Define Search Committee Responsibilities

Step 1
a. Establish search parameters including deliverables and timelines
b. Clarify committee member roles

Step 2
Gather Community Input
Collect key stakeholder input for the development of Chancellor selection criteria

Step 3
Create Chancellor Selection Criteria
a. Must be detailed, valid, measurable
b. Includes roles, competencies, leadership styles & failure factors
c. Access TBG research-based resources

Step 4
Recruit Qualified Candidates
a. Create application packet requirements, including philosophy statements
b. Distribute brochure and online ads
c. Send the opening to the TBG mailing list. All involved are networking.

Step 5
Screen Candidates
a. Create a detailed candidate evaluation form to be used with every screening activity
b. Screen Applications to identify those moving forward
c. Conduct short & long Guided Storytelling Interviews (GSI) to identify semi-finalists and finalists

Step 6
Plan On-Site Meet & Greet Activities for Finalists
a. Forums in northern & southern Nevada
b. Selection criteria/surveys completed by stakeholders after participation in M&G activities online or in person
c. Candidate interviews with whole Search Committee after M&G event

Step 7
Create Final Evaluations and Recommendations
Guidance materials for the Search Committee provided on how to evaluate the finalists and to come to a ‘best fit’ decision

Guided Storytelling Interviews (GSI)
Developed by Dr. Bill Bryan, Ph. D., GSI is the only interview method to truly reveal whether someone has the competencies required for a job. The unique methodology is used for all TBG interviews and greatly increases the utility and equity of candidate interviews.

Why TBG?
Every service we offer is backed by 40 years of applied competency research into what makes someone a superstar performer in the education sector.

What are the advantages to the TBG approach to search? First, this process uses research-based, cutting edge, behavioral science best practices which result in identifying the candidate that will best fit NSHE. Second, evaluation bias is greatly reduced through the use of data-based selection criteria and the application of guided storytelling to the interview process. These critical elements of the search level the playing field for all candidates. Third, this process builds the capacity of NSHE’s team with skills applicable to future hiring situations for other positions.

Contact The Bryan Group with any questions on the NSHE Chancellor search: info@tbgleaders.com