

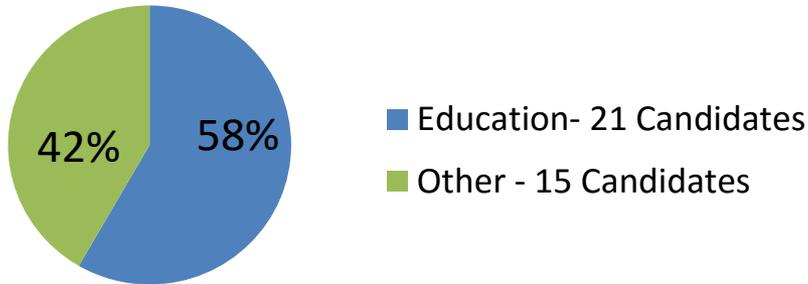
Title	Executive Search Update
Staff lead	Kristin Ritter
Position	Executive Assistant
Email	Kristinr@wsac.wa.gov
Phone	360-753-7810
Synopsis	Dennis Karras, CEO of Karras Consulting will provide an update on the WSAC Executive Director recruitment. This update will include the total number of applicants received to date, breakdowns of educational attainment and geographical location of applicants, and the overall diversity of the pool. Dennis will also discuss the recruitment work plan and timeline.
Guiding questions	
Possible council action	<input checked="" type="checkbox"/> Information/Discussion <input type="checkbox"/> Approve/Adopt <input type="checkbox"/> Other
Documents and attachments	<input checked="" type="checkbox"/> Brief/Report <input type="checkbox"/> PowerPoint <input type="checkbox"/> Third-party materials <input type="checkbox"/> Other

Executive Director Recruitment Summary

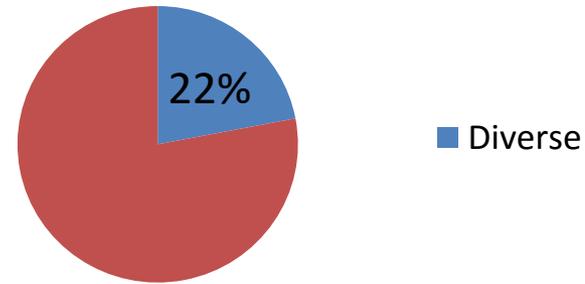
Total Candidates: 36

Candidates Interviewed: 12

Experience



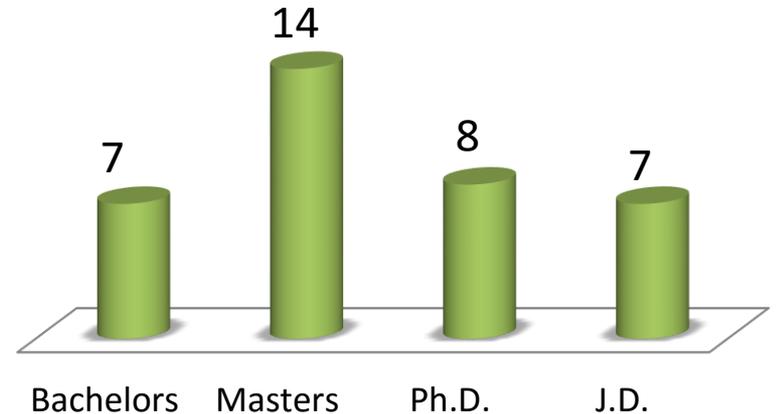
Diversity



Geographical Location



Level of Education



Executive Director Recruitment Timeline and Work-Plan

Timeframe	Activity
May 19th	<ul style="list-style-type: none"> ✓ Initial Meeting with WSAC Search Committee ✓ Discuss core-competencies ✓ Discuss recruitment timeline and work plan
May 19 – Late May	<ul style="list-style-type: none"> ✓ Review job description and other WSAC documents ✓ Develop advertising plan and timeline ✓ Design job announcement ✓ Submit draft job announcement, timeline and advertising plan for approval
June 7th – August 5th	<ul style="list-style-type: none"> ✓ Commence national recruitment ✓ Place job advertisements ✓ Target potential candidates ✓ Assess candidate pool (ongoing) ✓ Karras Consulting screening interviews (in-person and videoconference) ✓ Karras Consulting provides weekly update on recruitment (ongoing)
August 16th	<ul style="list-style-type: none"> ✓ Meet with Search Committee to review recruitment ✓ Recommend A and B list candidates ✓ Discuss and evaluate candidates ✓ Develop interview questions and processes
Early September	<ul style="list-style-type: none"> ✓ Search Committee interviews semi-finalists ✓ Search Committee selects finalists
Mid September	<ul style="list-style-type: none"> ✓ Karras conducts background, criminal, education and reference checks for top candidate(s)
Late September	<ul style="list-style-type: none"> ✓ Staff forum ✓ Finalists interview with full Council ✓ Council provides recommendation of candidates to Governor ✓ Governor interviews ✓ Selection of new Executive Director ✓ Karras Consulting assists in the negotiation of employment package