Kenneth W. Freeman Professor and Dean of the College of Management  
Charge to the Search Committee

I deeply appreciate the search committee members’ willingness to undertake the important work that will assist us in identifying candidates for appointment as the first Kenneth W. Freeman Professor and Dean of the College of Management. The following charge outlines expectations with respect to the search process as well as the authority granted to the search committee:

1. In partnership with the search consultant, the search committee will develop both advertising text as well as a position description. Both are subject to review by the president and the provost. Those documents will serve as a guide throughout the search process and be shared with nomination sources and prospective candidates.

2. The search committee will adopt a timetable for the search that will permit the selection of a dean in fall 2016, or as soon thereafter as possible. Ideally, the new dean’s term will begin by July 1, 2017.

3. In partnership with the search consultant, the search committee will conduct an active national search to attract highly qualified candidates.

4. The search committee will observe strict confidentiality in the conduct of the search in order to ensure that we can attract and retain the very best candidates for our process.

5. The search committee will meet with the president and provost at the conclusion of the first-round interviews to share their feedback on the interviewees and to identify whether any interviewees would be unacceptable as a finalist.

6. During the finalists’ visits to campus, the search committee will meet with each of the finalists and will participate in the open forums and other events for the candidates.

7. Following the visits, the search committee will again share feedback in the form of strengths/concerns related to each of the finalists. The committee will not rank candidates, but will determine whether they find any candidates wholly unacceptable. The committee’s input will inform the final decision, which will be made by the president and the provost.

Thank you again for accepting these critical responsibilities as we head into an exciting new phase in Bucknell’s history with the appointment of this Dean.

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Barbara Altmann, Provost
Bucknell University
August 2016