

Presidential Search

Charge to the Search Committee

The search committee is charged to put forward to the full Board of Trustees no fewer than two and no more than four unranked finalists to serve as Lake Superior State University's next President. Any candidate advanced for Board consideration must be highly qualified and have the confidence of the search committee to lead Lake State in the coming years. Per the University's By-Laws, the Board is responsible for hiring the President. Thus, the Board retains the final right to select and appoint the President.

The search must be conducted with careful attention to and significant input from Lake State's many constituencies. Toward that end, the search committee will give each constituency ample opportunity to share its views on the University's strengths, the challenges and opportunities to be embraced, and the skill sets and qualities most highly desired in the next President. The search committee will also encourage the community to nominate specific individuals well-suited for the role.

Working in collaboration with the consultants at Storbeck Search, the search committee will develop a position profile, describing the University's points of attraction, the challenges and opportunities for leadership, the desired attributes in presidential candidates, and required application materials. This profile will guide the search and selection process. It will be shared with both prospective and actual candidates, nomination sources, and with the broader Lake State community. The committee will also develop an advertisement to be placed in relevant media to publicize the open position. A website dedicated to the search, available for public viewing, will be established and maintained by the University's communications team.

The committee, working with the support of the consulting team, will undertake an active national and international search to identify a diverse field of promising candidates. Through interviews and detailed reference checks, the search committee will winnow this field to the preferred finalist set.

It is the aim of the committee to conduct a search whose process is thoroughly transparent, but with the understanding that the identities of those applying for the position will be kept completely confidential. Accordingly, throughout the process, and forever after, the search committee and the search secretary will commit to complete confidentiality as to the names of the candidates, the nature of the committee's deliberations, and the details pertaining to the selection. Subject to this constraint, the chair of the search committee will make periodic reports to the Board of Trustees and members of the Lake State community about the progress of the search. Only the committee chair will comment for the press on any aspect of the search.

The next President of Lake State University is expected to be announced in February of 2024.

Thank you for your commitment to the process and for helping to ensure Lake Superior State University's bright future.