

Board Statement on Presidential Searches and Appointments

Board of Trustees of Southern Oregon University

1.0 Preamble

As set forth in Oregon Revised Statute 352.087, the Board of Trustees of Southern Oregon University ("Board") shall, in consultation with the Governor or their designee appoint and employ the president of Southern Oregon University ("University" or "SOU"). In furtherance recognition of this obligation, the Board sets forth its policy below governing the selection and appointment of a president, as well as the selection of an acting interim president where appropriate.

2.0 Procedures/Guidelines/Procedures

2.1 Selection and Appointment of the President

2.1.1 The Board retains the sole responsibility for the selection and appointment of the president.

2.1.2 When it becomes necessary to hire a president, the Board will initiate a search. The search will be conducted in a manner consistent with guidelines recommended by the Executive and Audit Committee and approved by the Board. The search guidelines will be designed to ensure appropriate public notice of the open appointment and will address considerations of equity, diversity and inclusion.

2.1.3 A single search committee will be responsible for assisting the Board by identifying, recruiting, and evaluating possible candidates for president. The Board, in addition to a search committee, may authorize the university to contract for the services of a consulting or executive search firm to assist it in recruiting candidates and organizing and executing the search process.

(a) The Board Chair will appoint members of the search committee. The Board Chair will appoint a search committee chair, who will be a current member of the Board of Trustees.

(b) The Board Chair will appoint a senior employee of the university to serve as coordinator of the search. The coordinator will serve as a non-voting ex-officio member of the committee.

(c) The Board Chair may, at their discretion, choose to appoint additional employees of the university to support the search committee in an advisory capacity.

2.1.4 After reviewing and interviewing candidates, the search committee will recommend finalists for the position of University President to the Executive and Audit Committee. The search committee will prepare a report of the strengths and weaknesses of the finalists, especially in terms of the desired qualifications for the

position. The Executive and Audit Committee may meet with the search committee to discuss the report. The search committee will not rank the finalists.

2.1.5 Consistent with the guidelines approved by the Board at Section 2.1.2, the Executive and Audit Committee will interview the finalists. The Executive and Audit Committee, after consultation with the search committee, is authorized to narrow the field of finalists that will be forwarded to the Board.

2.1.6 Consistent with the guidelines approved by the Board at Section 2.1.2, the Board will interview the finalist or finalists in executive session. Following the interviews, the Board Chair will negotiate terms and conditions of employment with the Board's first preference for president. If the negotiation is unsuccessful, the Board Chair will seek further advice from members of the Board before negotiating with other finalists.

2.2 Selection of an Interim or Acting President

2.2.1 When the position of president becomes vacant prior to the appointment of a regular successor, the Board Chair will, after consultation with the Executive and Audit Committee and other constituents as necessary, to determine the required skills and desired qualifications of an interim university president and will recommend a candidate or candidates for Interim president.

2.2.2 The Board Chair will interview the recommended candidate(s) for interim president. The Executive and Audit Committee or the Board, in its discretion, may meet in executive session to discuss the strengths and weaknesses of the recommended candidate.

2.2.3 At its next meeting, the Board will vote on the interim president's appointment. The interim president will serve until the Board has appointed a regular president or until the interim president has been relieved of their duties and responsibilities. Throughout their term, the interim president will serve at the pleasure of the Board.

2.3 Selection of an Acting President

2.3.1 When an incumbent president is temporarily unable to discharge their duties, leaves for a period that, in the judgment of the Board, warrants a temporary replacement, or in any other circumstance determined advisable by the Board, the Board Chair, after consultation with members of the Executive and Audit Committee and other constituents as necessary, will recommend a candidate for acting president.

2.3.2 The Board Chair will interview the recommended candidate(s) for acting president. The Executive and Audit Committee or the Board, in its discretion, may meet in executive session to discuss the strengths and weaknesses of the recommended candidate.

2.3.3 At its next meeting, the Board will vote on the acting president's appointment. The acting president will serve until the incumbent is able to resume their duties or

until the acting president has been relieved of their duties and responsibilities. Throughout their term, the acting president will serve at the pleasure of the Board.

2.4 Selection of an Interim President as Regular President

2.4.1 When the Board must decide whether to search for a president or move an interim or acting president to regular status, the Executive and Audit Committee will conduct a full interview of the interim or acting president under consideration for appointment as regular president and will forward a recommendation to the Board. The Board will interview the candidate for appointment as regular president in executive session.

2.4.2 Following the interview(s), and with the approval and consent of the Board to the permanent hire of the interim or acting president to regular president, the Board Chair will negotiate terms and conditions of employment with the proposed regular president. If the negotiation is unsuccessful, the Board Chair will seek further advice from members of the Board before opening or reopening a full search.



Chair, Board of Trustees



University Board Secretary

Revision	Change	Date
-	Initial Version	April 16, 2021