

## **York University Presidential Search FAQ**

### **1. What is the process for selecting a new president?**

In keeping with the *York University Act*, responsibility for selection of our next President rests with the University's Board of Governors. A Presidential Search Committee was formed to make a recommendation to the Board of Governors, after consultation with the York community and the University Senate. The Committee is made up of 14 full-voting volunteer members- including governors, faculty, students and alumni who have dedicated many, many hours to the search process.

The process of selecting the next President is entirely independent of the University administration. The Presidential Search Committee's work is guided by [Principles to Govern Presidential Search Committees](#). These Principles include conducting broad and extensive consultation with the community about York's strategic needs and the specific attributes our President should possess in order to meet those needs.

### **2. How have you consulted with the York community?**

In the spring of 2016, the Presidential Search Committee undertook [extensive public consultations](#) with a wide range of York University community members and groups. All members of the York community, including employee groups, Faculty Councils, University Senate, students, University offices, administration, student groups and government, were invited to provide their input and perspectives on the specific attributes York's President should possess.

Consultation activities included open sessions to which all members of the community were invited, the opportunity to submit written comments via email and numerous in-person meetings. Additionally, every employee group (YUFA, CUPE 3903, CUPE 1356, YUSA, IUOE772, OPSEU, OHFA and CPMEA) was specifically invited to provide input through one or more of three options: having members of the Presidential Search Committee attend one of their meetings, setting a special meeting or providing written submissions.

Several dozen students, faculty and staff used these opportunities to share their personal views on York's strategic needs and the specific qualities its President should possess in order to meet those needs. The progress of the full consultation process was reported to the community through the [Presidential Search website](#) and through Yfile.

### **3. How did you develop the Position Profile?**

The Presidential Search Committee members reflected extensively upon what was heard from the consultation process. We heard that York is a university grounded in values of inclusivity, diversity, social justice, academic excellence, innovation and sustainability and that these are the attributes our next President must possess. This information provided us the vital context needed to develop the [Position Profile](#) and [recruitment advertising strategy](#). That profile is public information and has guided the Presidential Search Committee in identifying and assessing suitable candidates.

#### **4. How were Presidential candidates evaluated?**

Prior to the Presidential Search Committee beginning its assessment, a detailed Presidential [Position Profile](#) was constructed based on extensive community consultation and written input from York's community. All potential candidates were assessed and interviewed against this detailed position profile.

#### **5. What happens when you select the next President?**

The Presidential Search Committee makes a recommendation to the Board of Governors, the members of which make the final decision on the appointment of a new President. Both the Presidential Search Committee and the Board of Governors are committed to reaching a consensus on the next President. Once the selection has been confirmed, we will formally announce the next President and work together with the York community on a successful transition.

#### **6. Why is the search process confidential?**

To attract the highest calibre individuals, confidentiality is of the utmost importance throughout the process. In the past, some universities, including York, undertook open presidential searches whereby the names of short-list candidates were required to be made public and candidates presented themselves to the University Senate before the final decision was made by the Board of Governors. Over time, this process became increasingly less popular because qualified candidates were understandably reluctant to be publicly identified given the potential adverse impact it could have on their current employment and stakeholders. Today, open search processes are rarely used by Canadian universities.

After a thorough community consultation, York University moved to confidential searches in 2005 with the creation of the current [Principles to Govern Presidential Search Committees](#). By approving and working under these principles, the Board of Governors and University Senate agreed to work together, contributing equal numbers of search committee members who follow a prescribed process of broad and extensive consultation with the community prior to identifying a qualified candidate for recommendation to the Board.

#### **7. When will the next president be named?**

It is anticipated York's next President will be named in mid-late winter and will assume the role on July 1, 2017.

#### **8. How long has the search been in process?**

The search process began in December 2015 and will conclude in the winter of 2017. This is the same process successfully used in 2006/2007 that concluded with the appointment of Dr. Shoukri.

#### **9. Where can I find updates regarding the search process?**

Throughout the process we have been providing regular updates about the search. They can be found on the [Presidential Search website](#).