

Administrative Appointments Committee 2014-2015 Annual Report

Committee Membership

Co-Chairs:

Paul Doescher (2015)	Forest Ecosystems and Society
John Killefer (2016)	Animal and Rangeland Sciences

Members:

Cindy Alexis (2015)	Budget and Fiscal Planning
Jack Higginbotham (2015)	College of Science Admin/Space Grant
Justin Preece (2015)	Botany and Plant Pathology
Eric Alexander (2016)	Memorial Union
Mark Hoffman (2016)	Public Health and Human Sciences Administration
Bill Warnes (2016)	School of Mechanical, Industrial, and Manufacturing Engr.
Peggy Dolcini (2017)	Public Health
Henry Sayre (2017)	Art/OSU Cascades
Richard Arnold (2017) *	Health Sciences Business Center
Todd Pugatch (2017)	Public Policy

* Left OSU mid-year

Executive Committee Liaison – Dan Edge

Search Committee Activities for the 2014-2015 Academic Year

The AAC was asked to provide input into a larger than normal number of high-level searches during the AY 2014-2015. The Committee was fortunate to have enough members to represent the faculty on each of the search committees and the appointment of other OSU faculty on searches by the Provost were conducted with consultations between AAC Members, Co-Chairs, and the Faculty Senate President (as per standing rules of the committee). Searches conducted and their status/results are as follows:

Dean – College of Business—Cindy Alexis

Recruitment for the search was managed by Isaacson, Miller with Julie Filizetti. This was an accelerated search in hopes of finding someone before the end of the academic year.

Eight diverse candidates were selected from the pool for airport interviews and, from this short list, four very strong candidates were identified for on-campus interviews. To date, two have declined to be considered further so we are looking to bring the remaining two interested candidates to campus in the next month.

As representative of the AAC, the process appears to be transparent with the diverse and wide-range of committee members taking into account students, faculty, and business community interests while being truly focused on attaining the next leader for the College.

Dean – Student Life – Jack Higginbotham

The process was standard. Angela Batista has been offered and accepted the position of Associate Vice Provost/Dean of Student Life. She starts at the end of June 2015.

OSU General Counsel – Henry Sayre

Three candidates, from a very strong pool, were brought to campus, and Becca Gose, an in-house candidate, was determined to be, by far, the most qualified and was appointed the new General Counsel.

Vice Provost/Dean for Undergraduate Studies – Bill Warnes

The search, chaired by Dean Larry Flick (Education), began on November 19, 2014 and was limited to internal candidates from OSU. As of the December 19, 2014 application due date,

seven candidates had applied and one additional application came in after the full consideration date. An email discussion with the search committee determined that the pool was acceptable in size and diversity and the review process could begin with all eight candidates.

After the search committee meeting on January 5, 2015, four of the candidates were assessed as qualified and were scheduled for in-person interviews with the search committee. These interviews were conducted on January 14 and 20, 2015. On January 20 the search committee reconvened and narrowed the candidate list to two candidates for full on-campus interviews. Because of complicated scheduling with Provost Randhawa's travel schedule, the interviews took place somewhat delayed, on February 24 and 27, 2015. The interviews were shortened from what has been historically done (1-½ days shortened to 1 day) to help manage the large number of searches being simultaneously coordinated on campus. The shortening of the interviews was not well received in the end analysis (from the search committee, candidates, and OSU community feedback) due to the short amount of time on-campus groups had with the candidates.

The final meeting of the search committee was on March 10, 2015 and concluded with a meeting with Provost Randhawa to provide the committee's recommendations. The committee was unanimous in support of both candidates as viable for the position, each bringing different strengths and weaknesses to the job. Provost Randhawa took our comments and made a decision, with the announcement of the final appointment of Susana Rivera-Mills on April 3, 2015.

Vice Provost International Programs (search failed twice) – Bill Warnes and Cindy Alexis

The initial search, chaired by Dean Toni Doolen (Honors College), began on May 16, 2014 and was limited to internal candidates from within OUS. As of the June 20, 2014 application due date, five candidates had applied. The July 14 meeting of the search committee determined that three of the candidates were not acceptable, leaving only two candidates. This was deemed to be an insufficient pool of candidates, and the search reopened with an October 20 deadline. At about this time Dean Doolen stepped down as chair and became co-chair with Dean Larry Rodgers (Liberal Arts).

The search committee determined an open, national search, was necessary to broaden the application pool, and the two candidates from the first search were invited to continue in the application pool. Provost Randhawa requested that the search committee members be responsible for providing names and contact information for increased national advertising of the position. At the October 20 deadline 96 applications had been received, and this number was reduced through review and discussion to 19 strong candidates at a meeting on October 29.

On December 8, 2014 the search committee reconvened and narrowed the candidate list for potential airport interviews. Because the committee retained ten qualified applicants, airport interviews were rejected in favor of Skype interviews.

Skype interviews were conducted with these ten applicants on January 5, 6, and 7, 2015, resulting in three individuals being recommended for on-campus interviews. These interviews occurred between mid-February and early March 2015, followed by a search committee discussion on March 11, 2015.

The search committee was mixed in their recommendations of a finalist, and left the two search chairs and the Provost's Assistant to finish discussions with the Provost. This second search also resulted in failure, as announced by Provost Randhawa on April 7, 2015 to the search committee.

On April 15 the Provost asked the committee to evaluate an OSU faculty member, who had served as a member of the VPIP search committee, as a potential candidate for the VPIP

position. The evaluation process was conducted in 30 minutes with no prior guidance on how this evaluation fit in with the rest of the search process, and no professional CV or letter of interest from the candidate. At the request of several search committee members, a 15-minute procedural meeting was held just before meeting with the candidate, and a summary of our process concerns was produced by Gigi Bruce from the notes of that meeting. The committee members were later asked to send their individual comments to Provost Randhawa.

In addition, the Provost asked the Co-chairs of AAC to meet with the individual and provide feedback.

To date, no announcement has been made as to the result of this consideration or further expectations of the search committee.

Vice President for Research – Paul Doescher

The VPR Search was conducted through the help of Sharon Tanabe with the firm Storbeck/Pimmentel and Associates. Chair of the search committee was Dean Sastry Pantula (Science). After initial screening, airport interviews and on-campus interviews of four individuals (one individual withdrew due to acceptance of another position), the search concluded with the successful appointment of Dr. Cynthia Sagers as the new OSU VPR. Overall, this search was conducted in an ethical and thorough manner. Many of the committee remarked how much they enjoyed the entire process.

Dean – College of Veterinary Medicine – John Killefer

The first round of this search yielded a solid pool of three candidates. Following the on-site interviews, it was decided to reopen the search. A second round of advertisement and interviews failed to identify a suitable candidate. Dr. Sue Tornquist, a Professor of Biomedical Sciences and Interim Dean of the OSU College of Veterinary Medicine, has accepted a three-year appointment as the Lois Bates Acheson Dean of Veterinary Medicine.

Interim Associate Provost for Academic Success and Engagement – Justin Preece

This search ran from June to August 2014. It was administered by Sara Daly at the behest of Becky Warner, and chaired by committee member Kate Halischak. Great care was taken to ensure an impartial process; interviews and public fora were well-run, well-attended, and thoroughly documented. The three finalists were internal OSU employees; Janet Nishihara was the successful candidate. She accepted this appointment effective September 1, 2014.

Other Activities

The AAC asked Anne Gillies to make available a one-day Search Advocate training open to AAC members (and others across campus). The training was held in December 2014.

The Co-Chairs had excellent communication with Sabah Randhawa and Gigi Bruce, and there was continued affirmation for committee involvement in future searches as specified in the standing rules.

To better perform AAC functions, recommendations for future committee members include:

1. Continuation of excellent communication between the Provost's Office and AAC with requests for memberships on committees made in a timely manner.
2. Continuation of at least one search member from AAC and, in consultation with the Faculty Senate President, providing of additional faculty names for searches.
3. Continued Search Advocate training for committee members on a yearly basis.

Respectfully submitted,

Paul Doescher, Co-Chair
John Killefer, Co-Chair