



LESTER CONSULTING GROUP, INC.
Connecting People with Possibilities™



President Search Committee
Meeting #4 - Meeting Summary
Wednesday, January 10, 2024 4:00 - 5:00 via Zoom

Present: Tere Canida, Mane Costa-Smith, Bryan Froehle, Samara Quinones, Kelby Woodard, Judy Chamberlain

- Lester Consulting Group (LCG) reported on their current activities sourcing potential candidates. In addition to traditional national advertising, LCG reaches out directly to potential candidates and sources of candidates. The list of candidates and sources is developed through feedback given in the community leader interviews, stakeholder surveys, and ongoing conversations with stakeholders. The list of sources currently includes 129 individuals and organizations. As of January 10th, LCG has reached out to approximately 75 of these contacts. Additionally, LCG has communicated with 22 potential candidates.
- Applications are due February 9th or until a successful candidate is identified. Applications are considered complete when a candidate submits a cover letter, resume, and an essay. The consultants have already started receiving applications.
- The Search Committee can help in the search for qualified candidates by sharing the Position Announcement and Candidate Profile broadly in their networks and helping LCG get in contact with potential candidates and sources of candidates.
- The consultants reviewed upcoming steps in the search process, specifically the Screen Phase.
 - Step 1: LCG reviews all completed applications to determine who will be advanced to a consultant screening interview.
 - Step 2: LCG consultant conducts screening interviews with potential candidates via Zoom to develop a pool of potential semi-finalists.
 - Step 3: Search Committee interviews semi-finalists via Zoom. Search Committee will then recommend 1-3 finalists to meet with the Board of Trustees.
 - Step 4: The Board of Trustees interviews final candidates and hosts possible campus visit. The Board of Trustees will make the final selection of the next President at a meeting in March.
- The consultants led the Search Committee through an exercise reviewing the strengths of the school's current leadership in order to prioritize the greatest needs. This information will inform the recruiting, interviewing, hiring and evaluation of the new president.