Written testimony may be viewed at the Board of Regents website as follows:

Written Testimony Received

Late Written Testimony Received

III. AGENDA ITEMS

A. Introduction and Presentation by WittKieffer

Zachary Smith, Shelley Arakawa, and Suzanne Teer, representatives for WittKieffer, briefly spoke about their individual backgrounds and higher education experiences; presented information on a few of the services provided by their firm; and noted some of the current and previous university presidential searches their organization has been involved with including those for Kansas State University, the University of Nevada at Reno, the ongoing search at New Mexico State University, and the recently concluded search at the University of Minnesota.

Mr. Smith and Ms. Arakawa went over the presidential search process WittKieffer is envisioning for UH which consists of four distinct periods including the discernment phase, the recruitment phase, the interview phase, and the decision phase, along with the key strategies and aspects associated with each stage. They also reviewed an anticipated timeline relative to the aforementioned process; spoke about some of the specific actions WittKieffer will be undertaking during each of the noted phases as well as the organization's duties in general; emphasized their belief in the need for the PSAG too(t)2 awa wen.004 T10.0040.002 Tw -26.l8(ne r)(S)1 (t)12 (a)10 (t)2 (e U)6 (ni)6 ()1 (tK)-1 (o

Several regents questioned whether the board would be limited to selecting an individual from the list of recommendations made by the PSAG. Interim Chair Lee replied that the board would not be limited to selecting a candidate from the PSAG's list.

Referencing remarks made by WittKieffer concerning the need to select a chair or co-chairs for the PSAG, as well as their responsibility to act as a spokesperson for the group, Regent Akitake inquired about the methodology by which the person or persons would be chosen to serve in this capacity and whether the role of PSAG spokesperson was in reference to communications with the board. Interim Chair Lee replied that the PSAG should be allowed to decide whether it will select a chair or co-chairs and develop the procedures necessary to carry-out this decision. With regard to the role of PSAG spokesperson, Mr. Smith responded that it was usually best practice in situations like these to funnel questions from university stakeholders, constituency groups, or the media about the entity's activities through a single contact point such as a chair or co-chair. He also noted that, historically, the majority of these requests come from the media. As such, WittKieffer will be working with the PSAG and the university's media relations team to formulate talking points for and responses to such inquiries.

Regents engaged in further conversations with Mr. Smith about WittKieffer's ideas and proposals for the presidential selection process including the development of a list of qualifications and criteria for candidates; the necessity of further clarifying the relationship of the board, acting as the committee of the whole, to the PSAG; the many opportunities for input afforded to the various university constituencies; the ability of regents to observe candidate interviews; the accessibility to individual applications for the position; confidentiality issues, particularly with respect to the formulation of the initial and final candidate lists given the constraints of Hawai‘i's Open Meeting's law; and the ability to utilize an executive session to interview finalists for the position of university president.

Regent Abercrombie expressed his concerns about regents being confined to selecting a university president based solely upon the recommendations of the PSAG verbalizing his belief that this could be construed as the board simply affirming the desires of a particular group without performing its own due diligence. Mr. Smith explained that the idea behind WittKieffer's proposal for the PSAG to come up with three tiers of candidates through the various screening processes was intended to address this matter by providing regents with a diverse pool of multiple individuals for review. He also stressed that the noted presidential selection process does not preclude the board from selecting, based upon its own assessment, an alternative candidate not recommended by the PSAG.

In light of legal questions and concerns raised earlier in the meeting about the ability to maintain the confidentiality of candidates for the position of president, particularly during the early stages of the presidential selection process, Regent Tochiki moved to enter into executive session to discuss this issue in more detail. The motion was seconded by Interim Vice-Chair Wilson, and noting the excused absence of Regent Mawae, the motion was carried with all members present voting in the affirmative.

IV. EXECUTIVE SESSION (closed to the public)