



**May 26, 2010**

**TO: Members of the Board of Regents**  
Regents Simon (Chair), Blake (Vice Chair), Barer, Brotman, Cole, Gates,  
Golden, Harrell, Jewell, Smith

**FROM:** Joan Goldblatt, Secretary of the Board of Regents

**RE:** Schedule of Special Meeting

**THURSDAY, MAY 27, 2010**

**9:30 a.m. 142 Gerberding Hall SPECIAL MEETING OF BOARD OF REGENTS**

**SPECIAL MEETING AGENDA**

**Thursday, May 27, 2010**

**9:30 a.m.**

**142 Gerberding Hall**

**I. CALL TO ORDER**

**II. ROLL CALL**

**III. REPORT OF THE CHAIR OF THE BOARD OF REGENTS  
BOARD ITEMS FOR CONSIDERATION**

**Composition and Leadership of the Presidential Search Advisory Committee** BP-1

**Charge to the Presidential Search Advisory Committee** BP-2

**Desired Qualifications of the Next President: the Leadership Statement** BP-3

**Criteria to be Used in Evaluating Candidates** BP-4

**IV. ADJOURN**

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OFFICIAL MINUTES

**MINUTES**

**SPECIAL MEETING**

**BOARD OF REGENTS  
University of Washington**

**May 27, 2010**

The Board of Regents held a special meeting on Thursday, May 27, 2010, beginning at 9:30 a.m. in Gerberding Hall, room 142. The notice of the meeting was appropriately provided to the public and the media.

**CALL TO ORDER**

Regent Simon called the special meeting to order at 9:35 a.m.

**ROLL CALL**

Assistant Secretary Keith called the roll.

Present were Regents Simon (presiding), Barer, Brotman, Golden, Harrell, Smith, Ms. Goldblatt; ex-officio representatives: Professor Balick and Mr. Pasatiempo.

Present by telephone were Regents Blake and Jewell; Ms. Warren,

Absent: Regents Cole and Gates; ex officio representatives: Mr. Mensing and Mr. Faleschini.

**REPORT OF THE CHAIR OF THE BOARD OF REGENTS: Regent Simon**

**BOARD ITEMS FOR CONSIDERATION**

Regent Simon thanked everyone for attending the special meeting and said there were four items related to the Presidential Search for consideration on the agenda. Regents were provided copies of all four items, marked "draft."

**Composition and Leadership of the Presidential Search Advisory Committee**  
(Agenda no. BP-1)

Regent Simon said the Board assembled a talented group of seventeen individuals from the university and community to assist in the search for a new President. They come

from different backgrounds and walks of life and represent a variety of important constituencies to the university.

This is a group of people who place the interest of the University of Washington very high on their priority lists and who have the skills to identify a gifted leader. Regent Simon asked those committee members present to stand and be acknowledged, along with those participating by telephone.

**MOTION:** Upon the recommendation of the Chair of the Board of Regents, and the motion made by Regent Barer, seconded by Regent Brotman, the Regents by unanimous vote approved the membership of the Search Advisory Committee as proposed. Regent Golden abstained from the vote.

**COMPOSITION AND LEADERSHIP OF THE  
PRESIDENTIAL SEARCH ADVISORY COMMITTEE**

**CHAIR:**

**Kellye Testy**, Dean and James W. Mifflin University Professor, UW School of Law

**Kristianne (Kristi) Blake**, Regent and Corporate Director

**Ana Mari Cauce**, Dean, College of Arts and Sciences

**Kenyon Chan**, Chancellor, University of Washington Bothell

**Neal Dempsey**, Founding Partner, Bay Partners

**Carver Gayton**, Retired Executive Director, Northwest African American Museum

**Joanne Harrell**, Regent and Senior Director, e-Government Programs, Microsoft-US

**JW Harrington**, Professor, Department of Geography and Vice Chair, Faculty Senate

**Sally Jewell**, Regent and CEO, Recreational Equipment, Incorporated

**Lincoln Johnson**, Associate Vice President, Campus Life

**John Kincaid**, President, Schaake Holdings, LLC

**Madeleine McKenna**, President, Associated Students of University of Washington (ASUW)

**William H. (Bill) Philip**, Tacoma Business Leader and Philanthropist

**Sarah Reyneveld**, President, Graduate and Professional Student Senate (GPSS)

**Johnese Spisso**, Vice President Medical Affairs, UW & COO, UW Medicine, UW Medicine-Harborview, UW Medical Center, UWPN, UWP, ALNW

**Patrick S. Stayton**, Professor, Bioengineering

**John A. Taylor**, Instructional Technician II, School of Art

Following the vote, Regent Simon introduced Kellye Testy, Dean of the UW Law School and thanked her for agreeing to serve as the Chair of the Search Committee. Regent Simon described Dean Testy's impressive background and said she is an experienced, capable leader who, having been at other institutions as well as the UW, has a broad perspective on higher education. Regent Simon believes she is a great choice to lead the search.

Dean Testy came to the UW Law School as Dean in 2009. She graduated summa cum laude from the University of Indiana School of Law where she was editor-in-chief of the Indiana Law Journal, John H. Edwards University Fellow, Chancellor's Scholar, and member of the Order of the Coif. During law school, she worked for Kirkland & Ellis in Chicago, and after graduation, she clerked for Judge Jesse E. Eschbach, U.S. Court of Appeals for the Seventh Circuit. At the end of her clerkship in 1992, she began her academic career. She joined the faculty of Seattle University Law School and became its dean in 2005. In 2007, Dean Testy was honored with the President's Award from the Washington State Bar Association and the President's Award from the Washington Women Lawyers. The previous year, she received the President's Award from King County Women Lawyers and the Washington State Trial Lawyers Public Justice Award. She has received the Seattle University School of Law Outstanding Teacher Award three times.

Regent Simon repeated his thanks for Dean Testy's willingness to take on this important task. He then asked her to say a few words and share her perspective on the search. Dean Testy said she was honored to be appointed to serve as Chair of the committee and she looks forward to working with this great committee and with the Regents to find the next leader of UW. She said committee members share a passion for the UW, and also have great listening skills. The committee is committed to bringing an inclusive and fair process to the search and she looks forward to working with all three of the University's wonderful campuses. Dean Testy described her leadership as being characterized by a commitment to fairness, inclusiveness, integrity, and excellence. She plans to bring these traits to the important task of finding a President. In conclusion, Dean Testy said she looks forward to building on the excellent leadership of President Emmert and on the tremendous momentum that he and Provost Wise have created for UW.

**Charge to the Presidential Search Advisory Committee** (Agenda no. BP-2)

The second item for Board approval was the Charge to the Committee. The charge outlines the expectations the Board of Regents has for the search committee, and the committee's tasks and responsibilities during the search process. The committee is to

recommend between three and five unranked candidates to the Board of Regents, who will then make a choice.

**MOTION:** Upon the recommendation of the Chair of the Board of Regents, and the motion made by Regent Brotman, seconded by Regent Smith, the Regents by unanimous vote approved the Charge to the Presidential Search Advisory Committee as proposed. Regent Golden abstained from the vote.

### **CHARGE TO THE PRESIDENTIAL SEARCH ADVISORY COMMITTEE**

The Search Advisory Committee is comprised of individuals with a commitment to the advancement and well-being of the University of Washington. The members bring diverse expertise, perspective and experience to the common task of advising the Board of Regents in the evaluation of candidates for President of the University. The Board thanks the members in advance for their time and thoughtful participation in this process.

By January 31, 2011, the Committee is to submit to the Board of Regents a list of all candidates who meet the minimum qualifications with the Committee's unranked recommendation of three to five candidates for final interviews. For each of the recommended candidates, the Committee is to provide a summary as to why he or she is considered suited to be President of the University of Washington.

The Committee is to use the attached evaluation criteria and leadership statement in evaluating candidates.

In carrying out its duties, the Committee is expected to include the following activities:

- advise the Board concerning the use of a search consultant and, if one is to be used, its recommendation of a specific consultant
- advertise the position in appropriate journals/media
- actively recruit nominations and applications from a wide, diverse group of well-qualified persons, including women and minorities and non-traditional applicants
- emphasize in all appropriate materials that the University of Washington is an equal opportunity employer committed to diversity in its work force
- maintain records of all nominations and applicants
- screen applications using the criteria attached
- ensure candidates are provided with appropriate information about the University
- select, interview, and check references of semi-finalist candidates
- communicate to the candidate his or her status in the search in a timely manner
- **MAINTAIN CONFIDENTIALITY AT ALL TIMES**

The Committee is not authorized to hire a search consultant, or to conduct hearings, take testimony or public comment, or otherwise act on behalf of the Board of Regents.

Public communication concerning the search is to be done only by the chair of the Committee. Meetings of the Committee are not required to be open to the public and should generally be held privately.

In all its deliberations, the Committee will respect University policies and act in accordance with state laws and regulations.

**Desired Qualifications of the Next President: the Leadership Statement** (Agenda no. BP-3)

Regent Simon said the third item for Board approval was a Leadership Statement. The Board has identified key characteristics of the University's next President.

**MOTION:** Upon the recommendation of the Chair of the Board of Regents, and the motion made by Regent Blake seconded by Regent Harrell, the Regents by unanimous vote approved the Desired Qualifications of the Next President: the Leadership Statement as proposed. Regent Golden abstained from the vote.

**LEADERSHIP STATEMENT**

The University of Washington is a world class research university with a deep commitment to undergraduate education. It is an international university, drawing its 48,022 students from all fifty states and 112 countries. Its special mission is service to the people of the State of Washington, the home of over eighty percent of its students. With a faculty that includes six Nobel Laureates and fifty-nine members of the National Academy of Sciences, libraries with more than seven million bound volumes, and state-of-the-art building and facilities that support its programs of teaching and research, the University of Washington provides world leadership in the creation of knowledge. At a time of increased demand and constrained state resources, the university remains in a position of enviable strength.

To continue the university's history of strong executive leadership, the Board of Regents seeks a president with a vision for the university and its role in meeting the educational, scholarship, and research challenges of the 21st century. The president should possess the following characteristics:

- the ability to lead and manage a complex, multi-faceted organization;
- an appreciation of the culture and mission of a high-quality public research university which includes a major health science center and a successful intercollegiate athletic program;
- the ability to work with many different groups of people inside and outside the university, including state government;
- the ability to raise funds from private, public, and governmental sources;

- the ability to communicate effectively;
- a demonstrated commitment to programs and policies which increase the participation of diverse groups of people;
- a commitment to creating an academic environment that encourages and rewards interdisciplinary discovery;
- a commitment to maximizing the assets of the research enterprise for the benefit of undergraduate education;
- a demonstrated record of personal integrity and the fostering of organizational integrity;
- a demonstrated record of successful leadership in the development and execution of strategic transformational change;
- a devotion to promoting excellent teaching.

**Criteria to be Used in Evaluating Candidates** (Agenda no. BP-4)

The last item for Board approval was a list of criteria to be used in evaluating candidates, in the areas of leadership and management, and a list of ideal personal characteristics valued in a President.

**MOTION:** Upon the recommendation of the Chair of the Board of Regents, and the motion made by Regent Barer, seconded by Regent Harrell, the Regents by unanimous vote approved the Criteria to be Used in Evaluating Candidates as proposed. Regent Golden abstained from the vote.

**EVALUATION CRITERIA**

Candidates should be evaluated in accordance with the characteristics indicated in the Leadership Statement. In addition, consideration should be given to the individual's record of achievement and to the characteristics demonstrated orally (interviews) and in writing (letter of application, etc.)

**A. LEADERSHIP AND MANAGEMENT**

- Ability to analyze and provide solutions to management problems
- Skill in attracting and working with talented leaders/managers
- Understanding of financial management
- Ability to delegate authority and responsibility
- Understanding of and commitment to
  - (a) undergraduate/graduate education
  - (b) research and creative scholarship
  - (c) engagement with society
  - (d) shared governance
  - (e) interdisciplinary scholarship

- (f) integration of research and undergraduate education
  - (g) teaching excellence
  - (h) positive work environment
  - (i) accessibility to the campus and broader community
- Understanding of and demonstrated commitment to diversity and multi-cultural development
  - Ability to articulate complex issues to many different audiences (e.g. students, faculty, staff, alumni, state government)
  - Effectiveness in advocating for the university and its mission
  - Experience in and commitment to fund raising, including private, public, and corporate sectors

#### B. PERSONAL CHARACTERISTICS

- Commitment to excellence in all endeavors
- Integrity
- Articulate communicator
- Excellent listening skills
- Appropriate demeanor
- Sense of humor
- Ability to handle stress
- Effective public presence
- Humility

Regent Brotman thanked those who agreed to serve on the search committee and told them it will be fun and a lot of hard work, reflecting the many facets of the charge to the committee. He said the Regents who are not serving on the committee will enjoy watching “sausage being made.” He added that he is proud of UW’s Law School and happy that Dean Testy was selected to lead the committee. He then thanked Regent Simon for taking on the time-consuming responsibility involved in the four action items approved at the day’s special meeting.

Regent Jewell said she served on the last search presidential search committee, along with Regent Blake. She said there were many fun and positive aspects, especially the relationships formed between committee members, acting as a team in an inclusive and respectful way. She said committee members would get to know each other well as they form a renewed commitment to the University. She cited the hard work of all the Regents to make this the best search possible.

Regent Barer said the search committee is a group of stars and thanked Regent Simon for reaching out to all the Regents for their views and distilling the input. Regent Barer said he is delighted Dean Testy will serve as chair of the committee.

Regent Simon thanked his colleagues and said he enjoyed working through the process. The Board of Regents has the important duty of finding great presidents to lead the university. He said the Board is fortunate to have Dean Testy’s commitment and now the work begins.



**ADJOURNMENT**

The special meeting was adjourned at 9:55 a.m.



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Joan Goldblatt  
Secretary of the Board of Regents

*Approved at the meeting of the Board of Regents on June 10, 2010.*