

**UNIVERSITY OF SOUTH ALABAMA
PRESIDENT SEARCH COMMITTEE**

**March 31, 2021
10:00 a.m.**

A meeting of the University of South Alabama's President Search Committee was duly convened by Ms. Alexis Atkins, Chair, on Wednesday, March 31, 2021, at 10:05 a.m. in the Chief Calvin W. McGhee Grand Ballroom of the MacQueen Alumni Center.

Members: Alexis Atkins, Zeke Aull, Owen Bailey, Robbie Baker, Madeleine Boudreaux, Chandra Brown Stewart, John Cleary, Sam Dean, Kim Lawkis, Todd McDonald, Jimmy Shumock, Alvin Williams and Jim Yance were present and Mike Chang and Lenus Perkins participated remotely.

Members Absent: Cameron Grier-Shepperd, Andi Kent and Tia Nickens.

Others: Kristin Dukes, Monica Ezell and Charlie Guest.

The meeting came to order and the attendance roll was called. Ms. Atkins thanked the members of the President Search Committee (PSC) for their willingness to serve and asked the meeting participants to introduce themselves.

Ms. Atkins advised that the PCS's responsibilities would include recommending a national search firm for the consideration of the Board of Trustees; communicating information to the University's primary constituent groups; interviewing the candidates selected as semifinalists; selecting candidates to recommend to the Board as finalists; and maintaining an active role while the Board conducted interviews with the finalists. She reviewed South's mission and vision statements and strategic priorities as well.

Ms. Atkins called upon Ms. Dukes, who briefly discussed bylaws, codes and state regulations relevant to PSC activities. Ms. Dukes recommended that the search committee be attentive of the functions, goals and code of ethics as set forth in the Presidential Search Guidelines ("the Guidelines") and be deliberate in carrying out its role. She stated she would be available throughout the search process to provide guidance on compliance matters, and she addressed considerations pertaining to confidentiality of records, open meetings and EEOC (Equal Employment Opportunity Commission) rules. Mr. Yance shared that the Guidelines originated out of litigation and a consent decree settlement that occurred many years earlier and asserted the view that the procedures of the PSC should not deviate from the Guidelines.

Ms. Atkins called upon Mr. Shumock to facilitate a review of the six proposals received from national search firms. Mr. Shumock stressed the importance of the PSC's task of selecting a search firm to recommend to the Board of Trustees. He shared background on preliminary discussions with the prospective firms and said, once the Board approved a search firm and a search budget, the PSC could expect to meet with search firm representatives to discuss the next steps in the process. Dr. Guest and Mr. Shumock advised that the search firms were also asked to submit proposals related to South's search to fill the position of provost and senior vice president for academic affairs, and Mr. Shumock explained the advantages of using the same search firm for both searches. Mr. Shumock opened the floor for comments, which centered around a variety of topics, including the 2013 search process; the fees quoted by the search firms, as well as their reputations and scope of experience; and the importance of targeting appropriate candidates

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given the unique needs and complexities of the Institution, including, but not limited to, those with medical college/health system and diversity/equity/inclusion acumen. Following the discussion, Chief Aull offered a motion to recommend the firm of R. William Funk and Associates to the Board of Trustees for approval. Dr. Williams seconded and the committee voted unanimously to recommend that R. William Funk and Associates be engaged to assist the University through the 2021 president search process.

Ms. Atkins asked the committee members to prepare for the next meeting by reading the code of ethics and presidential expectations portions of the Guidelines, and she and Ms. Dukes emphasized particular segments from the code of ethics for the group's consideration. Ms. Atkins advised that the search committee would also work to finalize a leadership statement and tentative search schedule with the help of the search firm.

There being no further business, the meeting was adjourned at 10:45 a.m.

Attest to:



Chandra Brown Stewart, Secretary

Respectfully submitted:



Katherine Alexis Atkins, Chair