



## MEMORANDUM

TO: Dr. Kate Hudepohl, Chair  
WKU Senate Executive Committee

FROM: Dr. Phillip W. Bale, Chair  
Presidential Search Committee

RE: Meeting with Isaacson, Miller Search Consultants

DATE: August 16, 2016

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Michael Baer and Dan Rodas from Isaacson Miller, the executive search firm retained by the University to assist us in the search process as we seek the next President of Western Kentucky University, will be in Bowling Green on August 29. They will be meeting with various constituencies and key stakeholders to better understand our organization and the challenges and opportunities our campus is likely to encounter moving forward. They would like to meet with the WKU Senate Executive Committee on **Monday, August 29 at 3:00 pm at Wetherby Administration Building (Room 227 - Academic Affairs Large Conference Room)**.

The majority of the time that they spend with you will focus on the position itself and what we feel to be the important challenges facing this individual. We would like you to be thoughtful about the future of WKU and the ways in which we can measure the outcomes and successes of the person in this position. The major categories of topics they are interested in are:

- 1) Objectives for the new president. What do you want the new president to accomplish? What are the desired outcomes for the role and for the University? How will you know in three to five years that the right person was hired? What will have happened?
- 2) Qualifications and Experience. Based on the objectives identified, what do you think are the qualifications and experience of an ideal candidate? What is essential and what might be helpful?
- 3) Personal Qualities. What are the personal attributes most important for this role?
- 4) Source and candidate recommendations. Finally, who should the search firm contact in the outreach to identify candidates? Obviously, they will draw upon their own networks but they want to tap into ours as well. This certainly means suggestions of possible candidates, but just as important, suggestions of good sources who might lead to strong candidates.

Once the search firm has had an opportunity to meet with us, they will synthesize all that they have learned from our interviews and from our organizational material. Important aspects of what they learn will be helpful as they have discussions with potential candidates. What they learn will enable them to offer the Committee advice when they are preparing to interview individuals and as they evaluate their skills and experiences.

Thank you for your participation in this important effort.