The ECU Chancellor Search Committee met on Wednesday, December 16, 2015 at the RDU Airport Authority Building in Raleigh, NC. Vice Chairman Kieran Shanahan called the meeting to order and read the conflict of interest statement as required under the State Government Ethics Act. There were no conflicts reported.

Assistant Secretary to the Board of Trustees, Steve Duncan called the roll. Members present included:

Marcus Albernaz  Paul Cunningham  Lisa Ormond
Kathy Brown  Deborah Davis  Kieran Shanahan
Joel Butler  Steve Jones  John Stiller
Edwin Clark  Fielding Miller  Marianna Walker
Jeff Compher  Eliza Monroe  David White

*Henry Hinton – BOG liaison

Members absent included Margaret Ward.

Approval of Minutes

Mr. Shanahan asked for a motion approving the meeting minutes from the October 27, 2015 meeting. Mr. Butler moved approval with Mr. Miller seconding the motion. The motion was approved with no negative votes.

Remarks from President-elect Spellings

Mr. Shanahan recognized President-elect Margaret Spellings. Ms. Spellings delivered remarks to the committee reiterating the charge delivered by outgoing President Tom Ross at the October meeting. President-elect Spellings encouraging the committee to seek candidates who are strong, decisive and is a visionary. A detailed summary of her remarks are listed in these minutes as “Attachment A.”
Leadership Profile Presentation

Mr. Shanahan asked Vice Chancellors Chris Dyba and Virginia Hardy for the presentation of the Leadership Profile. The Leadership Profile can be found online at http://www.ecu.edu/cs-admin/creativeservices/SearchCommittee/Leadership-Statement.cfm.

Following the presentation, the floor was opened for comments. Mr. Hinton said that he was not convinced that the committee should use the language “earned doctorate.” He said the committee should think outside the box and find someone who is bold and that will embrace the “renaissance” atmosphere. Mr. Butler said that it will be important to find a dynamic leader given that this person will be viewed as the “Chancellor of Eastern North Carolina.” Dr. Stiller agreed, saying that the committee is trying to find a Chief Executive Officer, not a Chief Academic Officer, however, this person would still benefit from having experience at a complex enterprise of higher education. Dr. Cunningham said that whoever is selected needs to be a rapid authenticator and needs to be viewed as the most influential citizen in region.

Following discussion, the committee agreed to support the Leadership Profile in concept, and to send Dr. Hardy any suggested revisions by the end of the week. She will incorporate the revisions and Ms. Leske will send out final document on Friday.

Review Ad Copy and Placement Strategy

Chairman Jones recognized Ms. Lucy Leske, the consultant from WittKieffer. Ms. Leske presented the position ad copy that will be placed in several publications. That document is listed in these minutes as “Attachment B.” The committee endorsed this document without opposition.

Next Steps

Ms. Leske said that with the placement of the ad this week, advertising will begin almost immediately for this position. Conversations with potential candidates will begin in early January.
and will last throughout the month of January. Towards the end of January, the confidential website will be made available to committee members to begin to review and screen candidates. This timeline could definitely change based on the recruitment and application process.

Mr. Jones concluded the meeting with brief comments regarding the progress of the search. He thanked the Leadership Working Group for their efficient work on the Leadership Profile. He also announced there would likely be another meeting in late January or early February.

ADJOURN
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Respectfully Submitted,
Megan Ayers
Thank you, Steve [Jones], for your kind introduction. It’s a pleasure to be here with you and other members of the Pirate Nation. I love the ECU motto – Tomorrow starts here and I can think of no more important way to demonstrate that orientation to the future than through the selection of your new leader.

Thanks to the search committee & leadership working group for your service to this important institution and to the state.

I’m happy to have the opportunity to meet with you, and I look forward to learning more about ECU as I settle into my new role. As you may know, I don’t officially assume my post until March and accordingly I will give all due deference to you all as experts in the particular challenges and opportunities of the university now.
I plan to visit ECU and every other institution in the UNC system early next year.
Though I have not been on your campus, I know you’re in a strong position as you start the search, because Chancellor Ballard will leave the university in great shape. Congratulations to you on the terrific progress you have and are making here.
This is a very attractive position, and will draw a great pool of candidates.

**Having just been through a search process myself, I understand the weightiness of the task at hand.**

I greatly appreciate your efforts to seek out the perspectives of the diverse stakeholders who will be affected by your work
And I look forward to hearing what you’ve learned from your survey & listening tour.

**Collegiality, listening & relationship-building are crucial skills for any university leader to have – and these are skills I hope to model in my new role.**

Outgoing President Tom Ross was careful to highlight these skills when he charged you with this search in October.

I agree with him & support the recommendations he made to guide your efforts.

I hope you’ll take anything I say today with the understanding that my top priority right now is to listen and learn.

But if you’ll allow me, I do have some initial thoughts to offer...
First, I know you’ll agree that we must find a chancellor who is eager to hear from diverse perspectives and to weigh those points of view, but knows that in the challenging times before us it will take a strong decisive and visionary leader to adapt and thrive.

I have yet to meet a single person in North Carolina – regardless of political affiliation – who doesn’t understand the value of the UNC system.

It is one of the many things that has distinguished this state as a national leader with a vibrant diverse and growing economy and with all the ingredients to be the nation’s pace setter. One key asset is the incredible human capital of this state and region and is what has drawn me to this fantastic place to help realize the full potential of these tremendous assets.
As part of that system, ECU plays a key role in the economy, health and well-being of the entire state, not just eastern North Carolina. All of us across the state can be proud and grateful that you’re...

One of the top producers of family physicians in the nation, and consistently one of – if not the – highest ranking medical school for producing family physicians.

One of the lowest medical school tuition rates in the country, leaving students with low debt and are therefore able to practice in rural or underserved areas.

A training ground for professions from education and health care to business and engineering

A resource for first-generation students and underserved populations
A leader in supporting members of our National Guard and Reserve, so much so that ECU has been recognized by multiple organizations as a Best College for Veterans… and

A trailblazer in community service and engagement

**ECU is a shining example of how universities can adapt to serve the needs of their constituents.**

While founded as a teachers college, you’ve evolved into a major driver of economic growth
Thanks to you, counties across Eastern North Carolina now have access to quality health care that once was scarce.

You have a special place in my heart as the #1 producer of licensed teachers for our schools.

Last but not at all least, you offer students an outstanding bang for their buck – including strong graduation rates and high placement rates in good-paying jobs.

This has been done through the hard work and intellectual fire power of a vibrant and energetic faculty community who bring knowledge and excellence to this community and your students.
Your example is all the more important in this time of change. As you know, public colleges and universities, and indeed all our public institutions, are facing many challenges.

People are becoming skeptical of the value proposition that’s offered by higher education

In a difficult economy, students and families are hard-pressed to afford tuition and fees

Graduates nationwide are struggling with student debt – even as they enter into job markets that call for knowledge, critical thinking, communication and adaptation to name a few.
Against this backdrop is ever-growing concern about the perceived lack of sensitivity to student needs and student success.

All of us in this room must be responsive to these legitimate concerns.

The public is asking basic questions and
We must hold ourselves accountable for answering their questions about the value proposition of our offerings.
I’m hopeful that together, we will find a chancellor who can work with the entire university community – especially the faculty – to meet these challenges while preserving the excellence for which the UNC system is known.
We must reach out to our policy makers and to our publics in the business, civil rights and other civic communities to better establish partnerships and openness.
In this environment, leadership and communication will be essential for any university leader.

And we must be open to candidates from every sector who can meet the challenges today and into the future as Tom Ross has suggested in his charge to you.

Competencies in leadership, data driven management, and financial viability are key to your selection process.
Students must always be our top priority of course. To serve them well, we will have to rethink some of the things we’ve always done.

New technologies are making it possible for to customize student learning and enhance affordability and competition. We must better use data to manage our institutions more efficiently and more effectively and we must focus on outcomes to achieve better results for students and other stakeholders.

Our shared goal is to find a chancellor who can make the highest quality education accessible and affordable for ALL students by meeting their individual needs. We must also be clear eyed as we consider the financial viability of all our offerings.
Obviously a lot is riding on your search.

It’s important to the entire state that we get this right.
We need a chancellor who will challenge ECU to climb even higher, to achieve all that is possible.
I look forward to interviewing three excellent candidates in the spring.

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[After you conclude your remarks, search committee chair Steve Jones will invite committee members to ask you a few questions.]
East Carolina University, located in Greenville, North Carolina, invites nominations and applications for the leadership position of Chancellor.

East Carolina University’s next Chancellor will lead a vibrant, growing university as it seeks new opportunities to continue its tradition of academic excellence, support for student success, and service to its community and region.

East Carolina University (ECU) is a diverse campus of over 28,000 students, the third largest member of the seventeen constituent institutions within the University of North Carolina (UNC) System. The University is comprised of twelve colleges/schools, including the Brody School of Medicine, College of Education, College of Nursing, College of Engineering and Technology, School of Dental Medicine, the Honors College and the Thomas Harriot College of Arts and Sciences. The University graduates more nurses, teachers and health care professionals than any other university in North Carolina and is affiliated with the award-winning Vidant Medical Center which admits the highest number of patients in the state.

Located in the twenty-nine county region of Eastern North Carolina, the University plays a distinctive role by providing health care, intellectual development, a skilled workforce that supports jobs and economic growth, robust cultural life, a popular, nationally recognized and competitive Division I athletic program, and solutions to local and regional issues and challenges. ECU has been named a Millennial Campus by the UNC Board of Governors which will enable the University to collaborate with private companies to commercialize research discoveries and offer advanced training to benefit the region’s high-tech industries. More information about the University including the leadership profile may be found at www.ecu.edu/leadership-profile.

ECU is seeking an experienced leader with the vision and leadership qualities to capitalize on the institution’s growth and optimize its commitment to student success and the surrounding community and region. The dedicated faculty and staff take exceptional pride in ECU’s accomplishments in providing students with strong academic and life experiences, and they look forward to partnering with the new Chancellor in further extending that mission.

The new Chancellor will express a passion for the mission of public higher education and will understand the important social, cultural and economic roles that ECU plays in the region. The Chancellor will articulate the institution’s mission and values, serve as a persuasive advocate for the University at the local and state levels, champion action and dialog that supports the University’s commitment to diversity, and lead efforts to raise new resources and support from the University’s many constituencies. A Ph.D. or its equivalent degree in a related field is preferred. In lieu of an appropriate terminal degree, candidates should have a demonstrated record of successful executive leadership and comparable credentials and/or experience sufficient to warrant the respect and complete confidence of the academic community.

Inquiries, nominations and applications are invited. For fullest consideration, candidate materials should be received by February 12, 2016. Anticipated start date is July 1, 2016. Candidates should provide curriculum vitae, a letter of interest that addresses the responsibilities and requirements described in the Leadership Profile, and the names and contact information of five references. References will not be contacted without prior knowledge and approval of candidates. Inquiries, nominations and materials should be sent electronically via e-mail to the Witt/Kieffer consultants supporting ECU in this search: Lucy Leske, Ben Haden and John Thornburgh at ECUChancellor@wittkieffer.com.

East Carolina University is an equal opportunity and affirmative action employer. All qualified applicants will receive consideration for employment without regard to their race/ethnicity, color, genetic information, national origin, religion, sex, sexual orientation, gender identity, age, disability, political affiliation, or veteran status.

Individuals requesting confidential accommodations under the Americans with Disabilities Act Amendments Act (ADAAA) should contact LaKesha Alston Forbes in East Carolina University’s Office for Equity and Diversity at (252) 328-6804.