

W&M Presidential Search Committee

1st Meeting – 4/21/17

Minutes

Meeting called to order at 1pm by Chairman, Tom Watkins. Mr. Watkins asked committee members who were present to introduce themselves.

Absent: Suzanne Raitt

Listening by phone, but not participating: Lisa Roday

Mr. Watkins called to members' attention the publications in front of them – 2 AGB brochures on presidential searches and Robert Gates recent book – A Passion for Leadership.

Mr. Watkins briefly referenced the binder and its contents. He stressed the use of electronics when available, keeping paper to a minimum.

Mr. Watkins noted the three campus listening sessions on April 19 and expressed his appreciation to those members of the committee who were able to attend all or part of the sessions.

Ron Forehand, Senior Assistant Attorney General/Section Chief, was introduced and called upon to outline FOIA guidelines with regard to the search process. Each committee member was provided a copy of his presentation.

Chon Glover, William & Mary's Chief Diversity Officer, was introduced by Mr. Watkins and provided these resources for the committee:

1. EEO website, Safe Hire Training
<http://www.wm.edu/offices/hr/documents/employment/safehiretrainingwebversion1.ppsx>
2. Harvard Implicit Bias Test: <https://implicit.harvard.edu/implicit/takeatest.html>

Dr. Glover also emphasized the following:

1. Be aware of your own biases and be transparent
2. Every applicant deserves equal chance/opportunity to progress thru the nomination process
3. Encourage search consultant to expand their pool of candidates as much as possible
4. Set up rubric of desired experience/education, etc; be candid and specific. Don't draft rubric based on qualities of previous office holder

Mr. Watkins reviewed the search process, including timelines, etc. Copies of the slide material were also distributed to all committee members.

Mr. Watkins appointed four members of the Committee to a sub-committee charged with reviewing national search consultants and bringing recommendations back to the Committee in June. Lynn Dillon will chair the subcommittee and the other members will be Julie Agnew, John Littlel, and Jim Hixon.

Mr. Watkins tasked Cheryl to prepare a calendar of future search meetings, etc. and include major campus dates as well. Committee members were encouraged to begin reaching out to additional campus groups, alum and other friends of the college so that as many meetings as possible could be scheduled to discuss the search.

Mr. Watkins stressed the importance of members attending all meetings.

There being no further business, the meeting was adjourned at 2:30pm.