

Contact: Robert Donley

**IOWA STATE UNIVERSITY PRESIDENTIAL SEARCH**

**Actions Requested:** Consider the following:

- a. Acceptance of the letter from Gregory Geoffroy dated March 31, 2011, indicating he will step down from the presidency of Iowa State University. (Attachment A).
- b. Discussion of executive search firms interviewed and selection of a firm to assist with the presidential search and approve its responsibilities as enumerated in Attachment B.
- c. Authorize the Executive Director in consultation with the President of the Board of Regents to enter into a contract with the firm selected.
- d. Discussion of and approval of the responsibilities of the Presidential Search Committee as outlined in Attachment C.
- e. Discussion of and approval of the core qualities desired in presidential candidates.
- f. Approval of the recommendation by the President of Board to hold a telephonic meeting of the Board of Regents in two or three weeks to further discuss the search process.
- g. Authorize the President of the Board to supervise the search process and to be the spokesperson for the Board during the search.
- h. Direct Iowa State University to establish a fund to pay all expenses of the presidential search and the ISU University Relations to provide support to the Board regarding the presidential search.

**Executive Summary:** President Geoffroy in a letter dated March 31, 2011 (Attachment A), indicated he would be stepping down as President of Iowa State University.

As the initial step in the search process, the Board of Regents at its April meeting interviewed four executive search firms to assist with the Iowa State University Presidential Search. The firms were selected from the respondents to the RFP issued by the Board on April 5, 2011. The firms interviewed were – Parker Executive Search, Greenwood/Asher & Associates, Inc., R. William Funk and Associates, and Isaacson, Miller.

Upon selection of the firm by the Board, the Executive Director in consultation with the Regents General Counsel and the President of the Board will negotiate a contract with the firm selected. The contract will be ratified at the next meeting of the Board.

The Board is asked to consider the responsibilities of the search firm. These proposed responsibilities are listed in Attachment B.

The Board is asked to review and discuss the proposed responsibilities of the committee as shown in Attachment C.

The Board is asked to discuss and approve core qualities for presidential candidates. These qualities will be used by the search committee in evaluating candidates. In preparation for the search, a website to solicit input as to leadership priorities and desired qualities for presidential candidates from the university community was created. Comments were received from more than 50 students, faculty, staff and other community leaders via the website. The Board also hosted an open forum at ISU following the April meeting. Fifteen individuals made presentations during the forum. For the Board's information, the qualities approved by the Board for the last ISU search are shown in Attachment D.

IOWA STATE UNIVERSITY  
OF SCIENCE AND TECHNOLOGY

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March 31, 2011

Mr. David Miles  
President  
Board of Regents, State of Iowa  
11260 Aurora Avenue  
Urbandale, IA 50322

RECEIVED  
APR 01 2011  
BOARD OF REGENTS  
STATE OF IOWA

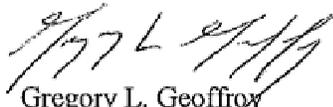
Dear David:

I am writing to inform you of my decision to step down as President of Iowa State University as soon as the Board of Regents is able to bring on board my successor, but no later than July 1, 2012. I am completing my 10<sup>th</sup> year as president, and I will be turning 65 in a couple of months, and my wife, Kathy, and I want to be able to spend more time with my four children and four grandchildren who are spread across the country. I plan to remain in the position and work toward a smooth transition in leadership as the Regents select a successor.

I believe this is a good time to begin the transition to the next administration. The university is in a very strong position, and I am proud of what we have been able to accomplish during my tenure, including record enrollments, record sponsored funding, and in private fundraising with the successful completion of Campaign Iowa State at the end of this academic year. The university has an exceptional senior leadership team in place, and the faculty has been strengthened significantly, especially in areas that are key to Iowa's future, aided by the creation of many new endowed faculty and academic leadership positions.

I have very much enjoyed my time as president of Iowa State, and it has been a pleasure to be associated with so many talented and dedicated individuals within and outside the university, including you and your fellow Regents, and the Regents staff. The Iowa State family is, and will always be, a special part of my life.

Sincerely,

  
Gregory L. Geoffroy  
President

cc: ✓Robert Donley

**RESPONSIBILITIES OF THE EXECUTIVE SEARCH FIRM**

1. To assist and advise the Board of Regents, State of Iowa, in its selection of the President of Iowa State University.
2. To assist the ISU Presidential Search Committee (Committee) in conducting the screening and searching for appropriate prospects.
3. To assist the Committee in conducting a broad advertising campaign, including, but not limited to, the major educational media, affirmative action sources and major state and national media.
4. To ensure that affirmative action/equal opportunity requirements are met in spirit and in word of the law.
5. To receive nominations and applications for the President of Iowa State University.
6. To provide timely, professional acknowledgments of nominations and other correspondence to prospects.
7. To ensure that files of all qualified prospects are complete. Files should include evidence supporting prospects' claims of meeting the criteria of the Board of Regents. In all cases, a certified, official copy of the transcripts of all postsecondary education institutions, from which the candidates claim to have been graduated, are to be a part of the files.
8. To conduct a thorough background search on all final prospects and initial searches on initial prospects.
9. To assist the Committee in the evaluation of the nominations by submitting a list to the Committee of prospects who meet the Board's criteria.
10. To assist the Committee in recommending a final group of at least four (4) prospects, who best meet the Board of Regents' criteria, and to conduct an extensive background search of the recommended prospects, including, but not limited to, the authentication of all academic credentials and experiences of the prospects.
11. To certify the willingness of the finalists to serve.

**RESPONSIBILITIES OF IOWA STATE UNIVERSITY PRESIDENTIAL SEARCH COMMITTEE**

1. To assist and advise the Board of Regents, State of Iowa, in the selection of the President of Iowa State University.
2. To work with the executive search firm in conducting the screening and searching for an appropriate candidate.
3. To conduct a broad advertising campaign, including, but not limited to, the major educational media, affirmative action sources, and major state and national media.
4. To evaluate the nominations and applications.
5. To recommend, without ranking, at least four (4) prospects, who best meet the Board of Regents' criteria, to the Board. The recommendations shall include a detailed explanation of the rationale for the recommendations and supporting information.

**COMPOSITION OF THE ISU PRESIDENTIAL SEARCH COMMITTEE**

(to be determined at a later date)

**QUALITIES OF PRESIDENTIAL CANDIDATES  
APPROVED BY THE BOARD OF REGENTS  
OCTOBER 2000 FOR THE ISU PRESIDENTIAL SEARCH**

**General Attributes**

- An understanding of the mission of an internationally prominent land-grant research university that has a tradition of commitment to broad-based undergraduate education, that has distinguished graduate and professional programs, engagement through outreach and extension, and that aspires to become the nation's premier land-grant institution.
- An appreciation of the need for strategic planning to maintain and build on the University's excellence by national and international standards, to make optimal use of the University's resources and facilities, and to achieve the strategic goals approved by the Board of Regents.
- A demonstrated commitment to academic freedom, freedom of expression and experience in safeguarding these freedoms as well as understanding their importance in improving the quality of the university.
- The ability to listen, to provide articulate leadership, and to inspire the confidence of students, faculty and staff, alumni and friends of the university, and the people and representatives at the local, state and national level.
- A vision recognizing the values of the academy and the key role the land-grant university plays in a society characterized by rapid social, economic, and technological change and the ability to promote its values and role to diverse constituencies.
- A commitment to diversity and an understanding of its many forms.

**Specific Attributes**

- The ability to identify and analyze problems, to conceive practical steps to resolve them and to explain decisions persuasively.
- The ability to recognize, attract and retain excellent administrators, students, faculty and staff.
- The skill and ability to work with faculty, staff, students and administrators in a collegial fashion while leading the University.
- The skill and ability to plan, direct and manage the academic, external and financial affairs of a large university.
- Demonstrated visionary leadership in raising funds from public and private sources and understanding and communicating the relationship it has to accomplishing the goals of the university.

- An understanding of, and commitment to, the intersecting and integrative missions of the land-grant university demonstrated by a record of promoting teaching and learning, excellence and preeminent scholarship in research and discovery, and engagement and service.
- An appreciation of the state, national and international responsibilities of the University
- An understanding of the varied disciplines and functions that the university comprises.
- An understanding of the importance of the university's role in the economic development of the state of Iowa.
- An understanding of the value of cooperation among the Regents' institutions and the importance of working cooperatively within the Regents' governance system and other educational organizations.
- The ability to develop positive relationships with public officials and effectively participate in the political processes at the local, state, national and international levels.
- An understanding of information technology and the essential role this technology plays in meeting the missions of the land-grant university.
- A commitment to, and understanding of, the arts and humanities and their importance to the missions of the land-grant university.
- An understanding of science and technology and their importance to the missions of the land-grant university.
- Recognizes the complexity of intercollegiate athletics and the role it plays in today's university.
- An appreciation of, and commitment to, shared governance.
- Recognition of the important role played by public and private funding agencies in supporting scholarship in the university, and demonstrated experience in interacting with such agencies.

#### **Personal Qualifications**

- An earned Ph.D., advanced professional degree, or the equivalent, and a record that would qualify for appointment to a tenured professorship in a department or college of the university and that would add distinction to that unit.
- The ability and skill to approach controversy and opportunity constructively.
- Strong personal and professional ethics, honesty and integrity.
- A demonstrated record of commitment and sensitivity to affirmative action, equal opportunity, and human rights.