



## Research Study to Develop a Guide for Recruiting Minority Chief Executive Officers at Public Transportation Agencies

### Purpose of the research

On behalf of the National Academies Transportation Research Board, we are conducting research to understand trends and best practices in the recruitment and selection of minority executives—particularly within public transportation. The results of the research will be used to develop a *Practical Guide for Recruiting Minority Chief Executive Officers (CEO) at Public Transportation Agencies*. Our research project aims to gain insight from a range of different organizations in both private and public sectors to provide Transit properties with a foundation for successfully identifying, recruiting, selecting, developing and retaining minority CEOs who meet their leadership criteria.

### Approach

The approach is to conduct a series of focus groups and one-on-one interviews to elicit feedback and insights about current executive recruitment and selection practices.

### Participants

Participants will possess insight into current recruiting practices and their general ability to identify, recruit and select qualified candidates for C-level positions. The specific focus is on minority executive recruitment.

Candidates for participation may include:

- Executive recruiters who work with public transit organizations or who specialize in diversity leadership recruiting;
- Corporate Recruitment and/or Diversity Officers who develop and implement strategies for recruiting in either the public or private sector;
- Board members, elected and appointed officials in public transportation agencies and private transportation companies;
- Current CEOs or GMs of public transportation agencies;
- Past CEOs from these agencies; and
- “Aspiring” CEOs—individuals who currently serve in a senior management position in a public transportation agency below the level of CEO.

### Time Commitment

Participation in this research study calls for a one to two-hour time commitment. For your time, we will provide a report summarizing the results of the research study.

### Benefits of participating

Participating and sharing your experience in this research study will provide knowledge to:

- Inform a more fair and equitable executive recruitment and selection practice
- Contribute to the creation of a 21st Century executive leadership model that will help improve
- diversity at the executive level
- Contribute to the science and art of leveraging leadership talent to keep America competitive

### If you are interested in participating, please contact:

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