



Seattle University Board of Trustees Presidential Search Committee Charter

Charge and Mission:

The Seattle University Board of Trustees hereby establishes a Presidential Search Committee to conduct a comprehensive search for the next President of Seattle University and present the names of recommended finalists for consideration to the Board of Trustees.

Duties and Responsibilities:

1. Work with an executive search consultant, selected and engaged by the Presidential Transition Committee, who will assist the Search Committee throughout the process.
2. Conduct listening sessions and solicit feedback from the Seattle University community including faculty, staff, students, trustees, regents, alumni, donors, Trustees Emeriti, and community leaders regarding attributes and qualifications desired in the next President.
3. Develop a Leadership Profile for review, input and approval by the Board of Trustees on April 30, 2020, that describes the criteria the Committee will use in its search for the next President.
4. Conduct the search with careful attention to, and significant input from, the University's many constituencies.
5. Conduct a comprehensive national search to recruit a large and diverse pool of well-qualified candidates, including representation by women and underrepresented groups.
6. Provide potential candidates with information about Seattle University's mission, vision, values, strategic initiatives, and summary information about academic programs, enrollment, retention, finances and institutional resources.
7. Screen candidates based on the criteria and characteristics identified within the Leadership Profile.

Approved by the Board of Trustees on September 12, 2019

8. Select and interview as semi-finalists those candidates who present the strongest qualifications.
9. Select and interview up to three finalists and oversee their campus visits and the process for University review and assessment of those finalists.
10. Submit to the Board of Trustees by November 19, 2020, (or as soon as possible thereafter) the names of up to three candidates who best embody the preferred characteristics of the President of Seattle University. Include a synopsis of the Committee's perspectives regarding each recommended finalist candidate. The Board of Trustees will select and appoint the next president.
11. Maintain strict confidentiality throughout the search process in accordance with a signed written agreement stating confidentiality expectations. Public communication regarding confidential details of the search is to be done only by the Presidential Search Committee Co-Chairs.

Shared Governance:

The Board of Trustees is committed to shared governance principles as well as to the best possible search and appointment process. Due to confidentiality expectations of many highly qualified potential candidates for Presidency, reconciling the two aims requires careful consideration. The Presidential Search Committee should seek to ensure as much transparency and participation as possible with all university constituencies while also protecting the integrity and confidentiality of the search process. A dedicated web site and other communications will keep the community informed of progress in the search while balancing the necessary confidentiality of the process. The names of finalist candidates will be made available to the campus community and there will be opportunities for campus interviews and interactions with those candidates.

Membership:

The Board of Trustees will appoint a trustee and a former trustee to co-chair the Presidential Search Committee. The Board of Trustees Chair and the Presidential Search Committee Co-Chairs, in consultation with others as they wish, will select the additional committee members.

The committee shall be composed of six trustees (including the Presidential Search Committee Co-Chair and a Jesuit trustee), a senior member of the President's Cabinet, an Academic Dean, two tenured or tenure track faculty members and one non-tenure track faculty member from among those nominated by the Academic Assembly, one staff member from among those nominated by the Staff Council, one undergraduate student and one graduate or professional student from among those nominated by the SGSU and GSC respectively, one alumna or alumnus, and the former trustee Presidential Search Committee Co-Chair, for a total of sixteen members. The University Counsel/Corporation Secretary will serve as a non-voting committee member and will assist and advise the Search Committee and the Board in conducting the search.

The Board intends that on-campus Presidential Search Committee members: are committed to the best interest of the University; are respected by colleagues and co-workers; maintain a record of active engagement in university affairs or service; exercise good judgement; demonstrate the

ability to maintain strict confidentiality; demonstrate the ability to work collaboratively with others; and are willing to devote the time necessary to this process. All Presidential Search Committee members are expected to attend every meeting, so members must be willing and able to make Presidential Search Committee meetings their highest scheduling priority throughout the search process. All members are expected to participate fully in the work of the committee and use their personal best judgment to achieve the highest interest of Seattle University.

Meetings

The Presidential Search Committee meeting schedule is determined by the Committee. Meetings are open only to members of the Committee and individuals that the Presidential Search Committee Co-Chairs may invite to join them.

The Board Chair and Presidential Search Committee Co-Chairs will appoint a search committee administrative coordinator.

Accountability

The Presidential Search Committee is accountable to the Board of Trustees. The Presidential Search Committee Co-Chairs or designated spokesperson will provide confidential updates to the Board of Trustees as agreed by the Presidential Search Committee Co-Chairs and the Board Chair.