



Presidential Search

Board of Trustees Charge to the Search Committee

The election of a President is one of the most important responsibilities of the Capital University Board of Trustees. The Board, with deep respect for Capital's tradition of shared governance, has engaged a Presidential Search Committee (the "Committee") from a wide range of important stakeholders across the Capital University community to lead this process. The Committee will consist of 13 members, with 7 Board members, 3 faculty members, 1 administrator, 1 staff member, and 1 student.

The Committee is charged with following the process described below and recommending to the Board of Trustees an individual who, in the Committee's collective judgement, is best qualified to lead Capital University as its next President. In recognition of the importance of attracting the highest quality candidate pool, the Board has determined that the search will be conducted in a hybrid confidential/closed manner.

The following is an outline of the search process and authority granted by the Board of Trustees to the Committee:

1. The Committee, led by its chair, Steven Bahls, will work closely with our search partners from Academic Search to conduct a national search.
2. This search will include announcements in appropriate publications and listings on the Capital University and Academic Search websites. The Committee, after consultation with the Capital community and in partnership with our search partners, will develop a leadership agenda, key objectives, and list of desired qualifications for the President that will guide the search and selection process and be shared with candidates and nomination sources.
3. The Committee will adopt a timetable for the search that will permit the Board's appointment of a President-elect by end of May 2025, or as soon thereafter as is feasible with an anticipated start date of August 1, 2025.
4. All members of the Committee are expected to attend all Committee meetings, whether virtually or in-person, and will submit input in the event that participation is impossible at the group meeting(s).
5. The Committee will assist Academic Search as necessary in conducting an active national search to attract highly qualified candidates. Members of the Committee will also encourage the Capital University community to nominate qualified candidates and assure the development of a strong and diverse pool of candidates.

6. Academic Search will have direct contact with individuals who are able to recommend candidates or who may choose to be candidates themselves. Academic Search will serve as the primary contact for all prospects and candidates.
7. The Committee will observe strict confidentiality in the conduct of the search during the search and after it ends.
8. The Committee through its chair will make periodic reports to the Board of Trustees and the Capital University community about the progress of the search.
9. The chair of the Committee and chair of the Board are the only individuals authorized to speak on behalf of the Committee and to respond to inquiries regarding the Committee's work.
10. The Committee, with the assistance of Academic Search, will meet to identify a group of candidates for interviews with the Committee. The size of this initial interview group is at the discretion of the Committee.
11. The Committee, with the assistance of Academic Search, will conduct initial interviews.
12. The chair of the Committee will work with Academic Search to organize how the process proceeds from the initial interviews. Thorough background checks as well as reference checking will be performed at appropriate point(s) in the process.
13. Upon conclusion of its work, the Committee will develop and deliver a confidential report for the Board, including an overview of the search process, the finalist candidates, as well as a recommendation of a single candidate. Upon submission of this report and recommendation, the Committee will be discharged.
14. The Board of Trustees will meet to consider and determine whether to accept the Committee's recommendation. If the recommendation is accepted, the Board will elect the next President of Capital University.

The Board of Trustees extends its gratitude to each member of the Presidential Search Committee for accepting the invitation to be part of the Committee. The Committee's shared work will have great impact on Capital University for the next decade and beyond.

SEARCH COMMITTEE COMPOSITION:

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| ▪ Steve Bahls (Search Chair), Trustee | ▪ Liam O'Loughlin, Faculty |
| ▪ Domic DeLuca, Trustee | ▪ Chad Payton, Faculty |
| ▪ Marty McDonald, Trustee | ▪ Darrell Bailey, Administrator |
| ▪ Brian Prince, Trustee | ▪ Stacie Wickham Hemphill, Staff |
| ▪ Nik Schillack, Trustee | ▪ Sagel Gurreh, Student |
| ▪ Kimberly Shumate, Trustee | ▪ Tanya Poteet, Liaison to the Committee |
| ▪ Jeff Thiele, Trustee | ▪ Marti Taylor (Board Chair), Trustee alternate |
| ▪ Brittany Deitch, Faculty | ▪ Heather Janiszewski Goodin, Faculty alternate |