

Presidential Search and Advisory Committee Minutes  
August 4, 2005

Present: Thomas Cotton; Kenneth Gilliam; Thomas Holder; Thierry Leger (for Sarah Robbins); Suzy Millwood; Steven Prather; Ben Setzer; Ann Smith; Jonathan VanGeest; Peter Witte; Christine Ziegler, and Joseph Meeks.

Guests: Daniel F. Parker, Sr., Laurie C. Wilder, Christine S. Parker (all of Baker-Parker) and Usha Ramachandran, Chancellors Office.

The Meeting was called to order at 1:38PM.

Chancellor Thomas C. Meredith (on speaker phone) charged the committee with their duties for the Presidential Search and Advisory Committee for Kennesaw State University and emphasized several times that all the deliberations and information about the candidates and the search are to be kept in utmost confidence. Dean Meeks thanked the chancellor on behalf of the committee; said it was an honor to be appointed to the committee and pledged to do the best job possible for this important work. At this point the call was concluded, Ms. Ramachandran thanked the committee and departed.

The chair asked the committee to introduce themselves and Dan Parker, a partner at Baker-Parker, the executive search firm, followed with a brief history of his firm and spoke of some of the searches conducted by his firm. He said he'd like a release to go out inviting the community to make nominations for the position. He said he would also like a "white paper" created — two to four pages describing the university. He also said that his office would periodically (dates indicated in timeline) send to the committee chair a log of all applications and nominations and that the committee would have access to the log as they wish. Mr. Parker said that the chair of the committee would be the spokesperson and that Baker-Parker would not speak to the press. He encouraged the university community to get involved with the nomination process. Dates for off-campus interviews would need to be decided. He said as a rule these interviews are usually conducted on a Friday, Saturday and Sunday (if necessary). Mr. Parker stated that his company will conduct thorough reference and security checks on the final candidates and also stated that the committee should call references as well. He later stated that reference checking by the committee should not be conducted until the committee has been given the go-ahead to do so.

Dean Meeks then suggested the faculty committee members ask to get on the agendas in their colleges for the opening of school year meetings and invite their faculty to begin a dialogue about the search. They should discuss with the faculty the qualifications they would like to see in a new president. It was agreed that Dean Meeks would ask to speak briefly at the opening of the university meeting where he will introduce the committee members and their affiliation and instruct people to contact their representative if they have any input they would like to offer. It was suggested that a presidential search website be launched so that members of the campus community

could monitor the progress of the search and provide input. The chair indicated that he would discuss with Dr. Randy Hinds, KSU's Chief Information Officer.

Discussion followed regarding the schedule that would be followed by the committee. The "blue" schedule, distributed by Baker-Parker, had a shorter time-frame for advertising; meetings; interviews, etc. Another schedule, which became known as the "white" schedule was created and discussed. The white schedule allowed more time for applications and nominations to be received, etc. The vote for which timeline to use was as follows:

7	White
2	Blue
2	Abstained

Someone asked the chair if he voted and he explained that he would only vote if there were a tie.

Extensive discussion then followed about the pros and cons of scheduling candidates for on-campus interviews or forums with faculty and staff. The vote was as follows:

7	Against
2	For
2	Abstained

Mr. Parker then passed around to the committee a suggested advertisement and a discussion ensued regarding the credentials that should be considered requirements for the position. It was agreed that the candidate should possess an earned terminal degree. Mr. Parker then asked each member of the committee to express their desires for the type of president they would like to see. The following list was created from input from each member of the committee:

Build on what we have and move ahead without throwing out the baby with the bath water.

Grow to attract the best faculty and students.

Value teaching and research.

Great deal of experience.

Not a change agent.

Someone not threatened by predecessor.

Sees vision of where we're going.

A leader who must maintain community atmosphere.

Would like to see Continuing Ed grow.

Keep it community focused.

Organizational ability.

PR out in community.

Fundraiser — bring in money.

Experience at VP level or above.

Good experience in teaching and research and service.  
If pushed to do research we should have a president who realizes research has to be supported in a tangible way.  
Supports liberal arts.  
Supports grad programs.  
Supports faculty research.  
Should be an experienced academic administrator.  
Should support global and international initiatives.  
Someone experienced in running a fast-growing institution.  
Fundraiser.  
Should be someone who understands reality. We are being pushed to have an enrollment of 40,000 by 2025. We need someone who will be able to deal with the reality of what has to be done to meet that goal.  
Someone who understands core competencies.  
Someone who understands what we do well and build on that.  
Someone who sees things from a student's perspective.  
Someone who is student oriented.  
Fundraiser.  
Someone who will be able to work with an institution that is moving from being a non-traditional campus to a traditional campus.  
Someone who values the arts.  
Build strong relationship with campus and community.  
Community must feel the university belongs to them and they want to support it.  
Savvy in politics.  
Has voice and can gain respect so people realize what is needed to continue to offer quality programs.  
Able to manage a vast internal and external infrastructure.  
Has broad view of talent rather than just skills.  
Resonate with Georgia and Atlanta.  
21st century vision.  
Someone who sees unions rather than divisions.  
Supportive of students and staff and appreciates infrastructure staff provides.  
Someone who will support the competitive move of KSU to NCAA Division 1 as well as all KSU athletic programs.  
Go forward.  
Commitment to diversity.  
Technology and distance education.  
Skilled fundraiser.

Mr. Parker then asked the committee chair to name three things he would like to see done in the first year of the new president's employment:

- 1) Build relationships: They should get to know as much as possible about the campus and community.

2) Identity: The new president should set up an identity, i.e., where s/he stands on teaching and research. KSU should never lose teaching as our prime focus but take us to the next level of research and scholarship activity. Set an agenda for his/her work as president.

The committee chimed in at this point to say that the new president needs to clarify KSU's stance on the role of service and its connection to tenure/promotion decisions.

3) Service: a huge piece. KSU cannot exist without it. Service is committee members going into the community and utilizing their area of expertise. Faculty/staff/students should be committed to community service. This committee is a huge service to the university and the community.

A committee member mentioned that service is becoming less valued on campus since they started at KSU several years ago. The chair said that professional service should always be valued.

Mr. Parker said that in the next 30-45 days he would like a list of questions the committee would like to ask the candidates. He also said that the dates of the off-campus interview needs to be finalized soon so that space can be booked.

The chair named Sarah Robbins to chair the subcommittee that is going to write the "white" paper and present to the committee for approval. Also on the subcommittee will be Ken Gilliam, Ann Smith and Christine Ziegler.

The meeting was adjourned at 5PM.

The next meeting will be Friday, August 12, at 2PM in the University Village's conference room.

Respectfully submitted,

Melissa M. Fryer  
Secretary to the Dean  
College of the Arts