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R203, Presidential Search Committee Requirements and Board's Selection of Presidents¹

R203-1 Purpose: This policy provides requirements for presidential search committees and for the Utah Board of Higher Education's ("Board") selection of presidents in the Utah System of Higher Education ("USHE").

R203-2 References

- 2.1 Utah Code § 53B-2-102, Appointment of Institution of Higher Education Presidents
- 2.2 Utah Code § 52-4-202, Public Notice of Meetings – Emergency Meetings
- 2.3 Utah Code Title 52 Chapter 4, Open and Public Meetings Act
- 2.4 Board Policy R120, Board of Higher Education Bylaws

R203-3 Presidential Search Committees

3.1 Equal Opportunity Employer: The Board is an equal opportunity employer. The Board's decision to hire a president at a USHE institution shall be made only after an extensive search, including advertising the position nationally, thoroughly screening the applicants, and evaluating applicants without regard to race, ethnicity, color, sexual orientation, gender identity, sex, marital status, disability, national origin, veteran's status, or religion.

3.2 Beginning of the Search Process: Appointing a president is one of the Board's foremost responsibilities and the Board shall give the search process its highest priority. The Board chair shall initiate the search process as soon as practicable after a vacancy is announced. The Board may appoint an interim president during the search process if necessary.

3.3 Chair Appoints Search Committee: The Board shall establish a search committee that includes representatives of faculty, staff, students, the institution's board of trustees, alumni, the institution's executive council or cabinet, and the Board. The search committee shall be co-chaired by a member of the Board and the chair of the institution's board of trustees. The Board chair shall select the other members of the search committee with particular emphasis on ensuring that stakeholders and the community are well-represented. The Commissioner of

¹ Adopted November 20, 1978; amended May 18, 1982, October 11, 1985, September 12, 1986, September 18, 1992, November 13, 1998, September 13, 2002, December 12, 2002, September 5, 2008, and May 29, 2009. Amended on August 27, 2010, January 25, 2013, March 30, 2018, and March 21, 2024.

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