



Presidential Search Committee Best Practices, Ground Rules, and Standards of Behavior Truckee Meadows Community College

A Presidential search is a critical and dynamic process, and the results are far-reaching. Given its importance, it is essential that all members of the Presidential Search Committee are committed to upholding best search practices during the process. As a member of the Truckee Meadows Community College Presidential Search Committee, you are required to adhere to the following throughout the search:

1. **Listen Deeply** – Members should be committed to actively listening to all perspectives and points of view. Experiencing a wide array of perspectives is part of the richness and purpose of having a Search Committee.
2. **Commitment to Student Success and Diversity** – Search Committee members hold a responsibility to further the College's Values.
3. **Reference Checks** – The Search Committee will not participate in the reference process. Reference checking is the sole responsibility of ACCT. Search Committee members are absolutely restricted from contacting references.
4. **Communication** – Search Committee discussion will take place only when convened as a Search Committee. Side bar conversations are not permitted.
5. **Decision-Making** – It is important that members consider decision-making as a shared process and focus on fairly assessing all candidates. Members should constantly monitor themselves for unconscious bias.
6. **Internet Research** – Search Committee members shall avoid researching candidates via online platforms to evaluate their fit with the College. The search firm and its designees will work to conduct thorough internet checks.
7. **Thoughtfulness** – Every Search Committee member is asked to demonstrate respect for one other and the importance of the integrity of the search process itself; dominating the conversation and bullying are not permissible.
8. **Collaboration** – Every Search Committee member has equal time. Everyone is an ally. Everyone participates.

Sources

- Inside Higher Ed. (2020). *An insider's guide to presidential search*. <https://www.insidehighered.com/advice/2020/01/16/10-recommendations-successful-presidential-search-opinion>
- Poston, M. E. (2020). *Presidential search committee checklist*. American Association of University Professors. <https://www.aaup.org/issues/governance-colleges-universities/presidential-search>
- Watkins-Hayes, C. (2020). *The pick and the process: Leading a presidential search in the digital age*. <https://agb.org/trusteeship-article/the-pick-and-the-process-leading-a-presidential-search-in-the-digital-age/>