

Questions & Answers

Next steps in the Mount's Presidential Search process:

A representative consultation

October 19, 2016

Q. How did the Committee arrive at a shortlist of candidates?

A. Our process began earlier this year when we engaged the professional search firm of Laverne Smith and Associates to support our search, help guide our process, identify potential candidates and provide expertise in post-secondary recruitment.

Since then, we have gathered the input of the Mount community toward the development of a comprehensive [position profile](#); that survey also asked for nominations of potential candidates for the role. We have also advertised the position and, over the summer months, the search firm assisting with our search spoke with individuals interested in the role. Based on that work, the University's Presidential Search Committee met to identify an initial shortlist of candidates last month who then met with the Committee on October 13th and 14th. From those meetings, a final shortlist of three candidates was identified.

Q. How will representatives be chosen to be part of the broader consultation?

A. The Students' Union Executive will be included. The Faculty Association will coordinate the nomination of its representatives. Additional staff representatives will include the Mount's two Vice-Presidents and the President of the Managers and Professional Administrators group.

Q. Will there be opportunity for representatives from any other groups beyond those noted above to be involved?

A. Our approach will balance further consultation with a need for confidentiality, thus requiring that we limit participation beyond the Committee to the small representative group identified above. All are encouraged to provide any input on the qualities, skills and experience they feel are important in the next president to either a [member of the search committee](#) or the named representatives.

Q. What form will this expanded consultation take?

A. The Mount representatives involved in the expanded consultation will meet with each candidate as a unit. The candidates will be asked to answer a series of pre-determined questions. Following those interviews, participants will provide a written feedback summary to be shared with the Presidential Search Committee.

Q. A public approach has worked in past searches, why not this time?

A. This decision was made based on candidate circumstances, a review of current practices at other Canadian universities, discussions with our search consultant, and careful deliberations by the Committee.

Q. The Mount is different than other universities, so shouldn't we be sticking to our public approach?

A. In its deliberations, the Committee recognized the unique culture of the Mount and our University's commitment to transparency. It is in this context that the decision was made to take this approach – one that carefully balances the need for further consultation with the Committee's responsibility to find the best candidate. The Committee's decision provides for broader consultation than is the current practice of most Canadian universities, where strict confidential processes are the norm.

Q. When and how will a final decision on the Mount's next President and Vice-Chancellor be made?

A. Following their meeting with the shortlisted candidates, each participant will provide her/his feedback in writing to the Presidential Search Committee. The Committee will also hold second interviews with each of the candidates. The Committee will recommend a final candidate to the Board of Governors for their approval. While our current President's term does not end until July 2017, the Committee has allowed enough time to complete the search process in advance of that date to permit a smooth transition.