

Proposed Search Process for 2021-22 OSU Presidential Search

OSU Faculty Senate Executive Committee

April 2, 2021

Introduction: Selection of the university president is an important responsibility that should be shared between the Board of Trustees and the university community of faculty, staff, students, and stakeholders. Based on input received about the last presidential search, process transparency and community participation are extremely important to the OSU community. To engender trust, ensure appropriate participation, and benefit from OSU's excellent search practices, we recommend that the upcoming OSU presidential search include the following characteristics:

1. Significant faculty and staff representation (total 40%) on a racially diverse and gender diverse search committee (include someone from Administrative Appointments committee as well as a search advocate)
2. Agreement about working relationship between committee and Board of Trustees
3. Ensure community input into developing and reviewing job description and qualifications, using means such as
 - Listening sessions with different stakeholder groups, such as Faculty Senate, ASOSU, staff, community/alumni, and an open session for any interested participants
 - Online survey
 - Search committee and community review provide feedback about draft job description and qualifications to the Board before it is finalized and published
4. Board will issue an initial charge to the search committee including importance of DEI and confidentiality
5. Position and timeline will be published, including but not limited to OSU's jobs site, the OSU public website, and other appropriate recruitment platforms
6. Actively recruit a competitive pool (using multiple means) that is diverse in representation of BIPOC candidates and other candidates of color, and in sex/gender representation
7. Search committee will provide leadership for search design, criteria development, and recruiting/screening candidates to on-site interviews
8. If a search firm is used:
 - Select a search firm with a track record of producing diverse BIPOC HIRES, not just diverse pools or diverse finalists
 - Search firm will observe and support OSU's and the committee's process, but will not control it

- Search firm focus will be on recruiting - building a competitive and diverse applicant pool
 - Application materials shall be uniform from all candidates, and all committee members shall have access to all application materials
 - Search firm will not pre-screen the applicants for the committee—all applications will be provided to committee for initial review without comment
 - Reference checking for finalists will be performed in parallel by search committee and Board of Trustees
 - Search firm to perform face-to-face reference checks (Zoom or other conferencing platform, but not by phone)
 - Contract with another professional firm (not the search firm) to perform executive-level background check, including but not limited to criminal background, educational audit, global negative media sweep, and other relevant concerns. The highest level of scrutiny is necessary.
9. Public communication to OSU community about their involvement in later stages of the search/selection process:
- Multiple finalists come on site to meet with university and community stakeholders, including Faculty Senate/EC and a significant open forum for each candidate
 - Feedback instrument designed to elicit information about criteria the committee is seeking to evaluate, and requesting evidence (what did the candidate say or do, or what did you see in their materials, that caused you to form this judgment?)
 - Feedback to be tabulated and analyzed qualitatively by search committee as part of final report to the Board of Trustees
 - Board of Trustees communicates proposed decision and rationale to search committee before finalizing choice to check for potential pitfalls
 - Thorough rationale addressing search criteria is shared in writing with the larger OSU community when the hire is announced.