

**Scoping Questions  
Presidential Search  
Goucher College**

*We will begin to discuss the pivotal opportunities and challenges that the next president of Goucher College will face as well as the institutional context in which s/he will operate.*

*Please give some thought to the following questions:*

**A) Setting the Context**

- As a result of hiring this person, what will have happened at Goucher College one year from now, three years from now, and five years from now? How will you know you have hired the right person?
- What specific challenges will the College face in the coming years that the new president will need to address?
- Are there subjective or informal measures for determining the success of this individual?

**B) The Opportunity**

- What makes this leadership position an attractive opportunity at this particular moment? What's the pitch?
- What are the institutional assets the president has to leverage?

**C) The Ideal Candidate**

- What skills, experiences, accomplishments, professional background, and personal qualities should candidates bring to this role?
- Put yourself in the position of a search committee member looking at CV's and interviewing candidates. What would you see in a CV that would lead you to believe someone has the skills and experience to do this job well? What would you want to learn in an interview that would help you decide if someone was right for the job? What would you ask of references?

**D) Networking**

- Where is this person today? What institutions? What leadership roles? What portfolio might they have?
- Please scan your professional networks for any suggestions of individuals we should contact, either for candidate ideas or as candidates themselves.