

July 31, 2023

Greetings, Campus Community:

At the July 21st Board of Regents meeting, the presidential search committee was officially charged to begin the presidential search process. On July 24th, we held our first search committee meeting. Today, as chair, I'd like to share with you the steps in this important process. Please note that our schedule is subject to change.

The Regents have charged the search committee to work with the search firm, RH Perry, on a confidential search process, which means that all candidates for the position will be kept in strictest confidence until the finalist stage. If you were at NMHU a decade ago, you will recognize the basic outlines of this search timeline because we used something very similar when we hired Dr. Minner:

- We will initially develop the position profile following the Regents' guidelines and with input from the campus community. To better gauge what qualifications and qualities the campus is looking for in a new president, RH Perry will be visiting campus and holding student, staff, and faculty forums on **Monday, August 21st**. There will also be feedback forms to submit to RH Perry if you chose to take that route.
- Based on that feedback, the search committee and RH Perry will draft a position profile to be approved by the Regents. After the position profile has been approved by the Regents, the position will be posted (targeting early to mid-September) on the RH Perry website; all applications will be submitted through their portal.
- In addition, the profile will be posted on the NMHU website, sent to higher education leaders across the country, and to RH Perry's proprietary contacts with whom they have worked previously. A job description with a link to the profile will be posted in multiple higher education media sites. All of this will ensure a robust pool, since thousands of individuals will receive this profile. We also urge you to share the profile with anyone you think might be a good applicant for the NMHU Presidency.
- The due date for applications will be due roughly six weeks after the job is posted. RH Perry will assist in recruiting applicants and with due diligence checks. Campus members can submit nominations or recommendations either to the search committee or RH Perry.
- The search committee will select ten (10) semi-finalists from the pool of applicants for airport interviews in Albuquerque.
- Following the semi-finalist interviews, the presidential search committee will present a list of five (5) unranked finalists and three (3) ranked alternates to the Board of Regents for invitations to campus.
- All five (5) finalists will be invited to campus for full campus interviews, and the target dates will be the weeks of November 27th and December 8th.
- There will be ample opportunity for the campus community to provide feedback on all finalists during and shortly after the campus interview.

- The presidential search committee will present an unranked report on the finalists to the Board of Regents with a narrative explanation of strengths and weaknesses.
- The Board of Regents will conduct interviews with each finalist.
- The Board of Regents will then meet to select the next president. Start date will be negotiable depending on the candidate.

NMHU now has a presidential search webpage that will contain all this information and a list of search committee members. That can be found at www.nmhu.edu/presidential-search. I will regularly update the campus community about the search. I am also available to come to the faculty, staff, or student senates to provide additional information about the process.

I have attached the committee's charge.

Any questions or feedback regarding the search process should be directed to me at bkempner@nmhu.edu.

Sincerely,

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