

**Minutes of the Special Meeting of the Murray State University Board of Regents
Presidential Search Committee – Murray State Students – Open Forum
Carris Center Theatre
November 28, 2018**

Call to Order/Welcome

The Board of Regents Presidential Search Committee met in Special Session for an Open Forum/Listening Session for Murray State University students on Wednesday, November 28, 2018, in the Carris Center Theatre on the main campus of Murray State University. Search Committee Chair Lisa Rudolph called the meeting to order at 4:30 p.m. and welcomed those present. Search Committee members present were: Katherine Farmer, Dan Kemp, Tim Miller, J. T. Payne, Steve Powless, Heather Roy and Randy Wilson. Absent: Marion Hale and Regent Don Tharpe. Other Board members present were Regents Sharon Green, Susan Guess (Board Chair) and Phil Schooley.

Call to Order/Welcome

Committee Chair Lisa Rudolph

Introduction of Presidential Search Committee Members

Committee Chair Lisa Rudolph

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Committee Chair Lisa Rudolph

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Committee Chair Lisa Rudolph

Adjournment

Introduction of Presidential Search Committee Members

Committee Chair Rudolph reported that she serves as Vice Chair of the Board of Regents and as Chair of the Presidential Search Committee. Information on the Search Committee members was provided as follows:

Katherine Farmer

Katherine is the Education Research and Instruction Librarian for Murray State University Libraries and serves as Faculty Regent. She is a Mississippi native who currently lives in Murray.

Marion Hale

Marion is currently President of Staff Congress. She served as President of the Murray Chapter and the Kentucky Division of the International Association of Administrative Professionals. She is a Murray native and is presently working to complete an advertising degree.

Dan Kemp

Dan is an attorney and former Mayor of Hopkinsville who has served as a member of the Board of Regents since 2014. He is a native of Murray and is a Murray State alumnus, class of 1967.

Dr. Tim Miller

Dr. Miller has 47 years of experience in higher education as a teacher and administrator. He taught accounting at Murray State from 1967 until his retirement in 2010. He served as Murray State's Interim President twice, in 2006 and again in 2013. He was officially named Murray State University's 12th President in 2014. He earned his undergraduate and master's degrees from Murray State University and his Ph.D. at the University of Arkansas.

J. T. Payne

J. T. is the current Student Government Association President and Student Regent. He is an agriculture education major and Henderson County native.

Steve Powless

Steve is Chief Executive Officer of Computer Services, Incorporated (CSI). CSI is a full-service technology and regulatory compliance provider serving customers nationwide. Based in Paducah, CSI is the nation's largest fintech and regtech provider with more than 1,100 employees. He holds a Bachelor of Science in Business degree from Murray State University. CSI's founder John Williams, Sr. helped create Murray State's Telecommunications Systems Management Program. The company remains the largest employer of Murray State TSM graduates.

Heather Roy

Heather is the Director of Murray State University's Madisonville and Henderson regional campuses. She is a Webster County native and lives in Dixon. She earned both her bachelor's and master's degrees from Murray State University.

Dr. Don Tharpe

Dr. Tharpe, a native of Mayfield, has a career in association management that spans more than 30 years. He served as Chief Executive Officer (CEO) of both the Certified Financial Planner Board of Standards, Inc. and the Pan American Health and Education Foundation. He also served as President and CEO of the Congressional Black Caucus Foundation.

Dr. Randal Wilson

Dr. Wilson is Assistant Professor of Educational Studies, Leadership and Counseling and Ed.D. Director in the College of Education and Human Services.

Open Forum Guidelines

Search Committee Chair Rudolph stated that today is representative of the "first step" on the journey to the appointment of the next President of Murray State University. This initial step begins with the University constituencies and it is no coincidence that the Search Committee is meeting with faculty, staff and students first to ask for input to guide them in seeking the best candidates to present to the Board of Regents for consideration. Although reference has been made to this being an Open Forum, it could also be called a Listening Session and that is the intent of the Search Committee and Board members present – to hear what students consider to be the most important attributes and skill sets the next President of Murray State University should possess. The Search Committee also wants to hear from students about the direction of the University. It is important that the search process embrace student perspectives to help the Committee identify the most qualified and talented person to lead the University moving forward. The Board – and this Search Committee – recognizes that the selection of the next President of Murray State is not only historic and consequential, but it is the most important obligation of both bodies. A robust and thorough search process will be undertaken considering input from faculty, staff, students, alumni and community members from the 18-county service region. The Board and Search Committee owes their diligent efforts to everyone connected to this institution to secure the person who will best lead the University forward today, while protecting and preserving the heritage of yesterday.

The structure of the search process dictates that the Search Committee gather information to develop the necessary criteria for candidates to be considered for the position of President of Murray State University. The Search Committee will vet the submitted resumes/curriculum vitas and match those to the established criteria. Students wishing to speak will be recognized and provided with a microphone and should outline, in two to three minutes, those criteria they would like to see in the presidential candidates. The Search Committee is looking for the "what" and not the "who." If students are aware of a strong candidate for the position they should certainly encourage that individual to apply. The Search Committee will then gather information from these Listening Sessions and compile that data to match with candidates with those qualifications.

Open Forum Discussion

Regent Payne commented that he believes Murray State University has been headed in the wrong direction over the last several years and declining enrollment has caused financial uncertainty. This has affected the quality of life for students both in terms of housing and programming. He does not think the current status of the University is sustainable but believes the individuals associated with Murray State are fierce and are willing to stand strong in troubling times. A leader who understands and appreciates the Murray State culture and all the institution has to

offer is needed – someone who is not afraid to make the necessary changes to be bold and do what is necessary to turn the ship in the right direction.

Audience comments regarding attributes needed in the next Murray State President included:

- Dynamic leader and speaker who can energize students and campus and make needed changes. Someone who students are happy to interact with and see at their events.
- Student-focused while also being skilled in recruitment. Must possess a strong and broad financial background and have the ability to retain and recruit talented faculty who can draw in additional students.
- Financial security is a key priority for the University.
- Ensures individuals on campus are being held accountable. Cannot forget the people who are already on campus because they are currently the main consumers.
- Places a priority on the Student Affairs division in terms of services offered such as Career Services, Health Services and student activities. These services have been diminished due to detrimental budgetary actions. Must be willing to add programming for student activities on campus.
- Cares about the advancement and development of campus and student life.
- Financial literacy is a must. Must know how to recruit so enrollment increases which will help relieve financial pressures. Recruitment efforts should also be increased as this area is currently understaffed.
- Must be active on campus and willing to interact with students so they know the President. Must be out on campus and visible to students and not just sitting in the office.
- Cares about Greek Life, Student Affairs and clubs and organizations. 17 percent of students participate in Greek Life and this plays a supportive role on campus. Must ensure Greek Life prospers and grows.
- Someone who breathes new life into the campus – updating is needed.
- Does not need to be stuck in the 20th Century.
- Deferred maintenance must be a priority. Buildings are outdated and the University is behind many other institutions in this regard. While academics are strong at Murray State, the University must also make its facilities more attractive to students who are the consumers.
- Must increase student involvement on campus and encourage them to stay in Murray on the weekends and evenings.
- Someone who is invested in Murray State and lives here and cares about this University. Someone who has deep roots in Murray State but has also served in other capacities to bring in outside perspectives. Someone who wants to be at Murray State.
- Legal and financial experience are essential.
- Has great experience and knows and understands the current higher education climate. Not sure the University can afford a significant learning curve. Need someone already familiar with the needs of the University.
- Individual should be visible but also work hard to address finances and building needs.
- Must ensure faculty and staff are given the proper training to help students educationally.
- Should be diverse in all areas – have diverse experiences and interactions and be well traveled and understands the importance of such experiences. Must be capable of having diverse conversations because the world is changing rapidly. Must support students of all backgrounds – from students of color to LGBTQ groups to Greek Life.
- Should perhaps be on the younger side, have a connection to Murray and be willing to stay at Murray State for a long period of time. Must be willing to go on a journey with students through their undergraduate and graduate education to becoming alumni.
- Someone who loves Murray State but not so much they won't change it for the better.
- Ability to look at current programming and associated enrollment and understand those programs that are performing well and thriving and dedicate resources accordingly.
- Must be willing to expand recruitment area. Need more resources dedicated to recruitment efforts in Nashville, St. Louis and Memphis, as examples.
- The Search Committee and Board should consider using a search firm to increase the depth of the candidate pool and make individuals who might not know about Murray State aware of the opportunity.
- Search firms cost a lot of money and not sure an external person should be sought to fix internal problems.
- Regent Payne indicated he has been conflicted on whether to utilize a search firm. He polled the students present and the majority indicated by a show of hand they would support utilizing a search firm. A few students indicated they did not think this was necessary.

- Must focus on retention of faculty and staff because those are the faces known to students on campus. There have been issues with tenure and incentives and these individuals can actually make more money working in industry. Students want faculty and staff to stay at Murray State because they want to be here. Must respect faculty and staff because a number of individuals in higher level positions have left the University due to lack of respect.
- University should go across borders to make it easier for students to know about Murray State. Consider more regional and in-state tuition incentives.
- Must be willing to explore additional research opportunities and ways to bring in additional grant funding.
- Must be proactive rather than reactive.
- Supportive of the residential college system because it provides students with a sense of home and allows for leadership and opportunities to learn, grow and develop.
- Must possess a good financial and business leadership (management) background.
- Values diversity and inclusion and the needed resources. Murray State is currently under-advertised in terms of the diversity of programs it has to offer.
- Knows what is going on in Frankfort.

Recap/Summary of Comments

Chair Rudolph thanked all for their comments and reassured the students that enrollment and deferred maintenance are issues which will be addressed in detail at the Quarterly Board of Regents Meeting on December 7, 2018. She also confirmed that consideration will be given to the search process which will be followed, including whether to use a search firm and the type of search to be utilized. These Listening Sessions represent the “first step” in the presidential search process and the inaugural Presidential Search Committee meeting is scheduled for December 14, 2018, beginning at 9 a.m. in the Pogue Library *Jesse Stuart Room*. Participants were encouraged to contact a member of the Search Committee directly if they did not want to speak publicly today.

Board Chair Guess addressed the students and thanked them for their input, noting that turnout and engagement was even better than she had expected. She indicated that – while not dismissing the challenges which exist at Murray State – they are not unlike the challenges facing other universities. Murray State is not in financial crisis but is in a good position to make things happen moving forward. It is important for students to continue to tell their stories in this regard.

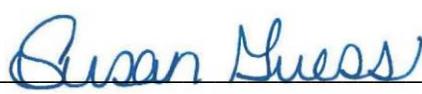
Chair Rudolph closed by indicating she is extremely impressed by the student comments and participation in this process. It is clear that Murray State students want a dynamic leader – which is what is needed for such a dynamic student body.

Adjournment

The Special Meeting of the Murray State University Board of Regents Presidential Search Committee adjourned at 5:30 p.m.



 Lisa Rudolph, Chair
 Presidential Search Committee



 Susan Guess, Chair
 Board of Regents



 Jill Hunt, Secretary
 Board of Regents

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