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Sent: Wednesday, October 03, 2007 10:42 AM
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Subject:

Colleagues –

As you know, we must replace the irreplaceable Gary Steinke.

The Iowa Code (section 262.12) gives the Board of Regents the power to “employ persons...fix their compensation and tenure and delegate thereto...authority and duties vested by statute in the board...” The Board of Regents Administrative Rules (section 681-11.1) say “the executive director is elected by the board.” The rules further say: “The election of an institutional head or the Executive Director shall be the sole responsibility of the Board of Regents.” Finally, they say: “The process for the selection of an Executive Director shall be determined by the board.”

We clearly will not have a new executive director chosen by the time Gary leaves us. Before the end of this month, I shall appoint an interim director. If any of you have any thoughts on this choice, please let me know.

The executive director must work closely with all of us, but he or she must work most closely with the president. Since my term as president is coming to an end, and since it appears that president pro tem Dave Miles will be elected as the next president in the spring, I have asked Dave to head the effort to seek a successor to Gary. He has agreed to take on this task. I am sure he will be asking for any thoughts any of you might have.

Gary has done a splendid job – 24 hours a day, seven days a week, 52 weeks a year – as executive director, and the universities, the special schools, and the state of Iowa are deeply in his debt. He also has been a great companion and friend to many of us. His institutional knowledge is encyclopedic, his instincts are sure-fire, and his counsel is wise. He will be a hard act to follow.

All that being said, the job is attractive, and I’m sure Dave will come up with a process that will bring to the top another Gary.

Best,

Michael