

CENTRAL MICHIGAN UNIVERSITY
2024 Presidential Search Advisory Committee
Confidentiality Agreement

As a member of the Presidential Search Advisory Committee at Central Michigan University, I recognize that the success of the hiring process and the integrity of CMU depend on conducting searches in an impartial, ethical, and professional manner. In consideration of my designation as a member of this Search Advisory Committee, I hereby agree to the following terms:

1. I understand that the role of the Search Advisory Committee is to recommend candidates to the Board of Trustees. The ultimate decision as to who will be selected for the position rests with the Board of Trustees.
2. I commit to conducting myself in a professional manner throughout the entire search process.
3. I acknowledge the importance of making decisions and conducting myself in a manner free from bias based on any individual's membership or perceived membership in a protected class or other non-job-related criteria. Central Michigan University is committed to diversity and inclusion, providing equal opportunity to all applicants irrespective of their race, color, creed, religion, national origin, sex, pregnancy, sexual orientation, gender identity/expression, age, genetic information, marital status, familial status, protected veteran or military status, disability, or any other classification protected by law.
4. I understand that all information regarding the candidate pool is highly confidential. I agree to maintain the confidentiality of any information about individuals who have expressed interest in the opening and/or applied for the position, including their names and qualifications. Furthermore, I agree to keep all information about the search process, including Search Advisory Committee discussions and any written information related to the search, confidential. This obligation extends before, during, and after the search is completed. I will only disclose information about the search process outside of the Search Advisory Committee if explicitly instructed to do so by the Board of Trustees or the Associate Vice President for Human Resources. I am aware that any breach of confidentiality could result in harm to the reputations and/or livelihoods of the candidates, the Search Advisory Committee, and Central Michigan University.
5. I understand that only the Search Advisory Committee Chair is authorized to speak on behalf of the Search Advisory Committee.
6. Upon the conclusion of the search, I agree to return all materials I have received, including any notes or correspondence created in relation to the search, to the Executive Search Consultant.
7. I understand that failure to comply with any provision of this agreement may result in my removal from the Search Advisory Committee. Even in the event of my removal, all terms of this agreement remain applicable and binding.

I have read, understood, and agree to abide by all the terms of this Confidentiality Agreement as a condition of my service as a member of the Search Advisory Committee.

[Signature] _____

[Printed Name] _____

[Date] _____

Please return signed form to Mary Jane Flanagan, flana1mj@cmich.edu