

SELECTION PROCESS FOR USHE PRESIDENTS

According to Regents' Policy R203, *Search Committee Appointment and Function, and Regents' Selection of Presidents of Institutions*, the following procedure is followed for selecting presidents of the institutions in the Utah System of Higher Education:

1. A search committee is appointed by the chair of the Board of Regents. All search committee chairs shall be members of the Board of Regents. To the extent possible, the Search Committee will include an equal number of Regents and Trustees. The membership of search committees shall be broadly representative of the Regents, institutional Board of Trustees, faculty, and administration, and may also include representatives of the alumni, community, student body, and the college or university staff. (Policy R203, ¶ 3.3)
2. All Regents, search committee members, the Commissioner of Higher Education, presidents, vice presidents, deans, department heads, faculty, students, alumni, friends of the institution, and members of the community shall be encouraged to take the initiative in nominating qualified individuals and encouraging qualified individuals to apply for the position. (¶ 3.5)
3. The committee shall have the duty to establish qualifications for the position, to search for qualified individuals, to receive nominations and applications, to review the qualifications of nominees and applicants, to interview nominees and applicants, and to transmit to the Board of Regents the names of three to five persons who are qualified to serve as president of the institution. (¶ 3.6 and 3.8)
4. The search committee shall keep all information about applicants and nominees strictly confidential. (¶ 3.7)
5. The Regents shall determine the candidates they want to interview as finalists for the position. After references have been checked and background checks completed for those individuals, the Regents will make public the names of finalists to be interviewed by the full membership of the Board. Interviews will be conducted in closed session, after which the Regents will discuss the strengths and weaknesses of each person interviewed. If consensus is achieved, the Board will convene in open session to appoint the president. (¶ 203-4)

As part of the process, though not by policy, members of the search committee may meet with various constituencies of the institution (faculty, staff, students, community, etc.) to request input on the professional qualifications and personal characteristics desired in the next president. The information received in those meetings is used to develop the selection criteria against which all candidates are judged by the search committee and by the Board of Regents.