

CONCORDIA UNIVERSITY (WISCONSIN AND ANN ARBOR)

CHARGE TO THE PRESIDENT SEARCH COMMITTEE

WHEREAS, Rev. Patrick T. Ferry, Ph.D., has given notice of his intent to resign as president of the University on June 30, 2021, and

WHEREAS, the Bylaws of The Lutheran Church-Missouri Synod (LCMS) in Section

3.10.6.6.2(b)(1) require the formation of a search committee (Committee) to carry out certain functions in order to facilitate the obligation of the Board of Regents (Board) to select a new president, and

WHEREAS, the Board has by a previous action directed the formation of the Committee and the preparation of a charge (Charge) to the Committee with a requirement that such formation and preparation be presented to the Board no later than its meeting in May 2021, and charged the chairman of the Board (Chairman) with the responsibility to complete this work, and

WHEREAS, in fulfillment of this responsibility, the Chairman has named the members of the Committee, its chairman (Leader), and has caused a Charge to be prepared,

NOW, THEREFORE, BE IT RESOLVED, that the following will be the Charge to the Committee:

1. The members of the Committee are shown on the appended list.
2. The Board finds that the members fulfill the requirements of the above LCMS bylaw that it represent the Board, the faculty, and the staff; all members of the Committee are members of LCMS congregations.
3. The Leader of the Committee is Richard Laabs, Chairman of the Board.
4. The agent of the Board as defined in LCMS Bylaws 3.10.6.6.2 (b)(4)-(6), will be Allen Prochnow, a senior vice president of the University, or such other person as the Board designates if he is for any reason unable to perform the duties of the agent.
5. The Chairman has the power to remove any member of the Committee who is unable to perform his or her responsibilities, to name a replacement for such removed member, to add one or more members to the committee in order to bring needed expertise to the Committee, to designate staff of the University to support the work of the committee as necessary from time to time, and in all other respects to assure that the work of the Committee and its Leader is done timely and in good order.
6. The Committee is charged with the responsibilities listed in LCMS Bylaws 3.10.6.6.2 (b) (2) and (3), and (c)(1).
7. The Committee is directed to utilize, insofar as possible, the materials and reports prepared for the accreditation process recently completed, the University plan prepared in 2020, and the audits for the fiscal years ended June 30, 2020 and to be prepared for the fiscal year ending June 30, 2021, along with such financial statement updates as are prepared from time to time, to fulfill the requirements of Bylaw 3.10.6.6.2 (b)(2) regarding a description of the needs of the University and a transition review, in order to avoid the need for work which duplicates that already done and which could be less complete or detailed than that which has already been completed.

8. The Committee is directed to schedule such listening forums as seems to it to be appropriate and incorporate such input into its work.

9. The Committee will meet with the appropriate officials of LCMS and the Concordia University System (CUS) on such occasions and as is necessary from time to time, in-person or via electronic methods, in order to meet the requirements of LCMS bylaws or its work.

10. The Committee is authorized to utilize the services of a professional executive search firm it may select in order to assist its work, subject to reporting the name, qualifications, compensation, and reasons for the employment of such firm to the Board.

11. The work of the Committee will commence at the designation of the Leader, be reported upon to the Board not less often than quarterly beginning with the May, 2021, meeting of the Board, and continue until a contract has been entered into with a president.