



KANSAS BOARD OF REGENTS

1000 SW JACKSON • SUITE 520 • TOPEKA, KS 66612-1368

TELEPHONE – 785-296-3421
FAX – 785-296-0983
www.kansasregents.org

Emporia State University Presidential Search February 16, 2006

Board of Regents Chair Donna Shank appointed Regent Janice DeBauge as Chair of the ESU Presidential Search Committee. Regent DeBauge is a former Chair of the Board, an Emporia resident and business-owner, one who is extremely knowledgeable about both ESU and the Emporia community, and a long-time member of the Board, with involvement in previous CEO searches the Board has conducted.

The ESU Presidential Search Process (Adopted by the Kansas Board of Regents, 2/16/06)

1. **Search Committee Appointment Process.** The Search Committee Chair shall identify and recommend for Board approval the ESU Presidential Search Committee. The Board will appoint a Committee that includes approximately 15 members, with a diverse array of representatives from the following university and community constituencies: faculty, staff, alumni/foundation, students, Board of Regents, and the Emporia community.
2. **Search Committee Charge.** The Charge that will generally guide the work of the Committee is attached.
3. **“Statement of Leadership Characteristics.”** Among the Committee’s early responsibilities is the development of a “Statement of Leadership Characteristics” or position description for the ESU Presidency. This Statement will describe the characteristics that are being sought as the Presidential search is conducted. Using the current position description as a starting point, the Committee shall develop and present to the Board for final approval its recommendation for the Statement of Leadership Characteristics that will guide this search.
4. **Use of Executive Search Firm.** An executive search firm will be engaged to provide consultation and assistance to the Committee and the Board in the conduct of this Presidential search. The Search Committee Chair is authorized to work with Board staff to acquire the services of such a firm.