October 9, 2020

Dear President Pestello,

Saint Louis University, Provost Search Committee (PSC): Progress Report # 2

Following on from my last report to you, I am pleased to say that the search committee is making good progress on the task that you have entrusted to us.

The Leadership Profile

During September, the PSC met formally on September 11 and September 18. The chief concerns of the PSC were completing the schedule of meetings with the various constituencies on the campus, to help us to construct the “Leadership Profile.” Our zoom meetings were as follows:

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<thead>
<tr>
<th>Leadership Team</th>
<th>Date</th>
<th>Sch. Business</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parks College</td>
<td>8/26</td>
<td>Doisy (2nd meeting)</td>
<td>9/9</td>
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<tr>
<td>GSA</td>
<td>8/27</td>
<td>SGA</td>
<td>9/9</td>
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<td>Doisy College</td>
<td>9/1</td>
<td>FSEC</td>
<td>9/10</td>
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<td>Deans</td>
<td>9/2</td>
<td>Sch. Medicine (reps)</td>
<td>9/10</td>
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<tr>
<td>Sch. Law</td>
<td>9/2</td>
<td>SAC</td>
<td>9/11</td>
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<tr>
<td>CAS</td>
<td>9/3</td>
<td>CPHSJ</td>
<td>9/11</td>
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<tr>
<td>Open Meeting</td>
<td>9/4</td>
<td>Sch. Nursing</td>
<td>9/14</td>
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<tr>
<td>SLU Madrid</td>
<td>9/8</td>
<td>Sch. Education</td>
<td>9/16</td>
</tr>
</tbody>
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WittKieffer (WK) representatives also met with selected key individuals as part of this process. In all, we calculate that we were able to meet with over 500 participants in this period. I am grateful to members of the PSC who were able to join me and the WK consultants in many of these meetings.

In addition, we released a survey to the University as a whole, which sought feedback on three key questions relating to the search (these were the same questions that were posed in the various zoom meetings listed above):

Q2
What are the most important qualities, credentials, or characteristics that you would be looking for in a Provost?

Q3
The Provost will be faced with both opportunities and challenges in this position. What would you identify as the top 3-5 priorities that the Provost should address?

Q4
Thinking about the leadership role of the Provost, what do you feel is most distinctive about SLU that should be emphasized to candidates?
Responses to the survey were extremely gratifying. In all just over 320 individuals participated in the survey, and they provided (in total) over 800 responses to the three questions. In the interests of transparency, we have provided feedback on the survey outcome to the University community more generally.

Following the meetings and discussion of the survey results, an intensive period of drafting the “Leadership Profile” began. All members of the PSC contributed valuable thoughts and insights into this process which involved intensive work on the part of WK. I am particularly grateful to you, for your careful reading of the final draft of the Profile, and the amendments that you proposed that were incorporated into the document. The Profile will, we feel, provide a firm basis for our recruitment efforts.

The Profile has now been released publicly by WK. I have also circulated a copy of the Profile to the University. The position has now been advertised. The advertising costs came to approximately $4,700.

**Report from WK on potential applications.**

At the meeting of the PSC of October 9, WK were able to report that in the early period of the recruitment phase, they had reviewed some 2100 individuals who they feel might meet the criteria for consideration for the position. They have contacted approx. 100 individuals alerting them to the opportunity which the position affords and have had over 20 conversations with interested individuals. They have already had 19 applications, and they received nearly 60 nominations / suggestions from the SLU community.

**Diversity and Inclusion**

As you will know, in the “Leadership Profile” we placed particular emphasis on diversity and inclusion issues, reflecting your concerns (which we share) that this important area needs to be addressed. We have sought to ensure that we are advertising the position in forums which might help us to recruit a diverse pool of qualified applicants. At the most recent meeting of the PSC (October 9) we had a discussion with Michelle Lewis (Head of the Office of Institutional Equity and Diversity) on the federally mandated reporting and auditing responsibilities of the Search Committee in this area, as well as with Katie O’Connell (HR) on best practices at the interview stage. We have also been made aware of the recently promulgated White House Executive Order (September 22, 2020) “…on Combating Race and Sex Stereotyping.” The best advice we have been offered is that this Order should have no impact on our current search procedures or processes.

**Future Tasks**

We shall begin the work of reviewing applications shortly after November 2, which is the posted closing date for the recruitment phase. Zoom “First Round” interviews (equivalent to “Airport Interviews”) will take place on Friday December 11 and Saturday December 12, when we hope to meet with between 8 and 10 applicants.

Currently, we are still on course to meet the general timeline for the search.

Please do not hesitate to contact me if you have any questions or thoughts that you would like to raise with the PSC about the search.

Best wishes,

Jonathan Sawday, Chair PSC