

Board of Regents Meeting

Memorial Union, Kansas Room

Thursday, 7/28/2022

3:00 - 5:00 PM CT

I. Call to Order

II. Roll Call

Mr. Beck

Ms. Buhler

Mr. Dietrick

Mr. Hulse

Mr. Klausman

Mr. Padilla

Mr. Schmidt

Mrs. Sourk

III. Approval of June 30, 2022 and July 11, 2022 Minutes of Special Board Meetings

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IV. Introduction of WittKiefer

V. Executive Session

VI. Discussion and Potential Action Items

A. Appointment of Presidential Search Committee

B. Appointment of Chair of Presidential Search Committee

C. Appointment of Interim President

VII. Addition of Special Board Meeting in August

WASHBURN UNIVERSITY OF TOPEKA
BOARD OF REGENTS
MINUTES
June 30, 2022

I. Call to Order

Chairperson Beck called the meeting to order at 4:02 p.m. in the Kansas Room of the Memorial Union on the Washburn University campus.

II. Roll Call

Present were: Mr. Beck, Mrs. Buhler, Mr. Dietrick**, Mr. Klausman, Mr. Padilla, *Mr. Schmidt, and Mrs. Sourk.

* Participated via Zoom protocol.

** Arrived at 4:06

III. Discussion regarding RFPs.

The Board Chair stated that the consensus of the Board was to not use the proposed evaluation in reviewing the RFPs.. General discussion was had about each of the bidders. Questions regarding financial and proprietary information and legal question regarding possible contract issues will be taken up in executive session later in the meeting.

Each board member then commented on their impressions about each of the vendors. Points raised included Academic Search and WittKieffer stated they would speak with the Board first, all vendors other than Academic Search had a PhD on staff, all vendors other than Greenwood had good guarantees if candidate leaves within one year, AGBSearch has support follow up services for one year after the hire, which was noted could be helpful with the former President still being on campus,

Regent Schmidt then addressed a number of questions regarding his experience with AGBSearch during the recent Kansas Board of Regents search. Regent Schmidt stated he felt AGBSearch's algorithm for leadership was helpful and gave some trust in the candidates. He then provided an example that one of the leadership qualities addressed was whether the candidate's leadership style was more in line with making decisions on their own or utilizing a collaborative process.

Regent Schmidt noted that AGBSearch was consulted regarding the search committee but it was not involved in the decisions about who would be on the search committee.

Regent Schmidt advised that at one point AGBSearch was advised to back off on supporting a particular candidate put forward. AS said AGB timeline for ESU was hired in January and candidate hired in June.

Regent Schmidt did not know about the use by AGBSearch of a research assistant because never had direct involvement with the Board.

Regent Schmidt did note that when Emporia State did hire someone outside of academia, there was some pushback by faculty.

IV. Executive Session.

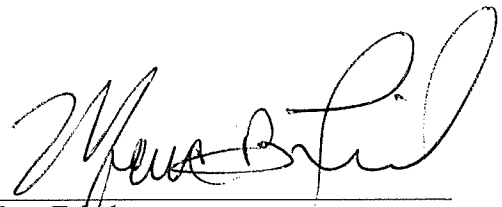
Motion by Chair Beck and second by Regent Padilla to move into executive session for consultation with legal counsel on matters which would be deemed privileged in the attorney-client relationship, with the open meeting to resume at 5 pm. Motion passed. Board moved into executive Session.

V. Return to Open Session.

Board Chair reopened the meeting at 5pm. Chair Beck announced that the Board was not in position to take action but members of the Board will interview two of the search firms, AGBSearch and WittKieffer.

Motion by Regent Sourk and second by Regent Padilla to adjourn the meeting. Motion passed.

Meeting adjourned 5:03pm.



Marc Fried
Secretary, Board of Regents

WASHBURN UNIVERSITY OF TOPEKA
BOARD OF REGENTS
MINUTES
July 11, 2022

I. Call to Order

Chairperson Buhler called the meeting to order at 9:00 a.m. in Washburn B of the Memorial Union on the Washburn University campus.

II. Roll Call

Present were: Mr. Beck, Mrs. Buhler, Mr. Dietrick, *Mr. Padilla, *Mr. Schmidt, and Mrs. Sourk.

* Participated via Zoom protocol.

III.

Chair Buhler led the discussion of search firms and made note of a potential executive session. She said that at the last meeting, the board narrowed the field to two firms. A subcommittee comprised of Regents Beck, Dietrick, Sourk and Buhler met with the two firms via Zoom on July 6 to hear presentations from both. They had a good conversation with lots of questions and answers. The recommendation is to award the bid to WittKiefer.

Mrs. Buhler noted that a couple things stood out: their placement and broader reach besides just academics, stakeholder interviews and a robust, more well-rounded approach.

Regent Beck noted that Regent Dietrick summarized the subcommittee's thought process. Regent Dietrick explained that WittKiefer had more broad-based searches, rather than just presidential higher education positions. They have done number of searches within the past five years with great results, including hiring 30% people of color and 46% women. The representatives at the presentation were involved with the K-State search. Their professional fee was comparable to others, not the highest or lowest. The firm provided a realistic time frame of approximately six months. If a search is not successful or the candidate does not stay through the first year, they will do another search at no additional cost to the University. They will assist with the transition of a new president.

Regent Sourk said that Regent Dietrick outlined the committee's thoughts well. She said WittKiefer's extensive meetings with campus and community at large were impressive, that they plan to engage with all stakeholders, and that they have great technology to use in the search.

Board Secretary and General Counsel Marc Fried was asked how to proceed. He explained that both firms sent their form contract, so the Board needs to discuss any needed revisions or terms in executive session, then discuss the next steps and then approval depending on what is discussed.

IV. Executive Session

At 9:13 a.m. Board Chair Buhler moved that the regular session of the Board meeting be recessed and the Board go into executive session to discuss matters relating to personnel who are non-elected, and for consultation with General Counsel on matters which would be deemed privileged in the attorney-client relationship. The regular session shall resume at 9:45 a.m. in this same room. Is there a second? Regent Beck seconded the motion. All in favor say 'Aye'. All opposed say 'Nay'. Motion passed. The Board recessed into executive session.

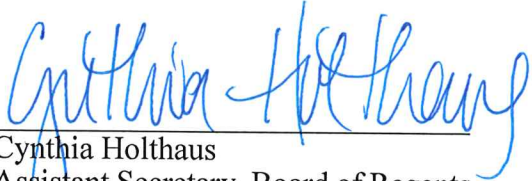
At 9:48 a.m. the Board resumed in regular session.

Regent Dietrick moved to approve the contract with WittKeifer contingent on and subject to the revised agreement complying with Washburn's RFP, with final agreement subject to inclusion of an ITS clause. Regent Sourk seconded the motion. Motion was approved.

Chair Buhler explained that the Board continues to work on the composition of the search committee that is inclusive of college and community members. They will finalize members now that WittKiefer has been selected.

Buhler noted that the Board is having preliminary discussions about appointment of interim president and potential candidates are being discussed.

It was moved and seconded to adjourn. The meeting adjourned at 9:51 a.m.


Cynthia Holthaus
Assistant Secretary, Board of Regents