

Appointment of

With regard to Equal Employment Opportunity, as a public institution Murray State University has an obligation to cast a wide net and, as part of the advertising process, bring in diverse and underrepresented candidates if at all possible. Once the Committee begins to review applications there is no additional benefit associated with diverse or underrepresented candidates. Committee members should be mindful of the Equal Employment Opportunity obligation as deliberations are undertaken. Mr. Miller and Human Resources Director Joyce Gordon are available to answer any questions Search Committee members may have in this regard.

As a public institution, Murray State is subject to the Open Meetings Act which means business should be conducted publicly, w/MCID 1ngs Act

The search process approved by the Board indicated the search will commence immediately with the expectation that the President-elect will be chosen no later than May 2019. Chair Rudolph suggested that the initial advertisement period be for 30 days to see how the applicant pool develops. The Committee would maintain the option of doubling the advertisement time period if that becomes necessary. Consensus was reached that this is how the process should proceed.

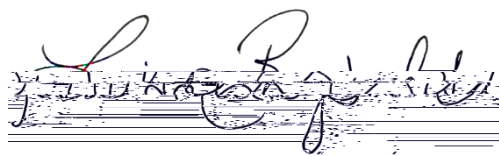
The Committee was also provided with a document that includes the description and responsibilities of the President as well as the advertisement from the last presidential search. The statement was made that the last advertisement did not contain many parameters and was fairly open ended and the question was asked in terms of how many applicants the last search attracted. Ms. Gordon reported for the last presidential search in 2013 there were 65 applicants. Agreement was reached that while parameters are important the Committee also does not want to limit the type of applicants who may apply for the position. The Committee reviewed the previous advertisement and position description and made the following suggestions/comments:

- Current advertisement is too long, wordy and should be more concise.
- Data included in the advertisement will need to be updated for currency.
- Reference to the four (or five) regional campuses should be added.
- A link to the University Profile, once updated, should be included in the advertisement.
- The fourth paragraph needs the most revision or should be deleted, especially if there is a link to the University Profile document.
- The fifth paragraph should also be eliminated.
- Reference to salary should not be included in the advertisement.
- If applicants have questions once they have applied,

The University Profile for the 2013 presidential search was presented to the Committee as a starting point for review and comment. Necessary revisions to the document were discussed as follows:

- Several sections simply need to be updated and made current. Reference to the development of a Strategic Plan should be removed as that has already been accomplished.
- The document is photo heavy and those can be reduced drastically.
- Leadership Opportunity should be maintained.
- University Profile should be maintained.
- The Organizational Chart should be maintained.
- The Signature Characteristics can be removed but reference to the residential colleges should be included elsewhere in the document. Reference to the tuition grant should be removed because it no longer exists. There are characteristics that make Murray State stand out from other institutions in Kentucky and surrounding areas and those could be included in the document. Some Committee members liked the section but not necessarily what is currently included. Bullets must be more concise and could be included in the overall University Profile section but made to “pop.”
- Information regarding the regional campuses should be added.
- Role of the President should be maintained.
- Opportunities and Expectations is the section that needs the most work. Item #1 needs to be deleted. Item #3 should become Item #1 but Item #4 related to enrollment must also be prominent. Item #2 should be deleted now that a marketing consultant has been hired.
- External outreach is mentioned in detail and there is reference to inclusion but is more related to the diversity of the student population. Document should include internal advocacy for the institution – meaning faculty and staff – and building a team. Expand last paragraph to provide more emphasis on faculty, staff and students – the internal community because these constituencies must not just be an aside mention.
- Performance-based funding is intended to be included in Item #7 but needs to be rewritten to be more specifically stated. Performance funding information could also be added to #5 regarding state appropriations. Suggestion was made to reference the role of the successful candidate as not only to navigate the waters in terms of funding for the University but also to enhance the achievement of metrics to maximize performance-based funding. Could link to the Council on Postsecondary Education website regarding Performance Funding and/or the statements approved by the Board. Agreement was reached that links to these items could be added to the Presidential Search website because there does not need to be too many links in an advertisement.
- A link to the University Profile document should also be included on the presidential search website.
- Confirmation was provided that links to University budgets are not generally included in the University Profile document. The salary for this position is a matter of public record but a specific figure should not be included – it should be commensurate with experience or negotiable (by the Board of Regents). It could cost more to secure an individual who

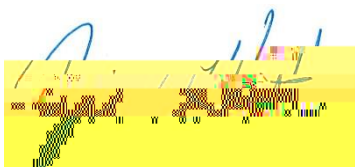
It was mentioned that if applicants are to meet with students on-campus visits would need to be



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