

SELECTION OF PRESIDENTIAL SEARCH FIRM

A Recommendation

1. **Division and Department:** Board of Trustees

2. **Introduction:**

On September 29, 2016, Oakland University Board of Trustees Chairman, Richard L. DeVore, announced the Board's plan for seeking a new president for the University following George W. Hynd's successful three-year term as president.

On October 24, 2016, the Oakland University Board of Trustees (Board) appointed an Ad Hoc Presidential Search Committee (Committee), and charged the Committee to work in close coordination with the presidential search firm retained by the Board to represent the interests of the Board and the campus community to the presidential candidates. The Board directed the Committee to recommend the retention of a presidential search firm to the Board on December 5, 2016 that will assist the Committee and facilitate the: (a) broad review of institutional strengths and weaknesses and current and future needs; (b) organization of the presidential search process and the Committee's work; (c) development of search strategies; (d) development of a presidential position profile; (e) identification and vetting of presidential candidates; (f) management of nominations and applications; (g) provision of advice and counsel to presidential applicants; (h) interviewing candidate references and performance of due diligence checks; (i) organization of candidate interviews; (j) benchmarking communications; and (l) delivery of other services identified by the Committee.

The Committee then issued requests for proposals to 16 national presidential search firms, and received 12 comprehensive proposals. The Committee assessed each of those proposals, including the success that each firm has had attracting diverse candidate pools. The Committee then interviewed four firms: Academic Search, Inc.; Heidrick & Struggles; Storbeck Pimentel & Associates; and Witt/Keiffer.

Based upon the Committee's assessment of each proposal and the interview results, the Committee recommends that the Board retain Academic Search, Inc. as the presidential search firm to assist the Committee.

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3. **Previous Board Action:** On October 24, 2016 the Board formed the Committee.
4. **Budget Implications:** Costs associated with the presidential search process including the retention of a presidential search firm will be covered by the General Fund.
5. **Educational Implications:** The appointment of a permanent President as principal executive officer and ex-officio member of the Board, is necessary to the successful attainment of the strategic goals and vision of the University.
6. **Personnel Implications:** None
7. **University Reviews/Approvals:** This recommendation was formulated by the Committee.
8. **Recommendation:**

RESOLVED, to retain Academic Search, Inc. to assist the Oakland University Board of Trustees' Ad Hoc Presidential Search Committee in fulfilling its charge to recommend to the Board an unranked selection of up to three (3) highly qualified, thoroughly vetted, presidential candidates from whom the Board may select its next president, pending final negotiations between Academic Search, Inc. and the Board; and be it further

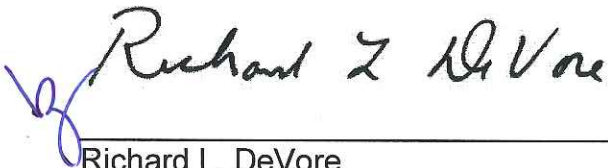
RESOLVED, that the Oakland University Board of Trustees authorizes Chairman Richard L. DeVore to negotiate and execute a contract with Academic Search, Inc.; and, be it further

RESOLVED, that the Oakland University Board of Trustees authorizes Chairman Richard L. DeVore, and his respective designees, to perform all acts and deeds and to execute and deliver all contracts, instruments, and documents required by this resolution that are necessary, expedient, and proper; and, be it further

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RESOLVED, that the contract with Academic Search, Inc. be reviewed and approved by the Office of the Vice President for Legal Affairs and General Counsel prior to execution, and be in compliance with the law and with University policies and regulations, and conform to the legal standards and policies of the Vice President for Legal Affairs and General Counsel.

Recommended on December 2, 2016
to the Board of Trustees for Approval by



Richard L. DeVore
Chair, Oakland University Board of Trustees