

**GOVERNORS STATE UNIVERSITY (“GSU”)  
SEARCH ADVISORY COMMITTEE CHARGE AND COMPOSITION  
GSU Board of Trustees Charge to 2019 GSU Presidential Search Advisory Committee**

Pursuant to Illinois Statutes (110 ILCS 670/15-45) and the By-laws and Policies of the GSU Board of Trustees (the “Board”), the Board hereby establishes the GSU Presidential Search Advisory Committee (the “Search Committee”) to advise the Board as it selects the next President of GSU. The Board is committed to an inclusive search process that considers the diverse needs and perspectives of our GSU community.

On September 12, 2019, the Board heard presentations from four executive search firms who went through a competitive procurement process that resulted in awards from the Illinois Public Higher Education Cooperative. Following those presentations and discussions amongst various GSU stakeholders, the Board selected WittKieffer as the executive search firm to support the search for the next President of GSU. WittKieffer is a national executive search firm with a long and distinguished track record in supporting presidential and chancellor searches both across the country and amongst our Illinois peers. The WittKieffer GSU assignment will be led by Senior Partner Dennis M. Barden and his colleagues, Sheila Murphy and Jeff Compher.

The Board of Trustees, in consultation with the Search Committee and WittKieffer, shall supervise the search activities and is ultimately responsible for selecting the next President of GSU consistent with its authority and responsibilities under Illinois Statutes (110 ILCS 670/15-45) and its By-laws and Policies.

**Search Committee Composition**

The Search Committee shall be composed of 15 members representing the various University stakeholder groups. The members were nominated by the leadership of their associated governance organization and/or in consultation with campus leadership and represent a racial, gender, cultural and disciplinary balance amongst the Committee membership. The Search Committee will be chaired by Trustee Jim Kvedaras and consists of the following 15 members:

- **Jim Kvedaras**, GSU Trustee and Secretary of the Board
- **Anibal Taboas**, GSU Trustee
- **Vernard L. Alsberry Jr.**, Community Member, President & Mayor of the Village of Hazel Crest
- **Amy Bala**, University Lecturer, Senior Status, Department of Physical Therapy, College of Health and Human Services
- **Catherine Balthazar**, Dean, College of Health and Human Services
- **Carney Barr**, GSU Foundation Board Member; Former GSU Trustee
- **Tamekia Bell**, Assistant Professor, Psychology and Counseling, College of Education
- **Beth Cada**, Provost and Vice President of Academic Affairs
- **David Golland**, Associate Professor, Division of Humanities and Social Sciences, College of Arts and Sciences, President of Faculty Senate
- **Jamelia Hand**, GSU Alumni Association Member, CEO of Vantage Clinical Consulting, LLC
- **Sheryl Jones-Harper**, President of the Civil Service Senate, Account Technician, Business Office
- **Johnsie McAuley-Davis**, Administrative Assistant of the Department of Social Work, College of Health and Human Services, Governance Chair of the Civil Service Senate

- **Kristiana Russell**, President of the Student Senate
- **Maristela Zell**, Full Professor, Social Work, College of Health and Human Services
- **Sandra Zurawski**, GSU Director of Budget and Financial Planning

The Search Committee is charged with screening initial applications, selecting and interviewing semifinalists and providing the Board, not later than April 2020, with a written evaluation of finalists who are well qualified to lead Governors State University. The Search Committee is tasked with evaluating candidates based on the “Presidential Leadership Profile” drafted by WittKieffer and approved by the Board (attached and incorporated herein as **Exhibit A**), as well as the Board’s established policies with respect to diversity and leadership reflective of the GSU community. Each member of the Search Committee is entitled to participate fully in all committee activities including, but not limited to, initial interviewing, screening and evaluation of applicants.

The Chair of the Search Committee shall be the spokesperson for the Search Committee. All correspondence, telephone contacts, and other direct contacts with the candidates prior to the interviews shall be solely the responsibility of the Chair of the Search Committee and WittKieffer representatives, at the Chair’s direction. The Search Committee Membership will be supported by Ms. Anne Gill, as Human Resource Representative to the Committee, and Penny Perdue, Administrative Staff assigned to the Committee.

The Board delegates the Search Committee with this charge and instructs the Search Committee Members to discharge their duties consistent with the following:

- Ensuring that confidentiality is strictly observed with respect to applicants and to the internal deliberations of the Search Committee consistent with the “Confidentiality Agreement” presented to each Member;
- Diligently and thoroughly reviewing information about candidates and recommending those candidates who should advance to the next level of the Committee’s evaluation consistent with the “Presidential Leadership Profile”;
- Immediately notifying the Chair of the Search Committee and WittKieffer representatives in the event a Member believes he or she may have a conflict of interest or where a conflict of interest may be perceived to exist with any applicant or candidate for the position;
- Agreeing to comply with GSU’s diversity commitment and goals and objectives related thereto throughout the search process;
- Attending all meetings scheduled by the Search Committee Chair to the greatest extent possible; and
- Taking all reasonable steps necessary to present the Board with an unranked assessment of finalists by April 2020.

In consultation with WittKieffer, the Board anticipates a seven-month search process, beginning October, 2019, with selection of the next President occurring on or around April, 2020. A tentative timeline is provided below. The Board reserves the right to revise this timetable should it be necessary in order to identify the most qualified candidate for President.

**Proposed Search Timeline (tentative) 11/12/19**  
**President Governors State University**  
**University Park, Illinois**

	TASK	RESPONSIBILITY	TARGET DATE
<b>Search Preparation</b>	Meeting with Executive Committee of the Board of Trustees/Legal Counsel	GSU/Barden	October 15
	Site Visit, Start Up Meetings, and Listening Sessions with key constituents	Kvedaras/Barden (WK)	October 28 and 29
<b>Initial of the Search Committee</b>	Introduce committee members, review Leadership Profile and calendar	Kvedaras/Murphy (WK)	November 6
<b>Adoption of Search Process, Timeline and Approval of Leadership Profile</b>	Dates for Various Stages of Search are Calendared	GSU Kvedaras/Perdue Barden (WK)	November 15
	Draft Leadership Profile Reviewed by GSU BOT	GSU/Barden (WK)	November 15
<b>Implementation of Search Process and Procedures</b>	Advertising/Web Posting/Search Letters	WK	Week of November 18-22
	Sourcing/E-mailing/Phoning/Referring	WK	Through January 2020
	Developing, Interviewing and Assessing Candidate Pool	WK	Through January 2020
	Search Committee Training on Anti-Bias and Academic Resume Review	GSU/WK	January 2020
	Presentation of candidates to search committee; credential review and choice of candidates for preliminary interview	WK	Early to Mid-February 2020
	Introduction of semi-final candidates to GSU BOT	BOT/WK	Mid-February
	1 <sup>st</sup> Round Interviews (plan for two days)	GSU/WK	Week of February 24-28, 2020
	2 <sup>nd</sup> Round Interviews on campus	GSU	Week of March 22-29, 2020
<b>Final Stages</b>	Finalist is Identified and an Offer is Crafted, Negotiated, Extended, and Accepted by Top Candidate	GSU/WK	Late March/early April 2020 Target date for BOT Approval April 6, 2020

	Candidate Gives Appropriate Notice and Begins Employment	GSU	July 2020
--	--	-----	-----------