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## **Commissioner of Higher Education Search Committee Outlines Process**

BATON ROUGE, La. –The Search Committee tasked with selecting the next Commissioner of Higher Education for Louisiana announced today they could recommend a final candidate to the Board of Regents by the end of October. During its first official meeting, the committee discussed a timeline for the process and approved several documents including a position description and advertisements. The committee also directed staff to explore the cost and procedure for engaging a national search firm.

“It is critical that the process of choosing a new Commissioner of Higher Education is transparent, comprehensive, fair and inclusive,” said Chairwoman Maurice Durbin. “This is a job that the committee—and the board as a whole—take very seriously. Our future success depends on us finding the most competent candidate available in order to serve the citizens of this state and especially the students who depend on our institutions for their education.”

The adopted search process includes the following steps:

- Board appoints Search Committee and Committee’s charge is accepted
- Committee meets to agree on advertisement, tentative timeline, procedures, desired leadership characteristics and priority date for submission of materials
- Advertisement appears in national/local publications
- Committee reviews applicants’ materials
- Committee meets to reduce pool to list of semi-finalists
- Background and reference checks are conducted on semi-finalists
- Semi-finalists’ interviews are conducted
- Committee meets to reduce pool of semi-finalists to finalists
- Additional background and reference checks are conducted
- Finalists’ interviews are conducted
- Recommendation is made to the board
- Board negotiates terms, appoints and announces new Commissioner

The committee also approved a set of desired characteristics for the new Commissioner of Higher Education focusing on leadership, community engagement and service in addition to an earned doctorate or terminal degree and academic credentials sufficient to engender respect from the academy and community at large.

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The committee emphasized that the next commissioner should also have the ability to:

- Work in collaboration with entities such as P-12 schools, business communities, students, governmental agencies and the surrounding community to strengthen the state's education system and positively impact the economy of the state
- Attract, retain, and develop executive leaders
- Represent the Board effectively to internal and external audiences
- Enhance funding from all sources
- Communicate effectively with the Board and the executive and legislative branches of state and national government
- Implement Board policies and other statutory authorities
- Work in partnership with systems and institutional personnel to develop and institute Louisiana's Master Plan
- Provide innovative leadership and management
- Serve as a spokesperson for higher education both nationally and internationally

The committee also identified the following personal skills desired in a candidate:

- Unquestioned integrity
- Superior Management Performance
- Excellent communication and interpersonal skills
- Fervent dedication to educating students

The search committee instructed Regents staff to immediately begin advertising both nationally and locally so that highly-qualified candidates can be identified. The preferred deadline for submission of materials by candidates is August 20, 2010. The staff will also create a special webpage for the search at [www.regents.la.gov](http://www.regents.la.gov). The site will include information on the search as well as a link where members of the public can provide comments to the Board of Regents.

As an update to the Regents' search for an interim commissioner, Chairwoman Durbin indicated that the full board could meet as early as next week to discuss candidates who have expressed an interest in the interim position and make a recommendation to the board. The Personnel Committee of the board is directing the effort to identify the Interim Commissioner of Higher Education.

The next meeting of the search committee will be August, 25, 2010 in Baton Rouge. Members of the search committee include:

- Maurice Durbin, Denham Springs, LA– Chairwoman
- Bob Levy, Ruston , LA– Vice Chairman
- Ingrid Labat, New Orleans, LA
- Bubba Rasberry, Shreveport, LA
- Charlotte Bollinger, Lockport, LA
- Vic Stelly, Lake Charles, LA
- Joe Wiley, Gonzales, LA
- Mary Ellen Roy, New Orleans, LA

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