



## **Institutional Executive Officer Search Process**

1. Board President names Board Search Committee (BSC) members and BSC chair
2. Search consultant (SC) selected
3. Position description and advertisement placed
4. Recommendations received from various university and community constituency groups regarding names for the Search Advisory Committee (SAC).
5. SAC members and SAC chair named, based on constituency group recommendations.
6. Position nominations and applications received.
7. Campus listening sessions held with constituency groups to hear what they want in their next institutional executive officer (IEO)
8. SAC reviews and discusses all candidate resumes with SC.
9. SAC submits recommendations to the BSC.
10. SAC self-selects a representative group of members, comprised of faculty, students, staff, and outside representatives, diverse in race and gender, to serve on Interview Search Advisory Committee (ISAC) to participate as requested by the Board throughout the remainder of the selection process.
11. BSC decides on candidates for preliminary interviews from the names sent forward by the SAC.
12. First-round interviews
13. Reference contacts and background checks conducted of candidates participating in the second round of interviews.
14. Second-round interviews
15. BSC narrows field of candidates.
16. Board of Trustees meets to hear candidate recommendations. Further candidate assessments are made by Board of Trustees.
17. Board announces preferred candidate.
18. Preferred candidate brought to campus to engage in open interviews with various campus constituency groups, who are given the opportunity to provide feedback to the Board regarding the preferred candidate.
19. Board receives preferred candidate feedback from constituency groups and decides if preferred candidate should be named IEO.
20. Possible IEO announcement or announcement that search will continue.