President appoints new committee members

President Jennings has appointed the following faculty, staff and students to committees (the chairperson’s campus address and phone number is included):

Reclassification Process Review Committee:

Astrid E. Merget, public policy and management, committee chairperson, 202 Hagerty Hall, 292-8696; Omar O. Barriga, veterinary pathobiology; Joseph F. Donnermeyer, agriculture; W. Bruce Walsh, psychology; Amy Eley, University Libraries; John M. Ellinger, agricultural administration; Marcia L. Gibson, home economics; Anitta M. Meyer, University Systems; Bradley A. Myers, University College; Gwendolyn G. Garvin, student; Anne E. Newman, student; Geneva Cox Norman, student; and Dena B. Rankin, Office of the President, committee administrative liaison.

Presidential Advisory Committee

H. Randy Bobbitt Jr., management and human resources, committee chairperson, 356A Hagerty Hall, 292-3809; Louis C. Flocken, University Hospitals; Ronald Glaser, medical microbiology and immunology; Robbin J. Kirkland, student unions; Manning Marable, black studies; Virginia K. Midkiff, University registrar; Rhonda R. Rivera, law; George L. Smith Jr., industrial and systems engineering; W. Randy Smith, geography; Richard S. Stoddard, research and graduate studies; Christine Versar, history of art; James R. Warmbrod, agriculture; William M. Protheroe, astronomy; Kaelyn Coe, student; Ronald Dull, student; Menalos S. Kafkalidis, student; and Sue L. Mayer, Office of the President, committee administrative liaison.

University Excellence Committee

Roger D. Blackburn, marketing, committee chairperson, 248 Hagerty Hall, 292-2129; Robert M. Arkin, arts and sciences; Francis W. Carroll, mathematics; Bunny C. Clark, physics; J. Fred Cornhill, surgery; Joan Huber, social and behavioral sciences; Ernest L. Mazzaferri, internal medicine; Oliver G. McGee, civil engineering; Allan R. Millert, history; K. Michael Moreland, Office of the Vice President for Finance; Karen M. Taylor, Counseling and Consultation Services; Cathy L. Martinez, student; Partha S. Nandi, student; Scott R. Streng, student; and Barbara J. Tootle, Office of the President, committee administrative liaison.

Student Recruitment Committee

W. Wayne Talarzyk, marketing, committee chairperson, 249 Hagerty Hall, 292-4710; Charles R. Curtis, plant pathology; Mabel G. Freeman, University Honors Center; K. Austin Kerr, history; Elizabeth G. Menaghan, sociology; Frank K. Mitchell, biological sciences; Gregory S. Rose, geography; Estelle M. Scott, traffic and parking; Mary D. Haldane, student financial aid, ex-officio; James J. Mager, admissions, ex-officio; Aimee R. Allen, student; Michele Y. Molano, student; Cassandra Suggs, student; and Barbara J. Tootle, Office of the President, committee administrative liaison.

Affirmative Action Review Committee

W. Ted McDaniel, music, committee chairperson, 314 Hughes Hall, 292-4657; Deloris Bosley, Office of the Vice President for Finance; Samuel L. Dixon, social work; Raul Herrera, engineering graphics; Robert M. Kahn, political science; Howard B. Williams Sr., veterinary physiology and pharmacology; James D. Younger, University Police; Sue Blanshan, human relations, ex-officio; Barbara M. Newman, academic affairs, ex-officio; Marc A. Booker, student; Nancy E. Whittier, student; Leslie K. Youngflesh, student; and Diana Kline, Office of the President, committee administrative liaison.
Trustees confirm titles of committee members

The Board of Trustees at its June 2
meeting confirmed appointments to various committees. They are:

• Educational Affairs Committee: Deborah E. Casto, chairman; Hamilton J.
Teaford, vice chairman; John J. Barone;
and Laurel A. Davis.

• Investments Committee: John W.
Kessler, chairman; Shirley D. Bowser,
vice chairman; and Milton A. Wolf.

• Agricultural Affairs Committee:
Bowser, chairman; Steven D. Maurer, di-
rector of the Ohio Department of Agri-
culture, vice chairman ex officio; and
Casto.

• Student Affairs Committee: Barone,
chairman; Leslie H. Wexner, vice chair-
man; and Sophia L. Paige.

• Fiscal Affairs Committee: Kessler,
chairman; Wolf, vice chairman; and John
W. Berry.

• Personnel Committee: Berry, chair-
man; Bowser, vice chairman; and
Teaford.

• Ohio State University Affiliates Inc.: 
Berry, one-year term; Bowser, two-year
term; and Teaford, three-year term.

The board also appointed trustees to
serve as representatives to the following 
University committees:

• Development Fund Board of Direc-
tors: Casto and Wexner.

• Research Foundation Board of Direc-
tors: Barone.

• University Hospitals Board: Bowser
and Teaford.

• University Foundation Board of Di-
rectors: Wolf and Kessler.

The board adopted a resolution of ap-
preciation to Myles Brand, vice president
for academic affairs and provost, who is
leaving the University June 30 to become 
president of the University of Oregon.
3 groups to examine quality of life, equity

By Gemma McLauckie

The Office of the President has established three groups to review the quality of life at Ohio State.

Two committees — one for associate and full professors, and another for athletic department staff — will examine whether gender or ethnic background influences salaries or treatment. The third committee will examine a wide range of issues related to women faculty, staff and students.

All three groups will make progress reports in the spring of 1991.

The committees are:
• The Commission on Women, which will conduct a systematic review of the status of women at the University. The commission will address questions of women’s representation, treatment and success.
• The Faculty Salary Equity Review Committee, which will continue a study begun two years ago. The committee will analyze salary differences of associate and full professors that may be related to gender and ethnicity.
• The Athletic Salary Equity Review Committee, which also will determine if any differences in coach and administrative staff salaries are related to gender or ethnicity.

"In matters of equity and opportunity, Ohio State has a record of leadership — a record based not simply on past achievements, but also on responding to and creating change," says Gee. "As the nature and needs of our faculty, staff and students change, we must continue to review our institutional practices and policies.

"I cannot emphasize enough the importance of equity as a value of this University."

Ohio State periodically has taken a critical look at itself with respect to gender equity, notes Sue Blanathan, executive officer for human relations. However it has been 14 years since the last systematic review of the status of women.

The newest commission plans to draw together all the work that has been done in the past on women’s rights and opportunities. "We are very anxious not to duplicate efforts that already have been made, but to build on prior research and previous efforts," says Andy Lansford, chairperson of the Commission on Women and professor of English.

In particular, the commission members will develop "an aggressive program for retention of underrepresented groups of women — faculty, staff and students," Lansford says. "We want to draw up a plan that will have an immediate impact on the women at Ohio State."

The women’s commission also will consider issues such as equity for women of color; partner and spouse equity and placement assistance; dependent care; tenure and promotion; support for research about and by women; and several others.

"I commend the University for tackling a problem (equal pay for women and members of minorities) that has been an undercurrent here for many years," says Astrid Merget, chairperson of the Faculty Salary Equity Review Committee. She is director of the School of Public Policy and Management.

Their findings on the salaries of associate and full professors will continue a survey conducted two years ago of assistant professors.

"The committee hopes to provide a factual foundation that describes any inequity," Merget says. The committee will play a "descriptive and prescriptive role." It first will make a quantitative analysis across departments and a qualitative analysis of "how salaries and other rewards are dispersed." Then it will make suggestions on how to remedy any inequities that are found.

The process will be a long one. Merget warns, because it "involves fairly massive data collection."

It has been seven years since a University committee has studied the pay structure for coaches and administrators in the Athletic Department, Blanathan notes.

"The market plays an important role we can’t ignore, but we hope to find if there are inequities that might exist," says David Frantz, chairperson of the Athletic Salary Equity Review Committee. He is associate dean of humanities and associate professor of English.

The athletic committee will collect information on the pay for coaches of 30 varsity teams and on Athletic Department administrators. According to Frantz, members will make comparisons of items such as what women and men receive to coach the same sport. "We will ask the same kinds of questions with regard to ethnicity. Are salaries divided along ethnic lines at all?"

Lansford, Merget and Frantz will serve on a council that will coordinate efforts and share information. Included in the council is the Provost’s Dependent Care Commission, headed by Lena Bailey, dean of the College of Human Ecology. (Details of the dependent care commission’s mission will appear in the Feb. 21 Campus). "One indication of the importance of these issues to our community is the willingness of many of Ohio State’s most able teachers, researchers, staff members and students to serve on these committees," Gee says. Blanathan is an ex-officio member of all three committees. For more information on any of them, call her at 292-4747.

In addition to the chairpersons, the members of the committees are:

Commission on Women — Ann Ackerman-Brown, Biological Sciences; Carole Anderson, Nursing; Nancy E. Betz, Psychology; Leara Calvo, graduate student; Public Policy and Management; Vesta Daniel, Art Education; Albert J. Davis, Family Relations and Human Development; Judith Fountain, University Child Care Program; Elizabeth Gee, Women’s Studies; Judy Genshaft, Educational Services and Research; Judy Gilman, University Hospitals; Gay Hadley, Career Development; Cynthia Harris, Women Student Services; Judith Johnson, English, Newark; Tonya Johnson, undergrad student, Psychology; Joan Krauskopf, Law; James E. Krigel, Math and Physical Sciences; Emmalou Norland, Agricultural Education; Stephanie Shaw, History and Women’s Studies; George Smith Jr., Industrial and Systems Engineering; Gayle Williams, graduate student, Medicine; Sue L. Mayer, Office of the President, executive liaison; and Katherine Moore, Alumni Board, ex officio.

Faculty Salary Equity Review Committee — Gary Floyd, Biological Sciences; Prem Goel, Statistics; Noel Mayo, Arts; Alayne Parson, Mathematics; Ruth Peterson, Sociology; Norm Ratz, Agricultural Economics; Marcus Sandver, Management and Human Resources; Barbara Snyder, Law; Nancy Zimbler, Educational Policy and Leadership; and Barbara Newman, Academic Affairs, ex officio.

Athletic Salary Equity Review Committee — Gail Davenport, Women’s Softball; Luciad Dunn, Economics; Pam Highten, Psychology; Katherine Meyer, Sociology; Charles McMurray, Alumni Association; Lenny Pernell, Law; Ruth Russell, Minority Affairs; Phyllis Bailey, Athletics, ex officio; and Bill Myles, Athletics, ex officio.
Committees search for four administrators

By David Sonderman

The search is on for administrators. Four committees have begun work filling vacant positions at the University.

Some of the committees have been working for months and others are in early stages.

"Once we get to lists of four or five candidates," says Madison Scott, executive assistant to the president and secretary of the Board of Trustees, "we will enlarge the process to include additional representatives of the University, including staff and students, as part of the selection process."

The search for a new vice president for business and administration is chaired by L. H. Newcomb, associate dean and director of academic affairs for the College of Agriculture.

"Things are going extraordinarily well," reports Newcomb.

"We have defined the position description and have developed a profile for evaluating the candidates."

Newcomb adds that the position has been advertised in the University Personnel Postings (green sheets) as well as in national educational publications, such as the Chronicle of Higher Education. A consulting firm to search for the candidate will be decided upon this week.

"We are right on schedule and will have an outstanding cadre of diverse candidates to present to President Gee."

Other members of the committee include:

- Richard E. Boettcher, Social Work; David H. Boyne, Academic Affairs; Mary A. Daniels, Student Affairs; Martha M. Garland, History; Judith L. Genshaft, Educational Services and Resources; Archie M. Griffin, Athletics; Jeptha R. Hostetter, Preventive Medicine; Melissa K. Grier, Educational Administration; Eric R. Kunz, Budget Planning; Oliver G. McGee, Civil Engineering; Marcus H. Sandver, Management and Human Resources; Linda S. Scaggs, Faculty and Staff Assistance Program; Robert Shay, Art; and Kanilla K. Sigafoos, University Hospitals.

Similar to the search for business and administration, the search committee for a vice president of finance has drafted a profile of the position. Advertisements have been placed internally, in national education publications, and in local newspapers.

The committee is being chaired by Nancy Zimpher, professor of educational policy and leadership. She says the committee has met weekly since it convened last July.

A search firm also is being selected this week.

"We are optimistic that by seeking candidates widely with a search firm, we will meet our charge to deliver a list of finalists by the first of the year," she says.

Other members of the committee include:

- Robert M. Arkin, Arts and Sciences; Lawrence A. Brown, Geography; Anthony F. Campagna, Management and Human Resources; Susan L. Erskine, Research; Ruth S. Gresham, Human Relations; John R. Kleberg, Business and Administration; Larry M. Lewellen, Human Resources - Benefits Administration; Don W. Miller, Mechanical Engineering; Dean L. Parham, University Architect; Ronald L. Racster, Business Administration; Richard D. Schrock, University Hospitals; Nancy J. Siclar, Health Services Administration; Sharon A. West, Journalism; and Ronald A. Wright, Veterinary Medicine.

The search for a new vice president for development and president of the University Foundation got underway last week, says Roger Blackwell, committee chair and professor of marketing.

"We had our first meeting Sept. 18 and President Gee provided us with comments concerning the charge of the committee," Blackwell says. "We are going to do a truly extensive search for candidates of national stature who can lead the University in development."

"I think this will be an active and outstanding committee."

The members include:

- Francis X. Beytagh, Law; Linda B. Bowers, Development; Mildred L. Chavous, Graduate School; William B. Book, Wexner Center for the Performing Arts; Mabel G. Freeman, University Honors; John B. Gertach, University Foundation; Dan L. Heinen, Alumni Association; Patrie H. Hendrshott, Finance; Margaret A. Hendricks, Administration; Marion; Richard M. Hill, Optometry; Joan Huber, Social and Behavioral Sciences; James L. Jones, Athletics; Marita M. King, Chemistry; Gary R. Kitsmiller, Alumni Information Systems/Development; Alvin C. Rodack, Treasurer; Joseph J. Russell, Minority Affairs; Rob Sheehan, graduate student; Jerrold R. Voss, Architecture Administration; and Robert J. Watkins, Porter, Wright, Morris & Arthur of Cincinnati.

One redefined position to be filled is a vice president for human resources and relations. The vacancy results from an administrative restructuring earlier this year. The committee is chaired by R. Reed Fraley, assistant vice president for health services and executive director of University Hospitals.

The committee began its work in April. Fraley says the position has been advertised for some time in national education publications and on the University Personnel Postings.

"As we now embark upon the most exciting part of the process, which is reviewing the qualifications of nominated individuals and interviewing the best qualified candidates, we intend to move expeditiously," he says.

Other members of the committee include:

- Carole A. Anderson, Nursing; Wanda E. Barnett, Minority Affairs; H. Randolph Bobbitt Jr., Management and Human Resources; Helen R. DeSantis, Business Management; Richard F. Edwards, Ohio Agricultural Research and Development Center; Howard L. Gauthier Jr., Academic Affairs; Elizabeth A. Hart, Financial Management; Lawrence A. Kennedy, Mechanical Engineering; William T. McDaniel Jr., Black Studies; Al Mathews, Physical Facilities Resource Management; Marlene D. Payha, Linguistics; Randall B. Ripley, Political Science; Nancy M. Rudd, Family Resource Management and University Senate; Saundra K. Schuster, Student Life; William R. Smith, Geography; and David W. Wirick, National Regulatory Research Institute.
Committees conduct search to fill positions

By Melissa K. Sterrett
Lantern staff writer

The search is on for five administrative department vice presidents to fill up President E. Gordon Gee's 'cabinet' at Ohio State.

Search committees appointed by Gee are spending more than two hours a week in the pursuit of the right candidate.

Acting vice presidents for the offices of Personnel Services, Business and Administration and Finance were appointed when Gee came to Ohio State in the fall of 1990. Now, five independent 15-18 member committees are conducting a competitive national search for permanent administrators.

Two new vice-president positions will go to the Office of Human Resources and Agricultural Administration.

Gee recommended Bobby D. Moser as vice president from agricultural administration Oct. 1.

The committees are attempting to bring in a diversified pool of candidates by advertising nationally in The Chronicle of Higher Education and selected affirmative action journals.

Three consulting firms have also been hired to aid in the search.

The search committees, in conjunction with the consulting firms, will narrow the field of candidates to one, and make that recommendation to Gee.

Chosen candidates will be recommended by Gee to the Board of Trustees for final approval.

The committees are also looking at candidates already at Ohio State and asking selected university presidents for nominations, said Lawrence H. Newcomb, chairman of the Business and Administration Committee.

The Purchasing Office, in conjunction with the committees, solicited proposals and bids from executive search companies, Purchasing Agent Sue Burge said.

The consulting firms were chosen from companies that submitted both a proposal and a bid, Burge said.

Lamalie Associates, Inc., of Cleveland, has contracted with both the Finance and Business and Administration Committees.

Fox-Morris Associates, also a Cleveland firm, was chosen to work with the Personnel Services Committee.

The committees were not given a budget, but must take all requests for funding directly to the president's office. No deadline has been set for choosing candidates, and the committees are taking the time to do the search properly, Newcomb said.

Lamalie's winning bid was for 25 percent of the winning candidate's first year salary, plus costs for expenses like advertising. Lamalie received two separate contracts with the committees.

Although some consulting firms work on a contingency basis where their candidate must be chosen for them to receive compensation, Lamalie will be paid regardless of whether the chosen vice president is a Lamalie find or the current acting vice president.

Newcomb said this set up is standard practice, and is best because there is no incentive on the part of the firm to sell one of their candidates.
Gee’s search committee seeks qualified executive for position

By Kristen Foster
Lantern staff writer

Second in a six-part series.

A university search committee and an independent executive search firm are looking for a candidate to fill the position of Vice President of Human Resources and Relations.

The university search committee consists of 16 members, appointed by Gee, who must contribute at least two hours a week to the search.

Cleveland-based Fox-Morris Associates, the independent executive search firm, has been hired to assist in the search. Fox-Morris Associates would not comment on the firm’s role in the search because they maintain a policy of confidentiality.

The fee spent for the independent search firm is an investment issue for Ohio State, said Gee.

“It’s a modest expenditure to make sure we get the right person for the position rather than not get the right person and have spent a great deal of time and energy,” said Gee.

The firm has stipulated the fee will not exceed $30,000, according to Sue Burge at the OSU purchasing department.

Applicants are being solicited within the university and around the nation. Advertisements have been placed in the Chronicle of Higher Education, the Wall Street Journal, the New York Times and Human Resource News.

The position was also advertised in the University Personnel Postings bulletin and letters were sent to the presidents of 50 research universities seeking qualified candidates.

Although applicants at Ohio State are being considered, Gee said he wants the best person possible for the job, whether they are in Columbus or not.

Applicants must have a post-graduate degree and a record of administrative effectiveness in a broad range of specialty areas associated with a comprehensive human resources program, said R. Reed Fraley, search committee chairman.

“We are looking for a broad based pool of individuals as diverse as possible, which includes women and minorities,” said Fraley.

Gee said because the position is in a non-traditional area the search firm would help bring qualified candidates to Ohio State.

“The executive search firm helps bring a professionalism to the search and also their expertise,” said Fraley.

The firm will help analyze resumes and gather a diverse group of candidates, including those who might not take notice of classified ads, said Fraley.

Fraley also said the consulting firm had contacts and references that could help attract qualified applicants to the position.

Qualified candidates are being reviewed in the next six to eight weeks and Gee has asked for a list of candidates sometime in the early fall, said Fraley.

If the position is currently vacant, Gee said because of the vast range of faculty and staff issues which the position involves, it is necessary to fill.

Responsibilities of the position include: professional and staff employment services, payroll and benefits administration, employee relations, labor union negotiations, faculty and staff assistance program and human relations as related to diverse service oriented programs, according to a classified advertisement run nationally and within the university.

The salary for the position will be competitive but negotiable based on the qualifications of the applicant, said Gee.
Outside firm assists committee in search

By Melissa K. Sterrett
Lantern staff writer

Third in a five-part series.

The new vice president of Business and Administration will come to Ohio State with an initial price tag of at least $23,850 attached.

The search committee for the Business and Administration vice president is working with a Cleveland-based consulting firm that will receive 25 percent of the hire's first year salary, Purchasing Agent Sue Burgo said. The acting vice president of Business and Administration earns $36,400 per year, according to the 1990-1991 detailed personnel budget of the Office of Personnel Services.

The committee has been conducting a national competitive search, and is now seeking additional candidates through an executive search firm.

LaMalle Associates is a national firm with 35 consultants in seven major cities. LaMalle was chosen in a competitive bidding process conducted by the Office of Purchasing, Burgo said. The companies that bid were provided data on why their firm was qualified and how they would help in the search.

LaMalle will provide additional candidates who meet the criteria outlined by the committee, Committee Chair Lawrence H. Newcomb said.

The committee is now working with 60 applicants. Being on the committee takes an enormous amount of time for the volunteer members, at least two hours weekly, Newcomb said.

LaMalle has previously worked with other Ohio schools such as Cleveland State University, and the University of Dayton.

"They will assist us with screening the numbers down," Newcomb said.

Charles E. Taylor, a LaMalle associate working with the committee, said they would solicit candidates from all over, as well as outside, the United States. LaMalle's candidates will then be pooled with the other candidates found by the committee, and interviews will be conducted.

LaMalle is not operating on a contingency basis and will be paid the 25 percent regardless of whether the chosen vice president is a candidate they brought in, or the current acting vice president. LaMalle will also be paid for their expenses, such as mailing and advertisements.

Newcomb said employing LaMalle on a non-contingency basis will discourage their selling one of their candidates. "There is no incentive to sell us a bill of goods," Newcomb said.

The chosen vice president will not be obligated to LaMalle in any way, Newcomb said.

Newcomb said a deadline for finding a candidate had not been set, but that a choice probably would not be made until the end of January. The emphasis is on getting it done quickly, but correctly, he said.
Ohio State pays firm more than $25,000 for advice

By Rob Malone
Lantern staff writer
Fourth in a five-part series.

An executive search firm will receive more than $25,000 for consultation services in the search for a permanent vice president of finance.

Lamalie Associates, Inc. of Cleveland has contracted with the university to aid Ohio State's volunteer search committee, said Committee Chair Nancy Zimpher, associate professor of Educational Policy and Leadership.

While the search firm is enlisted to do much of the staff work, Taylor said, the ultimate decision of who will be recommended for the position is placed with the OSU committee, which is made up of 20 faculty members and administrators.

Zimpher said the committee has been asked to submit a slate of finalists to President E. Gordon Gee by Jan. 1. She said once the list of finalists is submitted, the applicants will be available to be interviewed by the whole university community. Until then, names of potential candidates being reviewed by the committee are confidential, Zimpher said.

Zimpher would not say whether or not the acting Vice President of Finance William J. Shkurti, is being seriously considered for the position.

While Zimpher refused to comment on Shkurti, John Elam, special assistant to President Gee said, Shkurti is likely a "strong front-runner" for the position.

He added that, "(President Gee) has been very pleased with what Bill (Shkurti) has done."

Charles E. Taylor, a partner in Lamalie, said the firm will receive 25 percent of a candidate's first-year salary, plus any expenses incurred during the search. Lamalie receives this payment regardless of whether its candidate is hired.

The vice president of finance received $107,160 in budget year 1990-91, therefore, Lamalie received at least $26,790.

Not all search firms operate in this manner. Firms that work on a contingency basis are only paid if a person they recommend is hired, Taylor said.

Zimpher said the selection of Lamalie was not made lightly. The committee started with a long list of firms and chose the one it felt was the most qualified.

The firm's familiarity with higher education and its track record for finding a diverse and qualified pool of candidates were also considered, Zimpher said.

Having a diverse group of candidates is especially critical, she said, because the vice president of finance is such an important leadership position in the OSU administration.

Elam echoed this sentiment. Diversity at the vice presidential level is a "very serious concern," he said.

However, Elam said no hard and fast rules exist for filling such positions. Therefore, the decision to enlist a search firm, and to incur the subsequent cost, was a voluntary one made by the committee.

He said the effectiveness of a search is generally parallel to the stature and importance of the position being filled.

Zimpher said the committee, which has met weekly since July, carefully weighed the benefits versus the cost of a search firm before hiring Lamalie.

"We labored over this decision a lot," she said, "but in the final analysis resolved that we needed (Lamalie's) kind of assistance."

Taylor said Lamalie will bring the search to a higher, more active level, a level that cannot be reached if the OSU committee were to work alone.

Lamalie's high-powered, computer-based search machine gives it access to all of the United States, Taylor said. "We have the technical ability to get at those potential candidates in a fairly aggressive fashion."

The OSU search committee cannot accomplish this because its members have other responsibilities. "Search is not their sole business," Taylor said. "Search is our only business."

Volunteer committee members are required to put in a minimum of only two hours per week on the search.

Elam also said a search of this type can bring out unknown potential candidates.

"You never know quite what's out there," he said.

Zimpher said the position has been advertised nationally, locally and in the university personnel listings. The deadline for submission of an application is Nov. 1.
OSU search in early stages
Committee discussing organization

By Rob Malone
Lantern staff writer

The search for a permanent vice president of development, a position in OSU President E. Gordon Gee's cabinet, is in its infant stages.

The search committee for this position has only had an organizational meeting, said Committee Chair Roger D. Blackwell, professor of Marketing.

At this meeting, Gee outlined his vision for the position, Blackwell said.

The new vice president will also serve as president of the University Foundation and will be the chief fund-raiser on campus.

The development search differs from the other searches because the current occupant of the position, Donald D. Glower, who also serves as acting executive director of the University Foundation, is retiring in February.

All the President's men...women

The search for the best and the brightest

John Elam, special assistant to President Gee, said it is a concern of the administration to have diversity at the vice presidential level.

The current number of open positions at this level presents a rare opportunity to create diversity that is not encountered very often, Elam said.

The committee met Thursday, and each member was to presented a short paper on his expectations for the position, Blackwell said.

The committee, which is made up of 20 members of the OSU faculty and administration, will take these ideas, along with those of President Gee, and write an official job description.

A contingency firm is paid only if it chooses the eventual appointee. A retainer firm collects regardless of whether the person chosen is from its list or found by the university committee.

The search committees for the vice presidencies of business and administration, and finance have contracted with a retainer firm, Lamalie Associates, Inc. of Cleveland.

Lamalie will receive 25 percent of the first-year salary of the hired person plus related fees incurred during the search, said Charles E. Taylor, a partner in the firm.

If the development committee were to strike a similar deal, the search firm would be paid at least $16,300.

Blackwell said the committee plans to work as cost effectively as possible.

"We want to look at all factors," he said, "including ways to get what we want at the minimal cost." However, this does not affect the committee's intention to seek out the most qualified potential candidates.

Blackwell said the committee hopes to find some qualified people on campus and in Columbus.

He stressed that an active search is important and that it is not a good idea to consider only people who apply for the position on their own.

The most desirable person for the position may be perfectly happy where he is, Blackwell said. It might be necessary to coax him into accepting the position.

Expanding a search to include such people is necessary, Blackwell said. It heightens the possibility of getting one of the most qualified people in the country.
Search committee lacks undergraduates

Inadequate representation concerns OSU student body

By Kristen Foster
Lantern staff writer

The vice presidential search committees are missing an essential element, according to the Council of Graduate Students.

Graduate students are concerned there is only one graduate student representative on any of the search committees and no undergraduate student representation.

The Council of Graduate Students and the Undergraduate Student Government, the governing bodies for students, are typically asked to appoint a student representative for any university committee, said Christine Chen, president of USG. But, Chen added, neither was asked for the search committees.

"I didn't just have a problem with graduate students not being on the committee, I had a problem because there was no student representation at all," said Sean Tipton, president for the Council of Graduate Students.

"I think it's important that students are included because these vice presidents will be making decisions that affect students," Tipton said. "I think it's also important to see how a candidate interacts with students."

Although the search committee for the vice president of Development chose a graduate student to be on the committee, the committee should have gone through the student government to appoint a student representative, Tipton said. The search committees have recognized the lack of student representation and will be including graduate and undergraduate students in the interview process when candidates are brought to campus, said Madison Scott, executive assistant to the OSU president.

The search committee for the vice president of Business and Administration has already contacted the Council of Graduate Students and USG to ask for an appointed student representative for the interview process, Tipton said.

Scott said the most efficient way to form a committee was to include students in the final stages of the process.

"With 20 people on a committee it is very difficult to get schedules together and we were trying to make the process efficient and effective," Scott said. "We were not trying to exclude the students at all. We felt it would be more efficient if students were included in the interview process."

"(The student governing bodies) made it very clear to the university that any time they plan a new committee, that students be a part of it," Chen said.