



BOARD OF VISITORS AND GOVERNORS

April 24, 2009

**MEMORANDUM**

TO: Members of the Washington College Community

FROM: Edward P. Nordberg, Chair

SUBJECT: Presidential Search

I am pleased to provide you with an update on the presidential search.

Appointment of a Presidential Search Committee. Jay Young has agreed to serve as Chair of the Presidential Search Committee. Ten individuals have been asked to assist Jay in this important work. Larry Culp, Steve Golding, Nina Houghton, Ralph Snyderman, and I will serve as Board representatives; Louise Amick (Associate Professor of Mathematics), Joachim Scholz (Professor of German), and John Seidel (Associate Professor and Chair of the Anthropology and the Sociology Departments) have been asked to serve as faculty representatives; Bryan Matthews, Director of Athletics and Associate Vice President for Administrative Services, has been asked to represent the staff of the College; and Sarah (Tri) Ofosu-Ameyaw, President of the Student Government Association, has been asked to represent the students of the College; and Jeannie Baliles, Vice Chair of the Alumni Board, has been asked to serve as an alumni representative.

In assembling the Committee, we have sought to achieve a balance in experience and expertise. The Board representatives reflect the range of our membership – there are alumni and parents/friends; alumni-elected, board-elected, and gubernatorial-appointed members; those who are just beginning their Board service, as well as those who have served for a number of years; those from the local region, as well as those from some distance; members who have served on all major Board committees; and members who are reflective of a wide range of life experiences. Our representative faculty members span the three academic divisions (Humanities, Natural Sciences, and Social Sciences). They are reflective of senior, tenured faculty and the more recently tenured faculty. Bryan Matthews has administrative responsibility that touches athletic and administrative operations. His service at Washington College spans more than twenty years. Jeannie Baliles, the alumni representative, chairs the Alumni Board’s Nominations Committee and is also an emeritus member of the Board of Visitors and Governors. Ralph Snyderman and Joachim Scholz bring added experience from having served on the College’s last presidential search committee.

Selection of an Executive Search Firm. Representatives from the search committee have been hard at work identifying a national executive search firm to assist the Committee. A request for proposals was issued to six national firms. Three firms were interviewed, and I am pleased to report that the firm of Storbeck/Pimental has been engaged to assist the Committee in this important work. Storbeck/Pimental is a premiere executive search firm serving the chief executive officer and chief academic officer search needs of American higher education. The firm has its roots as the Education Practice of A.T. Kearney Executive Search.

In the initial phase of their engagement, Storbeck/Pimental consultants will conduct an intensive series of interviews with representatives of all constituencies and will review key institutional documents. The resulting written report will include an assessment of the key issues the next president of Washington College will be expected to address, a concise description of the qualities and characteristics such an individual would require in order to succeed in the position, and recommended procedures, guidelines, and a schedule for the Committee's work.

Storbeck/Pimental will assist the Committee further by developing a national recruitment strategy, including recommended nomination sources and advertising approaches, directly recruiting additional highly qualified candidates, pre-screening candidates, and cultivating promising candidates nominated by others.

We are especially pleased that Shelly Weiss Storbeck, Managing Partner and Co-Owner of Storbeck/Pimental, has been assigned to our search. Before forming Storbeck/Pimental, Ms. Storbeck served for 15 years as Managing Director of the Education Practice at A.T. Kearney. During her tenure, she led more than 300 searches for public and private universities, colleges and schools, and not-for profit associations and organizations. She is also a former senior associate and Administrative Officer for the education practice at Korn/Ferry International. Prior to that, she served as Assistant to the President for Educational Affairs at Haverford College, which included experience for all senior administrative searches.

First Steps. As promised in my letter of April 14, I have asked that members of the Presidential Search Committee undertake a series of conversations with the College community before the end of the current semester. The first of these listening sessions is scheduled for Wednesday, April 29. Jay Young, assisted by Shelly Storbeck, her associate Steve Leo, and myself, will meet with faculty from 3:30 p.m. until 4:30 p.m. in Goldstein 100 and with students from 7:00 p.m. until 8:00 p.m. in the Litrenta Lecture Hall of the John Toll Science Center. Staff will have an opportunity to meet with Ms. Storbeck and members of the Committee from 2:00 p.m. until 3:00 p.m. on May 6.

Future Communications. Necessarily, the work of the Presidential Search Committee requires absolute confidentiality in order to protect the integrity of the process, to attract high-quality finalists, and to avoid putting candidate's current positions in jeopardy. As Chair of the Presidential Search Committee, Jay Young has pledged to keep members of the Washington College community informed of the progress of the search process. There will be many opportunities to solicit the views of members of the community throughout this process. Updates will be shared as developments warrant. If at any time you have suggestions or comments, please feel free to contact Jay Young through Joe Holt in the President's Office, who has agreed to serve as staff to the Committee.