



FREQUENTLY ASKED QUESTIONS

1. Why is confidentiality so important in a search process?

Many candidates will hold key positions at other institutions and will submit an application only if confidentiality is guaranteed. Members of the search committee have signed an agreement that secures confidentiality for all discussions, documents, and deliberations related to the search.

2. What is the role of the search committee chair?

The search chair is the official spokesperson for the search committee and, thus, the only individual authorized to speak on behalf of the search committee and the search process. The chair will provide regular updates to the campus community and can address any questions or concerns from members of the community through the duration of the search.

3. What information can search committee members share with me?

The information search committee members are able to share with the campus community is limited. The committee members are bound by a code of conduct that requires they not share any information discussed during search committee meetings, nor any information related to candidates, even after the search has closed.

4. Whom do I contact if I want to share specific information or if I have a question about the search?

Please contact the search chair or search consultants with any information or questions. The consultants may be contacted via WilliamPennPresident@academicsearch.org.

5. Will there be regular updates on the search?

Yes, the search chair will provide regular updates to the campus community at critical points in the search, and these updates will be posted to this website.

6. How can I make a nomination?

Nominations can be submitted in confidence to WilliamPennPresident@academicsearch.org. If you are considering nominating someone, please carefully review the qualifications and experiences as outlined in the position profile before submitting a nomination. Your nomination will go directly to the search consultants, who will reach out to the nominee. The search consultants will not provide your name to the nominee, but you are free to do so.

7. Are internal candidates treated any differently from external candidates?

Internal candidates are vetted in the same way as external candidates. All candidates are assessed based on the criteria identified in the position profile. The committee very carefully selects the strongest candidates, either internal or external, for further consideration based on the required and desired qualifications.

8. How will members of the campus community participate in the search process?

Many members of the campus community met with the consultants during the initial listening sessions as well as shared their thoughts through the survey link provided. The information shared during these sessions and in the survey is particularly valuable during the recruiting phase of the search process.

Finalists will meet one-on-one and in small groups with a select group of key constituents. A confidential online survey will be distributed to all individuals who have met with the finalist candidates to ensure that feedback is gathered on the finalist candidates. This feedback will be shared with the members of the Board of Trustees as they deliberate on the strengths and concerns of each of the finalist candidates.