



MEMORANDUM

June 22, 2016

TO: Members of the Board of Trustees

FROM: Nancy L. Zimpher, Chancellor

SUBJECT: Amendments to the Guidelines for Conducting Presidential Searches for State-Operated Campuses

Action Requested

The proposed resolution modifies the guidelines for conducting presidential searches for State-operated campuses.

Resolution

I recommend that the Board of Trustees adopt the following resolution:

Whereas by Resolution No. 2012-006, adopted on January 25, 2012, the Board of Trustees implemented revised guidelines for conducting presidential searches for State-operated campuses (the "Guidelines") to replace guidelines previously adopted by Resolution No. 91-227 on December 12, 1991; and

Whereas there is a need to revise the Guidelines to: 1) ensure alignment with the Board of Trustees' Diversity, Equity, and Inclusion policy, adopted on September 15, 2015 via Resolution No. 2015-53; 2) make minor procedural changes based on feedback from college council members and newly elected presidents; and 3) clarify certain elements of the search process; now, therefore, be it

Resolved that the "Guide to Presidential Searches at State-Operated Institutions," a copy of which is attached hereto, be, and hereby is approved, superseding Resolution No. 2012-006 in its entirety; and be it further

Resolved that the policies and procedures set forth in the new “Guide to Presidential Searches at State-operated Institutions” shall apply to presidential searches commenced on or after the date of this resolution; and be it further

Resolved that the Board of Trustees delegates to the Chancellor, or designee, authority to modify the appendices to the “Guide to Presidential Searches at State-Operated Institutions” as necessary in order to remain current with existing law and/or recruitment sources and information.

Background

This resolution revises the guidelines, which State-operated campuses are required to follow for presidential searches, repealing all prior versions. While these revised guidelines apply to presidential searches commenced on or after the date of this resolution, it is expected, that to the extent practicable, searches commenced prior to the effective date of this resolution should incorporate the principles set forth in the Board’s Diversity, Equity and Inclusion Policy and the procedures contained in the revised guidelines.

As compared to the existing guidelines, the proposed guidelines:

- Ensure alignment with the State University of New York Board of Trustees’ September 2015 Diversity, Equity, and Inclusion policy. Proposed revisions include guidance related to the use of search firms, committee composition, and best practices in bias-free recruitment as well as other legal protocols and campus policies related to employee recruitment.
- Include a number of minor procedural changes that address delivery of the charge to, and orientation of, the search committee, confidentiality, recruitment materials, and a post-process evaluation.
- Clarify timing issues and the role of System Administration and the Board of Trustees in the search process. Proposed revisions include updated timeframes for material delivery, a presentation by the final candidates to SUNY senior staff and the Board of Trustees, and details regarding the initial interview by the Board.