

**Central Michigan University**  
**Charge to the Presidential Search Advisory Committee 2024**

The search advisory committee is an active seeker of nominations and applications from strong candidates for the presidency of Central Michigan University, including persons of color and women. The Board of Trustees will retain a national search firm, and the search advisory committee, through the search advisory committee chair, will coordinate with it on the recruitment process.

The search advisory committee and search firm will use the presidential profile developed by the Board of Trustees as the basis for vacancy notices and advertisements.

The search advisory committee chair is asked to meet with the affirmative action officer to review the elements of an affirmative search and the affirmative action officer's role. The Board has issued an affirmative action statement regarding the search process, a copy of which is attached.

No member of the search advisory committee shall be permitted to solicit information or take any action without the written authorization of the chair of the committee. Search advisory committee members will be asked to act as ambassadors to the university community in explaining the search process.

The search firm representative will meet with the search advisory committee to present and discuss applicants. Other applicants may be presented for further consideration by search advisory committee members.

Using the Board approved presidential profile, the search advisory committee will assess these applicants and identify likely candidates. The search advisory committee will conduct confidential interviews and then develop an unranked list of most likely candidates. The search advisory committee will present the list of candidates to the Board, in confidence and unranked. The Board is very interested in the search advisory committee's assessment of the most likely candidates, but the search advisory committee is not empowered to eliminate any individual from consideration.

The Board will conduct further due diligence to fulfill its responsibilities.

The Board considers all applications and nominations confidential. Confidentiality for nominees and applicants is extremely important. The Board believes confidentiality of the names of candidates and information developed about them and their employing institutions is necessary to attract high quality finalists, to avoid putting their current positions in jeopardy, and to protect Central Michigan University's integrity. The search advisory committee will be required to conduct its meetings and deliberations consistent with this commitment. Each member of the search advisory committee will sign a Confidentiality Agreement, a copy of which is attached.

Additional responsibilities of members of the search advisory committee include providing overall fiduciary duty to the university, aligning around the final candidate selection, and working to promote the transition to a new president.

**Amended by CMU Board of Trustees: 24-0315**  
**Amended by CMU Board of Trustees: 15-0215.**  
**Adopted by CMU Board of Trustees: 09-0423.**