

November 2018

## 2018-11-12 Faculty and Staff Forum

Board of Regents, Murray State University

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**Minutes of the Special Meeting of the Murray State University Board of Regents  
Presidential Search Committee – Faculty and Staff Open Forum  
Alexander Hall Auditorium – Room 240  
November 12, 2018**

**Call to Order/Welcome**

The Board of Regents Presidential Search Committee met in Special Session for a Faculty and staff Open Forum on Monday, November 12, 2018, in Alexander Hall Auditorium – Room 240 – on the main campus of Murray State University. Search Committee Chair Lisa Rudolph called the meeting to order at 3 p.m. and welcomed those present. Search Committee members present were: Katherine Farmer, Marion Hale, Dan Kemp, Tim Miller, J. T. Payne, Heather Roy, Don Tharpe and Randy Wilson. Absent: Steve Powless. Other Board members present were Regents Eric Crigler, Sharon Green, Susan Guess (Board Chair), Jerry Rhoads and Phil Schooley.

**Call to Order/Welcome**

**Committee Chair Lisa Rudolph**

**Introduction of Presidential Search Committee Members**

**Committee Chair Lisa Rudolph**

**Open Forum Guidelines**

**Committee Chair Lisa Rudolph**

**Open Forum Discussion**

**Recap/Summary of Comments**

**Committee Chair Lisa Rudolph**

**Adjournment**

**Introduction of Presidential Search Committee Members**

Committee Chair Rudolph reported that she serves as Vice Chair of the Board of Regents and will Chair the Presidential Search Committee. Information on the Search Committee members was provided as follows:

**Katherine Farmer**

Katherine is the Education Research and Instruction Librarian for Murray State University (MSU) Libraries and serves as Faculty Regent. She is a Mississippi native who currently lives in Murray.

**Marion Hale**

Marion is currently President of Staff Congress. She served as President of the Murray Chapter and the Kentucky Division of the International Association of Administrative Professionals. She is a Murray native and is presently working to complete an advertising degree.

**Dan Kemp**

Dan is an attorney and former Mayor of Hopkinsville who has served as a member of the Board of Regents since 2014. He is a native of Murray and is a Murray State alumnus, class of 1967.

**Dr. Tim Miller**

Dr. Miller has 47 years of experience in higher education as a teacher and administrator. He taught accounting at Murray State from 1967 until his retirement in 2010. He served as Murray State's Interim President twice, in 2006 and again in 2013. He was officially named Murray State University's 12<sup>th</sup> President in 2014. He earned his undergraduate and master's degrees from Murray State University and his Ph.D. at the University of Arkansas.

**J. T. Payne**

J. T. is the current Student Government Association President and Student Regent. He is an agriculture education major and Henderson County native.

**Steve Powless**

Steve is Chief Executive Officer of Computer Services, Incorporated (CSI). CSI is a full-service technology and regulatory compliance provider serving customers nationwide. Based in Paducah, CSI is the nation's largest fintech and regtech provider with more than 1,100 employees. He holds a Bachelor of Science in Business degree from Murray State University. CSI's founder John Williams, Sr. helped create Murray State's Telecommunications Systems Management Program (TSM). The company remains the largest employer of Murray State TSM graduates.

**Heather Roy**

Heather is the Director of Murray State University's Madisonville and Henderson regional campuses. She is a Webster County native and lives in Dixon. She earned both her bachelor's and master's degrees from Murray State University.

**Dr. Don Tharpe**

Dr. Tharpe, a native of Mayfield, has a career in association management that spans more than 30 years. He served as Chief Executive Officer (CEO) of both the Certified Financial Planner Board of Standards, Inc. and the Pan American Health and Education Foundation. He also served as President and CEO of the Congressional Black Caucus Foundation.

**Dr. Randal Wilson**

Dr. Wilson is Assistant Professor of Educational Studies, Leadership and Counseling and Ed.D. Director in the College of Education and Human Services.

**Open Forum Guidelines**

Committee Chair Rudolph stated that today represents an Open Forum/Listening Session for the Search Committee to hear first-hand what the faculty and staff of Murray State University want to see in their next President. Sign-up sheets are available for those wishing to speak. Remarks will be limited to two to four minutes per speaker so everyone has a chance to speak. Murray State faculty and staff are the face of this University and the Committee needs their help to move in a positive direction. Committee members are present to listen and want faculty and staff to know they have a voice in where the University is going into the future. The Committee wants to embrace the group's perspective on moving forward with a presidential search and the qualifications needed in the next President. The goal is to conduct a robust, thorough search process which includes feedback from faculty, staff, students, the community and alumni. Today's focus should be on the criteria and qualities this group would like to see in the next President – not who. If faculty and staff are aware of a strong candidate for the position they should encourage that individual to apply.

**Open Forum Discussion**

Audience comments included the following regarding what is needed in the next Murray State President:

- Someone who is invested in Murray State University. Someone who lives here and cares about this University.
- Dr. Jackson possesses the characteristics the Board is looking for, is a good leader and has no personal agenda. He already has a connection to the University. The Committee should consider what attracts someone to this area.
- The lack of female leadership from diverse backgrounds is disappointing. The diversity of the hiring pool should be considered in the presidential search process. Would like to see more female and diverse candidates.
- Need someone who is a good fit for the University – the right fit – and they must be invested in Murray State. How a President is recruited should be done in the same manner potential students are recruited – determining whether Murray State is a good fit for that individual.
- The next President should have fundraising and recruitment experience and a willingness to work with all facets of the University. Someone who loves Murray State as the faculty and staff do – or someone who could develop that passion quickly.
- Must be able to have outreach with high school students and administrators – Superintendents, Guidance Counselors and Principals – and with the city and county to work together. The President must cultivate these relationships.
- Need an inside hire based on what the campus is saying. This individual must know and understand the region – someone who understands Murray, Murray State and the Purchase region. Must have a commitment to the institution – previous Presidents have been looking for the “next big thing.” There has been too much turnover in the President's position in the past and this must change.
- Need someone who values the institution. The successful individual does not need to bring staff with them who denigrate the town of Murray from the beginning. Need someone who will value this gem of an institution.
- Best President is one who is never on campus but is out recruiting, fundraising and working with alumni. Alumni have walked away from this institution in the last four years. The next President must be able to bring these individuals back to the institution and be a successful fundraiser. Faculty and staff can “hold down the fort” while the President is away from campus.

- It would be appreciated if the next President values the faculty and staff of this University. Faculty and staff have not been valued in the past but should be because they work hard to make this institution special. Interactions with faculty and staff are key to making them feel valued.
- A letter from Murray State University Foundation Chair Jerry Shroat was shared, as well as highlights of Dr. Jackson's service while President of the Foundation. The letter indicated the Foundation's full support of Dr. Jackson. The Board Search Committee was encouraged to move forward with his permanent appointment as President. He is uniquely and better qualified than any external candidate and is established at Murray State and in Murray, Kentucky.
- Internal talent would be able to continue relationships that are so important or further develop those relationships more quickly. Qualities of internal talent should certainly be considered in the presidential search process.
- It is hoped there are different weights to the criteria used in evaluation of candidates.
- There is concern about the past direction of this University. Faculty and staff are the foundation of the University and should be recognized accordingly.
- The future President should put academic endeavors as the number one priority because Murray State has lost that over the years.

### **Recap/Summary of Comments**


Chair Rudolph thanked all for their comments and added that some have inquired about the search process to be followed. At the Quarterly Meeting on December 7, 2018, the full Board will be asked to approve the Presidential Search Process to be followed. The inaugural Presidential Search Committee meeting is scheduled for December 14 (time to be determined). At that time the Committee will establish a timeline for the presidential search process. The group was reminded that there is an Open Forum on Wednesday, November 14, 2018, and all should encourage their students to attend. Forums for the Murray community and the 18-county service region are being discussed. Participants were encouraged to contact Chair Rudolph directly if they did not want to speak publicly today.

The Committee agreed that this process is extremely important. Faculty and staff are two important constituency groups at the University and they love this institution and can really make a difference, especially with regard to enrollment. Most students do not know who the President is but they sure know and have developed a relationship with their Professors and staff members. The President makes a difference but at the heart of this University are the faculty and staff. The Committee pledged to identify the best person to serve as the next President of Murray State University. The Search Committee expressed appreciation for everything faculty and staff do to make Murray State the University what it is today.

### **Adjournment**

The Special Meeting of the Murray State University Board of Regents Presidential Search Committee adjourned at 3:35 p.m.

  
 Lisa Rudolph, Chair  
 Presidential Search Committee

  
 Susan Guess, Chair  
 Board of Regents

  
 Jill Hunt, Secretary  
 Board of Regents

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