

REVISED ACTION ITEM #3*

Presidential Search, Appointment of an Executive Search Firm (Ryan Durkan)

TO ALL MEMBERS OF THE BOARD OF REGENTS

DATE: September 10, 2015

SUBJECT: Presidential Search, Appointment of an Executive Search Firm

PROPOSED: That the Washington State University Board of Regents approve the recommendation from the Regents' Ad Hoc Committee on the appointment of an executive search firm to assist with the hiring and recruitment of WSU's next President, and delegate authority to the President or his designee to execute a contract with the successful firm.

SUBMITTED BY: Ryan Durkan, Chair of the Board of Regents

SUPPORTING
INFORMATION:

On July 31, 2015, WSU issued a Request for Proposals (RFP) seeking responses from national executive search firms capable of assisting the Board of Regents and the Search Advisory Committee in identifying and recruiting a new President for Washington State University. There were ten responsive bidders to WSU's request who were evaluated by the Regents' Ad Hoc Committee and university personnel.

Following are the criteria used to evaluate the firms:

1. Familiarity with or experience conducting searches for Washington State University or, if none, in higher education institutions of similar size, complexity, and structure as the Washington State University system;
2. Proven track record of employing creative strategies and research techniques – as well as using a variety of channels and methods – to identify, attract, and recruit potential candidates who might not otherwise be aware of the opportunity presented;
3. Demonstrated ability to make successful presidential placements, ideally with long tenure following placement, of highly qualified, diverse, and nationally-respected candidates in higher education institutions, particularly land-grant, research institutions with strong systems of academic research and education;

* [T]his item is being presented as an action item rather than a future action item, in accordance with Board of Regents Bylaw II.12.B.

*The original text was abridged. Per Regents' request, this revised version contains the complete text.

4. Senior consultant assigned to facilitate the search pursuant to the selection criteria presented in this request for proposal, and who can effectively, and appropriately represent the institution to key institutional stakeholders and potential candidates;
5. Effective project management practices and procedures, with the flexibility to customize and tailor the search process to fit the needs of the institution, and facilitate a smooth and successful process;
6. Perceived overall quality of work, based upon the thoroughness, content, and professionalism of the written proposal or the oral presentation;
7. References (at least one from a land-grant, high research activity institution); and
8. Budgetary considerations – Cost.

The evaluation team reviewed and scored the proposals, heard presentations, and interviewed representatives from three top firms with strong experience in the higher education sector. Through this process, the search firm of Isaacson, Miller emerged as the best suited to assist WSU with this important undertaking. Isaacson, Miller has extensive experience conducting successful executive level searches, with a proven ability to recruit highly qualified, diverse, and nationally-respected candidates to higher education institutions, including leading land-grant, research institutions with strong systems of academic research and education.

After following the above-outlined process and carefully considering WSU's evaluation criteria and all relevant factors, the Regents' Ad Hoc Committee recommends that the Board of Regents approve the hiring of the Executive Search Firm of Isaacson, Miller and, further, delegate authority to the President or his designee to execute a contract with Isaacson, Miller on behalf of Washington State University.