

BAKER♦PARKER

GLOBAL EXECUTIVE SEARCH

DRAFT

**TIMELINE
FOR THE SEARCH FOR THE
CHANCELLOR OF**

DRAFT

The University System of Georgia

July 2005

<u>DATE/TIME</u>	<u>OBJECTIVE</u>	<u>RESPONSIBILITY</u>
August 3, 2005	<p>The University System of Georgia Board of Regents may approve the search firm selected and review the search process. The Board may address candidate requirements and approve the search time line.</p> <p>Dan Parker may provide information for this meeting.</p>	<p>The University System of Georgia Board of Regents Chairman Tim Shelnut, The University System of Georgia Board of Regents, and Baker♦Parker (BPA)</p>
August - September	<p>Direct recruiting begins.</p> <p>Advertisements announcing the position may appear in the following:</p> <ul style="list-style-type: none">• <i>Chronicle of Higher Education</i><ul style="list-style-type: none">◦ Issue Date: 9/2/05 Deadline Date: 8/19/05• <i>Black Issues in Higher Education</i><ul style="list-style-type: none">◦ Issue Date: 9/8/05 Deadline Date: 8/18/05• <i>Women in Higher Education</i><ul style="list-style-type: none">◦ Issue Date: 9/1/05 Deadline Date: 8/18/05• <i>Hispanic Outlook</i><ul style="list-style-type: none">◦ Issue Date: 9/12/05 Deadline Date: 8/23/05• <i>University System of Georgia website</i>• <i>Baker ♦Parker website</i>	<p>Regents Chairman Shelnut, The University System of Georgia Board of Regents, and BPA</p>
August	<p>Regents Chairman Shelnut may appoint a Chair and Chancellor Search Advisory Committee (CSAC).</p>	<p>Regents Chairman Shelnut</p>

<u>DATE/TIME</u>	<u>OBJECTIVE</u>	<u>RESPONSIBILITY</u>
July 2005 – November 2005	Candidate identification will proceed through advertising, correspondence, and direct recruiting by The University System of Georgia Board of Regents, the CSAC, and BPA to identify qualified candidates interested in this position.	Regents Chairman Shelnut, The University System of Georgia Board of Regents, CSAC, and BPA
August 17, 2005	The Chair of the CSAC may convene the first meeting. At this meeting, the Board Chairman may review the Board of Regents' charge to the CSAC, the criteria by which candidates will be judged, and the search timetable. The search firm invites and encourages the CSAC to aggressively engage in the search process to identify, nominate, and recruit qualified candidates.	Chair of the CSAC and BPA
August/September 2005	Regents Chairman Shelnut, Chair of the CSAC, Dan Parker and representatives of the search firm of Baker ♦ Parker may seek constituent input. The search firm may advise and assist the CSAC as it prepares and approves a white paper for the Chancellor search.	Regents Chairman Shelnut, Chair of the CSAC, and BPA
September 6 & 7, 2005	A public report on the progress of the search may be made to the Board of Regents at its September meeting by a Board member and/or the Chair of the CSAC.	Chair of the CSAC
September 14, 2005	The first written search update will be provided to the Chair of the CSAC. This will include a confidential log of all nominations and candidates received and identified to date. NOTE: A conference call may be scheduled. (An announcement may be released at this time to the broader University System of Georgia community and may include the number of candidates and other available information but will not include candidate names.)	Chair of the CSAC and BPA

<u>DATE/TIME</u>	<u>OBJECTIVE</u>	<u>RESPONSIBILITY</u>
September 27, 2005	<p>The second written search update will be provided to the CSAC. This will include a log of all nominations and candidates received and identified to date. NOTE: A conference call may be scheduled for the CSAC and search firm to discuss the progress of the search and potential candidates.</p> <p>(An announcement may be released at this time to the broader University System of Georgia community and may include the number of candidates and other available information but will not include candidate names.)</p>	Chair of the CSAC, CSAC, and BPA
October 12, 2005	<p>The third written search update will be provided to the CSAC. This will include a log of all nominations and candidates received and identified to date. NOTE: A conference call may be scheduled.</p> <p>(An announcement may be released at this time to the broader University System of Georgia community and may include the number of candidates and other available information but will not include candidate names.)</p>	Chair of the CSAC, CSAC, and BPA
October 11 & 12, 2005	A public report on the progress of the search may be made to the Board of Regents at its October meeting by a Board member and/or the Chair of the CSAC.	Chair of the CSAC
October 17, 2005	The CSAC will receive Baker + Parker's recommendation of 14 (more or less) candidates who have expressed an interest in the Chancellor position. The CSAC will be provided two complete sets including <u>ALL</u> nominations and all resumes submitted to the search firm for consideration, along with the search firm's recommendation.	Chair of the CSAC, CSAC, and BPA

<u>DATE/TIME</u>	<u>OBJECTIVE</u>	<u>RESPONSIBILITY</u>
October 25, 2005	<p>The CSAC may identify to BPA 10 (more or less) candidates for the search firm to schedule for interviews with the CSAC.</p> <p>(An announcement may be released at this time to the broader University System of Georgia community and may include the number of candidates and other available information but will not include candidate names.)</p>	Chair of the CSAC, CSAC, and BPA
November 4 & 5, 2005 (and 6 th as needed)	<p>The CSAC may conduct initial interviews of 10 (more or less) candidates. Candidates may be scheduled by the search firm. Location: To be determined</p> <p>The CSAC may select 5 (more or less) candidates to be interviewed by The University System of Georgia Board of Regents.</p> <p>BPA will conduct extensive background checks on all final candidates, including credit, criminal and motor vehicle background checks, confirm degrees, conduct media reviews for potentially controversial areas of concern, obtain candidates' signed statement of resume accuracy, and reference checking. (It is the search firm's recommendation that the CSAC may wish to conduct team referencing of the final 5 candidates)</p>	Chair of the CSAC, CSAC, and BPA
November 7, 2005 (Conference call)	<p>The Chair of the CSAC and full Committee may present to The University System of Georgia Board of Regents their recommendation of up to five candidates qualified for the Board's consideration.</p> <p>These reports will respect the confidentiality of all candidates and of the internal discussions of the Board and the CSAC.</p>	Chair of the CSAC

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November 16 & 17, 2005	The Board of Regents may interview candidates. Location, timing, and format to be determined.	Regents Chairman Shelnut, The University System of Georgia Board of Regents, and BPA
December 2005	The Board of Regents may announce the selection of the next Chancellor of The University System of Georgia.	Regents Chairman Shelnut and The University System of Georgia Board of Regents

Baker♦Parker will continue to follow up and communicate to discuss the progress made by the Board of Regents and the CSAC. Baker♦Parker will work directly with the Board of Regents and the CSAC to arrange all schedules and assist in facilitating the process. The search firm may also work with the Board of Regents to arrange final schedules and, when necessary, to work directly with the Board of Regents to assist in the offer and negotiations. Background and reference checks will continue throughout the process to ensure that the Board of Regents and the CSAC are satisfied with the information provided on each final candidate.

Baker ♦Parker accepts, without reservation, the principles of equal opportunity in employment. Baker ♦Parker does not discriminate on the basis of gender, disability, race, age, color, sexual orientation, political affiliation, marital status, national origin, or religion.