

## Presidential Search Policy

The Board of Trustees of the University of Oregon (the “Board”) recognizes that the recruitment and selection of a university president is one of the most critical decisions that the board will undertake. The impact of the decision will impact all members of the university community including students, faculty, staff, alumni, and the state of Oregon.

It is essential that the Board can attract and retain an exceptionally qualified individual to serve as President so that the University can best achieve its mission and goals and serve the citizens of Oregon.

The Board is committed to having an open and inclusive process that engages and keeps the campus community informed at various points in the process.

### **Section 1- Appointment of an Interim President and commencement of Presidential search**

1.0 When a vacancy arises, the Board will appoint an interim president. Board Chair will consider diverse, and well-qualified candidates with a strong working knowledge of the University of Oregon and recommend candidate(s) to the Board for approval.

1.1 Although the Board retains the responsibility for the selection and appointment of UO’s President, the Board delegates to the Chair of the Board (“Chair”) the responsibility and authority to manage the search process and forward finalist(s) to the full Board for review and consideration.

### **Section 2- Formation of a search committee for permanent president**

2.0 To help facilitate a successful search, the Board chair will appoint a search committee that must include individuals that represent each of the following constituencies.

1. the Board
2. statutory faculty
3. current UO students
4. administrative staff (non-faculty)
5. classified staff
6. alumni
7. UO Foundation

2.1 The search committee must include a president of a public university based in Oregon.

2.2 The committee will include a search advocate to help ensure an inclusive process that gives due consideration to a diverse pool of candidates.

2.3 The search committee will be chaired by a trustee who will serve as the spokesperson for the committee.

2.4 The Chair will charge the Presidential Search Committee with organizing and executing all aspects of the arriving at a slate of finalists for the position as UO's next president, to be forwarded to the Board Chair.

2.5 The Board Chair may retain the services of a search firm to assist with the search.

2.6 The University Secretary will staff the committee as directed by the search committee chair.

### **Section 3- Development of a Presidential Profile**

3.0 The Board will approve a comprehensive leadership profile that will guide the search process.

3.1 The search committee will assist in the creation of this profile by conducting public comment sessions, surveys, and targeted focus groups.

3.2 The presidential profile should provide background on the university and should include the presidential position summary.

### **Section 4- Presidential Selection**

4.1 The Search Committee shall recommend qualified and vetted preliminary finalists to the Board Chair, who shall forward final candidates to the full Board.

4.2 The Board shall interview finalists forwarded by the Board Chair.

4.3 Prior to the final selection the Board chair will consult with the Governor or Governor's representative regarding the first-choice candidate as required by ORS 352.096(1)

4.4 The Board's final decision must be made in a public meeting and the Board's decisions and deliberations leading to that decision are to be made in accordance with Oregon's public meetings law.