

To: The College Community

From: John R. Conners

Date: December 2, 2016

Re: Presidential search update

On behalf of Elizabeth Burns, Chair of both the Board of Trustees and the Presidential Search Committee, I wish to offer another update on the search process.

The committee's most recent meeting was on November 14. At that time, Seth Thompson, in his role as our Chief Diversity Officer, offered a session on "Mindful Hiring: Acknowledging Implicit Bias." The session provided important insights for the committee's benefit throughout the search process. Our next meeting will be on December 12, at which time our search consultant, Diversified Search, will provide committee members with an introduction to the dedicated web site that will contain all submissions from candidates, as well as training in its use. Also, Chuck Taylor of Diversified will work with the committee to develop a rubric for use in evaluating candidates. The committee has established a schedule designed to support its work to identify for the Board of Trustees' consideration a list of finalists by late March. As specific dates for on-campus interviews are finalized, Cathy Northrop will send them to the campus community.

As part of our process, Liz Burns, Scott Ochs, Cathy Northrop, and I engage in a phone conversation with Chuck Taylor and his colleagues every two weeks, the most recent of which occurred yesterday. These conversations provide opportunities to connect with our consultant, to review both actions taken and plans for the near future, and to ensure that both the College and Diversified are proceeding in a coordinated fashion. We emerge from these discussions, as we did yesterday, with confidence that the appropriate plan is in place and is being implemented as agreed.

The ads for the position have been placed in several higher education publications and are beginning to appear. I have a subscription to the on-line *Chronicle of Higher Education* and have seen the ad, which has been in place for over two weeks. Also, Diversified has sent letters about our open position to some of its best sources (e.g., current presidents) in the Northeast, with plans for many others to go out soon to sources in other geographical areas. Chuck Taylor has already begun receiving nominations from some of his sources. He is also meeting with national organizations that will provide additional sources of potential candidates.

As always, should you have any questions, please feel free to contact Cathy or me.