Zoom Meeting Minutes
Thursday, June 27, 2019
11:00 a.m. – Noon, Eastern Time
Presiding – Ed Jones, Chair-Elect

Attachments: Minutes of the April ECOP 2019 Meeting (URL), CES Strategic Agenda (URL), 2019 ECOP Budget (URL), Minutes of the April, May and June 2019 ECOP Executive Meetings (URL), Executive Director Position Description (pp. 5-10), CMC Recommendations (p. 11), 2020 Face-to-face Meetings (p.12), Process for the Executive Director Search, (p. 13)

OPENING BUSINESS –
Ed Jones called the meeting to order. Attendance is recorded on page 4. A quorum was present. Minutes from last meeting (URL) by unanimous consent. There were not additions to the agenda.

BUSINESS REQUIRING IMMEDIATE ATTENTION/ACTION – Set Goals and Action Plans

A. ECOP Budget Review: Discussion of Opportunities and Challenges –
Ed Jones presented an overview of budget and its importance for near term decisions.
1. 2019 Budget (URL)
2. Reserve balance held by APLU on 1/1/2019 - $623,808
3. Potential savings for 2019, is up to $71,360; kglobal contract ended 6/1/2019, Cornerstone adjustment.

B. ECOP Executive Director Search/Selection Process and Position Description (pp. 5-10, 13)
Ed Jones: EDA Team drafted the attached Position Description. Bill Hare made a motion to move forward with a search process. Scott Reed seconded the motion. Doug Steele: The only sense of urgency is to use potential candidates from USDA NIFA, given the accelerated timetable to move the agency to Kansas City. The process will begin at the July ECOP Meeting.

C. Communications and Marketing Committee (CMC) Input (p. 11) –
Ed Jones/Karla Trautman: The CMC meets same day, June 27, 2019, in the afternoon. Karla Trautman was appointed by the Executive Committee to represent the Cooperative Extension Section. The background materials that were provided as attachments were vetted by the EDA Team. Karla is becoming acclimated to understanding the comprehensive CMC needs of the BAA. Michelle Rodgers: Policy Board of Directors recommendations will be determined at the July 2019, in conjunction with Joint COPs in Park City, UT. She is interested to learn how smaller institutions/states that may not have communicators on staff might be affected by onboarding communicators to the CMC efforts.

D. ECOP July, August & September Meetings and NEDA Business Meeting Agendas/Topics –
Ed Jones reviewed the following plan and invited the input of the rest of ECOP.
1. Executive Director search process to have a person on board by 4/1/20:
   a. July ECOP Meeting – finalize Position Description after Executive Committee recommendation, name search committee
   b. September Cooperative Extension Section Business meeting (NEDA) – encourage applications
2. CES Futuring (more difficult in that we may not know how the NAS study connects)

3. CES/ECOP Budget:
   a. July ECOP Meeting – Review 2020 budget alternatives (EDA team and Executive Committee will need to develop these to include how the three challenges, A-C will be addressed)
   b. August Executive Committee/ECOP Meetings – continue from July conversations and finalize recommendations for the NEDA business meeting discussion
   c. September ECOP/Cooperative Extension Section Business Meetings (NEDA) – finalize 2020 Budget from ECOP recommendation

4. CMC staffing/resources:
   a. July ECOP Meeting – react to/endorse/decline CMC recommendation from the 6/27 meeting
   b. August Executive Committee/ECOP Meetings – follow up as needed from July ECOP conversations
   c. September ECOP/Cooperative Extension Section Business Meetings (NEDA)-??

   a. July ECOP meeting – actions from recommendations made by ERPD committee
   b. August Executive Committee/ECOP Meetings – continued discussions from July meeting feedback and ERPD reaction
   c. September ECOP/Cooperative Extension Section Business Meetings (NEDA)-??

E. Other: 2020 Face-to-face meetings.

Ed Jones/Mark Latimore/Sandy Ruble: The 2020 Spring ECOP Meeting will be held on March 17-19, 2020, likely in Savannah, GA. The date for NEDA/ECOP Meetings is September 22-24, 2020, tentatively located in the North Central Region. These two sets of dates were vetted through a process of contacting all regions’ Executive Directors, the Experiment Station Section, JCEP Office and APLU VP’s Office of Food, Agriculture and Natural Resources. The Policy Board of Directors and Joint COPs meeting dates and location are to be determined later by the APLU VP’s Office of Food, Agriculture and Natural Resources.

I. INFORMATIONAL UPDATES – AS TIME PERMITS:
   A. Appointments made by ECOP Executive Committee
      1. Communications and Marketing Committee – Karla Trautman, South Dakota State University
      3. Policy Board Nominees for Fall Election – Michelle Rodgers, University of Delaware/Wendy Powers, University of California
   B. USDA-NIFA Move, CES Capital Quest, Plan of Work Reporting
      Ed Jones encouraged support and empathy for our NIFA colleagues. CES Capital Quest is postponed. Dr. Angle, who is focused on moving money out to the institutions, will be making announcements regarding more details about the move.
   C. Well-Connected Communities Wave 2 Timeline –
      Michelle Rodgers: During the webinar held on 6/25/19, 12 more states are expressing interest in applying. 1890s/1994s are being encouraged to apply. The RFA will be released in early July and a more technical webinar is set for July 31, 2019. Applications are due on September 17, 2019. The RWJF will meet in October to review. The exact amount of funding will not be announced until after that meeting. www.wellconnectedcommunities/extension.org. The deadline will be announced in the ECOP Monday Minute.
D. Strategic Realignment —
Ed Jones/Doug Steele: The most recent proposal by the Committee is 14-lines instead of 48; Smith-Lever 3(b) and 3(c&d) lines are combined into a larger Smith-Lever line. The next step is to gather feedback from the community and BAA.

E. Joint ESS/CES-NEDA Meeting Agenda Update, Nashville, TN —
Rick Klemme shared that the program was nearly final. Sandy Ruble shared that about 70 people were registered and this was on target with the goal.

F. Standing Committees
1. Program —
Carolyn Williams: There are 9 nominations for the National Extension Diversity Award. The selection committee meets Tuesday, July 2, 2019 to review and select the winning nomination.

2. Professional Development —
Vonda Richardson: The Committee met to determine the process. Winning nomination will be finalized by Joint COPs meeting. Selecting speakers for the new Directors and Administrators Orientation in Nashville, engaging Eric Young to provide input. There will be a more detailed report in July.

3. Budget and Legislative —
Rick Klemme: The next meeting will take place on Tuesday, September 10, 4-5:00 p.m. ET; will also, meet with ESCOP B&L Committee on September 24, 2019 at the Joint ESS/CES-NEDA Meeting. Agenda includes Strategic Realignment feedback and FY21 Budget Priorities.

4. 4-H Leadership Committee —
Ed Jones/Lyla Houglum/Jennifer Sirangelo: The committee met this week in conjunction with National 4-H council board of trustees. The Program Leaders Working Group has raised up a recommendation to become more involved in government relations in Washington, DC and seek funds outside of USDA. A letter to ECOP requesting that ECOP BLC form a short-term sub-committee to help achieve these goals.

State program leaders are working on a broader definition of what is a 4-Her. The current agency definition is very limited.

USDA has been a terrific partner on changes to the new guidelines for the use of the name and emblem of 4-H; posted on USDA website as of June 20th. Look for the new guidelines to be communicated across the system. This allows for longer term is to consider the law. Waiting for final USDA that the Secretary is agreeing with the approach. None of the changes effect the authority that the Directors and Administrators have at state and local levels.

G. Other:
Ed Jones: In August Mark Latimore and George Hopper will join Ed Jones in Washington, DC for an ECOP/ESCOP transitional leadership meeting.

ADJOURN
ECOP Membership Attendance is indicated with ✔ and ●.

Voting Members
- Ed Jones, Executive Committee, Chair, Virginia Tech
- Mark Latimore, Executive Committee, Chair-elect, Fort Valley State University
- Chuck Hibberd, Executive Committee Past-Chair, University of Nebraska
- Tom Dobbins, Professional Development Committee & Chair of Extension Resource & Partnership Development Committee, Clemson University
- Beverly Durgan, Professional Development Committee, University of Minnesota Extension
- Bill Hare, Executive Committee, University of District of Columbia
- Jason Henderson, Program Committee, Purdue University
- Gary Jackson, Program Committee, Mississippi State Extension Service
- Barbara Petty, Program Committee, University of Idaho
- Scott Reed, Executive Committee, Oregon State University
- Vonda Richardson, Professional Development Committee Chair, Florida A&M University
- Chuck Ross, Professional Development Committee, University of Vermont
- Louis Swanson, Professional Development Committee, Colorado State University
- Chris Watkins, Program Committee Chair, Cornell University
- Carolyn Williams, Program Committee Chair, Prairie View A&M University

Ex-officio, Non-voting Members
- Rick Klemme, ECOP Executive Director, Cooperative Extension/ECOP
- Michelle Rodgers, ECOP Representative to BAA Policy Board of Directors and Project Director, Well-Connected Communities, University of Delaware
  - Jon Boren, ECOP Budget & Legislative Committee Chair, New Mexico State University
  - Louie Tupas and Mike Fitzner – USDA-NIFA
- Jo Britt-Rankin, Board on Human Sciences, University of Missouri
  - Chris Geith, CEO, and Barbara Petty, Chair, eXtension Foundation Board
- Bob Godfrey, Experiment Station Committee on Organization and Policy, University of Virgin Islands
- Jennifer Sirangelo, CEO, National 4-H Council
- Char Wenham, Council for Agricultural Research, Extension and Teaching
  - Brian Kowalkowski, 1994 Land-grant/Tribal Colleges Extension, College of Menominee Nation
- Al Wysocki, Academic Programs Committee on Organization and Policy, University of Florida

Executive Director and Administrator Team
- Ron Brown, Southern Region
- Lyla Houglum, Western Region
- Rick Klemme, DC Office
- Ali Mitchell, Northeast Region
- Albert Essel, 1890 Region
- Sandy Ruble, DC Office
  - Robin Shepard, North Central Region

Guests
- Karla Trautman, CES Representative to Communications and Marketing Committee, South Dakota State University
- Casey Mull, JCEP, University of Georgia
- Doug Steele, APLU VP, Food, Agriculture, & Natural Resources

Back to agenda
The Cooperative Extension Service is a non-formal, congressionally established, educational system designed to connect communities to Land Grant Universities (LGU) and to help people use research-based knowledge to improve their lives.

Cooperative Extension is coordinated at the national level by the Extension Committee on Organization and Policy (ECOP), a leadership and governing board representing the 76 state, territory, and 1890 LGU Extension Programs. The Executive Director serves and guides ECOP in addressing its four core themes: 1) building partnerships and acquiring resources, 2) increasing understanding and visibility of the Cooperative Extension System 3) enhancing leadership and professional development, and 4) strengthening organizational functioning.

The ECOP Executive Director will

• Build partnerships and connections to elevate Extension in the national dialogue and help the Cooperative Extension System address priority national and local issues by increasing resources, enhancing collaboration, and supporting program development.
• Advise ECOP’s Federal Policy Agenda.
• Support ECOP members on Board on Agriculture Assembly (BAA) committees and task forces.
• Provide strategic executive leadership and operational/logistical support to the organization’s leadership, committees, and ad hoc groups.
• Serve as the public face and credible voice representing the Cooperative Extension System at the national level to internal and external partners.

The ideal candidate

• Is a visionary rising mid- or senior-level professional with extensive knowledge of and experience with the Cooperative Extension System.
• Has strong executive leadership and organizational management skills; Ph.D. or terminal degree preferred.
• Is willing to be a servant leader and organized facilitator of diverse constituencies.
• Is a powerful verbal and written communicator; able to clearly articulate a complex organization’s long-term vision and strategy.
• Has experience effectively managing an office and providing leadership, supervision, and evaluation of local and remote staff members, contractors, consultants, working groups, and committees involved in carrying out expected duties.
• Is a creative thinker; able to imagine new communication pathways to elevate Extension on the national stage.
• Is passionate about building out the structure and relationships required to move forward successful new funding models, public private partnerships, or philanthropic relationships.
• Has the ability to cultivate and maintain relationships in Washington, D.C., including with federal agencies and organizations, Land-grant university stakeholder groups, and other partners deemed important by ECOP.
• Understands the legislative and appropriations landscape in which the Cooperative Extension System functions.
• Has experience managing budgets with a high level of fiscal accountability and transparency.

Position Terms
This position is full time, based in Washington DC, with flexibility for telecommuting several days a month from within the DC metro area. The Executive Director’s Office is currently located at the Association of Public and Land-Grant Universities (APLU) offices. Occasional evenings and weekends will be required. The Executive Director is expected to travel nationally as needed to support the system amounting to 6-8 weeks per year on average.

Compensation and Benefits
Salary range commensurate with experience and qualifications. Competitive benefits package includes medical, dental, vision, life, long term care, and legal insurances; flexible spending accounts; 100% commuter benefits; 401a/403b (10%); wellness program; and more.

Application Instructions
Interested parties must email application packages to Dr. Ed Jones, ECOP Chair, Search Committee, at ejones1@vt.edu referencing ECOP Executive Director in the email subject line. Inquiries and questions may be directed to Dr. Jones.

Application packages must include the following as a single PDF:
• A cover letter outlining how your qualifications address the leadership expectations and skills identified above.
• A one- to two-page narrative summary of your background, experiences, and major accomplishments related to the position roles and responsibilities.
• Resume.
• Three references: names, addresses, phone numbers, e-mail addresses, and relationship of each reference to you.

The Search Committee will review applications and conduct interviews on a rolling basis until a suitable candidate is identified. Finalists for this position must successfully complete appropriate background checks. Start date is negotiable.
Executive Director
Cooperative Extension System (CES)
Extension Committee on Organization and Policy (ECOP)

Application Deadline: Rolling

About ECOP and the Cooperative Extension Service
The Cooperative Extension Service is a non-formal, congressionally established, educational system designed to connect communities to Land Grant Universities and to help people use research-based knowledge to improve their lives. Each state’s Extension program is administered through the state-designated Land Grant Universities (LGU) and colleges.

Cooperative Extension is coordinated at the national level by the Extension Committee on Organization and Policy (ECOP), a leadership and governing board representing the 76 state, territory, and 1890 LGU Extension Programs. The Executive Director serves and guides ECOP in addressing its four core themes: 1) building partnerships and acquiring resources, 2) increasing understanding and visibility of the Cooperative Extension System 3) enhancing leadership and professional development, and 4) strengthening organizational functioning.

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Roles and Responsibilities
Build partnerships and connections to elevate Extension in the national dialogue and help the Cooperative Extension System address priority national and local issues by increasing resources, enhancing collaboration, and supporting program development.

- On behalf of the national cooperative extension system educate and advocate
  - to federal partners and constituencies to grow national support for extension priorities, increase knowledge of extension activities and the value they provide, and establish new funding streams. These constituencies include federal agencies (USDA, National Institute of Food and Agriculture) and Congressional offices.
  - to industry groups, trade associations, non-profit organizations to establish common platforms, enhance messaging, build coalitions, and explore collaboration opportunities.
  - to internal constituencies within the APLU including councils, commissions, committees, and the Board on Agriculture Assembly.
• Routinely coordinate with and provide advice to the APLU Vice President for Food, Agriculture, and Natural Resources regarding the integration of Cooperative Extension programs within larger APLU efforts.

Advise ECOP's Federal Policy Agenda.
• Actively contribute to the APLU team that sets annual federal legislative agendas and recommendations.
• Track legislation that effects the system’s functioning and priority areas of interest; communicate with and seek action from Extension Directors/Administrators on legislative priorities.
• Serve as the primary liaison between ECOP and its contracted lobbying firm.

Provide strategic executive leadership and operational support to the Extension Committee on Organization and Policy (ECOP).
• Assist and support ECOP in identifying, developing, and implementing goals and its annual plan of work.
• Work with ECOP leadership to provide guidance and support in identifying and advancing forward-looking innovative initiatives to help Extension meet the needs of diverse 21st century communities and people.
• Provide administrative support to the ECOP Chair; assist the Chair in facilitating ECOP meetings such that ECOP functions as a board of directors for the Cooperative Extension Section.
• Staff and provide national logistical support to ECOP committees, initiatives, task forces, workshops, and webinars; committees include but are not limited to the Budget and Legislative Committee, the ECOP Executive Committee, and planning committees for select national meetings.
• Support ECOP member representatives on the APLU Communications and Marketing Committee, Committee on Legislation and Policy, BAA Policy Board of Directors and Budget and Advocacy Committee.
• Be accountable for the responsible use and maintenance of the annual ECOP and Executive Director’s office budget; may include working alongside the APLU CFO. The ECOP Executive Director has primary fiduciary responsibility for the organization.
• Coordinate the national work of the Extension Executive Director and Administrator Team.
• Supervise and serve as primary point of contact for any personnel hired, contracted, or subcontracted by ECOP.
• Serve as a resource to all Extension Directors and Administrators on national level policy, funding, and programming issues.

Serve as the public face and credible voice for the national Cooperative Extension System.
• Maintain an accessible and professional public persona as the primary face and voice for the Cooperative Extension System on the national stage.
NOT INTENDED FOR EXTERNAL USE

• Pursue opportunities to speak on behalf of the Cooperative Extension System to support national relationships and collaborative activities undertaken with state, national and global partners.

• Effectively represent and present the mission, long term vision, and results of Extension programs to diverse national audiences including the press, congressional members and staff, executive branch personnel, agency, industry, and non-profit leaders in person, virtually, and in writing.

• Create and implement a plan to increase the visibility, image, and brand of the Cooperative Extension System with internal and external groups, and support section-sanctioned activities that enhance this effort.

• Establish and support new opportunities for Cooperative Extension leadership and professionals to be included in national level forums, studies, panels, and hearings on identified priority issues.

• Produce regular digital and printed communication materials for the Cooperative Extension System.

Required Skills & Experience

• Is a visionary rising mid- or senior-level professional with extensive knowledge of and experience with the Cooperative Extension System.

• Has strong executive leadership and organizational management skills; Ph.D. or terminal degree preferred.

• Is willing to be a servant leader and organized facilitator of diverse constituencies.

• Is a powerful verbal and written communicator; able to clearly articulate a complex organization’s long-term vision and strategy.

• Has experience effectively managing an office and providing leadership, supervision, and evaluation of local and remote staff members, contractors, consultants, working groups, and committees involved in carrying out expected duties.

• Is a creative thinker; able to imagine new communication pathways to elevate Extension on the national stage.

• Is passionate about building out the structure and relationships required to move forward successful new funding models, public private partnerships, or philanthropic relationships.

• Has the ability to cultivate and maintain relationships in Washington, D.C., including with federal agencies and organizations, Land-grant university stakeholder groups, and other partner-relations deemed important by ECOP.

• Understands the legislative and appropriations landscape in which the Cooperative Extension system functions.

• Has experience managing budgets with a high level of fiscal accountability and transparency.

Reporting Relationships

The Executive Director for ECOP reports to the ECOP Chair, a position which rotates annually among the five Cooperative Extension regions. Performance is evaluated by the ECOP Chair in consultation with the ECOP Executive Committee. Executive Director has HR responsibilities for
the Assistant Director and any current or future contractors including approving travel, work oversight, and annual review.

In support of the activities outlined above, the ED may work alone, with the Assistant Director of ECOP, in partnership with colleagues in the APLU, and as a co-equal but coordinating member of the ECOP Executive Director and Administrator (EDA) Team. This team is made up of the Executives of the five Cooperative Extension regions, who devote .25 FTE each to the national ECOP/CES agenda.

Compensation and Benefits
Salary range commensurate with experience and qualifications. Competitive benefits package includes medical, dental, vision, life, long term care, and legal insurances; flexible spending accounts; 100% commuter benefits; 401a/403b (10%); wellness program; and more.

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The Search Committee will review applications and conduct interviews on a rolling basis until a suitable candidate is identified. Finalists for this position must successfully complete appropriate background checks. Start date is negotiable.

**Back to agenda**
EDA CMC Input Recommendation:

The EDA team acknowledges that the CMC team has been deliberating on how to best move forward since the kglobal contract was canceled and appreciates the hard work that has already been completed. Upon review of the 4 options the EDA team would like to share the following comments --

The structure of the choices presented presumes that ultimate and best next step must include hiring an individual or organization to do unified marketing and communications work. This presumption has been established before communications professionals have had the opportunity to join extension, research, and academic programs leaders to discuss needs, possibilities, and pathways in the context of the full range of communications and marketing tools already being invested in by ECOP and others, the revisions to REEPORT being undertaken by NIFA (revisions that are in part motivated by the desire to ensure all information provided is useful for all parties to communicate value to their different constituencies), and clearly stated goals.

With this in mind the EDA team recommends

1. That the CMC (and the BAA) first come to agreement on the primary goals and outcomes for any communications and marketing plan with consideration of this full context.
2. The CMC’s planning team membership promptly be expanded or reconfigured to include select communication specialists from within the land-grant community.
3. That this committee, driven by the set goals and full context, then establish affirm the current, or set a new set of, options for CMC member organizations to consider.

CMC Options:

The Strategic Planning Subcommittee has developed the following proposed scenarios for the CMC to consider regarding a transition from the old project to the new:

1. Advertise and seek a communications and marketing firm to take the place of kglobal and use a version of the scope of work that drove kglobal activities.

2. Hire a communications and marketing director who would be housed at APLU; that individual would be responsible for implementing a communications and marketing plan. We have a draft of such a position developed by Doug Steele. This has the prospect of close oversight by and collaboration with APLU. The risk is having that person co-opted by APLU.

3. Hire an expert in communications and marketing to develop a strategic plan based on the needs of the sections. This could be a year contract and provide a clear path for the project. It is possible that the expert in option 2 would be the same as option 3.

4. Reconfigure CMC. Replace the _ex officio_ AHS, ESCOP, and ECOP members of the CMC with LGU communicators and marketing experts. This goes with any of the previous three options.
**2020 Spring ECOP Meeting – Georgia**
Mark Latimore, presiding

Potential date
- March 9-11 or 10-12
- March 16-18 or 17-19 (WEDA low support)
- March 30-April 1 or March 31-April 2 (WEDA low support)

These dates avoid conflicts with the following:
- CARET/AHS, Virginia, February 29-March 3
- Western Region Extension Directors Meeting, March 23-26
- PILD, Virginia, April 5-8
- Southern Region Meeting, April 13-15
- Religious observances, April 9-12
- NERAOC, Missouri, April 19-22

**2020 NEDA – ECOP meeting will occur the day before the NEDA Meeting begins.**
Ed Jones will Chair the Planning Committee

Proposed date-
- September 22-24

Dates to avoid-
- ?? – ESS/ARD Annual Meeting – Waiting to hear from Alton Thompson
- SEPT 7 - Labor Day
- SEPT 14-17 - NEAFCS Conference, Snowbird Resort, UT and Engagement Scholarship Consortium, Penn State
- SEPT 28 - Jewish Holiday -Yom Kippur
- OCT 5-9 - Epsilon Sigma Phi Conference, Rochester, NY
- OCT 12 - Columbus Day, Southern Region Agriculture EXPO during that week
- OCT 19-22 - NAE4-HA Conference, Boise, ID

Locations Suggested by EDA Team
- Texas (San Antonio, Dallas/FW)
- South Dakota (Rapid City)
- Florida (Orlando)
- Kansas City Area
ECOP Executive Director Search Process

For Discussion Only

Search Committee

Chair of Search
ECOP Executive Committee representation
Executive Director and Administrator Team representation
PBD Liaison
BLC Chair
BAC Chair (BAA Chair or ESCOP Liaison)

Support for Search process-APLU Human Resources.

Process and Potential Time Frame

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<thead>
<tr>
<th>Task</th>
<th>Who</th>
<th>Completed By</th>
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<tbody>
<tr>
<td></td>
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<td>2016-17</td>
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<tr>
<td>Establish Search Committee</td>
<td>ECOP Board</td>
<td>Mid June</td>
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<tr>
<td>Define Position Description</td>
<td>Search Committee</td>
<td>June 30</td>
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<tr>
<td>Post Position</td>
<td>APLU Human Resources</td>
<td>July 1</td>
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<tr>
<td>Close Posting (Until Position is Filled)</td>
<td>APLU Human Resources</td>
<td>July 22</td>
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<tr>
<td>Screen Candidates (paper)</td>
<td>Search Committee</td>
<td>Aug 12</td>
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<tr>
<td>Phone Interviews/ Select Final Candidates</td>
<td>Search Committee</td>
<td>Aug 30</td>
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<tr>
<td>National Webinar presentation by Candidates (Possibly in conj. with in-person search committee meeting)</td>
<td>Directors/Admin</td>
<td>Sept 30</td>
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<tr>
<td>Face to Face Interviews</td>
<td>Search Committee</td>
<td>Oct 15</td>
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<tr>
<td>Offer Position-Complete Hire Process</td>
<td>ECOP Chair/APLU Human Resources</td>
<td>Oct 30</td>
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<tr>
<td>Introduce New ED at APLU/ECOP Spring Meeting</td>
<td>Search Committee Chair</td>
<td>Nov 14</td>
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