

**REGISTRY SEMINAR 2007**  
**LOUISVILLE, KENTUCKY**  
**NOVEMBER 2<sup>nd</sup> - 4<sup>TH</sup>, 2007**

**\* \* \* RECORD OF MEETING \* \* \***

**INTRODUCTION**

This seminar marked the 15<sup>th</sup> anniversary of the organization of the Registry. It is fitting that it was very well attended by principals, members and guests-98 in all. The meeting was at the Seelbach Hilton, an historic landmark. All meeting rooms and food service were excellent. The guests included three area presidents who had been invited to see what the Registry is all about. One of them, who is close to retirement, since has indicated her immediate interest in membership. Our guests also included Constantine "Deno" Curris, President of American Association State Colleges and Universities, a long time friend and supporter of the Registry. The theme of "The Emerging Leadership Gap in American Higher Education" went well. The various panels and presentations fit into the theme, so that there was an apparent relationship between the various subjects covered. The reception by members and guests and the active participation was high and valuable. It was a learning experience for us. In addition, the social and collegial interaction of members was evident, including the Welcoming Dinner and the Saturday evening Spirit of Jefferson Dinner Cruise, which evidenced the dancing prowess of some - - an evening of fun. The Round Robin discussion at the end reflected the strong opinion that this was the "Best Seminar" we have had. The strong positive reception was echoed in the formal assessment form that attendees filled out at the end of the meeting. All members who did not attend the Seminar, will be sent with this report all of the handouts and meeting papers that were in the registration folders. They will be referred to at various places in the following Record.

**COLLEGIATE ENTERPRISE SOLUTIONS HIGHLIGHTS**

Introduced by George Mathews, Chairman, who gave an overview of CES, two presentations were given:

**Tom Wily**, Vice President of CES, stressed the importance of consulting in general, but also in international education in particular. He indicated that no educational association specialized in international education. CES consultants can help colleges make international wide strategic plans, as well as to work with faculty development with global dimensions. The CES document "Consulting Services in International Education" is enclosed.

**Bun Perkinson**, a Registry member and CES Vice President, reported on two of his recent and immediate CES consultancies on two campuses, these dealing with the

construction and /or leasing of facilities. He mentioned Suffolk Construction Co., Boston, and indicated the need for locating necessary plans and funding for housing and campus centers.

Both presentations stressed the need for the expansion of consulting activities which will expand, and in which Registry members can be involved as CES/Registry consultants.

## ORIENTATION FOR NEW MEMBERS

Since the last Seminar 24 new members have been added to the President's Division, while 16 have been added to the Senior Administrator Division. Attached is a list of those.

A significant numbers of those were at the Seminar, and attended the Orientation Session. There were good discussions which centered on our key document sent to all as they received a membership agreement, that being "What Is Expected of Registry Members". We are enclosing this document for you if you were not at the Seminar.

## CONFERENCE THEME:

### THE EMERGING LEADERSHIP GAPP IN AMERICAN HIGHER EDUCATION

The nature of the theme was introduced at the Opening Dinner by the Principals of CES/Registry, particularly by Bryan Carlson. Much of the following reports and discussions that followed over the next two days centered on that theme. These were:

#### *• Reports of Current Registry Assignments*

Introduced by Bun Perkinson, who himself described his own two recent part time interims in development, six others told of their current Registry assignments. Each report given was brief and very effective. They centered on the very nature of the theme, the increasing need for strong leadership by presidents, senior administrators, and boards. One or the other of the presenters described some of the gaps our theme speaks of. Their reports and the discussions gave a testimony of how important and crucial the work of a Registry Interim really is. The list of those who reported and their assignments is given in the Seminar Agenda, which is enclosed.

#### *• Presidential Preparedness*

Moderated by Bryan Carlson, who gave focus to the theme, the presentations were further introduced by the commentary of Deno Curris who, as President of AASCU, gave a succinct yet thorough description of the higher education situation today. Since he spoke from notes, we do not have text of his incisive remarks, but these are the points he made about the current state of higher education, particularly related to the demands for more leadership in the following areas and conditions:

- ✪ The loss of college and university credibility from the recent financial aid debacle;
- ✪ The constant increase of tuition over against cost of living indexes;

- ✦ Alumni giving, and its need to increase;
- ✦ The need for increased accountability to demonstrate clearly the effectiveness of a college education;
- ✦ Technology and its crucial place in the colleges and universities
- ✦ Globalization as a reality for American Higher Education.

The panel presentations, all given by Registry members who are out on assignment, are listed on the Agenda. Without trying to describe the individual presentations, there was a consensus clearly evident that there is indeed an increased need for leadership to fill some clear gaps. Each one is working in what would amount to colleges in crisis or at least in serious trouble where lack of good leadership at the board and presidential level had been clearly evident. Each is filling in a gap, due to failure of leadership. Each person reporting gave clear evidence of how emotionally and enthusiastically they are making the interim assignment count to save an institution or make it more effective, paving the way for new leadership to come. These reports were very well received and discussed at the session or in conversations among colleagues later.

### DISTANCE LEARNING

In keeping with the theme of the need for college and university leadership at the presidential level to be informed and prepared for new and challenging opportunities, Denzil Edge spoke of the nature and importance of Online Learning at any college. Denzil is the President of The Learning House, based in Louisville. He builds online Virtual Campuses at small colleges. In stressing the importance of online learning, he said that the last year there were 3.5 million students doing online learning. One out of 5 students in the U.S. are taking something online, this out of 18 million enrolled students. He discussed how Quality Online Programs are done. The process used by the Learning House was shown visually. The Outline of that presentation entitled "Building Quality Online Programs" can be sent or emailed to you by asking Amy for it. There is no doubt that in connection with our theme, that there are many higher education leaders, especially presidents, who need to fill the gap in their awareness of this enormous learning potential at every college or university.

### ENROLLMENT MANAGEMENT SERVICES: New Tools for Better Results

Mariea Noblitt and Sharon Handelsman did a case study presentation, both Registry members, with Mariea also serving as a CES/Registry consultant.

The need to coordinate all the functions inherent in good enrollment management was stressed. The need for "one stop shopping" by students is a necessity. How to have the correct data in all of the offices involved, especially Admissions, Financial Aid, and Registrar is crucial. To get to know what and when accurate data is needed in the right format offers another of the leadership challenges being discussed in the Seminar. An

attractive CES Chart was distributed and can be sent or emailed to you by asking Amy for it.

### SETTING A NEW STANDARD IN TRUSTEE SEARCH: The RH Perry Foundation Pro-Bono Trustee Search for the Academy

Rob Perry, a partner of the Registry during its entire life, made a clear perceptive presentation of the new project that he has launched. It fit well into the theme of this year's Seminar in addressing leadership gaps. Many presidents have had "board problems stemming from ineffective board performance. All presidents face the challenge of board building. Rob will initially fund the new Foundation for Pro Bono Trustee Search himself in order to get it started. It has the objective of locating a given college who could use, but does not have the special expertise and experience in a given area, which a carefully located potential board member could fill. Rob intends to apply tried and true regular search methods to locate nationally such a person for the board of that college, all done pro bono. The person offered to the board of the college will have been given the interviews and "training" to enable he or she to come in as an effective member at the very start. Poorly structured boards are known to the Registry as well as to the RHPA search business. The exciting venture Rob has launched is geared to meet that condition one situation at a time, and to do so with funds The R. H. Perry Foundation will secure to get it done. One can see this project at [www.rhperryfoundation.org](http://www.rhperryfoundation.org)

### REGISTRY PROTOCOL 101

This session was set up to go into some detail covering specific aspects of what is expected of Registry members. The key items, which were discussed, are carried in the Agenda. The processes reviewed are shown in the Registry Handbook, which has just been reprinted and of which is enclosed if you were not at the Seminar. Stress was placed on the need to accept the job if a member gets to the interview; be fair and open with each other when coming to interview with other colleagues; letting the Registry do the contracts fully; and finally, after an interim service, a written final report should be done and submitted to the Registry. All of these matters came up from concerns where we have experienced violations of one or the other of the protocols, especially with respect to the relatively few final reports that have been written, partially due to the Registry leadership not having put that requirement into stronger play when a interim is about to end.

### THE ROUND ROBIN DISCUSSION

At the final session, all present were asked for their impressions of the Seminar, as well as to complete the Seminar Assessment Form, which was to be filled out also by others who may have left the conference earlier. There were many who were appreciative of what many called "the best Seminar yet." Also there were suggestions for things to cover in the future: The following are some of the comments:

- "I would like to hear talk about the Registry failures as well."
- Wanted: small group sessions about challenges and solutions.

- “To whom do we refer an institution that is at risk of merger, purchase or shutting down?”
- “It would be good to have a keynote speaker at dinner w/group discussions (at dinner or later?) of subjects raised.”
- “We should have a panel discussion about the first six weeks as an interim.”
- “Could you offer more discussions of the other roles on campus such as, provost, VPIA, CFO, etc.”
- “The outside experts were the best this year.”
- “Have more panelists than just the current placements (past placements).”
- “Start a task force to address the public institutions.”
- “We would like to have a list of probable attendees prior to the seminar.”
- “Offer more case studies with aspects of management of turnarounds & crises.”
- “The most valuable interim is a proactive one, things should not stand still.”
- Allen suggests a professional development seminar targeted at new presidents.
- “We would like more to time to get to know who is who in the Registry.”
- “Enjoy having a speaker!”
- Would like a session on “Things I would have done differently.”
- Would like a break out session on currently serving interims and some of the problems they are encountering.
- Would like a brainstorming session on how to get more people into interim placements.
- Would like a roll play session on the process of placing an interim-this could be in the orientation session.
- Would like a break out session for senior administrators.
- “I truly enjoy being with my colleagues!”
- Would like a session on the expectations document: what it is; why it is important and maybe show some examples of expectations documents.
- Would like a session on the first 6 weeks of a typical interim experience—told by the interim placements themselves.
- Applause to the Registry because they like that we incorporate spouses into the group!
- “The outside experts were GREAT! Best we have ever had!”
- Session on How you handles the problems, challenges and crisis you encountered while serving in the interim position
- Members enjoy having a speaker: maybe the head of a national organization could be brought into speak?

*Details and dates for the 2008 Seminar will be sent to you soon!*

THL: 12/15/07