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Presidential Search Committee

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Presidential Search Committee

Submitted by: Debra Sabia

2/4/2009

Question:

Who made the recommendation to Chancellor Erroll Davis of those members selected to serve on the Georgia Southern University Presidential Search Committee? Why is the Committee Chair of the GSU Presidential Search Committee the same professor who served in this capacity during the last presidential search at our university? Why are members of the committee planning to meet with Regent Donald M. Leebern rather than our own regent representative? What role, if any, will the Faculty Senate play in the selection process?

Rationale:

The questions posed by this request for information is important to the faculty as the Presidential Search Committee will be charged with a number of important duties that will influence the selection process for the next president of this university.

SEC Response:

The SEC received the following two items in response to this RFI, the first from President Grube, the second from Vice-Chancellor Susan Herbst:

Policy Manual of the Board of Regents Section 200
Regional Universities, State Universities, and Colleges

A presidential search is initiated by the Chancellor, with the agreement of the Board. For regional universities, state universities, and colleges, a Special Regents' Search Committee shall be appointed by the Chair of the Board and will consist of three (3) Regents as voting members, selected as follows: The Board Chair shall, at the beginning of his or her term as Chair, identify six Special Regents' Search Committees, each of which shall be chaired by one of the six most senior members of the Board of
Regents. The next six most senior Regents shall be assigned to the six Special Regents' Search Committees in reverse descending order of seniority so that the most senior Regent is paired with the least senior Regent of the next six. The remaining Regents shall be assigned to one of the six Special Regents' Search Committees at the discretion of the Board Chair. In the event of a vacancy in the presidency of a regional or state university or a college, the Board Chair shall assign one of the six Special Regents' Search Committees as the Committee with respect to that vacancy. In making such assignments, the Board Chair shall alternate the six Committees in turn so that each Committee has a relatively equal workload. The Chair of the Board and the Regent residing in closest proximity to the institution shall also serve as voting members. The Chancellor shall serve as an ex officio, nonvoting member. Seniority shall be determined by date of appointment. In the case of Regents appointed on the same date, seniority shall be determined by alphabetical order. Any vacancies occurring after the formation of the Special Regents Search Committee may be filled by the Board Chair.

The campus Presidential Search and Screen Committee shall be appointed by the Chancellor in consultation with the Board Chair. The voting membership of the campus Presidential Search and Screen Committee shall consist of three faculty representatives from the institution, at least one representative of the administrative staff, at least one student, and at least two representatives of the surrounding community (and region, as appropriate), including the institution's foundation and its alumni association and comprising up to one-third of the total voting membership of the committee. For each committee position upon which the Chancellor requests its advice, the respective institution, foundation, or alumni association shall provide two nominations. The Chancellor will appoint the committee's chair from among the committee's voting members. Any vacancies occurring after the formation of the campus Presidential Search and Screen Committee may be filled by the Chancellor.

The campus Presidential Search and Screen Committee shall keep the Chancellor and the Special Regents Search Committee informed as to the progress of its deliberations and shall apprise the Special Regents Search Committee of the names of candidates removed from and retained for consideration during each phase of the screening and selection process. The campus Presidential Search and Screen Committee shall identify to the Chancellor and the Chair of the Special Regents' Search Committee from three to five unranked candidates to be presented to the Special Regents' Search Committee. The Special Regents' Search Committee may request a further search for applicants, or further consideration by the campus Presidential Search and Screen Committee of any applicant in addition to the candidates recommended. The Special Regents' Search Committee and the Chancellor shall jointly make a recommendation to the full Board of Regents, which shall select the president. At the discretion of the Chancellor and the Chair of the Special Regents' Search Committee, site visit(s) also may be undertaken prior to the final selection.
All Presidential Searches

The Chancellor shall, in consultation with the Board Chair and Search Committee chair(s), determine when a search warrants the services of an executive search firm, and shall develop any necessary contractual agreement that specifies the particular role and reporting lines for such services, all on a case-by-case basis.

The Chancellor shall confer with Search committee(s) and Regents regarding the position description and any special qualifications that should be considered for the position. The Chancellor shall finalize the position description.

For each search, the committee(s) and executive search firm (if one is contracted) will advertise the position widely to reach a diverse audience of candidates, making all reasonable efforts to attract a pool of well-qualified candidates. The committees, advised and aided by an executive search firm to the extent that such services have been contracted, will receive nominations and applications and undertake an initial evaluation of applicants.

Insofar as is compatible with state law, all parties to the search, screen, and selection process shall maintain strict confidentiality as to the identity of applicants and any considerations of their credentials, while making efforts to keep the campus community and the public appropriately informed as to the general progress of the search. (BR Minutes, September, 2006; March, 2008)

Senate Response:

Minutes: 3/24/2009: Presidential Search Committee—After the Presidential Search Committee is charged, Search Committee Chair Trey Denton will speak to the Senate about that process. The SEC also received an RFI from Debi Sabia asking how the members of the search committee had been chosen, and the SEC’s response has been posted and is in two parts: Part one is the BOR Policy that specifies the constitution of all such search committees, and Part two is Vice Chancellor Susan Herbst’s response to the specifics of the Georgia Southern Search Committee, which President Grube solicited at the SEC’s request. The committee was constituted according to the requirements of BOR Policy. Recommendations for individual members were solicited from a number of sources. Chancellor Davis selected the committee members in consultation with Regent. Trey Denton was asked to chair the GSU Search Committee because of his excellent qualifications and experience. This Faculty Senate will participate by being active faculty members who meet, review, and assess candidates, and encourage other faculty to do the same.

Debra Sabia (CLASS) thanked the SEC for helping her with answers to her questions, and then asked whether there had been any University System precedent for selecting for a second time the same chairperson for a Presidential Search Committee.
Marc Cyr (CLASS) Chair, Senate Executive Committee could not respond but agreed to look into Dr. Sabia’s question.