

Reconstitution of Director of the Union Search

3/26/18

- VP Powell discusses place of students in DotU hiring process
 - “The feedback I get from the students helps us in making the right decision”
 - “That’s where your value is”
 - “What we put in the Poly, some people read it others don’t, but it’s out there and I don’t want to end up spending the first hour or two hours with any candidate talking about the climate here or what’s going on. You can help us with that.”
- Previous process
 - Started in April of 2016
 - In September 16 or so student leaders interviewed two candidates
- VP Powell’s decision to reconstitute the search
 - “Matt came to me, he says, ‘Mr. Powell, I think the guy had the questions!’ I’m like, okay, he had the questions, and then let’s reconstitute the search. Even if he had the questions, I mean, you gotta, you gotta answer the questions. All of you are scholars, and if the teacher informs you that, okay here’s what I’m gonna ask you on the test, you still have to respond. You gotta answer, right? But regardless, we said let’s reconstitute the search. He wasn’t pleased with it, I’m like okay let’s just move on.”
- New process
 - VP Strong and AVP Apgar will recommend how students should be involved and engaged
 - 5 or 6 groups to meet with the candidates
 - Vice presidents, academic deans, Union staff, HR, student life, constituency groups
 - Students will participate with these different groups
 - Will broaden experience in recruiting to see how the key leaders do it
 - Executive search firm will get applicants
 - 3,400 applicants last time
 - Executive search firm will narrow pool
 - Maybe 20 people
 - Experts (VP Strong and AVP Apgar) will review and choose who to bring to campus
 - Interviews with groups (see above)
 - 3 or 4 finalists
- VP Powell: “We’re not trying to take anything away from anyone, that doesn’t make sense. But we do have a population that’s changing, and it can’t be let’s leave things the way they are. We have to change with the times and with the needs of the students. That’s what we’re trying to do as an organization”
- Questions
 - Steve Sperazza: For those not previously involved, how were the candidates screened in the previous process?
 - Travis and LeNorman screened them
 - Heidi Niskanen: When the candidates come to campus, they won’t meet with a student group anymore?
 - Interviews will be set up with constituency groups (VPs, deans, student life, etc.) with students broken up and clustered with each

- Expectations, who was making decisions, got confused and segmented last time
- Michael Gardner: Did the original candidates ever respond to the written questions? How do you feel about the original candidates being a part of the reconstituted search?
 - “I called the candidate, ‘Hey, this happened, he says well I was there before, and I took notes, and I knew what the questions were...’ I said I’m not gonna get into that, I’m not addressing that at all, I said it came up and we’re gonna reconstitute the search. So he asked me, can I apply? I said you surely can, I said think about it, you went through the entire process...”
- Erica Lane: Will the students be allowed to ask their own questions in the meetings with the VPs?
 - Yes
- Bryan Johns: How it work with students being split up and then going back to the Executive Board with their recommendation?
 - “I want you guys to figure that out.”
- Mary Clare Crochiere: Will the students involved with this be able to talk with each other because there was confidentiality stuff in the last one?
 - Yes
 - “I’m not telling you how to run your operation, but once those individuals are selected they need to come back to their broader groups and have a discussion about the candidates, that’s what we want.”
- Nancy Bush: Is there a tentative timeline?
 - Attempt to have interviews this semesters, if not possible, will wait for next semester
- Justin Etzine: What is the level of confidentiality of this presentation? Can we share this information?
 - “Yes sir, that’s why you’re here. I want you to share the information”
- Steve Sperazza: During the town hall you seemed agitated. What’s the administrative perspective on the bigger issues in the previous process?
 - “Yeah, I was agitated, you know, because the staff and I put a lot of time and effort into this and having to redo a search, yikes, do we have the time to do that because some...And I don’t know if that final candidate would have been hired...”
 - How to recruit with negative information and change the narrative?
- Nancy Bush: Student feedback not early enough in the process?
 - Hope for 3 or 4 candidates this time
 - Candidates dropped out last time
 - Bad press not fair for the Institute
- Mary Clare Crochiere: In terms of confidentiality, it doesn’t mean you can’t go back and talk with your constituency about what type of questions they want, just personal information?
 - Correct