



WESTERN KENTUCKY UNIVERSITY

BOWLING GREEN, KENTUCKY 42101

Search Committee
P. O. Box 500
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December 6, 1985

TO: Members of the Board of Regents

Mr. Joseph Iracane, Chairman
Mr. Ronald W. Clark, Vice Chairman
Mr. Danny Butler
Mr. Joseph A. Cook II
Mrs. Patsy Judd
Mr. Mitchell S. McKinney
Mrs. Mary Ellen Miller
Mr. J. Anthony Page
Judge John S. Palmore
Mrs. Hughlyne P. Wilson

FROM: Joe Bill Campbell, *JBC* Chairman
Presidential Search Advisory Committee

On August 19, 1985 the Board of Regents appointed its Advisory Committee on the Presidential Search to assist the Board in conducting a search for candidates to be considered by the regents for appointment to the position of president vacated by the resignation of Dr. Donald W. Zacharias.

As chairman of the Advisory Committee, I submit this report summarizing the Committee's work.

Immediately following the Regents' meeting on September 7, 1985, the Committee members met at the Garrett Conference Center with consultant Dr. L. L. Waters, and the staff furnished by the university, Mr. William E. Bivin, University Attorney, and Mrs. Virginia Rickman, Secretary.

Dr. Waters discussed guidelines and made suggestions on how to proceed to assemble a pool of candidates and evaluate candidacies in light of the criteria stated by the Regents. He shared with the members selected insights learned from his extensive experience in chairing and serving on search groups for university executives.

We announced the position vacancy and solicited applications and nominations by placing advertisements in the Chronicle on Higher Education September 11, 18 and 26, 1985, and the New York Times September 15, 16, and 23, 1985. We mailed the same announcement to the Chief Executive Officer of each four-year college and university listed in the Directory of American Universities and Colleges.

An office was opened in Garrett Conference Center, Room 105, and a campus post office box rented. We received a total of 172 applications and nominations for the position by the stated deadline, October 9, 1985. Fifteen persons nominated declined to be considered.

The office furnished each Committee member a copy of the criteria and of all materials in the file relating to each candidacy. Based on their independent study of the materials during the latter part of October, the Committee met for about four and one-half (4 1/2) hours on October 20, 1985. The discussion followed the alphabetical listing of candidates. Each member of the Committee was provided an opportunity to be heard regarding each candidate. The meeting concluded with a tentative list of 13 candidates selected for further consideration. Because some candidates applied or were nominated close in time to the deadline, the Committee agreed that any member could, after further study of supporting materials, call for reconsideration of a candidate at the next meeting.

The office distributed worksheets containing the criteria in matrix format. The Committee met again on November 3, 1985 for about five and one-half (5 1/2) hours. At the request of one or more members, six candidates were initially added to the tentative list. After intensive consideration and extensive discussion of the candidates, the Committee retained a list of ten semi-finalists.

We arranged to meet with and interview these individuals November 23 and 24, 1985.

Members of the Advisory Committee have not deviated from your charge to it. We have not discussed or stated which candidate should be selected. We have concentrated on complying with your request to submit a list of finalists who are, in our combined judgment, the best prospects for your consideration. On behalf of the Advisory Committee, I herewith submit to the Board of Regents for its consideration a list of the names of five outstanding individuals, each of whom we believe has splendid qualifications to be the leader Western needs in the months and years ahead.

My service as chairman of this Committee has been a richly rewarding experience. The members worked independently, harmoniously and with extraordinary diligence. It is apparent from the discussions that members spent countless hours in careful study and thoughtful evaluation. Our consultant, Dr. L. L. Waters, has made a singular contribution facilitating our work and deliberations throughout the process.

I would like to commend Mr. Bill Bivin, University Attorney, for his dedicated efforts on behalf of the Committee. Bill has been responsible for the organization of the office and the preparation of correspondence which has been distributed to the Committee members and to the applicants. He has been very helpful to me personally in making suggestions and comments about the manner in which the Committee should approach its task.

Mrs. Virginia Rickman's services are above any normal standard of excellence, and she also deserves special commendation. Without the special efforts and outstanding contributions of Bill Bivin and Virginia Rickman, we would have been unable to stay on schedule and timely complete our mission. The Committee sincerely appreciates their efforts and contributions.

The five individuals are:

Dr. S. Kern Alexander, Jr.
Dr. Thomas A. Bond
Dr. Paul B. Cook
Dr. Edward B. Jakubauskas
Dr. Raphael O. Nystrand

JBC:vr

cc: Search Committee Members