



EDUCATE · DISCOVER · IMPACT

Contact: Sarah Harper, (602) 402-1341, sarah.k.harper@azregents.edu
Julie Newberg, (602) 686-1803, julie.newberg@azregents.edu

Frequently Asked Questions and Timeline Regarding the UA Presidential Search

Q: Where are the Regents in the process of selecting a new president for the University of Arizona?

A: The search process is well underway. After President Hart announced in June that she would not seek a contract extension, Arizona Board of Regents Chair Greg Patterson named Regent Bill Ridenour to be the chair of the Presidential Search Advisory Committee for the next UA president. Regent Ron Shoopman was named vice chair of the committee. Membership on the committee has been determined and the [committee](#) met for the first time on Oct. 13, 2016.

Q: Who is serving on the Presidential Search Advisory Committee and what are the committee's responsibilities?

A: Committee members were selected for their experience, expertise and affinity to the University of Arizona. The role of the [committee](#) is to assist the board in the presidential search with the board making the final selection of the UA president. The board chair has appointed members to serve on the search committee to operate in the public interest and members do not represent a constituency or speak for any specific constituents, groups or interests. The committee's primary role will be to develop a diverse list of qualified individuals who would be suitable candidates for the University of Arizona presidency.

Q: Will the board engage a search consultant in the process to select a president?

A: The board issued a [request for proposals](#) (RFP) for an executive search consultant to identify and recruit qualified candidates for the UA president position. Deadline for submission was August 22, 2016 at 3 p.m. The board received eight proposals, and a list of the responders is available upon request. Eileen Klein, president of the Arizona Board of Regents, selected [R. William Funk & Associates](#) to assist with the search. The executive search firm specializes in higher education executive recruitment and has conducted more than 400 searches for university and college presidents and chancellors over the last 35 years. During the past decade, the firm has assisted in hiring presidents for a number of top research universities including many of the University of Arizona's peer institutions.

Search Timeline:

UA President Ann Weaver Hart announces decision not to seek contract extension – June 10, 2016

UA Presidential Search Advisory Committee chair announced/RFP for search consultant issued – July 28, 2016

Special board meeting held on search progress – Aug. 31, 2016

Search consultant selected – Week of Sept. 16, 2016

Search advisory committee members announced - Sept. 21, 2016

Search guidelines – Sept. 22, 2016 (published in board materials on Sept. 13)

First search advisory committee meeting – Oct. 13, 2016

Additional search advisory committee meetings – Nov. 16 and as necessary throughout search process

President Hart's contract – Expires June 30, 2018

Q: How is the search being conducted?

A: In line with the board's commitment to the continued success of the University of Arizona, the committee will conduct a comprehensive nationwide search for the next UA president. This leader must be willing to identify opportunities, tackle challenges, bring innovative leadership and vision, and chart new achievements for the university that will help achieve regional and statewide goals. More information regarding how the search will be conducted is found within the board-adopted search guidelines. The [search guidelines](#) were approved at the board meeting on Sept. 22, 2016.

Q: What type of leader is the board looking for?

A: The board has defined leadership characteristics for the next UA president that include the ability to execute ambitious performance goals, the ability to lead an exceptional senior leadership team to advance the university, a sophisticated understanding of academic and business opportunities facing the University of Arizona and those facing higher education nationally and internationally.

In addition, the board is looking for the following qualities: a sincere commitment to the mission of the university, including its super land grant mission and its dedication to excellence in education, research, the sciences, academic medicine, intercollegiate athletics and student success; interpersonal and collaboration skills necessary to cultivate and strengthen relationships with multiple stakeholders; and a recognition of the importance of the University of Arizona to the state, Tucson, tribal nations and other Southern Arizona communities as well as a commitment to continue and expand the university's leadership mission in addressing community and state-wide issues. Additional leadership characteristics may be found [here](#).

Q: Do you expect a lot of interest in the position?

A: Yes. Although this is a time when many positions are open in higher education, serving as president of the University of Arizona provides an exceptional and unparalleled opportunity in higher education where an individual can work at a land-grant institution with two medical schools that is a leader in areas such as space exploration and research. An Association of American Universities institution, the university is dedicated to excellence in education, research, the sciences, academic medicine, intercollegiate athletics and student success.

Q: Where can I find more information about how the search is progressing?

A: Check this [website](#) for news and updates that will be shared when new developments occur during the search.

Q: How can I offer my thoughts on the next president of the University of Arizona to the regents?

A: The [search website](#) has a form for individuals to submit their thoughts and comments. As well, the public can utilize the public call to the audience at board meetings to voice their input. A schedule of upcoming board meetings is available [here](#).

Q: Are there going to be any community events held where I can comment about the search publicly?

A: Comments may be submitted through our website. The public can also make comments during the call to the audience at board meetings. At this time, no town halls have been scheduled, but if they are,

the meetings will be posted to the website. The board will consider all input to inform the selection process.

Q: How long will the process take to select a new president for the University of Arizona?

A: The start date for a new president could be as early as summer 2017, but not later than June 2018, the time when President Hart's current contract expires.

Q: After the new president has been chosen, when will details of his/her contract become available?

A: Contract terms will not be available until after the board takes an official vote on the final candidate, which will take place at a future board meeting. All final contracts are public record.

Q: How will the new president be compensated?

Compensation will be commensurate with the candidate's experience and will be competitive with similar roles at other AAU peer institutions. The board will set the compensation rate at the time of contract negotiations. At Arizona's public universities, a portion of presidents' compensation is contingent on meeting annual and multi-year goals and metrics assigned by the board such as increasing freshmen retention, research grants and improving graduation rates. University presidents may be compensated through a combination of private and public fund sources.

Q: Will I be able to meet the candidate(s) before the board makes a decision?

A: The board anticipates bringing one or more candidates to campus to meet with various university employees and members of the community prior to making a final decision.