

Johnson County Community College Board of Trustees Special Meeting

June 20, 2024

1 p.m.

Transcript of Meeting

- Good afternoon, everyone. I am Board Chair Melody Rayl and the June 20th, 2024 special meeting of the Johnson County Community College Board of Trustees is hereby called to order. Just by way of roll call, attending in person, in addition to me, is Trustee Greg Mitchell, Trustee Valerie Jennings, and Trustee Dawn Rattan. Trustee Lee Cross is also in attendance by Zoom, and we're anticipating that Trustee Smith-Everett will be arriving just a few minutes late. The purpose of this board meeting is to continue our interview and interaction with candidates for the presidential search firm, and with that, Jim, I'll turn it over to you.

- Thank you, Trustee Rayl. Good afternoon, everyone, and I'd like to welcome Harris Search. They are our vendor interview today. I wanna thank you for your time and interest in our request for executive search services and your availability today. This presentation should be no longer than 40 minutes addressing the topics that were sent in advance. That should allow for about 20 minutes Q and A afterwards. So just be cognizant of your time. I do also wanna mention that this meeting is being recorded but not live streamed today. It will be available on JCCCs website probably in a couple days. That said, participating in today's interview on our side of the fence, Trustee Rayl went through some introductions, but I'll go ahead and introduce a couple other folks here. Myself, I'm Jim Feikert. I'm the executive director of procurement services. Also present are Christina McGee, Vice President of Human Resources, Andrea Vieux, Associate Professor of Political Science, and I'm not sure at what point where you came in. Did you hear the other trustees' names on here as well? Fantastic, well, welcome. We appreciate your time and availability, and we'll turn it over to you so you can get on with your presentation.

- All right, thank you. Let's see here. Can I share my screen?

- [Jim] You should be able to.

- Yeah, okay.

- There we go.

- [Jeff] All right, first things first, can everyone, excuse me. Everyone can see the screen?

- [Melody] Yes.

- [Jeff] Okay, wonderful. Okay, well, we weren't certain that the format. So we did put together a presentation, and we will try and address the questions that you laid out, and then, as you mentioned, time for follow up questions, but if you have anything kind of immediate, you could just raise your hand and we'll try and address that. Thank you very much to all of you for inviting us here today. Okay, so I'll just begin with, excuse me, a bit of an overview of the firm. You've had plenty of opportunity to read the proposal over the last month or two, so, but anyways, in terms of highlight, our firm started in 1997. We remain exclusively focused on higher education. That will include institutions, national research universities, community colleges, and then on the academic medicine side, med schools, children's hospitals, and things of that sort. We've completed successfully over 900 assignments. Those are typically at the president, provost, dean, or vice president level. In terms of metrics for our firm, this is over the life of our firm, 94% of the assignments have been completed, 70% of our assignments come from repeat clients. One of your questions was the average tenure of placements, and that's over the life of our firm, 4.6 years, and over the life of our firm with something that we're quite proud of, 64% of the candidates placed come from underrepresented groups, so women and underrepresented groups. Why is that important? Well, in this case, looking for the next president, we've built a record that's allowed us to really become known and trusted nationally by senior academic administrators and leaders at your peer institutions, and that includes sources of referrals and of course, prospective candidates, and as I mentioned, we pay special attention to making sure that we're engaging underrepresented groups as a part of the process. You probably are aware that we have experienced partnering with JCCC recently, both for the vice president of human resources and the CIO search. We would encourage you, if you've not already done that, to engage some of the folks that we worked with as part of that, including your interim president, and we feel that one of the competitive advantages is certainly that we have recent understanding, albeit not complete for this purpose, but certainly a sense of you're standing in the market in the importance in the region. We're gathering as we speak, or have gathered as part of these processes, a sense of the culture, have some sense of some of the expectations perhaps, and the challenges that this next person will face. So once again, as part of the answer to why are we best to partner with you, well, that's your decision to make, of course, but this may be one consideration. Okay, so here are just a sense of recent presidential searches and VP searches, chancellor searches. Obviously this right here, Johnson County, is not a presidential search, but just to give you a sense of flavor of some of the types of institutions, peers and the like. Typically, these have been Penn State, Kent State, and Wright State, some of their campuses, and University of Cincinnati. So you had some questions about what do we think are some of the important things about given sort of geopolitical environment and demographics, what are important things to be thinking about in conducting a search. We jotted down some of the attributes that we have found to be common amongst successful presidential candidates or senior administrative candidates, for sure. I won't go through them all, but you can see that, and these are things that we would be looking for as a part of our due diligence, but obviously, you'll be looking for a strategic enterprise leader, someone who can be your brand champion beyond what you're already doing. They need to be an outstanding talent scout and developer. We'd love to make sure that they're a nationally recognized scholar, they're known nationally and connected. They certainly have to have human skills that are beyond excellence. Reputation above reproach is a given, but also someone who is

approachable and transparent. They very much need to be community engaged and student success focused, and given the climate of higher education, someone who's very good on the external basis as sort of the fundraiser in chief, if you will. So I'll just go into a little bit of our proposed strategy and also try and work through some of the other additional questions that you had as part of that. One of those was you asked about capturing the voice of all the JCCC stakeholders. So in every search like this, we would begin with stakeholder discussions. Now those, depending upon your guidance, would be there in person, they could be virtual, and they could also be augmented with a survey of some kind, but we'll begin with the discussion with the board, of course, first and foremost, and then really try and understand what the challenges that this person and the opportunities this person will have to make an impact, and from that, then we would establish clarity around the preferred candidate profile. Those would include things like their national prominence, obviously their academic administrative experience, we'll wanna be clear on the resources that they'll be provided, and as I mentioned, be clear on the challenges and the opportunities, and then the milestones for completion that this next president will be charged to deliver. Then working closely with the leadership team, we'll develop a detailed, transparent, institutional profile for each position, including consistent messaging to share with prospective candidates. I think that the transparent part also should be highlighted in response to your question around what are some key things in terms of a successful search. Being able to provide clear sense for what this person would be undertaking is really critical. From there, our research team will develop a target list of nationally prominent administrative leaders for accelerated outreach. We have a consultant team that will, then, launch into the market and very deliberately recruit individuals, likely myself and Eric Christ, particularly since Eric's worked so closely with you, but we always have at least two consultants on the search, and from there, that will be the development of a robust, diverse pool of outstanding candidates for review. Just to put it in context, in the prior two searches that we conducted on your behalf, both pools were significant and so rich in that regard, and in both cases, they had excellent representation of being diverse in every form and fashion that you can imagine. Taking that from there, once working with you as a committee, we'll identify the individuals to prioritize for semi-finalist candidates interviews, and those can be done, whether those will be done virtually or sort of as an airport interview if we're not certain of, but in any case, we'll facilitate those, and then be getting the feedback from you and from the candidates, and then moving along from there, working towards the plan of an extensive finalist visit on campus, meanwhile, maintaining the goodwill for both ourselves and yourselves by making sure that everybody who's been involved throughout is being thanked for their investment of time, whatever that might be. So then as I mentioned, we'll be working with you to develop compelling campus visits that would ideally showcase the campus, making sure we're confirming interest throughout, would be then getting involved in reference checks and background checks if you'd like those to be done. Those would coincide with feedback from the campus visits and then working with, in this case, the board to negotiate offer and acceptance with a selected finalist, ensure transition, and then create an onboarding program with your input. From there, we'll also be making sure that everyone who came into contact with us as part of the non-selected finalists, the references, all those people would be thanked for their time once again as a matter of good will for everyone. We'll then work with you on coordinating a successful search completion announcement to showcase this nationally, and then follow up with a quarterly plan, which we carry through for every search for each throughout the year, but in any case, in this case, we would also maybe recommend a personal coaching program that we can help arrange. Eric, is there anything you wanted to sort of add just while I have you?

- [Eric] Yeah, and Jeff, actually, and I think it's a good point. Maybe there was, you know, you had talked a little bit about the pool, the prior pools, and the target, and I have to say, those were the first two searches, the CIO search and the VPHR, that we had partnered with JCCC on, and it was encouraging and exciting for me to see the number of, in each respective search, current CIOs and current heads of, or chief human resources officers that had, and I think some of it was our recruiting as well, but just how highly thought of JCC was and is that they had decided to move forward, which you always see kind of, usually maybe a 70-30 balance in any leadership search that we do of those that are maybe ready for that next opportunity, be it, in this case, obviously provosts versus current presidents of searches maybe in the number two in a CIO setting, but I think it was important in both of those searches just based on the situation at the time that we had ready-to-go CIOs, ready to go vice presidents and chiefs of human resources, and I think that's gonna be equally as important just with some of the current events and current state of the college that we have that same level of current presidents that come forward versus those that might not be ready tomorrow, per se, but that are ready today, and that certainly would be our goal to continue that type of recruitment of leadership.

- [Jeff] Yeah, yeah, I would expect that we would have a mix of current presidents and those who are ready to assume a role like this. One of the questions that you have, and I may have glossed over it a little bit more than I would've liked, is regarding building a robust pipeline. I mentioned that we have a very strong record in that in making certain of that robust and diverse in terms of candidate pools, and that's done in a very deliberate fashion, and it begins with a clear understanding of the opportunity, as I mentioned from the outset, but we work very diligently to make certain that that starts at the very outset so that when you get to the point of a pool, it is very much both robust and diverse. We would venture to say that we think that the reputation of the institution will very much help in that in that regard, but also, that it's a very active recruitment process by the consultants directly. So we have a research team, which is very good at doing research. They're kind of younger and sort of full of vinegar, but we don't have them making the outreach, because they haven't been the ones who've immersed themselves in understanding the culture necessarily and haven't been briefed by the board, in this case. So we'll have two consultants actively recruiting on your behalf and identifying individuals who are ready to step into this role now or are in a role much like this one now or are ready and have been prepared to assume a role like this and that that pool very much would be robust and diverse. Okay, all right, so this is the last slide I had, but I just want to go through and talk about some of the questions you had related to what do we consider to be success. What does success look like in a search? Well, we have our thoughts on what that would look like, but of course, it would be based upon some of the metrics that were established. So those could be, for example, enrollment growth, the development of market-driven programs. Certainly student success has to be at least one of the metrics. Financial stability or financial stab, yeah, stability. Financially, that could very much be one, but there could also be others related to economic development, philanthropy, et cetera. Other measures that are common in a search like this are someone working towards the development of a market-informed strategic plan to propel the institution forward, by all means, the attraction of an outstanding, diverse faculty and staff, which mirrors the students that you're serving, impact on the community, both the economic and social impact, not only in your local community but also the region, and of course, longevity of the president and the cabinet. I mentioned earlier that historically an average for firm placements are minimum of 4.6

years, and then what we've seen being very important as of late also has been that the leader is thinking about long-term development of, not only the team, but also succession planning so that there's, what amounts to be, turnkey continuity for the institution with students being at the center of all the decision making, because that, of course, is the body that you're serving. What about any other things, Eric?

- [Eric] Yeah, well, I think just two key components that I continue to think of that I know hit home with JCCC would be one, just a president that really lives and breathes and understands, I think, the importance of shared governance and making those decisions collectively, and we know historically you have some leaders that will adopt that very early on and do their best to make decisions across the campus, what's best for the campus, and as you said, Jeff, I think students have to be at the forefront of that, and then I also think, and we see this across the country right now, just geographically, I really feel that certainly this has to be a national search, a thorough national search but certainly somebody that has at least at a very minimum, a pulse of just the region, the location, the region. It's certainly a special one, and I think that somebody coming in that would have that success and understanding of the region, if not the kind of a three, four state territory, I would see as ideal, just depending on the part of the country that they'd be coming from. So a geographical presence and understanding of, again, the pulse of the region will be important.

- [Jeff] If they have ties to the Midwest, at a minimum, that would be helpful.

- [Eric] Yeah.

- [Jeff] I do recall also in the prior searches, though, that just sort of broadly speaking, the Midwest individuals that we approached had a very favorable impression of the institution. So obviously that would be helpful. Okay, well, let me just make sure I've covered all of the questions, but I'm sure you, you know, then we'll be addressing 'em here in a moment. Okay, well, I think what we'll do then is we'll turn this over to you to ask us some questions or just engage, and we've got a few ourselves, but we wanted to make sure you had plenty of time to talk and that we wouldn't be doing all of it. So I'm gonna stop sharing my screen now.

- Well, thank you for that, and at this point, I'll open it up for questions and just kind of ask if anybody has any questions they'd like to ask. Trustee Rattan, we'll start with you.

- My first question is, how many visits would you do on site to assess our organization?

- Okay, how much time would you give us each visit?

- I would defer to Mr. Feikert, who is the expert in these processes.

- Yeah, I think that'd be something we'd wanna identify. If you were selected as the candidate of choice or the vendor of choice, we'd work with our HR department to determine kind of that scope and kind of how much time would be available. So I'm not trying to sidestep your answer, I'm just not sure I have it.

- Yeah, probably two visits, I would think anyways. Well, it also would depend if we were having open forums live. If so, that might require several. I mean, we just had a search where we had seven open forums. Now four of them were virtual. So that saved a little bit of time, but in any case, it's critical that we spend however much time to be certain that we have tried to capture the essence of the opportunity, and I think it's helpful that we've interacted with your institution thus far, but by all means, this is a different role, and the expectations are gonna be very different. So hopefully that answered your question.

- Thank you.

- Sure, my pleasure.

- Any other questions?

- Oh, go for it.

- [Melody] Go ahead, Andrea.

- Thank you. So I do actually have a question related to stakeholders and how you're gonna be engaging stakeholders in this process, who you consider the stakeholders, and then how you're communicating with them throughout, like in terms of recruitment, recruiting feedback.

- Okay, so I heard a rustling. So did you ask who we would consider the stakeholders and how we would communicate throughout with them?

- [Andrea] Yes.

- Okay, super, okay. So the stakeholders are, well, gosh, you have the board, you've got the community, you've got alumni, you've got faculty and staff, and certainly, you have students. In terms of how that communication is happening, that would be coordinated with you through the chair. So through the chair of the committee, we're providing biweekly reports of progress, but to the greater campus, that would be something that we would agree on, how that information's going to be presented, status reports. You might be setting up a website of some sort. We're not certain of that, but that would have to be coordinated through you to make certain that there's continuity in the messaging to the external community, if you will.

- And I would just quickly add to that, and specifically to the external community, if there was any media, obviously we would work in conjunction with you with the message and if there were cases where it would be best to speak on your behalf, as we see in some situations, we would be happy to do that, but some institutions prefer just to take any media related route and funnel that channel right directly through them, but we're always happy to do it, as well, to kind of add to that layer in between.

- So just a brief follow up to that, I'm particularly curious about community stakeholders and how we reach out to members of the community that might not be on campus getting our information updates through our campus mail or whatever.

- Well, if you have some type of website that's providing updates, they can get materials from that. You're talking about communicating to them or you're talking about engaging them in the first place

- Well, engaging with them,

- or both?

- but how do we communicate with them that we are asking for their engagement? That's, I think, maybe what I'm asking.

- Well, you may have key stakeholders that you interact with frequently now, business leaders through the chamber, perhaps. You're reaching out to the community currently. So I would imagine that your communications people would want to put together, I mean, typically what they do is put together an announcement, make it known externally on the website, send it off to key people you're interacting with currently, and announce that this, you know, in the case of gathering information, this is when

there's gonna be an opportunity to provide input, and then also providing information on how progress will be communicated going forward.

- [Andrea] Okay, thank you.

- I have a follow up to that just real briefly. One of the questions that we had for you was what's your strategy for capturing the voice of stakeholders? And I think that may be what Ms. Vieux was trying to get as well. I'm hearing you and understanding about the communication piece about what's going on, but what is the strategy of Harris in capturing those voices at the outset so that we know that all of our stakeholders have contributed meaningfully into building the profile and participating in the process?

- Right, so there's the solution, you know, the way to go about that is to identify the groups that we've talked about and invite them to be part of, either an open forum session or, and it could be combined with a survey of a sort with detailed questions for them to respond to, and those would involve characteristics. What are you looking for in this next president? There's a whole cadre of things, but that would be done to those different groups, and they should be separate too, because faculty and staff won't respond the same way if they're in the same room. We can hope to get students involved as much as possible, depending upon when you get started. They may or may not be available here right now, but they can certainly, at least, respond to a survey of some kind. That's why I was asking how much time you'll give us. 'cause it's critical that we invest as much as you'll allow for us to seek that input. At some point, we have to bring it together into a profile, of course, but an additional survey may be another way to gather some information for people who can't participate, whether that's virtual or in person.

- Yeah, and my initial reaction to your question is, gosh, as much time as you need, right? But, okay, any other questions?

- Yes.

- Trustee Rattan.

- Two questions, one is could you go over your timeline for the selection? What's typical for you? And then I think a similar question is do you have any specific tools on how you really assess the culture for our organization? And then how you match that up to find if the candidate will fit within our culture? It's such an intangible thing, but it means so much as we select someone. I did hear you talk about someone that understands the Midwest. If you could expand upon about that, what you learned from our culture, and then how do you see if that is a match with that candidate, but start with the timeline.

- Okay, sure, maybe what I'll do is I'll talk a little bit about timeline, and then I'll let Eric talk about sort of culture and things like that. He's been closer to your culture and learned a lot in the last two searches. Okay, so our understanding is that the expectation is that we have somebody in place for the next academic year, assuming that's still the case, correct? So July, let's say, call it July of next year, of '25. So assuming that we were to kickoff in the summer or early fall, preferably the summer, but I suppose that's up to you, we would be spending the time to do the stakeholder meetings as we've talked about now, working to develop the profile. That's a part of what Eric will talk about here in a moment, and the advertisement and all those things. So now we've got that done. Let's just presume that's at the end of the summer for this purpose. We will then launch into, you know, our research team, at that point, is already beginning to start targeting individuals. So that's happening together. We're then launching into the market to build a pool. It usually takes us about 45 days to build a pool, an initial pool, I should clarify that, because there could be individuals that we're still working towards, but you could just use that as an estimate, 45 days. So that puts us into the fall. We would then be meeting with you as a group, with the committee, the search committee, rather, going through and discussing the profiles of the individuals, making that selection of the candidates, and by the way, I should mention also that part of the process typically is working with the search committee on scoring instruments to evaluate candidates, sample questions that you might consider for the semi-finalist process. So once that selection is made, then we will work on arranging and facilitating the semi-finalist interview. So our goal is to take as much of the workload off the committee to the extent that we can, but obviously, when you're doing evaluation of candidates, that's very time consuming. We're still gonna try and make every meeting as efficient as possible so that your time is well spent as absolutely possible. So there'll be an agenda for every meeting. We'll have it all laid out. That's where the scoring instruments can be helpful. That's where having questions that you might consider could be helpful. We'll then facilitate the semi-finalist interviews, as I mentioned. Now whether those will be off campus, if you will, or virtual, we're not certain of what your intent is there, but in either case, we'll be facilitating that. That's when we're getting all the feedback from you as a committee and certainly from the candidates. So we should be able to get through all of that in the late fall. It'd probably be a bit. Yeah, let's just say we'd get through that just because then, we're gonna have the holidays coming up. We would then be in plenty of position to come back early next year and conduct the semi, I'm sorry, the campus finals visits. So those would be in the early spring. That's gonna coincide with getting all the, you know, all the references are being done, background checks, if you'd like us to have those done. Those are all done to coincide with, the feedback you're getting from campus, we can work with you on developing tools for those also, and then of course, the next step is really the negotiation, the transition. If we get things wrapped up so early spring, the more opportunity we can give an individual for that transition, the better. Yeah, as you know, anytime you're moving, it's a disruption in a family, and we have to make sure that that's done as comfortably as possible. So that should give you plenty of time to have this person, you know, there'll be the announcement, but this person's already in transition. They're starting to come up to speed, even if they're not there yet and be ready to go the first day of the academic year.

- [Dawn] Thank you.

- [Jeff] Eric, do you wanna sort of talk about just capturing culture and some of those things?

- Yeah, and this is where I think we really have a leg up, just for the fact that we've spent so much time, excuse me, just that we've spent so much time talking to various leadership within JCCC over the last two years, well, really, year and a half, at this point, over the two searches that we did, and for me, I feel like, I don't want to say it as if I have an intimate knowledge at this point, because I don't, 'cause I haven't been there on the ground from a day-to-day perspective, but between discussions with the interim president to CFO and many others, even in various levels of administration, I think I have just a wonderful sense of, and I don't necessarily wanna call it culture, but a lot of the challenges and successes of really what's led to the current state of JCCC, positive and not as positive, but, you know, and the historical of it, we've been able to capture and have that appreciation of, really, the evolution of where JCC was and where they're currently at today, and I think where they'd like to go into the future, and I think all of that collectively becomes your culture, to some extent, and that's the understanding that I think, from an outsider's perspective, I have at this point, and being able to understand that was really what I think allowed me and us to bring on the leaders that we did this in the CIO and the VP of HR, who each of them and their collective experience really became very well suited for the culture or what is needed at the time to ultimately remove roadblocks and continue and build on the successes of where the institution would like to go, again based on their own personal experience. So I would wanna replicate that with this next president, meaning that they would potentially assimilate into this culture with their collective experiences and be ultimately best suited to grow, enhance, cultivate where they needed to, and certainly be somebody that was very capable of removing those roadblocks or potentially being able to be somebody that can circumvent some of the challenges that are coming down the road with higher education that I think we're all gonna face as academic institutions, irrelevant of where we sit in the country, how many students we have, et cetera. So I think that that's gonna be very important, but we would certainly want to spend more time there in person, really, with our feet on the ground to understand a little bit more of that day-to-day culture that you can only get by truly interfacing with everybody from the senior-most administrators to, of course, students, which I think is critical to spend time with students, and the community, frankly. I think that's a wonderful avenue, and I'll just quickly go back to, and I don't know if this was fully touched on, but I think that external component that we were talking about in feedback forums and getting to the external community. That can also be done very easily. Well, maybe not very easily sometimes, but through the media, I mean, clearly, if there's not anything that JCCC would be specifically posting, we could utilize the media to say that there's gonna be a forum of some sort. Any and all in the community or anybody in the community is welcome to attend that for a Q and A and feedback session.

- [Melody] Did that answer your question?

- [Dawn] It did. Thank you.

- Trustee Cross, do you have any questions? I know that you're attending remotely, and I don't wanna leave you out, certainly.

- [Lee] I appreciate the opportunity. No, thank you, ma'am.

- Just for the record, Trustee Hamill has arrived. Did you have any questions? I know you didn't get to hear the presentation, but--

- [Mark] No, I'm good.

- Okay, I do have quick couple

- I do have one more.

- of questions for you and I can no longer see you. I don't know if that's just me or, so I'll address my, there's a beautiful scenery there. I'm liking that. I wish I was there. I'm sort of a linear thinker. So this may be my fault that I didn't capture it in my notes very well, but a couple of things I wanted to just revisit with you briefly. I know that you gave us a slide that showed sort of an overview of the firm and some of your statistical metrics, but I'm not sure that I heard enough about who specifically, and Eric, maybe this is you, is going to be boots on the ground with us as part of this process and a little bit of the background about that individual, Eric, if that's you or if that's someone else?

- Sure, okay. Well, I think given the recent work that Eric has done with the campus, well, we both worked on both searches, but Eric led them, and so it would be the two of us, but I would think Eric would be the one that would be on the ground more than I would just based upon assuming you don't want us both to be there each time. So Eric would be the one that would be leading things.

- Okay, so can you give us a little bit of just your background and then, Eric, maybe you as well so that we know a little more about you personally? That'd be terrific.

- Okay, I'll start and then I'll hand it over to Eric. So I started the firm in 1997. We've been exclusively focused in higher education search since then, and so we're now approaching 30 years. Our focus is, I'd say, is working with large research universities and national universities, community colleges, and then on the academic medicine side, all the other things I mentioned, healthcare providers, med schools, and

the like, and at the senior level. That's been our focus from the very beginning. Eric, do you wanna go ahead?

- Yeah, well, I've been with Jeff here, probably just shy of 10 years. Really, my entire professional life, I've been in the executive search business. I've been with some of the largest national and international firms when I started to Christian and Timbers, Stratford Group, others, and have again been in the search business for the last 30 years, really worked across all elements of higher education from a functional standpoint, a discipline standpoint, and have done that at all levels across those firms for, again, the past 30 years. So I've been a lifetime executive search professional.

- Okay, thank you for that. My next question relates to one of the questions that we had on our list, and again, perhaps you answered it and I just didn't capture it very well, but the question was, of the past five years of presidential placements, how many of those are still in the role in which you placed them? And I know we saw a metric that your average tenure is about 4.6 years, if I recall correctly, but how many over the past five years that you placed in a presidential position are still there?

- I skipped over that one, didn't I? That was my mistake.

- [Melody] Oh, that's okay.

- No, no, I mean, I should have addressed that. Well, I know that I don't have the number ahead of me, but I know there's three people that have transitioned, one just took another presidency and one retired. So I'd say all but three, but I might have to send Jim an update with the exact number, over 90% for certain.

- Okay, that's very helpful. The last question that I have for you and then I'll make one last pass at the gallery here. You mentioned something about doing background checks, and I know that that's an integral part, obviously, of the selection process. How do you go about conducting background checks on our, assumably, our semi-finalist candidates? What is involved in that?

- That's a process that is done by a professional firm. That includes media checks as well. We don't conduct those ourselves. No, we're not--

- Okay, so you outsource that?

- Yeah, and you might have a firm that you prefer to use, which is fine. Any of those types of things are done, have to be pre-approved and those are reimbursed at cost.

- Okay, I don't have any other questions. Anybody else? Trustee Rattan, I prompted something.

- Do you have any guarantee process for the candidate that we end up with?

- We do, yeah. It's a year's time.

- What'd you say, one?

- It's one year,

- [Dawn] Okay, thank you.

- for all voluntary separation, for any potential voluntary separation.

- [Dawn] Thank you.

- [Jeff] You're welcome.

- Just briefly by way of follow up, only for a voluntary separation or would that also include if they just don't work out in the first year?

- Well, that would be voluntary, but not on their end, meaning if you got rid of the position, which is not gonna happen, then that wouldn't be covered, but anything short of that.

- Okay, any other questions? Perfect, thank you so much, and I'll turn it back over to Jim.

- Well, thank you very much. We appreciate your time and information. That concludes the interview for today. We are going to deliberate as a evaluation committee. We hope to make a decision this week as quickly as possible. You should hear something from me within the next couple days, but in the meantime, just direct all communication towards me if you would please, and that'll help facilitate and streamline the communication process.

- Wonderful, well, thank you everyone for your time this afternoon the opportunity to be considered.

- All right.

- Thank you.

- Thank you.

- Thank you.

- [Eric] Thank you, everybody. Take care.

- So before we continue on, I just wanna make sure we still have Trustee Cross, but we don't have anyone else on zoom of the candidates. Is that accurate?

- [Lee] I'm here.

- Okay, thanks, Lee. So Trustee Hamill, you arrived a few minutes late. The final candidate withdrew earlier today for a myriad of reasons beyond their control, I believe, and so we're done.

- [Mark] Okay.

- There's no scripted process, really, for how we proceed. So I thought I'd make a recommendation, and if anybody has any improvements on it, I'd certainly be interested in hearing that, but I thought what might be most efficient is for each of us, including the non-board members, Andrea and Christina, to start by ranking, in your mind, in order, with one being the most favorite, four being the least favorite,

the four firms that we've heard from, we'll take a few minutes to do that, and then I thought we would take, each candidate one at a time, and have all of us talk about where we ranked them and why, and at the end of that, we should know whether we have some kind of consensus. The ultimate goal here is to get enough of a consensus that we can make a motion and have a vote before we wrap up the meeting, but I always think it's helpful to us to start with a ranking and then talk about how we got there out loud, and then just kind of go from there. Does that kind of work for everybody?

- [Dawn] Yep.

- [Melody] All right, so I think maybe three, four minutes, I could do one of those lay your head on your desk when you're done, and then I'll know when everybody's done.

- [Jim] I've got some additional handouts, just a summary of pricing, not that this is all about pricing, but if you wanted to just--

- [Mark] Tie breaker.

- [Jim] Well, we'll see how it plays out.

- [Gregory] I am assuming everybody that was on the call responded sufficiently to the RFP

- [Jim] Correct.

- [Mark] that they completed it adequately.

- [Jim] Correct, so we kind of refer that as a responsible and responsive bid. So all of these vendors got to this point where we're both responsive and responsible in their proposed services, as well as pricing.

- [Rachel] And can you clarify, Jim, how many firms responded that you then filtered down into the five finalists?

- Sure, so this was a pretty robust RFP. We had 24 firms submit a proposal response. Those of you that have been in attendance at various meetings knows is that's quite a hefty response. Typically, we get about, seven is considered a lot on any one particular RFP. So 24 was, I think, very challenging, very overwhelming, but working with the evaluation committee to whittle it down to the top five, I think, was a good effort. We saw a natural break in scoring to get to this point. That's what we wanted to see, and so that's what led to these five firms being shortlisted to this point.

- When I look at, Jim, your numbers that you just handed out, I noticed there's a percentile. I assume that's a percentage of salary.

- Correct, so--

- So we're estimating the salary at 300,000?

- [Jim] Correct.

- [Melody] Okay. I feel like we should have some music or something. Just in time.

- [Christine] Trustee Rayl, would you like for us to rank on this form or a different--

- Whatever works for you.

- Okay.

- [Melody] I'm not gonna collect them. We're not gonna collect them. So pass that down. So we are still in the board meeting, but just to let you know where we are. We just finished up with our interview of the fourth and final candidate, and so what I've asked everyone to do is to rank the four candidates we heard from. So that's excluding RF Perry, RH Perry,

- RH Perry.

- [Melody] however you see them, and then once we all get that done, we're gonna go around and kind of discuss how we ranked people and why.

- Okay.

- See if we can get to a consensus. Not that I wanted to sit down in your chair.

- [Laura] I know. Time for the weekend.

- [Melody] Are we ready?

- [Dawn] Yes.

- So I'll just go in order here that they're on the agenda. So we'll start with CBIZ EFL, and I think I would like to start by asking for some comments from our non-board members, and Andrea, we'll start with you. How did you rank EFL and why?

- Well, I have a hard time distinguishing between one and two, but they were in the tie of those one and two, and several of the things, it's actually, everyone, my questions, I'm very curious about how some of these firms are gonna engage external stakeholders, because that's probably the hardest group to get involved, and so the EFL answer, I very much thought that was a great answer in how they were gonna approach that, and I also thought that the Academic Search did a solid job with that, and the other thing I liked about EFL was, well, of course, they had the two year guarantee. So they're on the two year and not the one year, and then they had a really engaging and focused presentation that really did very clearly answer the questions. So that was one of the other things.

- [Melody] Okay, so you've kind of toss up one or two.

- [Andrea] Yeah, sorry, like.

- [Melody] That's okay. Christina, what were your thoughts? How did you rank them and why?

- So very similar to Andrea. I have CBIZ EFL as one, particularly because they are providing a two year guarantee, but they are also a company that has, I believe, to be a large bench and possible applicant pool where they can connect and engage with various candidates, and so I think that that's gonna be important for this search, and so for those two reasons, I decided to rank them as one.

- [Melody] Okay, Trustee Mitchell,

- I kind of struggled a little bit. One, two and three were kind of bunched up in my mind. Number four was clear. So as far as CBIZ EFL, I probably had them as two, but it was close. I too noted that they had a two year guarantee, and they had a little bit more of a local presence, I think, and they presented pretty well. So I thought Academic Search, overall, probably had the strongest presentation, but they're all pretty close in my mind.

- [Melody] Great, Trustee Jennings, CBIZ.

- The two that stood out for me as top were the first or the second and the last one. So I think EFL and Harris, they seem to really understand. What I really liked about EFL is they talked so much about the process, the process, the process and that relationship, and I really think that is huge when we're trying to make such a huge decision. The other thing, and it's kind of a personal deal here, is they were in the 2005 Avila search for their president, and I happen to know that Avila loved that president, and he retired just a couple years ago. So he was in that position a really long time. So I feel like because of that, they really did their research for what, at least, Avila was looking for, and in their presentation, they talked a lot about how important that is, because it is the process. I thought Harris, just because they do have an understanding of our community, I thought they had a nice presentation. They covered everything, but they didn't overdo everything. I think Academic Search was like up there with them because of some of the differences they had. I think because it was led by two women, I think that that brings a peace and they seemed really, really passionate about the work that they did. So those were my top ones.

- [Melody] Okay, thanks, Valerie. Trustee Rattan, CBIZ, how did you rank them and why?

- CBIZ is one slash two because of their understanding of local culture. I don't necessarily think that we'll have a local candidate but that they understand our local culture. The two year guarantee, the guy who did most of the speaking, who I believe was Steve, has a military background and kind of like military judge and lawyer. So in my world, I thought he can see through the BS. That's how I read that. The other thing that he said at the very end was, "We are vested in the can that you get "because we are all a part of JCCC. "Our family, our friends go to that school, work there, "and we interact with JCCC." So he almost made himself a stakeholder at the very end with that statement. The fact that they've worked with JCCC

are all positives. I think that the way it sounded is within CBIZ, they have EFL is their higher ed focus department versus the whole of CBIZ is higher ed focus. So it's not necessarily a negative, but compared to Academic Search and Harris Search, where they are pretty much exclusively about higher ed, it was like a half a point off. So that's my reasoning for them.

- [Melody] Okay, it's your turn.

- Okay, well I have them as number one. Not surprising, everybody's about the same, obviously. Local, I think that was a really big deal. The fact that they had strong ties to this community, that was big. The fact that they didn't just do academic I liked. Even though it was a big focus, they did have some other purview seemed good. I liked the way he talked about Edith and Edith not being there and how she's almost always there, and so he was thrown for a loop and had to do that presentation by himself when he wasn't planning on doing that, and yet he answered every single one of our questions and was prepared for every question. That was a big deal to me. Nine outta 10 presidents after five years, 70% of presidents are still there after 15 years. They start fresh every time, and it's about building relationships more than advertising, the two year guarantee. I mean, it was clearly a number one for me.

- Thank you, Trustee Hamill.

- Yeah.

- [Melody] Trustee Smith-Everett.

- They were my number one and continued to be throughout the other two interviews that I was part of, obviously not part of Harris Group today for a couple reasons. I do not think you can underestimate the wealth of knowledge that comes from having a local presence and the amount of placements they've done with our other partner institutions, Ottawa Park, Kansas City, Rockhurst, understanding where we, as a college, are situated in the Casey Metro area is really hard to grasp, and it may just be that I've really been reflecting back to our last presidential search and the candidates that we had, how many of them knew we were a big deal but don't really understand it, and it was an aha for me in the interview process that I'm very cognizant of on the forefront before we began this time, because understanding that we aren't a university but we are in many ways that other communities would recognize and our impact is all over, not only the amount of employees we have that move throughout the metro, but the student impact and the way that we lead on some things that the metro looks to us for. So that was big for me. They were the highest rated with diversity candidates. They place 60% of their placements were women and people of color, and that, to me, is one of my top most important things this go 'round. So I kept listening for that with each of the firms, and I really appreciated that they were the highest. The other thing that really stuck out to me about them was they don't do a lot of these searches each year. So I

don't think we'll get lost in the shuffle. I got a real feeling that we would get the level of customer service that we are gonna require, because we are JCCC, and I think it's really important to be able to know what your firm's other obligations are. Not that other firms can't handle the workload that they've put on themselves, but it really stuck out to me that they keep their boutique firm approach, and that means that they're only doing three of these searches a year. So I know we're gonna get the dedication and customization and attention that I think this institution frankly expects, and I want that for every person involved in that search process. So that is why they are my topic.

- [Melody] All right, thank you for that. Trustee Cross, any comments from you, CBIZ?

- [Lee] Madam Chair, yes. Let me say thank you to you and everyone, and I would be fine with any of these firms, to be clear, but given that we have to pick, that's tough. Overall, and to lead, I would probably endorse, concur with Trustee Mitchell and his opinion, although I do probably agree in part with Trustee Smith-Everett. However, the two year, while I'd be fine with EFL and CBIZ, I think all of you can attest to, just because I love you, doesn't mean I don't argue with you. The two years is somewhat illusory, because president's last three to five years. So two years is impressive to a certain extent, but I wouldn't lay down all your chips on that one is all I'm saying. So I'd be fine with any of them, but if I have to pick, I'd pick Academic Search.

- Thanks, Trustee Cross. Just briefly, I won't belabor my thoughts, but I thought I'd mention just a couple of things. I had CBIZ EFL ranked number two on my list. What stuck out to me as a positive is their local presence. I think you're absolutely right. They know our community, and they know our college, and I agree that they kind of made themselves a stakeholder. I think that was a really sort of great moment in his presentation when he made that happen. The reason that I did not put them number one relates mostly to what I view as, perhaps, the most important part of this process, and that is developing a good pool of candidates, and they do not do a lot of community college work, and I was concerned about that. Most of what they've done is four year institutions, and this is a very different search and a very different environment, and so that was the one thing that led me to list them as number two rather than number one. With that, I think we move next to ACCT, and I'm gonna try to cut this short based on the comments I heard in my inferences drawn there from. Does anyone have ACCT ranked above number three? All right, I think that takes us

- Laura does. to Academic Search.

- Sorry, they were my number two.

- [Melody] Oh, they were your number two?

- Yep.

- Okay, you wanna advocate for them? That would be great.

- Sure, I just think that they're specialty, I think what you get with them, although they're busier, I really enjoyed the gentleman that would be our lead, whose name is Brad, and I just think the wealth of expertise and experience stuck out to me a little above Academic Search in terms of where they've been, which is regionally, the understanding, truly, a community college environment. They really talked about that orientation process for all the stakeholders involved in the search, and 86% are still there over five years later. 86% of their applicants are still there five years later. So that's why they stuck out to me for as my number two.

- [Lee] Madam Chair.

- [Melody] Yes, Trustee Cross.

- [Lee] I concur with Trustee Smith-Everett. I had them number two. I liked their reach.

- [Melody] Okay, I guess it warrants discussion then. Any comments from anybody else about ACCT and why they were not ranked higher for you?

- I mean, I'm happy to, I'll say, I did think it was nice that they acknowledged they were knowledgeable about when people would be around, right? So they did clearly state faculty or gone over somewhere or whatever and talking about vacation things, and I thought it was nice that they were upfront about some of the questions that they might get as it relates to the president search. I wasn't as big of a fan of the presentation. I thought they were very pleasant, but it didn't seem as focused and clear, and the answers almost seemed very surface level to me, and so that was my kind of bigger picture problem.

- Thank you, Andrea.

- I concur with that, Andrea, it was really the presentation style that was just like more of a, well, let me think about this one. Oh, what do you think? Let me think. I know they have amazing knowledge. They have a great pool, and I really liked Brad a lot. However, I didn't think they had, I mean, they had done

the research, because Brad talked about that, but it was just how they presented, maybe because they're so relational? I don't know.

- [Dawn] They didn't seem passionate.

- Yeah.

- Right, okay.

- [Dawn] And they may have been, but I just didn't feel that we want this.

- [Melody] Yeah, Trustee Hamill?

- I was gonna basically say almost the exact same thing that everybody said, but it was casual, it was comfortable, they seemed likable, but it seemed like we were talking in circles, sometimes very redundant, same answers being stated. It looks like they've been here time or two and done this for many of other institutions, and they didn't seem passionate about wanting to do this one in particular, but they were happy to help if we wanted their help, and it just wasn't enough to grab us.

- And.

- Christina?

- And I would add, as I think about the recruitment process for this position, it's going to be extremely important that individuals actively engage and reach out to candidates, and from what I heard, and I could be wrong, but it sounded like they would send out a blast email to many of their partners, but it is, and I went back and looked at the proposal, it is the college's responsibility to post the job at various locations, and I feel like that's very critical for a search firm to do and to source the candidates, and I just didn't get a sense that they would be actively recruiting based upon that information.

- [Melody] Yeah, Trustee Mitchell, did you have any comments since we've now gone around?

- I guess that all kind of sums up what I thought. I thought they came across as being maybe, perhaps, a little on the nervous side, but their presentation led me to believe we'll kind of consult you guys through this sort of, so.

- Yeah, I thank you for that. I actually took so few notes, because I thought their presentation was completely unfocused. I couldn't follow at all how they were gonna go about recruiting people, and along the lines, Christina, of what you were just mentioning, it seemed to me that the response we got was, well, you'll get a lot of applicants, 'cause you're all that, and there wasn't really a lot of, here's what we do to try to generate applicants. I had them ranked number three, and I also did not feel like they were enthusiastic about it at all. I liked Brad, but I wasn't sure he was the person I wanted in charge of my presidential search process. He did not engender that kind of confidence with me.

- [Valerie] They didn't really act like they wanted nor needed our business. They didn't sell themselves.

- Okay, Academic Search is next on the list, and I think some folks mentioned they have them ranked fairly high, at least some folks do. So I think we'll just repeat the same process, and we'll start, Andrea Vieux, with you, Academic Search. How did you have them ranked and why?

- They were my other one, two group. So then again, I thought their presentation was very focused. It was clear. The one thing I would say is I was, at some points, trying to navigate the handout where they were, but once I got myself together, I knew I could follow it, but I thought they were really good with answering the questions that we provided in advance as well as responding to the real time questions that we asked them, and then I thought they had an okay answer on the community stakeholders thing.

- [Melody] Thank you. Christina, comments from you on Academic Search.

- I thought they were very engaging. Their presentation, they were prepared. They answered all of the questions that we had, I believe, to satisfaction, and it sounds like they really want to do this search, and so because of their preparation, because they did not, and I also thought that what was interesting is they talked about others did not in their community question is they talked about possibly having community members serve on the committee, as opposed to just getting feedback from them, and I thought that that was a different approach to getting feedback from community members. So I had them as a two.

- [Melody] Okay, thank you. Trustee Mitchell, you're up.

- Yeah, I thought that the, and I'm trying to remember the name of the two ladies that presented, but they interacted so well together. They were a team, and they made it very clear, and the one thing that kind of stuck out to me is sort of like ACCT. They have a huge reach. They've worked on a lot of searches for a lot of different higher educational type of organizations, I guess a little bit like Harris, in that sense. So overall, I felt pretty good about the presentation that they gave, and they seemed to be a team that would work very well for us and work well together.

- [Melody] How did you have them ranked?

- I had them number one, but it was kind of a close call there. There were three of them that were really close in my mind.

- [Melody] Trustee Jennings.

- A two, 'cause I felt like CBIZ and Harris were kind of my ones. So Academic Search was a two. I really liked the fact that they focus on community colleges, and I like the fact that, Gwen Joseph, her whole career has been in community college. I like the fact that they are our team and seemed, not only to get along really well and partner well, but also engaged with us really well, which says to me that that's what you need if you're gonna be out there in front trying to make some decisions for us. The one thing that I heard, and maybe I just wrote it down wrong, that a little bit concerned me is that I think, Trustee Rattan, you asked how many times they would be on campus with a visit, and they said, for sure, it would be once and not many other times, although there could be Zoom meetings, because they didn't want to get in our way when we had the semi-finalists come for visits. I thought that was kind of an interesting approach.

- [Melody] Okay, any other comments? Trustee Rattan.

- They were one slash two for me. I like their preparedness, because you can speak of what you do, but to have a visual, 'cause people absorb things different ways. So even having the handout, and they had their little timeline on each PowerPoint slide if you look at how long it would take. So I remember Lee leaned over, he was like, "You don't like them? "You didn't ask any questions." Like they answered all my questions in the handout. So I just love preparedness. I liked that they had kind of two presentations going at once. I liked their focus on higher ed as a firm, as well as Gwen's preference for community colleges and her role as an executive coach. I think she can see it, again, from two sides when she's looking at candidates and what their strengths are. I think that they'll know more about community college culture that way. It really struck me, too, that for the Tennessee Board of Regents, they've become the provider of choice. So there's a school system that has settled in and said y'all are doing all of this, and I was like, wow, that's really telling that this school system, I don't have a gauge on how big it

is, but that the school system, it says we don't need to look any further than y'all to select all these different levels. So that's what I liked about them, and like I said, they were one slash two.

- [Melody] Trustee Hamill.

- It was a tough one for me making it two or three, and I think I'm gonna go two, but it was pretty tough, and the my favorite thing I heard them say is they're looking for somebody who, you know, every institution they're gonna go to are gonna have opportunities and strengths, and when they look at the issues that we any school looks at, they're looking for somebody who looks at it as an opportunity for something they can do, not just something they have to do to deal with as well. I felt like they were a little bit too community college focused, which you do want that to an extent, but I don't want the exclusive inclusivity to only look. I'm worried that makes me think they're only gonna be looking in that category and not having a bigger scope. I mean, honestly it's kind of small, but the logo being backwards on there on the screen seemed kind of weird to me when you have other people getting it right. That kind of just one little thing. The fact that they were coaching candidates as well as another another side project makes me kind of worried if we're gonna get some candidates that might be a little more coached and a little less raw before we get to 'em in some ways, but again, they had a lot of positives as well. That's why I think I'm going two, but that's kinda what separated them from one for me.

- [Melody] Okay, thank you. Trustee Smith-Everett.

- They were my number three but just barely. I could make them my number two. To me, it was really interesting hearing everybody say that presentation was what convinced you, 'cause that was like the big deterrent for me. The screen being the opposite, the handouts didn't match what they were saying, I spent the first several minutes, like I think it's just the presenter in me, like you have everything so that your listener is not distracted, and I was so distracted, and another just small pet peeve, but it is something is on Zoom, talking over one another is just really distracting, and they did that a lot, interrupting each other. It's not like in person and so you have to give some time and space with Zoom and that was frustrating to me. I think Gwendolyn is fantastic. She obviously, with her community college background, I think, like you said, the executive level background would be a real asset. I was wrong. They are higher on placing women and people of color. They're at 64%. So I think I had swapped them in my head. So they have a higher placement of women of color. I think for me ultimately, besides the presentation being frustrating, was I just felt there was a bit of a like, we'll do some zooms with you guys, but you're on your own. Like this is for you guys to do, and we're not gonna be in person very much. I think we need a little in person. I think we just, that's what this institution expects, and I think that's the level of customer service we're gonna require, and so yeah, that was it. That was kinda the deciding factor for me.

- [Melody] Okay, great. Trustee Cross, as we all look at the ceiling.

- Are you up there?

- This is on Academic Search?

- We're on Academic Search, yes. How did you rank them?

- I'm sorry. My wife called me. I apologize. I like them overall. I like their placement on women and minorities. I liked their community college capabilities, and I'm not better prepared to answer beyond that.

- [Melody] Okay, how did you have them ranked?

- [Lee] I'm sorry, number one. I had them number one.

- Okay, thank you. I had them ranked as number one. Some of the things that others saw as negatives, maybe, I saw as positives. I felt the fact that, first of all, I thought that they balanced each other really well. We had Gwen, who has the community college experience at the executive level. She's served in four interim roles. I mean she knows community colleges, and then on the opposite side, we had her partner whose name I never did catch, who has done nearly 30 presidential searches, and so she has that piece of it down. I thought the fact that Gwen is an executive coach, I saw that as a positive for us, because she's gonna be able to see through the BS when she talks to these people, because she's an executive coach. She's gonna know when she's talking to these people who has those sort of intangible leadership skills and who doesn't, and I kind of saw that as a positive. I thought that they would give us a very personalized service as opposed to CBIZ, who I also loved. They have the process, right? And we are just somebody they're plugging into the process, whereas I believe they even used the word at one point, 'cause I wrote it down, we can be nimble. The being on campus piece, I saw that a little bit differently too. I think the world has changed since Covid. We do a lot more by Zoom than we used to, and I think what I heard, now I may have gotten this wrong, but what I heard was if it's gonna be an hour or an hour and a half meeting, it doesn't make sense for us to travel to campus. Let's do that by Zoom. Certainly we will be there for the open forums and the other lengthy meetings that we need to be there for. We will not be there when the finalists make their campus visit, because that's really between you and the finalist. That's absolutely correct. I don't think we want the search firm here while we're having our interaction with the finalists on their campus visit day. Overall, I just, to me, they were the best. It was close between them and CBIZ, but to me, they were the best. I liked their 92% still there after five years. I liked their diversity placement as well. That was the highest. Overall, thought they were just the

best candidate. So is there, I guess, we need to talk about Harris, although it seems to me at this point that we could probably sort of focus on CBIZ and Academic Search unless you guys feel differently.

- [Laura] I think Trustee Mitchell had 'em as number one. I don't know if you wanna give him.

- [Melody] Okay, you had him ranked as number one, Trustee Mitchell?

- I had Academic Search as number one.

- [Laura] Oh, I'm sorry. I thought you said Harris.

- I would just say that CBIZ, Academic Search, and Harris, I think I'd be comfortable with any of them doing this, and I think they'd do a good job, but Harris was my two slash three, but CBIZ and Academic Search were my one slash two.

- Okay, so I think then it really comes down to CBIZ or Academic Search and I don't know, at this point, if we have a consensus among the board members as to who is one and who is two. I'm gonna give everybody about a minute or two to rank just those two, and this time, unfortunately, we're gonna leave you guys out,

- [Christina] Okay, good.

- because we're really kind of honing in on what our motion would be. So the board members, if we can just take a minute or two to do that. Yes, ma'am.

- But even though they're not in it, could I just get one more summary from you three between the two?

- [Jim] Who we liked?

- Yes, or just your thoughts one more time.

- Sure, I'll comment real quick. I liked EFL. I felt like Steve and even though Edith wasn't on the call, when I looked at EFLs qualifications in a proposal format, I felt they were really strong. He said the things on the call that I wanted to hear, and a big key for me is somebody that's local that understands JCCC and that comments to that, and there's a stakeholder interest in there. I'll say in my job in procurement, we try to advocate and put JCCC in the best possible form from a contract perspective. It doesn't mean we always need to be jerks about it, because I always understand there's a daughter, a son, or a somebody that takes classes here or somebody that uses this college to do something to better themselves in some capacity and to kind of really back up our mission statement. I felt like EFL got that and understands that and wants to do the best they can do to put a president in place that will push that forward. I'm not sure I got that as much from the other firms. It's hard to do that. I get it, especially in a Zoom format, but some of it felt a little bit more canned at times, certainly did with ACCT, and Harris, today, felt a little cold to me. Academic Search I think would do a great job, but I had them as my number two. So EFL, number one, Academic Search number two.

- [Melody] Thank you, Jim. I apologize that I did not ask for your input.

- [Jim] Oh, I was just quietly listening and taking notes. That was great. I tried to get everybody's feedback. It worked perfect.

- I would again go with EFL as number one, particularly because of local, the 2% guarantee or two year guarantee, but also I noticed in my notes just now, they also have an executive candidate questionnaire, and so it sounds like they'll be doing some additional assessment in terms of making sure that there is an appropriate fit for the institution, and so I think that that's critical, because we wanna make sure that we're hiring the right person, and so I would still go with EFL as my number one.

- I'll add one thing that I didn't say before, which is when I was looking through these proposals, one of my big things, and there people that have been on committees with me know, I'm very big on people that have higher ed experience, and that's one of the places where Academic Search sort of stands out. Now that being said, I do also agree about the local piece. I think going back to your question about culture and all these kinds of things, like people that live in this community are probably gonna be more in tune with that, but that's not to say that you can't learn that from external stakeholders, which is why I was just so obsessed with that question. So maybe I'll just leave it there.

- Yeah, and by the way, we do include community members on our search committee. We have always done that, and so there will be community leaders on the search committee. I did want to ask, CBIZ mentioned during their presentation that they have worked with Johnson County Community College before. Can you speak to that?

- Yeah, we actually are still under contract with them through July 31st for just regular, it's executive search services. We did that contract with them in 2018, 2019. Yeah, but so it's not exclusive to a presidential search. It was just general executive searches. They had a flat rate depending on the type of candidate and the type of search anywhere between 35 to \$45,000 per candidate. Obviously this is a little more niche, specialized when you get into the realm of the president, but I don't know if we've actually, just 'cause I wasn't involved from a scope of work on those individual placements if we had used them in that capacity. I don't know if you know much from an HR perspective if we've used them.

- I'm not sure.

- I don't think we have used them.

- [Rachel] We have.

- I believe we have.

- Okay.

- [Melody] Can you confirm that? Who did we get with them?

- [Rachel] It was the vice president for human resources and the executive vice president for finance and administrative services.

- [Melody] So that would be Leslie Harden and Mike Neal?

- [Rachel] Correct.

- [Dawn] That's who CBIZ did?

- [Melody] That's who CBIZ did. So to be fully transparent, I suppose that needs to be at least part of the conversation.

- I would just, if I could, so what I heard them say clearly is that we, as an institution, are the ones that drive what we want, and I guess if those two people did or didn't work out, I don't know them or the history, but maybe it was the direction that they were given to look for, somebody with, you know, with-

- [Dawn] Those characteristics.

- Correct, so it just.

- Yeah, and to be candid, I don't know anything about the candidate pool. I would say that neither one of those were successful placements, but I don't know anything about the candidate pool. I just thought it ought to be something that we, to be transparent, including the discussion.

- [Laura] I can make some comments offline. I do have a little more information on that, and that was not all in CBIZ's control.

- [Melody] I'm sure that's right. I mean, they're just the search firm, but.

- [Laura] I was gonna ask if, are we gonna hear from Rachel?

- [Melody] Rachel, did you have any comments?

- [Rachel] I wasn't part of the evaluation committee. I'm only here supporting Jim,

- Just making sure.

- [Rachel] These guys got it.

- Okay, so I think with that, has everybody had a chance to rank CBIZ and Academic Search, one and two? Can't be one slash two. It's gotta be one and two.

- [Dawn] Can we have them do a business merger,

- [Mark] There we go.

- [Dawn] and all four of their principals just work together please?

- [Melody] So I think for the sake of efficiency, I'll just ask everybody in turn who they have ranked number one to see if we have consensus, and if we do, then we can make a motion, and I'll start with you, Trustee Mitchell.

- [Gregory] Academic Search.

- [Melody] Trustee Jennings.

- [Valerie] I think I'm going go with Academic Search.

- [Melody] Trustee Rattan.

- Academic Search.

- [Melody] Trustee Hamill.

- [Mark] I'll go CBIZ.

- Smith-Everett.

- CBIZ.

- [Melody] Trustee Cross.

- [Lee] Academic Search.

- [Melody] And I still have Academic Search number one. So I feel like we have consensus, and so with that, I think we're ready for me to entertain a motion. Would everybody agree with that? Okay.

- So moved.

- What's that?

- So moved.

- So moved. At this time, I'll entertain a motion to select the search firm of Academic Search to conduct the search for the next president of Johnson County Community College. Motion made by Trustee Cross. Do I have a second?

- [Valerie] Second.

- [Melody] Second made by Trustee Jennings. All in favor, say aye.

- [Members] Aye.

- [Melody] Opposed? Motion carries seven to zero. Thank you everybody for your hard work, and we stand adjourned. Woo.