



TEXAS TECH UNIVERSITY SYSTEM™



Code of Ethics and Confidentiality Agreement

Members of the MSU Texas Presidential Search Committee

By my signature below, I pledge and acknowledge the following:

1. I acknowledge that my service as a member of the Midwestern State University ("MSU Texas") Presidential Search Committee ("Search Committee") shall be at the pleasure of the Board of Regents and Chancellor.
2. As a member of the Search Committee, I accept my responsibility and that of my fellow Search Committee members to protect the integrity of MSU Texas and the Texas Tech University System, the search process, and the confidentiality of all prospects, applicants, and candidates.
3. I acknowledge that, on behalf of the Search Committee, only the Board chairman, the chairman of the Search Committee, and the Chancellor are authorized to speak to the news media or to discuss confidential information regarding the search process or prospects/candidates with any person or persons who are not members of the Search Committee, the Board of Regents, the Chancellor, or the staff charged by the Board with assisting in the search.
4. I pledge to disclose promptly to the Search Committee any real or perceived potential conflict of interest in a relationship I may have with a prospect or candidate.
5. I acknowledge that confidentiality and information management are crucial components of the work of the Search Committee. This work includes any and all information developed and received about prospects, candidates, and their employers. I understand that absolute confidentiality is necessary to attract high-quality candidates in order to avoid jeopardizing their current positions as well as to protect the integrity of MSU Texas and the Texas Tech University System. Specifically, I pledge to adhere to the following principles:
 - I will maintain absolute confidentiality of any and all information regarding prospects and candidates. With respect to anyone who is not a member of the Search Committee, the Board of Regents, the Chancellor, or the staff charged by the Board with assisting in the search, I will not reveal the identity of or other information about prospects and candidates at any time either before or after the work of the Search Committee is complete.

- I will be fair, accurate, honest, and responsible in my management of any and all information regarding the search, and specifically, I will keep all aspects of the search confidential, including but not limited to the deliberations among the members of the Search Committee and/or the Board and the Chancellor.
 - I will use my best efforts to guard against inaccuracies, carelessness, bias, and distortion made by either emphasis or omission of information.
 - I will use my best efforts to treat all issues impartially and address confidential subjects objectively. I understand that prospects and candidates who have held executive positions have made difficult and sometimes unpopular decisions.
 - I pledge to provide accurate and complete reports and information on candidates considered by the Search Committee.
6. I will place the best interests of MSU Texas and the Texas Tech University System ahead of all special and personal interests, and I pledge to exercise my best judgment in applying ethical principles to the search process.
7. I acknowledge that this pledge is a matter of personal responsibility, and I confirm my commitment to maintain the integrity of the search process.

Name (*printed*)

Signature

Date