of Trustees performs is the selection of a president of the university. Ideally, to assist the Board and facilitate its selection process, procedures for presidential searches are in place well in advance of a presidential vacancy. In June 2016, the Executive & Audit Committee reviewed the following best practices recommended for university presidential search and selection:

A presidential search and selection policy should include:

- If needed, a process for appointing an interim president;
- An assessment of institutional strengths and development of a statement of desired leadership qualities prior to initiating a presidential search;
- The appointment of a search committee chaired by a Trustee and broadly representative of the university;
- Engagement with the university community throughout the search process; and
- A process for selecting a new president and assimilating the president and the president's family into the culture and life of the university.

The Committee also reviewed Oregon Revised Statutes (ORS.096) related to presidential selection including:

- The requirement that, except in the case of an interim president, the hiring committee for a president of a public university in Oregon include representatives of the university community and at least one other president of a public university based in Oregon; and
- The requirement that the Board consult with the Governor, or the Governor's designee, when appointing a president of the university.

DRAFT GUIDELINES

There was general agreement among the Committee that it would be valuable to have guidelines for conducting a presidential search in place in advance of a presidential vacancy, but some cautioned against guidelines that were overly detailed, inflexible or restrictive. The draft Presidential Search and Selection Guidelines in Attachment 1 were crafted to be consistent with best practices and statutory requirements without being overly prescriptive.

RECOMMENDATION

Staff propose that the Executive & Audit Committee recommend to the Board that it adopt the Resolution establishing Presidential Search and Selection Guidelines as provided in Attachment 1.

Attachment 1

RESOLUTION NO. 16-10



Oregon State University
Presidential Search and Selection Guidelines

BACKGROUND

Oregon Revised Statute 352.096 authorizes the Oregon State University Board of Trustees to appoint and employ a president of the university in consultation with the Governor or Governor’s designee.

RESOLUTION

Now, therefore, be it resolved by the Board of Trustees that the Presidential Search and Selection Guidelines, attached as Exhibit A, are established.

This Resolution is effective _____.

APPROVED by the Board of Trustees _____

_____/ /2016
Secretary to the Board Date



Oregon State University Presidential Search and Selection Guidelines

I. Goal

It is the goal of the Board to attract and retain the most highly qualified individual to serve as President, whose knowledge and experience can advance the university's mission and strategic goals.

II. Appointment of an Interim President

The Board may appoint an interim president. The Board Chair will solicit nominations for diverse, well-qualified candidates to fill the interim position and bring a recommendation to the Board.

III. Assessment of the Institution and Development of a Leadership Profile

Prior to initiating a president search, the Board will assess the institution's strengths and whether the current strategic direction of the university should be sustained or changed. As part of this assessment, the Board will invite input from the university community on the university's anticipated needs over the next decade and what background, skills and experience are needed in the next president.

Based on this assessment, the Board will establish a leadership profile describing the qualifications, experience, competencies, and capacities desired in a new president. This leadership profile will serve to inform the recruitment and selection process.

IV. Presidential Search Committee

Except as provided in Section II, a presidential search will include the establishment of a search committee. The committee will be composed of trustees and representatives from the faculty, student body, unclassified staff, alumni, and the broader community. The committee will include a search advocate to help ensure an inclusive process that targets a broad and diverse pool and gives due consideration to all candidates. The committee will also include at least one other president of a public university based in Oregon and the president, or his/her designee, of the Oregon State University Foundation.

Members of the committee will be appointed by the Board Chair. The Board Chair will seek to appoint individuals with good judgment, an understanding of the position of president, and an ability to invest the time in the search process, to put the university priorities and needs before narrower interests, and to maintain confidentiality during and after the search. In making committee appointments, the Board Chair will seek input from trustees, the presidents of Faculty

Senate and the Associated Students of Oregon State University, and university leadership. The Board Chair will also solicit slates of names from constituent groups from which the Board Chair can select committee members of broad university representation.

The committee will be chaired by a trustee who is appointed by the Board Chair and acts as spokesperson for the committee. The Board Secretary will staff the committee under the direction of the search committee chair and in close coordination with the search consultant, if one is engaged.

The charge of the search committee will include:

1. At its discretion, engaging a search consultant that specializes in executive-level searches;
2. Soliciting nominations and applications from a diverse group of well-qualified persons;
3. Screening applications using the leadership profile established by the Board as the basis for choice;
4. Selecting and interviewing semifinalist candidates;
5. Recommending a group of qualified finalists to the Board Chair. When forwarding their recommendations to the Board Chair, the committee will provide a report on each recommended finalist, detailing strengths and weaknesses in terms of the desired qualifications for the position. The Board Chair will complete a review of the recommended finalists and may narrow the field of candidates after consultation with the committee. After this independent review, the Board Chair will determine the finalists to forward to the Board;
6. Announcing the finalists to the university community and arranging campus visits for final candidates;
7. Providing the Board with a summary of campus and community reaction to the final candidates; and
8. Ensuring that confidentiality is strictly observed with respect to applicants and the committee's internal deliberations.

V. Presidential Selection

The Board will interview final candidates in executive session, as allowed under Oregon Public Meeting Law. Once interviews are complete, the Board may convene in executive session to rank the candidates and may delegate to the Board Chair in public session the responsibility to negotiate with a "first choice" candidate and to consult with the Governor or Governor's designee as required by Oregon law.

Following this negotiation phase, in public session, the Board will vote to appoint the new president and approve the contract and compensation.

VI. Presidential Transition

Once a president has accepted appointment, the Board has continuing responsibility for providing advice and support to the new president and may establish a transition team to orient and advise the new president during the transition. The Board will use the university assessment completed at the outset of the search to establish, in consultation with the new

president, the major goals for the president's first year, which will be the basis for the initial presidential performance review.

Document History

- Adopted by the Board of Trustees _____