

EOU, Presidential Search Process

Following the resignation of Eastern Oregon University President Khosrow Fatemi in June 2007, an interim President was appointed, Dr. Dixie Lund, who agreed to serve in this important position for a period of two years, until a search was concluded and a new president named. The Chancellor's Office and the Board of Higher Education are grateful for the leadership of Dr. Lund and her efforts during this interim period for the betterment of EOU and the eastern Oregon community. Pursuant to Board Internal Management Directive 1.140(2), the Board and Chancellor have undertaken a search for interim President Lund's successor.

As a Regional University and center for education, scholarship, and culture in Eastern Oregon, EOU needs a dynamic, accomplished, and collegial leader committed to instruction, service, research, and community involvement. All are critical requirements of a public university focused on providing a well-rounded education with an emphasis on learning and achievement as demonstrated through all aspects of university life. The person will support EOU students, faculty, staff, and alumni in demonstrating a deep sense of vocation and will work for positive change across rural Oregon as the University provides opportunities for further learning in the region. The process by which the new president is selected must be conducted in a way that reflects the values and aspirations of the campus community and external constituencies, ensures that the very best candidates are engaged and rigorously evaluated, and concludes with the successful appointment of a president who can provide leadership to one of the key educational assets in Eastern Oregon and the state, overall.

To advise the Chancellor in recommending the best candidate to the Board for appointment, a broadly representative search committee has been formed, chaired by Board of Higher Education Director Tony van Vliet and consisting of faculty, students, EOU administrators and staff, alumni, local and regional business leaders, and other education and government leaders. Members of the search committee include:

- Tony van Vliet, Chair and OSBHE director
- Katy Barnett, President, Associated Students of EOU
- Kerry Bullard, Office Specialist, EOU
- Kirk Creech, Director of Facility Operations, EOU
- Mary Cullinan, President, Southern Oregon University
- Mike Daugherty, Interim Dean of Students, EOU
- Sue Dobson, Portland Center Director, Distance Education, EOU OIT/Clackamas and PCC Sites
- Colleen MacLeod, Commissioner, Union County
- Adriana Mendoza, Graduate Student, EOU, and former OSBHE director
- Ray Naff, Director, Intergovernmental Relations & Economic Revitalization Team for the Governor, Office of the Governor
- Don Rougamoux, Advisory Board Member, Malheur County
- Tim Seydel, Associate Vice President, Marketing, Development, and Public Affairs, EOU

- Kim Sorensen, Assistant Professor, Accounting, EOU
- Bill Tenpas, Vice President, Oregon Dental Services
- John Turner, President, Blue Mountain Community College
- Peter Wordelman, Professor, Music, EOU
- Dr. Jerry Young, President, EOU Foundation
- Diane Saunders, Ex-officio/committee staff, and OUS Director of Communications
- Kristen Bingham, Committee staff, and Executive Assistant, EOU

Following an RFP (Request for Proposal) process and subsequent subcommittee review of proposals from national search firms, the firm of Storbeck/Pimentel & Associates has been retained to assist the search committee in its work; with Ms Sharon Tanabe, firm partner, as the lead director of the search for the firm, with help from Mr. Pimentel, a managing partner of the firm. The executive search roots and experience base of Storbeck/Pimentel & Associates are among one of the most extensive and highly-regarded in higher education executive search. Over one-third of all the searches they conduct are for the positions of president and chancellor, and an even larger proportion are for the wide array of senior officers, including provosts, vice presidents, and deans. Storbeck/Pimentel & Associates (SP&A) is a minority and women owned business exclusively dedicated to serving the higher education and not-for-profit sectors. SP&A is comprised of over 34 consultants and support staff located in two main offices (Los Angeles and Philadelphia) with three affiliated offices in Vermont, Boston, and Virginia. Collectively, they have conducted more than 1,500 executive-level searches for higher education clients over the course of the last 20 years.

The search committee has begun to develop the detailed job description and is engaging the campus and community in identifying the essential qualities needed in the next president. Chancellor Pernsteiner hosted campus forums in June on campus and will hold two additional campus and community forums on the EOU campus in early October

During fall 2008, the search committee and Ms. Tanabe will focus on broadly recruiting top candidates, from which a pool will be identified for more intensive consideration. By winter 2009, the search committee will focus on a set of finalists, with the top choices visiting Oregon to meet with the campus community and Board during the early spring. The Chancellor anticipates making a final recommendation to the Board for approval in April 2009.

Staff Recommendation to the Board:

Staff recommends that the Board adopt the search process and considerations described above for the search for the next Eastern Oregon University president.

(Board action required.)