

5/2/2014



UL SYSTEM

PRESIDENTIAL SEARCHES



FREQUENTLY ASKED QUESTIONS

UNIVERSITY OF LOUISIANA SYSTEM PRESIDENTIAL SEARCHES

FREQUENTLY ASKED QUESTIONS

Scroll through this document to view answers to frequently asked questions about the University of Louisiana System's presidential search process. For information about a specific search, please refer to the special search section of the UL System's webpage: www.ulsystem.edu/presidentialsearches.

GENERAL SEARCH QUESTIONS

WHAT RULES AND/OR POLICIES GOVERN THE UL SYSTEM SEARCH PROCESS?

HOW ARE PRESIDENTIAL SEARCH COMMITTEE MEMBERS SELECTED?

WHAT IS THE STANDARD PRESIDENTIAL SEARCH PROCESS FOR THE UL SYSTEM?

HOW MANY PRESIDENTIAL SEARCHES HAVE USED THIS PROCESS?

HOW LONG DO PRESIDENTIAL SEARCHES LAST?

HOW MANY CAMPUS PRESIDENTS HIRED WERE EXTERNAL CANDIDATES?

WHAT IS THE APPLICATION PROCESS?

WHO CAN NOMINATE CANDIDATES?

WILL A SEARCH FIRM BE USED?

WHAT IS THE ROLE OF SEARCH FIRM?

WHAT SEARCH FIRMS/CONSULTANT(S) HAS THE UL SYSTEM USED IN PAST PRESIDENTIAL SEARCHES?

MEETING & PUBLIC FORUM QUESTIONS

HOW DO PEOPLE REGISTER TO SPEAK AT THE PUBLIC FORUM?

HOW DOES THE PUBLIC FORUM WORK, AND IS THERE A TIME LIMIT FOR COMMENTS?

HOW LONG WILL THE MEETING LAST?

WILL THIS BE THE ONLY CHANCE FOR PEOPLE TO PROVIDE COMMENTS?

CAN I WATCH ANY MEETINGS ONLINE?

GENERAL SEARCH QUESTIONS

WHAT RULES AND/OR POLICIES GOVERN THE UL SYSTEM SEARCH PROCESS?

The Board of Supervisors for the University of Louisiana System is constitutionally charged with hiring university presidents. That process, which includes a national search, is outlined in the following Board Rule and Policy:

Board Rules, Chapter III, Section A. Chief Executive Vacancies

http://www.ulsystem.net/assets/docs/searchable/boards/Chpt_3_II_Personnel_Actions.pdf

Policy and Procedures Memorandum, Searches for University Presidents

<http://www.ulsystem.net/assets/docs/searchable/boards/FS-III.II.A-1%20Search%20for%20University%20Presidents.pdf>

HOW ARE PRESIDENTIAL SEARCH COMMITTEE MEMBERS SELECTED?

Per Board Rules, the Chair of the Board of Supervisors for the University of Louisiana System appoints a presidential search committee that consists of at least six members of the Board including the Student Board Member, a faculty member of the affected institution, and the System President as the non-voting committee chair. Advisory, non-voting members may also be appointed by the Board Chair upon recommendation of the System President.

WHAT IS THE STANDARD PRESIDENTIAL SEARCH PROCESS FOR THE UL SYSTEM?

1. The Board Chair appoints a search committee comprised of at least six members of the Board, a faculty member of the affected institution, and the System President as the non-voting committee chair. Advisory, non-voting members may also be appointed.
2. A tentative timeline is developed by the search committee, which includes a priority date for applications and a target date to select the new president.
3. Early in the process, a search committee meeting is held on campus to solicit input on desired qualifications for a new president.
4. Advertisements are placed in publications throughout the country and a search firm or consultant(s) may be engaged.
5. When the committee receives candidate applications, they are scanned and posted on a special presidential search section of our website.
6. Semi-finalists are brought to campus to meet with various campus constituencies and have public interviews with the search committee.
7. The search committee presents its recommendation, usually two or more names, to the UL System Board of Supervisors.
8. Public finalist interviews take place in Baton Rouge with the full Board of Supervisors.
9. The Board selects a new university president.

HOW MANY PRESIDENTIAL SEARCHES HAVE USED THIS PROCESS?

Although each search is unique, the University of Louisiana System has used this presidential search process since 2001 for the following campuses:

2001: Southeastern Louisiana University and University of Louisiana at Monroe

2002: Nicholls State University

2003: Grambling State University

2007: University of Louisiana at Lafayette

2009: Southeastern Louisiana University

2010: Grambling State University, McNeese State University, and University of Louisiana at Monroe

2011: University of New Orleans

2012: Louisiana Tech University

2013: Nicholls State University

HOW LONG DO PRESIDENTIAL SEARCHES LAST?

Each search is unique ranging from three to seven months.

HOW MANY CAMPUS PRESIDENTS HIRED WERE EXTERNAL CANDIDATES?

Half (50%) of the presidents hired in the 12 campus presidential searches conducted since 2001 have been external candidates from outside of Louisiana.

WHAT IS THE APPLICATION PROCESS?

At its first meeting, the search committee will approve an advertisement that lists the minimum requirements, preferred application date, and instructions for submitting an application or nomination. Once that information is approved, it is posted on the presidential search website.

WHO CAN NOMINATE CANDIDATES?

Anyone may nominate an individual for consideration for president. Nominations and applications will remain confidential. A complete nomination would include a recommended candidate's name, current position, and contact information. Individuals may also self-nominate for the position.

WILL A SEARCH FIRM BE USED?

According to Board Policy, a search firm or consultant(s) may be engaged.

WHAT IS THE ROLE OF A SEARCH FIRM?

Search firms may be engaged to recruit qualified individuals, review applications, conduct reference and background checks, and/or provide recommendations.

WHAT SEARCH FIRMS/CONSULTANT(S) HAS THE UL SYSTEM USED IN PAST PRESIDENTIAL SEARCHES?

The UL System has not utilized the services of a search firm for every presidential search, but the following firms/consultant(s) have been used in the past: Greenwood-Asher and Associates; R.H. Perry and Associates, and James L. Fisher.

MEETING & PUBLIC FORUM QUESTIONS

HOW DO PEOPLE REGISTER TO SPEAK AT THE PUBLIC FORUM?

There will be request to speak cards available to complete and turn into a UL System staff member at each meeting. Campus helpers (students and/or staff) will also walk up and down the aisles to assist in passing out cards and turning them into UL System staff.

HOW DOES THE PUBLIC FORUM WORK, AND IS THERE A TIME LIMIT FOR COMMENTS?

The purpose of the forum is for the public to share thoughts about important qualifications and/or priorities for the next President. It is not a dialogue with the committee.

During the public forum session, a UL System staff member will call people by name who have turned in request to speak cards. Each person will have up to three minutes to express his/her view. The time limit is to ensure all those interested in speaking will have an opportunity.

HOW LONG WILL THE MEETING LAST?

It is estimated that the committee meeting and public forum will last approximately 3 hours, but the public forum will run until all who have turned in request to speak cards have been called. This is the reason the time limit on comments must be enforced.

WILL THIS BE THE ONLY CHANCE FOR PEOPLE TO PROVIDE COMMENTS?

A special email address has been created so that questions and comments can be shared directly with search committee members throughout the process. In addition to the public forum, each meeting of the search committee will be open to the public with opportunities for public comments on agenda items.

The search process also calls for semi-finalist candidates to meet with various constituency groups on campus in addition to a public interview with the committee. Anonymous comment cards are available during the on-campus interview sessions so input on each candidate can be relayed to the committee before it selects finalists.

CAN I WATCH ANY MEETINGS ONLINE?

Although not live, the UL System arranges for all search committee meetings to be videotaped and posted on YouTube so that anyone can watch the proceedings. Once videos are available online, a link will be placed on the presidential search website. When the technology is available, finalists' interviews in Baton Rouge with the full Board of Supervisors are webcast live.