Board of Trustees
Presidential Search Advisory Committee
Meeting
Wednesday, June 3, 2026
9:00 a.m. to 11:00 a.m.
Campus Commons, 2300
Greeley, Colorado

MINUTES

Trustees Present: Steve Jordan (search chair), Annette Martinez (search co-chair)
Members Present: Barbara Garrett, Britney Kyle, Teresa Castro, Grayden Pustilnik, Dana Landry, Audra Yocum, Quinston "Q" Daugherty, Brian Davidson, Rigo Rangel, Sheila Yeh, Tamra English, Jennifer McDuffie
Invited Guests: Cati Mitchell-Crossley, Joe Kralick, Evan Layne, Rachel Banderob (Isaacson, Miller search partners)

I. Call to Order / Roll / Approval of Agenda

Search Chair Dr. Steve Jordan called the meeting to order at approximately 9:07 a.m. and welcomed members of the Presidential Search Advisory Committee. Dr. Jordan expressed appreciation for the committee's willingness to serve and emphasized the significance of the committee's role in supporting the Board of Trustees in the search for the next president of the University of Northern Colorado.

Secretary to the Board and General Counsel Tamara English conducted roll call. Absent: Katriesa Hoijo and Deirdre Pilch. A quorum was established.

II. Introductions

Committee members, university representatives, and search consultants introduced themselves and shared their connection to UNC and interest in serving on the committee. Members represented a broad cross-section of university and community constituencies, including students, faculty, staff, alumni, community leaders, and trustees.

III. Search Committee Charge and Responsibilities

Dr. Jordan reviewed the charge of the Presidential Search Advisory Committee. He noted that the committee serves in an advisory capacity to the Board of Trustees and is responsible for:

- Gathering stakeholder input regarding the presidential search;
- Assisting in identifying desired qualifications and characteristics for the next president;
- Reviewing candidate materials as directed by the Board;
- Providing recommendations to the Board of Trustees; and

- Recommending up to three finalists for Board consideration.

Dr. Jordan emphasized that the committee does not select the president, negotiate employment terms, or speak on behalf of the university. Committee members reviewed and acknowledged the committee charge.

IV. Legal, Confidentiality, and Open Meetings Guidance

Ms. English provided an overview of the legal requirements governing the search process, including compliance with the Colorado Open Meetings Act and Colorado Open Records Act. Key guidance included:

- Committee deliberations should occur only through the official search process.
- Emails, text messages, notes, and other search-related communications may constitute public records.
- Candidate information and committee deliberations must remain confidential.
- Committee members should not contact candidates, conduct independent reference checks, or seek information through personal or professional networks.
- Media inquiries and public records requests should be referred to the Office of General Counsel or the Office of the President.

Committee leadership emphasized that maintaining confidentiality is critical to preserving a strong candidate pool and protecting the integrity of the search process. Members were encouraged to raise questions regarding confidentiality, conflicts of interest, or candidate communications as they arise.

V. Search Process and Timeline Overview

Representatives from Isaacson, Miller provided an overview of the presidential search process and anticipated timeline. The committee reviewed the following phases of the search:

1. **Listening and Discovery Phase**
    - Stakeholder meetings and listening sessions.
    - Development of a presidential position profile informed by campus and community feedback.
2. **Recruitment and Candidate Development**
    - National outreach and recruitment efforts.
    - Ongoing review of prospective candidates and nominations.
3. **Candidate Evaluation**
    - Calibration and review meetings.
    - Evaluation of application materials.
    - Initial virtual interviews.

    - In-person semifinalist interviews.
4. **Finalist Selection and Campus Engagement**
    - Identification of finalists.
    - Campus visits and stakeholder feedback opportunities.
    - Final recommendations to the Board of Trustees.

Search consultants emphasized their commitment to conducting a broad, national search and creating a diverse and highly qualified candidate pool. Committee members were encouraged to submit nominations and recommendations throughout the process.

VI. Committee Discussion: Presidential Profile and Leadership Priorities

The committee engaged in an initial discussion regarding the qualities, experiences, and leadership attributes desired in the next president. Themes emerging from the discussion included:

- Commitment to student success, belonging, and engagement.
- Strong fiscal leadership and financial sustainability.
- Visionary leadership balanced with operational discipline.
- Ability to strengthen social mobility and student access.
- Dedication to affordability and educational opportunity.
- Deep engagement with students, faculty, staff, alumni, and community stakeholders.
- Capacity to articulate and execute a clear institutional vision.
- Experience navigating the evolving higher education landscape.
- Commitment to transparency, collaboration, and shared governance.
- Ability to advance UNC's long-term strategic priorities while responding to immediate institutional challenges.

Committee members also discussed the importance of selecting a leader who can capitalize on emerging opportunities while maintaining a strong campus culture and community-centered approach.

VII. Next Steps

Search consultants outlined the immediate next steps:

- Continue stakeholder listening sessions and community engagement activities.
- Draft and refine the presidential position profile.
- Reconvene the committee later in June to review themes gathered from stakeholder feedback and provide input on the position profile.
- Finalize committee meeting dates for the upcoming phases of candidate review and evaluation.

Committee members were encouraged to identify potential candidates and institutions demonstrating innovative leadership practices that may inform recruitment efforts.

VIII. Adjourn

Dr. Jordan thanked committee members for their service and reiterated the importance of the work ahead. Upon motion duly made and seconded, the meeting adjourned at approximately 10:56 a.m.