



MINUTES

**Committee Members Present:** Rani Borkar (*chair*), Patty Bedient, Julia Brim-Edwards, Ed Feser (*ex officio*), Preston Pulliams, and Kirk Schueler (*vice chair*)

**Other Trustees Present:** Mike Bailey, Darry Callahan, Michele Longo Eder, Lamar Hurd, Khawater Hussein, Paul Kelly, Julie Manning, and Mike Thorne

**University Staff Present:** Jennifer Almquist, Steve Clark, Debbie Colbert, Becca Gose, Kim Kirkland, Dan Larson, Lauren Skousen, and Patti Snopkowski

**1. Call to Order/Roll/Declaration of a Quorum**

Committee Chair Rani Borkar called the meeting to order at 8:00 a.m., asked the board secretary to call the roll, and noted a quorum. Borkar then made a land acknowledgement statement.

**2. Consent Agenda**

a. Minutes of the January 28, 2021 Executive & Audit Committee Meeting

b. Minutes of the January 29, 2021 Executive & Audit and Finance & Administration Committees Meeting

A motion was made and seconded to approve the items on the consent agenda. The motion carried.

**3. Discussion Items**

a. Follow up from the Board's March 23, 2021 Meeting

Borkar began by saying the primary focus of the discussion would be looking ahead to the appointment of an interim president while considering an inclusive selection process for a new president that would be informed by lessons from recent experiences and reflective of the culture and values of Oregon State University. Borkar thanked Ed Feser for immediately stepping in as acting president while the Board considers its options regarding interim leadership. She noted that guidance on how to conduct the interim selection process is outlined in the Board's presidential search and selection guidelines, which says the Board chair must solicit nominations for diverse, well-qualified candidates to fill the interim position and bring a recommendation to the Board. Borkar proposed delegating this process to Trustee Patty Bedient and said she would like to focus the conversation on providing Bedient input on how to conduct the nomination process.

Bedient shared her initial thoughts on a process. In response to a question by Trustee Kirk Schueler about next steps, Board Secretary Debbie Colbert said the meeting today would offer an opportunity to gather input from trustees, and that the next step would be to create a proposed timeline and outreach plan that could be shared at the next committee meeting in April. Trustees discussed the

importance of frequent communications with trustees and the broader university community to provide ongoing updates. Trustees also discussed whether the process to identify an interim president would occur before or run concurrently with the development of a process to identify the next president; whether the interim president would be a person from within or external to OSU; and whether the interim president would be eligible to apply for the permanent appointment. Trustee Preston Pulliams recommended looking to national resources and other institutions for examples and resources. Bedient shared her thoughts on a community engagement approach, and trustees added ideas for groups to meet with to help facilitate an inclusive process. Trustee Julia Brim-Edwards recommended a review of the previous hiring process to identify lessons to inform the processes for identifying both the interim and permanent president. Borkar added that it would also be important to remind everyone what the previous process was. Colbert noted the importance of balancing a thoughtful interim process with the need for stability in leadership. Borkar thanked trustees for the discussion and said next steps would include providing opportunities for input. She added that she feels a sense of urgency on the timing of bringing a recommendation to the Board for an interim appointment. She asked Bedient to work with staff to outline the outreach discussed by trustees and develop a timeline for bringing a recommendation back to the Board.

**b. Course of Action related to Board's March 17, 2021 Motion**

Borkar introduced this item by noting that it relates to the remaining elements of the Board's motion on March 17, 2021, related to the university's Title IX program and survivor service programs. She noted that the university has made important progress in recent years in Title IX and survivor support services and these areas have been a focus for the Board and the university. She invited Executive Director for Equal Opportunity and Access Kim Kirkland and Vice Provost for Student Affairs Dan Larson to provide updates. Kirkland described the work she has done to review the Husch Blackwell recommendations provided to Louisiana State University in comparison with OSU's Title IX investigation and education programs, reporting, survivor support, and prevention efforts. She spoke to areas of strength at Oregon State and noted some areas of focus for the university moving forward. In response to a question from Trustee Lamar Hurd, Kirkland spoke to investigation process timelines and external factors that can affect timelines. In response to a follow-on question from Brim-Edwards, Kirkland described practices to keep those involved in an investigation informed of the process and timelines. In response to a question from Bedient, Larson described the range of services and resources that are available to survivors. He spoke about the university's work regarding the recently formed Community Wellness, Education and Safety Network. Trustee Julie Manning said that she was pleased to hear about efforts to develop a more holistic, coordinated approach to supporting individuals in crisis. Trustee Khawater Hussein reflected on a number of topics raised during the public comment portion of the meeting on March 17, 2021, including programs and services, funding and staffing levels, and education and training efforts. Larson described efforts in each area and said that he would continue to talk with staff about existing needs and would provide an update to the Board at a future meeting. Trustee Mike Bailey asked about the role of faculty, and Larson spoke about the importance of a culture of care and the need for both specialized assistance and awareness among all members of

the university community. Borkar thanked staff for all of the work they are doing to prevent sexual violence and misconduct, to thoroughly respond and investigate when it occurs, and to support and care for those who have experienced violence. She added that while it is evident that OSU is doing good work in this area, it is important to continue to reflect on areas for improvement.

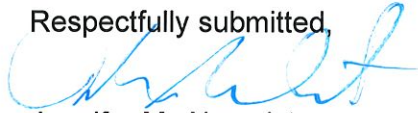
**c. Next Steps in Responding to Feedback and Questions from the Faculty Senate**

Borkar asked Bedient to speak about the recent conversation she had with members of the Faculty Senate Executive Committee. Bedient reflected on the conversation and said her intent had been to hear thoughts and questions from faculty leaders. Borkar said that as she thinks about next steps in response to the Faculty Senate questions for the Board, she sees questions relating to the due diligence process conducted by the Board during the presidential search. She said that she has asked Schueler if he would be willing to work with staff to oversee an independent evaluation of the methodology and information provided by the search firm. Borkar said another theme relates to the confidential search process the Board used and plans for any future presidential search. She said she thinks the Board led a good search process, and she thanked Trustee Darry Callahan for his leadership throughout the entire process from hosting and gathering input through town hall sessions, to working with the search advocate and search committee to review the candidate pool, to convening stakeholders to weigh in on candidates. Borkar reflected on community input and questions from the Faculty Senate about making the names of the final candidates confidential, and she invited Callahan to share his thoughts. Callahan reflected on the experience with the previous search, noting some of the considerations that were weighed in devising the process that was used. He added that he recommends that the Board continue to reflect on what process will work best in future searches. Brim-Edwards reflected on the need to balance a process that provides for robust stakeholder engagement and builds a strong pool of candidates. Pulliams shared what he has seen in the current environment for higher education leadership searches. Bedient encouraged continued discussion about finding an optimal balance in the Board's process, and Borkar added that it would be important to look at both what went well and should be continued and what should be done differently in the next search. Kelly reflected on the importance of reviewing the process of conducting due diligence, and trustees discussed what might need to be done differently in the future. Bedient added that a review of the process that was used and lessons learned would be important to determine how best to move forward. Callahan noted that it would be important for the Board to examine its processes for following the success of the new president. Borkar thanked trustees for a good initial conversation and said she would work with staff to set out a series of conversations with the Board and stakeholders on how to proceed and what timeline to follow in the search for a permanent president. She said that selecting the president is the most important responsibility of the Board and emphasized the importance of doing what is best for OSU.

**4. Adjournment**

With no further business proposed, Chair Borkar adjourned the meeting at 10:16 a.m.

Respectfully submitted,



Jennifer M. Almquist  
Assistant Board Secretary