



UNIVERSITY OF HAWAII SYSTEM

Legislative Testimony

Testimony Presented Before the
Senate Committee on Higher Education
and
House Committee on Higher Education
January 16, 2009 at 9:00 AM
by
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Chair, UH Advisory Presidential Selection Committee

INFORMATIONAL BRIEFING – Presidential Search

Chairs Tokuda and Chang and Members of the Committees:

I am pleased to brief you on the progress of the UH Advisory Presidential Selection Committee (the “Committee”). Clearly, this is an exciting time, as we select a new leader who will embody our aspirations for the University.

The Committee has met five times: November 13, 2008; December 10, 11 and 12, 2008; and January 10, 2009. All meetings have been open to the public and preceded by public notice.

We are making every effort to complete this search within five to six months from now, so that the Board of Regents may select the new President by July 2009. This timeframe will depend on the quality of the candidate pool. It is possible that it may take longer to complete the search, and we have advised the Board of Regents of this possibility.

The search process will consist of three phases: preparation, recruitment and evaluation.

1. Preparation for the Search; Search Firm; Draft Statement of Presidential Selection Criteria; Listening Tours

In November, 2008, the Committee issued a Request for Proposal to five executive search firms. Following review of the proposals and interviews, the Committee recommended to the Board of Regents on December 18, 2008 that Alberto Pimentel and Sharon Tanabe of Storbeck/Pimentel & Associates be retained to assist with the search. We are working with the Storbeck firm to make decisions on issues of process, timetable and outreach and recruitment strategy.

The Committee is working to develop and discuss a Statement of Presidential Selection Criteria with UH stakeholder groups. When complete, the Statement will include the following information: a statement of qualifications for the position, preliminary selection criteria, and a profile of the UH System. It will also highlight positive aspects about UH; challenges facing the System; potential opportunities for success for the new President; and key links to additional Web-based information about the UH System and its leadership team. This document, along with directives issued by the Board of Regents, will serve as a reference for the Committee throughout the search and will outline the criteria upon which candidates will be evaluated. This document will also be an important recruitment tool that gives prospective candidates a better understanding of the position and the UH System.

Recently, the Committee and our search consultants conducted “listening tours” with stakeholder groups (see attached Exhibit 1) to hear a range of views about institutional issues, the position, and the characteristics and credentials essential for qualified candidates. In addition, we used the listening tours as a means to encourage applications and nominations of qualified candidates. Based on the initial feedback, the Committee decided to conduct additional listening tours on other campuses because we feel it important to have the best possible local outreach and engagement.

Several common themes emerged from the listening tours. UH constituents would like the new president to be a visionary leader with integrity and high ethical standards and a record of leadership, particularly financial and resource management, in managing large complex organizations, preferably in a system comparable to UH. They also would like to have a president who has experience with boards, legislative bodies and diverse constituent groups. Exceptional interpersonal and communication skills would be critical, as well as a management style that is inclusive, decisive and sensitive to the needs of the various constituent groups and individual communities, both rural and urban. The president must be sensitive to Hawaii’s multi-cultural communities, and committed to building upon the UH’s commitment to ensuring Native Hawaiian student success. Fundraising skills are of great importance.

2. Recruitment

Beginning this week, announcements are being placed in local newspapers and in specialized publications such as The Chronicle of Higher Education and a variety of on-line career sites. Electronic applications and nominations are preferred and should be submitted to the Storbeck firm. A copy of the announcement is attached as Exhibit 2. February 20, 2009 is the date on which we will begin review of applications.

As noted earlier, we will ask for nominations to be submitted by faculty, students, administrators, alumni and members of the community. Letters will also be sent to selected educators, foundation officers, government officials, heads of educational organizations, business and community leaders and selected friends of the University.

One of the strengths of the Storbeck firm is its extensive national professional network. The firm is placing calls to individuals who are well-positioned to serve as sources. The Storbeck firm is in a position to advise on who is available in the academic world and who would be particularly suitable, given the UH mission and educational management needs.

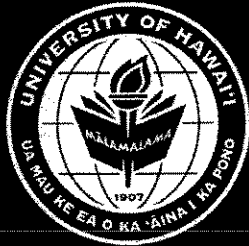
3. Evaluating Candidates

We plan to conduct first-round candidate interviews with approximately five to seven candidates. Following the first-round interviews, we plan to narrow the selection pool to a smaller group of two to four candidates. We will then provide the Chair of the Board of Regents with a summary of the strengths and weaknesses of each of the finalist candidates, and arrange second-round interviews with the finalists. If desired by the Board of Regents, we will arrange for the finalists to visit the UH System and, if appropriate, meet with additional stakeholders.

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Our goal is to conduct our business openly and transparently. There will be a publicly accessible website linked to the UH home page, which should be developed within the next two weeks. Through the website and other communication channels, the Committee intends to keep the public and candidates informed of the progress of the search, while respecting the confidentiality of applicants and nominees. We will continue to provide periodic updates to the Board of Regents, and would be happy to have further meetings with legislators from time to time, as the need arises. We value your input and appreciate this opportunity to update you on our progress.

Listening Tours:	
December 20, 2008	UH Student Caucus (Maui)
January 7, 2009	Council of Chancellors (includes Vice Presidents)
January 8, 2009	All Campus Council of Faculty Senate Chairs
	Pukoa Council (Native Hawaiian campus leaders advisory to the UH President)
January 9, 2009	UH-Hilo (students, faculty, administrators and community members)
	Hawaii Community College (students, faculty, administrators and community members)
	Administrative Professional Technical/Bargaining Unit 8
January 21 – 23, 2009	Additional listening tours to be scheduled



**UNIVERSITY
OF
HAWAII**

PRESIDENT

The University of Hawai'i is the single system of public higher education for the State of Hawai'i. In 2007, the system celebrated its centennial and inaugurated its second hundred years. Governed by a 15-member Board of Regents, the university enrolls 53,500 degree-seeking students in its 10-campus system, which includes: The University of Hawai'i at Manoa (the land- sea- and space- grant research university in the state); The University of Hawai'i at Hilo (a comprehensive university on the Big Island of Hawai'i); The University of Hawai'i at West O'ahu (a baccalaureate institution on O'ahu); and the seven campuses of The University of Hawai'i community college system located on the islands of Hawai'i, Maui, O'ahu, and Kauai.

The president of this unique system is the chief executive officer working in close consultation with the Board of Regents and with the chancellors and faculty of the campuses. The president also works closely with a wide range of internal and external constituencies, including the state legislature and the governor, to provide academic and administrative leadership for the university.

In addition to the responsibility of educating the citizens of the state of Hawai'i, the University of Hawai'i president and entire system has a special responsibility to Native Hawaiians. Each of the campuses is committed to the understanding of the Native Hawaiian culture and to Native Hawaiian student success.

Review of applications will begin on February 20, 2009 and will continue until the position is filled. Qualified candidates must submit a cover letter summarizing the candidate's interest and qualifications for the position, a current resume, and the names of five (5) professional references, including addresses, telephone numbers and email addresses. All inquiries, nominations and applications will be held in strict confidence.

Electronic applications and nominations are preferred. Submit to:

storbeck / pimentel

executive search consultants

**Sharon Tanabe, Partner and Alberto Pimentel, Managing Partner
Storbeck/Pimentel and Associates
stsearch@storbeckpimentel.com
CODE: UHS President
Mailing address: 1111 Corporate Center Drive, Suite 106
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Learn more about University of Hawai'i at: www.hawaii.edu

The University of Hawai'i is an equal opportunity/affirmative action institution and encourages applications from and nominations of women and minority candidates.