Presidential Search Committee Actions (by consensus or vote)
September 4, 2013

Recruiting nuances in higher education include the placement of advertisements but a majority of the most attractive and intriguing presidential candidates result from personal outreach. Consensus was reached that nominations from campus constituencies are welcome and Committee members would begin thinking about individuals in higher education they have had contact with who could be a great President for Murray State. Input from colleagues would also be solicited. Identified candidates will be contacted by the consultants to determine whether they are interested in pursuing the Murray State presidency.

Agreement was reached that the consultants will develop a draft leadership profile resulting from campus meetings currently taking place and the document will be provided to the Search Committee (via email) for review and comment. Committee members were alerted that a videoconference meeting may be necessary for the purpose of approving the final leadership profile. This document will be candid and accurately reflect leadership opportunities and challenges.

The consultants indicated higher education presidential searches have moved away from the open forum format to a more closed process to improve the quality of the applicant pool. Every university in California, Association of American Universities (AAU) institutions and other top universities in the country now operate in a confidential fashion when undertaking a presidential search. The consultants highly recommend the search for a new MSU President be conducted in this manner. Considerable discussion occurred on this topic and consensus was reached that a decision did not have to be made immediately. Agreement was reached that the process to be undertaken would be discussed with the full Board during their meetings over the next two days in order for the Board to provide direction to the Search Committee to assist in making a decision on the process to be utilized. General consensus was all want to attract the best possible candidates and a balance must be determined so the process is not totally closed but protects potential candidates and is structured in such a way so the various constituency groups are satisfied they have been adequately represented. All understood the comments voiced and an effort will be made to devise a satisfactory process. The process will obviously not be totally closed but if it can be conducted in a controlled manner to attract the most qualified individuals that should certainly be an objective of the Committee. Once the Search Committee has determined how the process will be handled the Search Firm will be able to inform candidates about the process in advance of those individuals applying for the position. If a blended model is constructed the consultants must be provided with a clear indication of what that involves. Each person chosen to be part of a blended process must agree to adhere to complete confidentiality to not compromise the integrity of the search.

Consensus was reached that candidate campus visits should occur in March (as per the consultant's recommendation) and in conjunction with that Quarterly Board meeting when scheduled. Constituency groups will meet with the candidates but the Board will also interview candidates and ultimately select the next Murray State University President.

Following review and discussion, the Presidential Search Committee adopted the Presidential Search Committee Acknowledgement Form provided by the consultants. Each member was asked to sign the Acknowledgement Form which represents a confidentiality agreement outlining member responsibilities and obligations throughout the process.

Agreement was reached that the Search Committee represents the University as a whole, although members may bring insight from various constituency groups. The Search Committee wants to identify the best presidential candidates and if a way to encourage all good candidates to apply can be determined that is how the Committee should proceed.