



# LAKE SUPERIOR STATE UNIVERSITY

Email update July 31, 2023

Dear Campus Community:

On behalf of the Lake Superior State University Presidential Search Committee, I am pleased to share another update about progress with the search and ways you will be able to contribute to the process in the weeks ahead. As we move forward, your input on the skill sets and qualities most needed in the next LSSU President will be vital to the success of this process.

## Organizational Meeting

Last Thursday, July 27, the Presidential Search Committee convened for our organizational meeting with Storbeck Search Managing Director, Julie Tea, and Senior Associate, Brian Bustin. Our agenda included a review and discussion of the following:

- Charge to the Search Committee
- Confidentiality
- Presidential Search Timeline

## Charge to the Committee

The Presidential Search Committee is charged with delivering to the Board of Trustees a list of no fewer than two, and no more than four, well-qualified candidates with potential to serve as our next President. Per University By-Laws, the Board is responsible for hiring the President and thus makes the final decision on the selection and appointment of our next President.

Search committee members are responsible to:

- Provide each of Lake State's constituencies with opportunities to share their views
- Encourage our community to nominate specific individuals well suited to the role
- Assist Storbeck Search with the development of the position profile
- Support the work of Storbeck Search in conducting a comprehensive process to deliver a diverse field of promising candidates; and
- Winnow the field of candidates to a preferred finalist list.

## Confidentiality

One of the principal responsibilities of every Search Committee member is the maintenance of confidentiality as it relates to all potential candidates, committee discussions, and deliberations. Each member is required to sign a Presidential Search Confidentiality Agreement in the collective interest of adopting a code of conduct that ensures impartial, ethical, and respectful treatment of candidates, and ensuring that a decision is reached based on the most complete and accurate information.

The assurance of confidentiality is absolutely critical in cultivating a well-qualified set of candidates for consideration up to and until any more public phase of the search process.

We ask that our community honor and respect the commitment to confidentiality that each of our Search Committee representatives have made.

### **Preliminary Search Timeline**

Our preliminary search timeline places us in alignment with the academic calendar and as such optimizes our possibility of securing a well-qualified set of candidates. Please be mindful that course adjustments may be necessary for any number of practical factors; however, we remain committed to conducting the search as efficiently as possible while ensuring we deliver the best possible candidate to serve as our next President. The following represents our preliminary schedule.

- August - Search firm interviews key personnel, Constituent Survey and LSSU Presidential website launched
- Early September – Campus interviews as well as listening sessions with campus constituents
- Late September – Position profile finalized and Storbeck begins to build candidate pool
- Mid-October – Review of candidates begins
- November – List of potential finalists prepared and first round interviews conducted
- December – Referencing
- January – Finalist interviews
- February – Board Selects LSSU’s next President

As a reminder, we will have two significant opportunities for everyone to contribute to the important work associated with the search process in the very near future:

- **Constituent Survey to gather community input**

We will distribute a Constituent Survey for Lake State community members to complete. The survey will be made available in August and will remain open until early September. Please take a few minutes to complete the confidential survey when you receive the link via email.

- **Forums to gather community input**

Also, please look for an email in August about upcoming Presidential Search open forums in the beginning of the Fall term. In these listening sessions our consultants will be seeking input from all constituents – students, staff, faculty, alumni, Trustees, and community partners – about Lake State’s future as well as your thoughts on the opportunities and challenges for new leadership and the skill sets and personal attributes most highly desired in the candidate of choice.

Thank you in advance for your support of and participation in the Presidential Search process. We are off to a great start. I will write to you again shortly with additional information regarding the Constituent Survey, open forums, and the LSSU Presidential webpage, which will serve as the repository for all of our updates and information related to the search. I will also continue to provide updates on the status of our progress.

At any time, please feel free to contact me at [lakestatepresidentsearch@lssu.edu](mailto:lakestatepresidentsearch@lssu.edu) with questions related to the presidential search. I welcome your input.

Best Regards,

Cindy

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