

Summary of Best Practice for Faculty Engagement in a UI Presidential Search

1. Faculty representation on search committee

- A faculty member (excluding faculty primarily in administrative roles, *e.g.*, provosts and deans) should chair or co-chair the committee.
- The Faculty chair/co-chair shall consult with constituent campus groups to select faculty members subject to BOR approval.
- At least one-half of the search committee members should be faculty (including faculty in administrative roles, *e.g.* provosts and deans).
- Faculty should represent multiple disciplines and tracks at the rank of associate professor or professor.

2. Search committee norms and processes

The search committee shall:

- Agree on and document the internal procedures and processes; these agreed-upon procedures are to last through the selection of the president by the Board of Regents.
- Generate a list of applicant qualifications using a consensus-building process with campus constituents.
- Maintain their involvement in a consistent and open manner throughout the search process.

3. Develop a diverse applicant pool

The search committee shall ensure that:

- Qualifications of the applicants reflect the character and aspirations of the University of Iowa.
- The search process adheres to the university's goals for diversity and inclusion.

4. Decision to select and use a search firm

- The BOR should consult with the search committee chair or co-chairs on the use of a search firm.
- The search firm should have a proven record of recruiting diverse applicants.
- The search firm should be dedicated to the institution's needs and work with the search committee and Board of Regents.

5. Public information policies and protocols

The search committee will:

- Develop clear communication policies and protocols in consultation with BOR/UI legal counsel.
- Agree on well-defined confidentiality requirements prior to beginning the search process.

6. Standards for equal treatment and requirements of applicants with respect to their submitted materials

- Procedures for the equal treatment of applicants shall be developed in collaboration with the BOR, UI human resources, UI/BOR legal counsel, the search firm, and the search committee.
- Applicant materials should be uniform, shall adhere to professional norms, and shall be made available to all search committee members.

7. System to collect, tabulate, and evaluate the University of Iowa community reaction and sentiment regarding final candidates

- Allocate adequate time and resources to gather, store, analyze, and make available to the UI community and the BOR the UI community response to the final candidates under consideration.

The following pages include details, rationale, and support for identified best practices that are recommended for use in a UI presidential search. The University of Iowa (UI) has a long history of significant faculty engagement in University Presidential searches and this must remain a centerpiece of future searches. Diverse faculty representation across colleges and disciplines is an important feature of a successful search committee and is consistent with recommendations from several sources. In his 2002 memo, Regent President Newlin consulted past precedents to assemble a UI presidential search committee that “will be broadly representative of the major campus constituents with a heavy contingent of faculty, many of whom will be distinguished faculty.”[1] It is supported by the UI Faculty Senate’s Regent-approved Constitution in the UI Operations Manual which states that “the Senate consults with the Board of Regents regarding the selection of the President of the University.”[2] Further details are found in the American Association of University Professors (AAUP) guidelines for presidential searches which underscores the importance of collaboration between the governing board and university faculty members and that in a joint search committee “the numbers from each constituency should reflect both the primacy of faculty concern and range of other groups, including students.”[3] Support for significant faculty stakeholder participation in a presidential search is also found in the Association of Governing Boards (AGB)’s *Guide to Presidential Searches for Colleges and Universities* that supports the AAUP statement of a search as a joint effort between boards, faculty, and campus administration. A recent AGB web site article on presidential searches urges governing boards to conduct institutionally specific due diligence on the search composition and process because “your institution’s presidential-search history will help you identify aspects of a standard search process that you can adjust to fit your institution’s culture.”[4] The importance of a governing board developing positive interactions with campus shared governance was highlighted in a 2017 AGB Board of Directors statement on shared governance that begins with this statement: “One of higher education’s most distinctive values is its commitment to shared governance. Simply put, shared governance is a fundamental principle of inclusion in key areas of institutional responsibility and decision making.”[5] This document strongly encourages governing boards to constructively and substantively engage faculty shared governance in relevant institutional activities, which would certainly include the search for new institutional leadership.

1. Faculty representation on search committee

- **A faculty member (excluding faculty primarily in administrative roles, e.g., provosts and deans) should chair or co-chair the committee.**
- **The Faculty Senate Leadership shall consult with constituent campus groups to select faculty members subject to BOR approval.**
- **At least one-half of the search committee members should be faculty (including faculty in administrative roles, e.g. provosts and deans).**
- **Faculty should represent multiple disciplines and tracks at the rank of associate professor or professor.**

Given that the 2015 UI Presidential search led to an AAUP sanction, it is useful to examine earlier successful UI presidential searches for guidance in constituting future UI committees. Most University of Iowa presidential searches over the past two decades have adhered to some of the points above regarding faculty representation on the search committee, including having a faculty member co-chair the committee and having at least one-third of the voting members from non-administrative faculty levels (excluding deans and above). In fact, successful UI presidential search committees in the past 25 years (e.g. those of 1995, 2002, and 2007) included over 50% faculty. Faculty members participating in recent UI searches are often leaders in the university community from diverse backgrounds and areas [**Appendix A** –1995-2015 UI presidential search committee info]. The recommendation here is that at least one-half of the search committee members should be faculty, including faculty primarily in administrative roles (e.g. provosts and deans). However, non-administrative faculty should make up the majority of faculty members on the search

committee. At least one-third of the total committee membership should be non-administrative faculty. The remaining faculty members can be those who also hold administrative roles (e.g. provosts and deans) bringing the total number of faculty on the search committee to at least one-half. Faculty representatives to the search committee shall be selected by the Faculty Senate leadership.

Recent Iowa Board of Regents search committees at the three regent institutions show a trend towards higher proportions of non-university stakeholders and lower faculty representation [**Appendix B** – 2016-2017 ISU and UNI presidential search committee info]. BOR members have clear decision-making authority at the end of the search process; therefore, their membership on the search committee is best suited for non-voting, *ex-officio* status. However, it is worthwhile to note that BOR membership on a search committee can serve to further inform them on the cultural aspects of the University.

2. Search committee norms and processes

The search committee shall:

- **Agree on and document the internal procedures and processes; these agreed-upon procedures are to last through the selection of the president by the Board of Regents.**
- **Generate a list of applicant qualifications using a consensus-building process with campus constituents.**
- **Maintain their involvement in a consistent and open manner throughout the search process.**

One of the primary roles of the search committee is to make advisory recommendations regarding the applicants to the board. The AAUP observes the following conundrum: “The presidential selection process is a classic conflict between the right of individual privacy and the public's right to know. It is important for the campus community to know the procedures that the Committee will use in the search process, and these should be made public early in the search.”[6]

The entire search committee should determine its procedures, and that includes determining the size of the controlling majority. Further, the BOR should collaborate with the committee so that specific procedures are in compliance with BOR regulations, reflect the unique environment of UI, and foster positive engagement with shared governance.[5,7] This encourages trust among committee members and with the public, especially when consensus is used to establish internal norms and processes (See UI-BOR Presidential Search Committee Procedures 2002 as an example).[1] Of course, the privacy of applicants should be protected and committee procedures should not undermine the applicants’ privacy. That privacy need not undermine trust in the process if the Committee is open about its procedures.[8] The search committee should decide early on, the form of its decision-making process and other procedures. The BOR has a long and laudable record of open presidential searches at all three of its regent universities. Given this precedent, it is highly unlikely that a closed search would improve the ability to find applicants who would be a good cultural fit for the University of Iowa.

3. Develop a diverse applicant pool

The search committee shall ensure that:

- **Qualifications of the applicants reflect the character and aspirations of the University of Iowa.**
- **The search process adheres to the university’s goals for diversity and inclusion.**

There should be a consensus-building campus process for generating the list of qualities the search committee will look for in an applicant. This should include a procedure to review and comment upon the proposed qualities. The description of the successful applicant’s qualities will be a key component of any search. It is important to include as many perspectives as possible when determining such qualities in order to generate campus-wide buy-in to the process and ownership of its outcome.[8] This sentiment exists in

current BOR policy language that ensures “participation by institutional constituencies, specifically including the faculty, with respect to the criteria to be used in the selection process.”[7] Qualities of desired applicants should be circulated for review and commentary by the various constituencies. A variety of forums should be offered for members of the university community to voice their perspectives.[6] If handled correctly, this process can help the university community come together and generate renewed optimism for the future of UI.

The University of Iowa faculty will expect that at a minimum, applicant qualifications should include an earned doctorate, a terminal professional degree, or the equivalent, as well as a record that would qualify for a tenured appointment at the rank of Professor at the University of Iowa. This qualification helps ensure that the UI president understands the work of the faculty and typical resources available to accomplish the university’s multiple missions. It is also strongly desired that this person have demonstrated a record of success in higher education administration.

Commitment to equal opportunity and affirmative action is essential to affirming the University’s core values of inclusion, fairness, and openness to multiple perspectives, experiences, and backgrounds. On a philosophical and a practical level, the search process must demonstrate a strong commitment to diversity at every stage. To that end, the institution should include an officer from Human Resources and the Chief Diversity Office on the search committee, and search committee members should participate in diversity training prior to the start of the search.

This climate for diversity, inclusion, and excellence is critical to attaining the highest research, scholarship, teaching, and administrative goals of the University. As the UI Operations Manual and other documents clearly state in several places, "The University of Iowa is an equal opportunity/affirmative action employer. All qualified applicants are encouraged to apply and will receive consideration for employment free from discrimination on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual."[9,10,11]

4. Decision to select and use a search firm

- **The BOR should consult with the search committee chair or co-chairs on the use of a search firm.**
- **The search firm should have a proven record of recruiting diverse, qualified applicants.**
- **The search firm should be dedicated to the institution’s needs and work with the search committee and Board of Regents.**

For a large university, it is imperative to wisely select a search firm that will organize the presidential search process and assist the search committee. Early on in the search process, the search firm should be selected and the costs associated with contracting the search firm should be made public.[12] Ideally, leadership of the search committee and the Board of Regents will be involved in the process of selecting a search firm. Soliciting participation of committee members will build both consensus and confidence in the process and will signal respect for shared governance and the value it brings to the presidential search.

A sound contract with the search firm should be created and shared, clearly stating the search committee’s expectations such as: assistance in generating a diverse, qualified applicant pool, organization and counseling of applicants, interviewing references and performing due-diligence checks, and establishing a timeline of the process including completion dates.[12]

5. Public information policies and protocols

The search committee will:

- **Develop clear communication policies and protocols in consultation with BOR/UI legal counsel.**
- **Agree on well-defined confidentiality requirements prior to beginning the search process.**

To facilitate the committee's internal work and on-going and timely communication about its progress to external publics, establishing the following standards for managing all search-related communication are recommended:

- (a) The committee, in consultation with legal counsel, will develop a clear policy governing public statements on applicants, and specifying what information must be kept confidential, and how long such information must remain confidential. Confidentiality agreements should allow committee members to keep constituent groups informed of the progress of the search.[7] The committee shall also determine whether all members of the search committee will sign a carefully tailored confidentiality statement, or whether agreement on the policy is sufficient.
- (b) The spokesperson, usually the search committee's chair, will speak for the committee on all public occasions. The Chair should be assisted by a senior public relations officer to keep all constituencies informed of the progress of the search. At each stage of the process, the information provided in these regular updates should be as complete as possible, while remaining consistent with the requirements of confidentiality in play at that point.
- (c) In order to ensure a transparent process, the announcement of the search should include a publicly available timeline of search-related events in the following sequence:
 - 1) The announcement of a new search
 - 2) The names and position descriptions of the newly appointed members of the search committee
 - 3) The announcement of the job position description, specifying the qualities and qualifications sought in a new president
 - 4) The announcement of a preliminary recruiting program, including a description of the protocol for participation by the greater university community in that effort
 - 5) Updates on the stages of the search process
 - 6) The announcement of the finalists' names prior to their campus visits
 - 7) The selection and appointment of the new president
- (d) In order to facilitate understanding of the search and to give opportunities for updating the university community on its progress, the search committee chair and the senior public relations officer should adhere to this public schedule in all internal and external communications. Internal channels of communication might include the Faculty Senate, the Staff Council, the Deans' Council, and student government. External channels might include mass media, social media, or presentations to vested groups.
- (e) Making these progress updates routine will normalize the process by keeping interested parties informed. It will also allow the committee to explain the preliminary need for confidentiality and allow the campus constituency to know when to expect the disclosure of finalists' names prior to campus interviews.
- (f) Prior to the announcement of the finalists' names, the committee may decide to describe the developing pool of applicants in abstract terms to give a working picture of the field of applicants.

In sum, adopting such an approach to communications management will make it possible to explain the need for applicants' confidentiality early on in the search, to satisfy stakeholders' desire for regular information updates, and to minimize rumors, misinformation, and leaks that can crop up during an otherwise confidential process.[8]

6. Standards for equal treatment and requirements of applicants with respect to their submitted materials

- **Procedures for the equal treatment of applicants shall be developed in collaboration with the BOR, UI human resources, UI/BOR legal counsel, the search firm, and the search committee.**
- **Applicant materials should be uniform, shall adhere to professional norms, and shall be made available to all search committee members.**

Standards should be created and maintained regarding equal treatment and equal requirements for all applicants, especially with respect to the applicants' submitted materials. Any meetings, conversations, or communication with any potential/actual candidate should be documented and disclosed to the entire committee. Such practices promote transparency and consistency while informing stakeholders and the public at large from the beginning about the ground rules for the search.[13] Establishing a secure database for applicant and search committee materials will ensure all members of the search committee have access to the same information.

7. System to collect, tabulate, and evaluate the University of Iowa community reaction and sentiment regarding final candidates

- **Allocate adequate time and resources to gather, store, analyze, and make available to the UI community and the BOR the UI community response to the final candidates under consideration.**

This point refers to the unusual disbanding of the 2015 UI search committee prior to on-campus finalist interviews. This led to lack of a formal mechanism for UI faculty or search committee members to obtain, distill, and summarize constituent sentiment regarding the candidates after their on-campus interviews. The only avenue for official candidate feedback in 2015 was through a commercial search firm web site form. The UI Faculty Senate and local AAUP chapter both conducted their own faculty feedback processes, but there was no path for transmitting summarized data to the BOR. In contrast, in a subsequent 2016 University of Northern Iowa (UNI) presidential search, search committee members assisted in the on-campus interview process and summarized the results from university-conducted surveys. After the UNI on-campus finalist interviews, the BOR met with the search committee to get the committee's feedback on the strengths and weaknesses for each of the finalists and discussed the results of campus-wide surveys.[14] The BOR used a similar inclusive community and search committee feedback process in its successful 2017 presidential search at Iowa State University.

One documented example of previous UI search committee feedback on candidates comes from the successful 2007 search that hired President Sally Mason at the University of Iowa. The search committee presented a short candidate assessment document on the four finalists to Board of Regents after the on-campus interviews had concluded.[15] This narrative included assessments of the strengths and weaknesses of each candidate based on academic reputation, administrative, and fundraising contexts. It also summarized input from different campus constituent groups. Like the UNI search process above, maintaining a search committee until the completion of the search/interview process allows the BOR members to obtain more complete candidate feedback from each campus constituent group.

Faculty Senate's AAUP Sanction Removal Committee Members

Sandra Daack-Hirsch, Associate Professor, College of Nursing, Chairperson

Frank Durham, Associate Professor, College of Liberal Arts and Sciences

Russell Ganim, Professor, College of Liberal Arts and Sciences

Edward Gillan, Associate Professor, College of Liberal Arts and Sciences

Justine Kolker, Associate Professor, College of Dentistry

Rachel Boon, Chief Academic Officer, Iowa Board of Regents

Sherry Bates, Regent, Iowa Board of Regents

Consultant

Peter Snyder, Professor, Carver College of Medicine

AAUP local chapter liaisons

Katherine Tachau, Professor, College of Liberal Arts and Sciences

Lois Cox, Clinical Professor, College of Law

References

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2. <https://opsmanual.uiowa.edu/governance/university-iowa/advisory-bodies/university-faculty-senate-and-university-faculty-council>
3. AAUP Committee on College and University Governance. (April 1981), *Faculty Participation in the Selection, Evaluation, and Retention of Administrators*, 67(2), pp. 81-82.
4. <https://www.agb.org/trusteeship/2015/novemberdecember/the-pick-and-the-process-leading-a-presidential-search-in-the>
5. AGB Board of Director's Statement on Shared Governance (Oct. 2017) <https://www.agb.org/statements/2017-1010/agb-board-of-directors-statement-on-shared-governance>
6. Poston, M.E. (n.d.), *Presidential search committee checklist*. <https://www.aaup.org/issues/governance-colleges-universities/presidential-search>
7. <http://www.iowaregents.edu/plans-and-policies/board-policy-manual/21-human-resources/>
8. Saint Louis University, Best Practices for Presidential Search 2013 by Ad Hoc Faculty Task Force, <https://sites.google.com/a/slu.edu/aaup-slu-interim/home/best-practices-for-presidential-search>
9. <https://opsmanual.uiowa.edu/human-resources/hiring-and-appointments/affirmative-action-employment-guidelines>
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11. <https://www.legis.iowa.gov/docs/iac/analysis/09-27-2017.681.pdf>
12. Johnston, J.S. & Ferrare, J.P. (2013) *Association of Governing Boards of Universities and Colleges: A Complete guide to presidential searchers for universities and colleges*. AGB Press, Washington DC.
13. <http://www.wittkiewer.com/file/thought-leadership/practice/Best%20Practices%20in%20Higher%20Education%20Presidential%20Search.pdf>
14. Professor Dan Power (co-chair UNI search), personal communication and press reports: <http://www.desmoinesregister.com/story/news/education/2016/08/29/presidential-search-committee-moves-forward-uni/89531990/>
15. UI Presidential Search and Screen Advisory Committee, 2013. www.iowaregents.edu/media/cms/final-report-for-regents-pdf44DDE784.pdf

Appendix A – Compositions of 1995-2015 UI Presidential Search Committees

Summary of Recent University of Iowa Presidential Searches

Year-Outcome	1995-Coleman	2002-Skorton	2006-Failed	2007-Mason	2015-Harrel AAUP sanction
Search firm used	yes	yes	yes	yes	yes
BOR President	Bernstein	Newlin	Gartner	Gartner	Rastetter
Total members	22	25	19	13	21/24
Committee chair	Collins (UI)	Carlson (UI)	Wahlert (BOR) chair, UI vice- chairs Abboud and Tachau	Johnsen (UI Dean)	Robillard (acting UI President)
Faculty (inc. chairs, % of voting)	11 (11/21 = 52%)	14 (14/23 = 61%)	6 (6/18 = 33%)	8 (8/13 = 61%)	7 (7/21 = 33%)
Deans/ administrators	1/1	1	1/1	2	1/1
Staff	3	3	3	1	1
Students	3	3	2	1	2
Alumni/ UI Foundation	0/2	1/1	1/0	1/0	3/2
Community	0	0	1	0	1
BOR (inc. chairs)	0	0	4	0	3
BOR/UI (non-voting)	1	2	0	0	3

Details of specific search committee members are on following pages of this Appendix.

List of UI presidential search committee members (voting and non-voting) 1995-2015

1995 – Coleman search (22 members) – Korn/Ferry approved as search firm; source BOR meeting minutes January 18, 1995

Faculty and Administration (13 = 11 faculty, 1 dean, 1 administrator)

Steve M. Collins, Professor, Electrical and Computer Engineering and Radiology, **Chair**
Alan G. Goodridge, Professor and Head, Biochemistry, College of Medicine
Michael D. Green, Professor, College of Law
Donald D. Heistad, Distinguished Professor in Medicine, College of Medicine
Richard R. Hurtig, Associate Professor, Speech Pathology and Audiology, Liberal Arts
Gerhard Loewenberg, UI Foundation Distinguished Professor in Political Science, College of Liberal Arts
John R. Menninger, Professor, Biological Sciences, Liberal Arts
Adalaide Morris, Professor, English, Liberal Arts
Sara L. Rynes, John F. Murray Professor of Management and Organizations, College of Business Administration
Susan R. Johnson, Professor, Obstetrics & Gynecology
James Van Allen, Alumnus & Emeritus Professor, Physics and Astronomy
Geraldene Felton, Professor and Dean, College of Nursing
Chalmers W. (Bump) Elliott, Past Director, Intercollegiate Athletics-Men's

Staff

Ruth C. Harkins, President, Staff Council, Charge Nurse, Radiation-Oncology, University Hospitals and Clinics
Janice Simmons-Welburn, Head, Information and Instructional Services, University Library
Allan L. Young, Clerk IV, Personnel

Students

Leslie D. (Lea) Haravon, Graduate Teaching Assistant, Sport, Health, Leisure and Physical Studies
Aimee Kao, M.D./Ph.D. Student, College of Medicine
Kristen A. Mensing, Undergraduate, Social Work Studies

Alumni/UI Foundation

Jill N. McLaughlin, Chair, University of Iowa Foundation Board of Directors
Nancy B. Willis, Member, University of Iowa Foundation Board of Directors

Board of Regents Office (ex officio non-voting)

Robert J. Barak

2002 – Skorton search (25 members) – Korn/Ferry approved as search firm

Faculty (14) + 1 Dean

Jonathan Carlson, Professor, College of Law, **Chair**

Elizabeth Altmeier, Professor, Department of Counseling, Psychology, College of Education

Ana Diaz-Arnold, Associate Professor, Department of Family, Dentistry, College of Dentistry

Donald Heistad, Professor, Departments of Internal Medicine and Pharmacology, College of Medicine

Philip Kutzko, Professor, Department of Mathematics, College of Liberal Arts & Sciences

Adalaide (Dee) Morris, Professor, Department of English, College of Liberal Arts & Sciences

Jay Sa-Adu, Professor and Chair, Finance Department, College of Business

Jerald Schnoor, Professor, Department of Civil & Environmental Engineering, College of Engineering

Jeanne Snyder, Professor, Department of Anatomy and Cell Biology, College of Medicine

James Torner, Professor and Head, Department of Epidemiology, College of Public Health

Soura Dasgupta, Professor, Electrical-Computer Engineering, College of Engineering

Maureen Donovan, Associate Professor, Pharmaceutics, College of Pharmacy

Salome Raheim, Associate Professor and Director, School of Social Work, College of Liberal Arts & Sciences

M. Beth Ingram, Professor of Economics and Director, Economic Research Institute, College of Business

Melanie Dreher, Dean and Professor, College of Nursing

Staff

Cheryl Carter, Nurse Epidemiologist, Program of Hospital Epidemiology, UIHC

Joe Marron, Merit staff, Central Custodial

J. David Martin, Head, Marvin A. Pomerantz Business Library, SUI

Students

Marcia Hay-McCutcheon, Ph.D. candidate, Department of Speech Pathology & Audiology, CLAS

Sangina (Gina) Patnaik, undergraduate Honors student, Department of English, CLAS

Francisco Sanchez, Ph.D. candidate, Department of Counseling, Psychology, College of Education

Alumni/UI Foundation

Thomas Gelman, President, UI Alumni Association

Carroll Reasoner, Chairman, University of Iowa Foundation Board President

Board of Regents Office (ex officio non-voting)

Gregory S. Nichols, Executive Director

Robert J. Barak, Deputy Executive Director

2006 – Failed search (19 members) – Heidrick and Struggles approved as search firm, BOR authorized Chair Wahlert to name committee members without approval of BOR.

Faculty and Administration (6 + 2)

Francois Abboud, M.D. Edith King Pearson Chair in Cardiovascular Research, Professor of Medicine and Physiology and Biophysics, **Vice Chair**

Katherine Tachau, Professor of History in College of Liberal Arts and Sciences, Past President of University of Iowa Faculty Senate, **Vice Chair**

Bruce Gantz, M.D., Professor and Head of the Otolaryngology Department

Steve McGuire, Professor – Program Coordinator in Art Education, School of Art and Art History, CLAS

Salome Raheim, Professor, Senior Associate to President Skorton, School of Social Work in the University of Iowa, CLAS

Jerald Schnoor, Ph.D., Professor -- Civil Engineering, Allen S. Henry Chair of the College of Engineering

Pat Cain, Professor in College of Law and currently Vice-Provost, University of Iowa

Linda Q. Everett, Ph.D., R.N, Associate Director & Chief Nursing Officer of the University of Iowa Hospitals & Clinics, Associate Dean University of Iowa College of Nursing

Staff

Barbara K. Cannon, Member of AFSCME, Local 12

Mary Greer, University of Iowa Staff Council

Lynda Green, Advanced Registered Nurse Practitioner, Nursing Services, University of Iowa Hospitals & Clinics

Students

Peter McElligott, President, University of Iowa Student Government

Punit Vyas, Graduate Student in College of Public Health

Alumni/UI Foundation

Gary Seamans, Retired Business Executive and longtime Alumni Association member, Electrical Engineering Department Advisory Board

Community

Ross Wilburn, Mayor, Iowa City

Board of Regents

Teresa Wahlert, Regent, **Chair**

Michael Gartner, Regent

Amir Arbisser, Regent

Ruth Harkin, Regent

2007 – Mason search (13 members) – Heidrick and Struggles continues on as search firm

Faculty and Administration (10 total: 8 faculty, 2 deans)

David Johnsen, Dean, College of Dentistry, **Vice Chair**

Jonathan Carlson, Professor, College of Law

Elizabeth Chrischilles, Professor of Epidemiology, College of Public Health

Lee Anna Clark, Professor of Psychology, College of Liberal Arts and Sciences

Sarah England, Associate Professor of Molecular Physiology and Biophysics, Carver College of Medicine

Ed Folsom, Professor of English, College of Liberal Arts and Sciences

Gene Parkin, Professor of Civil and Environmental Engineering, College of Engineering

Paul Rothman, Professor and Head, Department of Internal Medicine, Carver College of Medicine

Jarjisu Sa-Aadu, Professor of Finance, Tippie College of Business

Linda Maxson, Dean, College of Liberal Arts and Sciences

Staff

Cheryl Reardon, Assistant to the VP for Research

Student

Sarah Vigmostad, Graduate Student in Biomedical Engineering, College of Engineering

Alumni/UI Foundation

Leonard Hadley, Retired Chairman and CEO, Maytag Corporation

2015 – UI Presidential Search – Harreld appointment (21 members + 3 non-voting)

Faculty and Administration (7 faculty+1 dean+ 1 VP)

Jean Robillard, Vice President for Medical Affairs, **Chair**

Sarah Fisher Gardial, Dean, Tippie College of Business

Alexandra Thomas, Clinical Associate Professor of Internal Medicine, CCOM, and President of UI Faculty Senate

Christina Bohannon, Professor and Lauridsen Family Fellow in Law, College of Law, and Vice President of UI Faculty Senate

Meenakshi Gigi Durham, Professor of Journalism and Mass Communication, Collegiate Scholar, CLAS

Lena Hill, Associate Professor of English, CLAS

Dorothy Johnson, Roy J. Carver Professor of Art History, School of Art and Art History, CLAS

Aliasger K. Salem, Professor of Pharmaceutics and Translational Therapeutics, College of Pharmacy

Larry J. Weber, Edwin B. Green Chair in Hydraulics, College of Engineering

Staff

Chuck Wieland, operations administrator, School of Social Work, CLAS, and President of UI Staff Council

Students

Patrick Bartoski, President, UI Student Government and a UI junior, majoring in finance and accounting, Tippie College of Business

Alyssa Billmeyer, College of Pharmacy student and President of Graduate and Professional Student Government

Alumni/UI Foundation

Jeff Courter, (West Des Moines) attorney with Nyemaster Goode and Chairperson, UI Alumni Association Board of Directors

Peter Jeffries, (Clive) National Engagements director of AARP and former chairperson, UI Alumni Association Board of Directors

Dr. Larry Beaty, (West Des Moines), graduate UI College of Medicine

Catherine A. Zaharis, Chair, UI Foundation Board of Directors

Jerre L. Stead, Co-Chair of Iowa First: Our Campaign for Breakthrough Medicine

Community

Mary Kramer, (Clive) former Iowa State Senator and U.S ambassador

Board of Regents

Bruce Rastetter, president, Iowa Board of Regents

Katie S. Mulholland, president pro tem, Iowa Board of Regents

Milt Dakovich, member, Iowa Board of Regents

Board of Regents and UI staff admin (ex officio, non-voting)

Bob Donley, executive director, Board of Regents

Diana Gonzalez, chief academic officer, Board of Regents

Peter Matthes, interim chief of staff and vice president for external affairs, UI Office of the President

Appendix B – Compositions of 2016 UNI and 2017 ISU Presidential Search Committees

Summary of Recent Presidential Search Committee Compositions at UNI and ISU

Year-Outcome	2016-Nook-UNI	2017-ISU-Wintersteen
Search firm used	yes	yes
BOR President	Rastetter	Richards
Members voting/total	21/22	21/23
Committee chair	Power (UNI) Mulholland (BOR)	Gutierrez (ISU) Houston (ISU alum)
Faculty (inc. chairs, % of voting)	9 (9/21 = 43%)	7 (1 asst. prof.) (7/21 = 33%)
Deans/administrators	1	1
Staff	4	1
Students	1	2
Alumni/Foundation	1/1	3/2
Community	0	1
BOR (inc. chairs)	4 (inc. student rep)	4
BOR/University (non-voting)	1	2

Details of specific search committee members are on following pages of this Appendix.

2016 UNI Presidential Search Committee – Nook appointment (info from Dan Power – 21 members)

Faculty and Administration (9 faculty+1 admin)

Daniel Power, a UNI professor of management information systems, **co-Chair**

Kavita Dhanwada, Professor of Biology represents Academic Affairs Council (now: Assoc. Provost, Academic Affairs; Dean, Graduate College)

Elaine Eshbaugh, Associate Professor of Gerontology & Davis Professorship of Gerontology, UNI College of Social and Behavioral Sciences

Timothy Kidd, UNI faculty, Associate Professor of Physics

Gretchen Gould, University Faculty Senate, Associate Professor of Library Services

Eric Lange, Council of Academic Department Heads, Department Head/Associate Professor of Theatre

Amy Petersen, Associate Professor, College of Education

David Surdam, Professor of Economics, College of Business

Laura Terlip, Associate Professor Communications Studies, College of Humanities, Arts and Sciences

Gwenne Berry, UNI's chief diversity officer (administration/staff, not faculty)

Staff

Susie Baker, AFSCME Council 61

Christina Geweke, Professional and Scientific Council

Becky Hawbaker, field experiences coordinator, College of Education, United Faculty

Kristin Woods, Student Success and Retention

Students

Hunter Flesch, UNI student government president

Alumni/Foundation

David Mason, UNI Foundation

Megan Stull, UNI Alumni Association (substitute named Nov. 1 - Roberta Yoder)

Board of Regents

Regent President Pro Tem Katie Mulholland – **co-Chair**

Sherry Bates

Milt Dakovich

Rachael Johnson (student member)

Board of Regents and UNI staff admin (ex officio, non-voting)

Bob Donley, executive director, Board of Regents

2017 ISU Presidential Search – Wintersteen appointment

<http://www.thegazette.com/subject/news/education/higher-education/iowa-state-university-aims-for-new-president-by-october-20170420>

Faculty and Administration (7 faculty + 1 dean)

Luis Rico-Gutierrez, Dean of the ISU College of Design, **co-Chair**

Tim Day, faculty senate president

Steven Freeman, agricultural & biosystem engineering professor

Brent Shanks, engineering professor

Ann Marie Fiore, professor in the Department of Apparel, Events and Hospitality Management

Monic P. Behnken, associate sociology professor

Jessica Ward, assistant professor in Veterinary Clinical Sciences

Charles (Brad) Shrader, Morrill professor in management

Staff

Jessica Bell, professional and scientific staff council president

Students

Cody West, student government president

Vivek J. Lawana, graduate student president

Alumni/Foundation

Thea Oberlander, retired alumnus out of ISU College of Business, representing the ISU Alumni Association

Steve Zumbach, an attorney with the ISU Alumni Association

Daniel Houston, CEO and president of the Principal Financial Group, ISU Alum, **co-Chair**

Ric Jurgens, retired chairman, CEO and President of Hy-Vee, representing the ISU Foundation

Gary Streit, an attorney with the ISU Foundation

Community

Tom Hill, retired senior policy adviser and member of the public

Board of Regents

Patty Cownie

Sherry Bates

Milt Dakovich

Nancy Boettger

Board of Regents and UI staff admin (ex officio, non-voting)

Rachel Boon, chief academic officer for the board

Mark Braun, chief operating officer for the board