ITEM

Search Policy for appointment of CSCU System President.

BACKGROUND

In November 2013, the Board approved a policy (4.2 University and College Presidential Search Policy) governing the search process for the selection and appointment of university and college presidents. The Board’s intent was to create procedures providing for open, competitive and inclusive search processes. In 2015, the Board approved a minor amendment allowing the Board Chair to select a member of the Board to serve as the Board’s Search Committee chair.

This item establishes a policy setting forth the process that will be utilized to select and appoint the CSCU System President and is modeled on key elements of the existing 4.2 policy and processes under that policy.

The Board of Regents (BOR) is responsible for the governance of the CSCU system and the selection of a President to be the chief executive officer who leads the constituent units of colleges and universities. The search process to select the System President will be implemented by a BOR Search Committee and a Search Advisory Committee. The search process will represent system wide constituencies as well as external stakeholders that depend on CSCU institutions for educated citizens and an innovative and knowledgeable workforce.

The BOR Search Committee

The BOR Chair shall determine the size and membership of the BOR Search Committee. The Search Committee shall be chaired by the BOR Chair or the Chair’s designee. The BOR Chair may also appoint a Co-Chair. The BOR Search Committee shall establish the criteria and processes for the selection of the CSCU System President. The processes shall include developing the position profile with input from the Search Advisory Committee and conducting interviews of semi-finalists and finalists with representatives of the Search Advisory Committee. The BOR Search Committee may engage an independent consultant to assist in the search, may convene stakeholder sessions and also may conduct such other due diligence review as the BOR Chair deems appropriate. The BOR Search Committee will solicit feedback from the Search Advisory Committee Chairperson(s) following semi-finalist and finalist interviews. The BOR Search Committee shall make its recommendation to the full Board of Regents for the appointment of the CSCU System President.

Search Advisory Committee Membership

For the specific matter at hand, the proposed Search Advisory Committee will be comprised of 37 members. These members shall represent the diversity of campus and community populations as well as the variety of institutions in CSCU including community colleges, universities, Charter Oak State College and the stakeholders that interact with the system including faculty, staff, administration, students, bargaining unit leadership, foundations, and business, government, and community leaders.
<table>
<thead>
<tr>
<th>Constituency</th>
<th>Number</th>
<th>System Office</th>
<th>Universities</th>
<th>Community Colleges</th>
<th>Charter Oak</th>
<th>External stakeholders</th>
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<td>President/CEOs/Regional Presidents</td>
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<td>Faculty</td>
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<tr>
<td>Management/Confidential Staff</td>
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<td>Professional/support staff</td>
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<td>Bargaining Unit Representatives</td>
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<td>Community organizations</td>
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</table>

**Community College Representatives—13 total**
1—President/CEO
1—Regional President
3—Faculty (1 from each region)
3—Professional/support staff (1 from each region)
1—Management/Confidential staff
2—Representative from the college bargaining units
1—Community college student leader
1—Foundation representative

**University Representatives—13 total**
2—Presidents
3—Faculty
3—Professional/support staff
1—Management/Confidential staff
2—Representatives from the university bargaining units
1—University student leader
1—Foundation representative

**Charter Oak State College Representatives—4 total**
1—Faculty
1—Professional/support staff
1—Management/Confidential staff
1—Student

**External stakeholders—5 total**
1—Government/state/secondary education officials
2—Community organization representatives
2—Business/workforce leaders

**System Office Representative—2 total**
1—Interim President CT State Community College
1—Executive staff member

**RECOMMENDATION**

Adopt the attached policy for appointing a CSCU System President.
CT BOARD OF REGENTS FOR HIGHER EDUCATION
RESOLUTION

concerning
Policy for the Appointment of a CSCU System President

September 17, 2020

WHEREAS, The University and College Presidential Search Policy (“Policy”) sets forth a policy governing the search process and procedures for the selection and appointment of university and college presidents based on open, competitive and inclusive search processes; and

WHEREAS, The process delineated in said Policy does not include a process to govern the search process and procedures for the selection and appointment of the CSCU System President; and

WHEREAS, Consistent with the inclusiveness of said Policy and responsive to input received from the Board’s Human Resources & Administration Committee in support of that Policy, the attached policy sets forth the general procedures for the search process for a CSCU System President; and now therefore be it

RESOLVED, That the Board of Regents for Higher Education hereby approves the attached policy for the Appointment of a CSCU System President; and now therefore be it also

RESOLVED, That there be established a Board of Regents Search Committee and a Search Advisory Committee to be composed of a diversity of CSCU constituent units and external stakeholder groups as presented in the staff report.

A True Copy:

[Signature]

Alice Pritchard, Secretary
Board of Regents for Higher Education
Policy for the Appointment of a CSCU System President

The Board of Regents (BOR) is responsible for the governance of the CSCU system and the selection of a CSCU System President to be the chief executive officer who leads the constituent units of colleges and universities. The search process to select the CSCU System President shall be implemented by a BOR Search Committee and a Search Advisory Committee. The search process will represent system wide constituencies as well as external stakeholders that depend on CSCU institutions for educated citizens and an innovative and knowledgeable workforce.

The BOR Search Committee

The BOR Chair shall determine the size and membership of the BOR Search Committee. The Search Committee shall be chaired by the BOR Chair or the Chair's designee. The BOR Chair may also appoint a Co-Chair. The BOR Search Committee shall establish the criteria and processes for the selection of the CSCU System President. The processes shall include developing the position profile with input from the Search Advisory Committee and conducting interviews of semi-finalists and finalists with representatives of the Search Advisory Committee. The BOR Search Committee may engage an independent consultant to assist in the search, may convene stakeholder sessions and also may conduct such other due diligence review as the BOR Chair deems appropriate. The BOR Search Committee will solicit feedback from the Search Advisory Committee following semi-finalist and finalist interviews. The BOR Search Committee shall make its recommendation to the full Board of Regents for the appointment of the CSCU System President.

Search Advisory Committee Membership

The BOR Chair shall determine the size and membership of the Search Advisory Committee. The Search Advisory Committee provides valuable input into the search process. Members participate in providing input on the position profile, reviewing resumes of applicants and recommending candidates to the BOR Search Committee for consideration, designating representatives to participate in interviews with semi-finalists and finalists, and providing input to the BOR Search Committee regarding candidates to be considered for the appointment. Each constituent group, in accordance with the representation outlined below, shall select its own members to serve on this committee and the members should represent the diversity of the CSCU community. The chair and co-chair of the Search Advisory Committee shall be elected by its members. The recommended list of members shall be submitted to the BOR Chair for formal appointment to the Search Advisory Committee. In the case of the external stakeholders, the BOR Chair will appoint leaders from business, workforce, community organizations, secondary education, state agencies and government to serve as representatives on the Search Advisory Committee.

Administration of the Search

1. The BOR Search Committee shall establish and provide criteria and processes for the search. The search shall proceed according to the Affirmative Action Policy of the Board of Regents.

2. Complete confidentiality of all proceedings shall be maintained throughout the search. The disclosure of candidates prior to the development of the list of finalist nominees can result in the loss of the best candidates as well as grave injustices to candidates. Names of all candidates under consideration and any other information and/or material related to the search process shall be held in strict confidence by all persons having access to such information. All members of the Search Committee and the Search Advisory Committee shall sign a confidentiality agreement before its first committee meetings.

3. The BOR Chair or the Chair’s designee shall be responsible for the administration of the search, including the keeping of official records of the BOR Search Committee. The BOR Chair or Chair’s designee shall meet with the finalists and have the sole and exclusive responsibility for contacting candidates under consideration as recommended by the BOR Search Committee.
4. Members of the BOR Search Committee and the Search Advisory Committee shall have access to the resumes and such other information as is available for those candidates.

5. Semi-finalists will be interviewed by representatives of the BOR Search and Search Advisory Committees, in-person or virtually, as determined the BOR Chair, and in accordance with the BOR Search Committee processes.

6. Finalists shall meet with administrators, students, faculty, staff, community leaders, and other stakeholders. The BOR Search Committee shall seek comments following the meetings from the Search Advisory Committee Chairperson(s).

7. The process shall include an opportunity for all members of the BOR, all institutional Presidents/CEOs/Regional Presidents and system office executive staff to meet with the finalists and share input with the BOR Search Committee.

8. The Board will meet to receive the BOR Search Committee’s recommendation and indicate its consensus to the Board Chair to act on its behalf. The Chair or the Chair’s designee may contact finalists and conduct negotiations as appropriate.

9. The BOR shall, by majority vote, appoint the CSCU System President at a regular or special meeting called for that purpose.