

# Administrative Appointments Committee

## Annual Report 2021-2022

### Committee Membership

Michelle Bump, Chair '22	Biological & Population Health Sciences
Alex Aljets '22	University Information & Technology
Mary Chuinard '22 (v. Qiu)	College of Earth, Ocean, & Atmospheric Sciences
Todd Pugatch '22	Public Policy
Hannah Rempel '23	University Libraries
Amber Ahlgren '23	Fisheries, Wildlife, & Conservation Sciences
Andy Olstad '23	College of Business
Amy Thomson '23	Chemical, Biological & Environmental Engineering
Pallavi Dhagat '24	Electrical Engineering & Computer Sciences
Grace Kuo '24	College of Pharmacy
Kari-Lyn Sakuma '24	School of Social & Behavioral Health Sciences
Billie Travelstead '24	Equal Opportunity & Access

*Executive Committee Liaison – Anne Gillies*

### Search Committee Activities for the 2021-2022 Academic Year

Completed searches and their status/results are as follows; members who participated in the search are also indicated:

#### **University Policy and Standards Specialist in the Office of Faculty Affairs – Alex Aljets**

The search commenced in December 2021 and concluded in March 2022. The search advisory committee was led by Susan Freccia, Director of Compliance, with the Office of Audit, Risk and Compliance. A variety of administrative units were represented on the search committee, with all committee members holding an administrative position. The search was well-organized by the executive assistant with the Office of Audit, Risk and Compliance. The search advocate was effective, and their suggestions were followed by the search committee and chair. Thirteen candidates applied, four were interviewed in the first-round audio-only zoom call. Three accepted second-round interviews via zoom. The search was successful, with Katheryn Yetter being appointed to the position.

#### **Dean of Libraries – Hannah Rempel**

The search commenced in April 2021 and concluded December 2021. The search firm, Isaacson Miller was utilized, and Larry Rodgers, Dean of the College of Liberal Arts, was the search advisory committee chair. The committee comprised a broad group of representatives across campus, and professional faculty, faculty and staff were represented on the committee. The search was well-organized in the initial review of candidates but felt rushed in other elements. For example, the search website was not updated, and on-campus interviews were scheduled late, limiting time for the employees of the OSU Libraries & Press to provide input. Additionally, the candidate evaluations review date was prior to the deadline for turning in evaluations. The search advocate engaged in meetings, but the search matrix was not fully incorporated into the process. Eight applicants applied for the initial position, with three being invited for an on-campus interview. The position was offered to Anne-Marie Deitering, who accepted.

#### **Chief Human Resources Officer – Division of Finance and Administration – Alex Aljets**

The search commenced on May 9, 2022 and concluded on August 8, 2022. No search firm was used and Toni Doolen, Dean of the Honors College, chaired the search. The search committee composition included representation from a variety of administrative units who will work with the position being hired. All the committee members held administrative roles at the university, although one was also a tenure-track faculty

member. The search was well organized by Tracy Elmshaeuser, Executive Assistant to the Senior Associate Vice President for Administration, and Judy David, Administrative Assistant to the Deans and Directors in the Honors College. The search advocate, Teresita Alvarez-Cortez, was effective and her suggestions were followed by the search committee and chair. Teresita was particularly helpful in supporting the committee in navigating the complexities of interviewing an internal candidate who was currently serving in the interim role. The search committee was challenged by the short timeframe for the search and the small applicant pool for this important executive position at OSU. Fifteen candidates applied. Three candidates were invited and accepted on-campus interviews. One candidate was internal to OSU while the two others were external. Strengths and weaknesses for three candidates were put forth to the appointing administrator, Michael Green, Vice President for Finance and Administration. On August 8, 2022 Mike Green announced to the committee that Heather Horn was appointed as Chief Human Resources Officer, effective the same day (since Heather served in the interim CHRO role).

Active searches continuing into the 2022-2023 year:

- Vice President and Chief Diversity Officer – Kari-Lyn Sakuma
- Vice President, OSU-Cascades – Andrew Olstad
- Dean, Earth, Ocean, & Atmospheric Sciences – Amber Ahlgren
- Dean, Pharmacy – Amy Thomson

### **Other Activities**

The committee met with the Executive Committee Liaison, Anne Gillies, on April 29, 2022 to provide input on equity and inclusion issues particular to administrative positions. The committee provided feedback on the Search Advocate Remote Searches Recommendation form to Anne Gillies. Other recommendations included providing more advance notice on presentation schedules to accommodate faculty and staff as well as recording presentations so stakeholders can review and provide feedback later.

Respectfully submitted,  
Michelle Bump, Chair