

Process for the Appointment of a CSCU University President for Eastern Connecticut State University

In accordance with the Human Resources Policies for Management & Confidential Professional Personnel adopted by the Board of Regents in June 2022, the CSCU System President is responsible for the selection of a University President to be the chief executive officer and institutional authority for a specific institution.

The CSCU System President may engage an independent consultant to assist in the search, choose a search chair and committee members, and conduct any other due diligence review as he deems appropriate.

The search process to select a University President shall be implemented by a Search Committee with input from a Campus Advisory Committee. The search process will represent university constituencies, as well as external stakeholders. The CSCU System President and his designates 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.

Complete confidentiality of all proceedings shall be maintained throughout the search. 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. **This search will be conducted confidentially; no candidate will appear on campus.** Therefore, a comprehensive Campus Advisory Committee will be established.

Search Committee Membership and Responsibilities

The CSCU System President shall determine the size and membership of the Search Committee. The Search Committee shall be chaired by the CSCU System President's designee. The Search Committee shall adhere to the processes outlined here, including assisting in the development of a position profile, and conducting interviews of semi-finalists and finalists with representatives of the Campus Advisory Committee. The Search Committee will solicit feedback from the Campus Advisory Committee following semi-finalist and finalist interviews. The Search Committee shall make its recommendation to the CSCU System President for the appointment of a CSCU University President.

Campus Advisory Committee Membership and Responsibilities

The CSCU System President and his designates shall determine the size and representation of the Campus Advisory Committee. The Campus Advisory Committee provides valuable input into the search process on behalf of the entire campus. Members participate in providing input on the position qualifications, reviewing resumes of applicants, and recommending candidates to the Search Committee for consideration, designating representatives to participate in interviews with semi-finalists, conducting constituent meetings with finalists and providing input to the Search Committee regarding finalists.

Each constituent group, in accordance with the representation outlined below, shall nominate its own members through governance or other process they deem appropriate, to serve on the Campus Advisory Committee and the members should represent the diversity of the WCSU community. The recommended list of members shall be submitted to the CSCU System President for formal appointment to the Campus Advisory Committee. In the case of the external stakeholders, University Institutional Advancement leadership should recommend leaders from the University foundation including business, workforce, community organizations, and alumni to serve as representatives on the Campus Advisory Committee.

For the ECSU President search, the proposed Campus Advisory Committee will be comprised of 27 members. These members shall represent the diversity of the campus and community populations, including faculty, staff, administration, students, bargaining unit leadership, foundations, alumni and business and community leaders.

Membership	Number
Faculty	4
AAUP President	1
Campus Senate Leader	1
Administrative Faculty	4
SUOAF President	1
Classified Personnel (Public Safety, Maintenance, Clerical, Other Classified)	4
Executive, Administrative and Academic (non-represented) Leadership	4
Student Leaders - recommended by the SGA	4
Foundation, Community leaders, Alumni - recommended by Institutional Development	4

Search Process Details

1. All members of the Search Committee and the Campus Advisory Committee shall sign a confidentiality agreement prior to reviewing candidate information. Members of the Search and Campus Advisory Committees shall have access to the resumes and such other information as is available for those candidates and will have opportunity to recommend candidates for semi-finalist interviews to the Search Committee, as well as recommending three members of the Campus Advisory Committee to participate in semi-finalist interviews with the Search Committee.
2. Semi-finalists selected for interviews will meet with the Search Committee and representatives of the Campus Advisory Committee, in-person or virtually, and in accordance with the published timeline. The Search Committee and representatives of the Campus Advisory Committee will recommend finalist candidates following these interviews.
3. Finalists will meet with Campus Advisory Committee members as well as institution presidents and CSCU System leadership in separate groups for in-depth discussions of constituent-specific issues:
 - a. Faculty (including AAUP President & Senate Leader)
 - b. Administrative Faculty (including SUOAF President)
 - c. ECSU Executives, Administrative, and Academic Leadership
 - d. Students
 - e. Classified Employees
 - f. Foundation, Community leaders, and Alumni
 - g. CSCU Institution Presidents (6)
 - h. CSCU System leadership (including CCSU Provost Kostelis)
 - i. CSCU System President

4. The representatives of the Campus Advisory Committee will solicit feedback from the campus constituent groups after their conversations and will provide that feedback to the Search Committee Chair. The Search Committee Chair will solicit feedback from the Institution Presidents and System Office staff.
5. The Search Committee will review the constituent group feedback. All feedback will be summarized and shared with the CSCU System President.
6. The CSCU System President will meet with the Search Committee to receive the Search Committee's recommendations.
7. The CSCU System President will conduct additional discussions with finalists, as needed.
8. Human Resources will conduct the final candidate's verification. CSCU System President or his designate will enter into contract negotiations with selected candidate.
9. A public announcement about the selected president will be made by the CSCU System President.