

Where is USM's "Presidential Search Process"?

The [IHL reports](#) a 20 step "Presidential Search Process" for Southern Miss and that it has not quite gotten to step 8 of the "Process." (See 20 step process below.)

What's the hold up? The "Process" was supposed to be completed by the end of 2012. Here it is almost February 2013. Well, let's take a close look at where the IHL is: not quite at #8 of a list of 20 items.

What's going on with step 8? "SAC members independently review all candidate resumes." If there is no review of candidates' resumes, maybe there aren't any resumes. No, that's not possible, is it? No. There's at least Francis Lucas' resume to review. Let's see, who else's resume might be included in the "Process"? Harold Doty, maybe? We'd love to see him return with some real authority. And, his resume is bound to *appear* impressive. How about a self-important ... (you can pick a descriptive term). Well, you know what I mean. I'm confident there's one of those in the pool of candidates. Someone with real presidential presence:



Gordon Cannon, Vice Provost for Research

You may suspect others who might be among the pool of candidates. Please send your ideas to marcdepree@gmail.com. Let's help the Board Search Committee. They obviously need it.



Presidential Search Process

1. Board President names Board Search Committee (BSC) members and BSC chair.

▶ **Board Search Committee**

- ▶ [Robin Robinson](#), Chair
- ▶ [Dr. Ford Dye](#)
- ▶ [Bob Owens](#)
- ▶ [Aubrey Patterson](#)
- ▶ [Christy Pickering](#)

▶ **More Information**

2. Search consultant (SC) is selected.

▶ **More Information**

3. Position description and advertisement is placed.

▶ **More Information**

4. Recommendations are received from various university and community constituency groups regarding names for the Search Advisory Committee (SAC).

▶ **Call for Nominations**

▶ **More Information**

5. SAC members and SAC chair are named, based on constituency group recommendations.

▶ **More Information**

6. Position nominations and applications are received.

▶ **More Information**

7. Campus listening sessions are held with constituency groups to hear what qualities and qualifications they would like to see in their next institutional executive officer (IEO).

▶ **Listening Session Minutes**

▶ **Video - Hattiesburg**

▶ **Video - Gulf Park**

▶ **More Information**

▶ **More Information**

8. SAC members independently review all candidate resumes.

9. SAC members independently submit, unranked, recommendations of at least five candidates to the BSC.

10. SAC self-selects a representative group of members, comprised of faculty, students, staff, and outside

representatives, diverse in race and gender, to serve on Interview Search Advisory Committee (ISAC) to participate as requested by the Board throughout the remainder of the selection process.

11. BSC decides on candidates for preliminary interviews from the names sent forward by the SAC members.

12. First-round interviews are conducted.

13. Reference contacts and background checks are conducted on candidates participating in the second round of interviews.

14. Second-round interviews are conducted.

15. BSC narrows field of candidates.

16. Board of Trustees meets to hear candidate recommendations. Further candidate assessments are made by Board of Trustees.

17. Board announces preferred candidate.

18. Preferred candidate is brought to campus to engage in open interviews with various campus constituency groups, who are given the opportunity to provide feedback to the Board regarding the preferred candidate.

19. Board receives preferred candidate feedback from constituency groups and decides if preferred candidate should be named IEO.

20. Board announces either that the preferred candidate has been named IEO announcement or that search will continue.