The University of Toledo Presidential Search Committee is charged to conduct an open, national, and inclusive search to identify persons qualified to serve as President of The University of Toledo. Internal candidates should be welcomed and encouraged to apply. The search committee shall initially identify individuals worthy of recruitment for the position, will work with the search firm to develop a large pool of qualified applicants, will screen applicants for the position to determine those appropriate for an initial interview, will develop a short list of viable candidates to participate in campus visits, and will assess the strengths and weaknesses of each of these candidates.

The executive search firm of Witt-Kieffer has been engaged to assist The University of Toledo with this search. The Witt-Kieffer team will be led by Dennis M. Barden, assisted by Carson Dye and Ann Yates.

The search committee is required to maintain strict confidence throughout the entire search process until the finalist has been announced publicly. The only individual authorized to speak about the search and the search process is the chair of the search committee. At all times, the members of the search committee and its chair will comply with the policies and procedures of The University of Toledo and the laws of the State of Ohio and the United States of America.

The search committee, working with the search consultants, shall draft a detailed leadership profile and advertising materials. The search committee, working with the search firm, is authorized to collect the necessary information, to screen the applicants, and to conduct off-campus interviews that narrow the field of possible candidates to those invited for campus interviews.

The candidates visiting the campus as finalists shall number no fewer than two and no more than five individuals, all of whom will be considered finalists for the consideration of the board of trustees. These names shall be presented to the board of trustees unranked, with an assessment of the strengths and weaknesses of each. The slate shall be diverse, particularly with regard to gender and race or ethnicity. The qualifications and experience of the individuals on the slate shall be comparable.

The search committee, working with The University of Toledo Search Committee, shall develop a process whereby each finalist visit will include interaction with all of the university’s key constituent groups. The committee shall solicit feedback from interview participants using a common form and shall summarize that feedback in its final communications with the board of trustees.

The final selection decision shall be made by the board of trustees.