



CHRISTOPHER NEWPORT UNIVERSITY
PRESIDENTIAL SEARCH COMMITTEE

January 13, 2022

Before the holiday break I announced the appointment of a [Presidential Search Committee](#) that will be responsible for recommending candidates to the Board of Visitors for the next President of Christopher Newport. I am pleased to report that the Presidential Search Committee, comprised of a diverse group of 16 members chosen from Christopher Newport faculty, alumni, Board members, students, former rectors, and staff members, convened our first meeting on Friday, January 7, 2022.

In our first meeting we provided the committee with an introduction to each other and to the search process. Each member was given a copy of *The Complete Guide to Presidential Search for Universities and Colleges* as a resource for understanding their duties. The agenda included (1) a presentation by Virginia's Senior Assistant Attorney General Deb Love concerning the legal requirements of the Freedom of Information Act in Virginia as it impacts the work of the search committee, (2) a review of the search process by Martin Baker, managing partner of the recruiting firm of Buffkin/Baker which has conducted similar searches throughout the United States, (3) a discussion of the nature and scope of a resolution to be presented to the Board of Visitors concerning the charge to the Presidential Search Committee to find and present candidates to the Board of Visitors for the sixth president of Christopher Newport University, (4) a review of the importance of confidentiality and the ethics expected of the committee members throughout the search process, and (5) a contract proposal to hire Buffkin/Baker to advise the committee and to facilitate the recruitment of our next president.

After a thorough discussion of all of the agenda items, the committee welcomed Deb Love as our legal counsel for this journey. All members of the committee signed a confidentiality agreement and code of ethics. A draft resolution for the charge of the Presidential Search Committee was presented and will be modified at the next meeting. The committee recommended that the University retain the firm of Buffkin/Baker. This firm has a long history of working with Christopher Newport on executive searches. Four of the top members of our administration were previously recruited upon the recommendation of Martin Baker: Adelia Thompson, Chief of Staff and former Vice-President of University Advancement; Rob Lange, Dean of Admission; Holly Koons, Executive Director of the Torggler Fine Arts Center; and Jim Hanchett, former Chief Communications Officer.

Over the coming months, with the help of the firm of Buffkin/Baker and Senior Assistant Attorney General Love, the search committee will meet frequently to refine the presidential search process and timeline, host listening forums, review input, develop the leadership profile of the next president, and begin the formal recruitment for our sixth President. [A Presidential Search page](#) has been launched that will keep the university community informed of progress, share information, solicit input and feedback, and detail the policies and principles guiding this search. Please check that site regularly for updates.

The next meeting of the Presidential Search Committee will be on Friday, January 28 at 8:00 a.m. in the David Student Union Board Room.

Robert R. “Bobby” Hatten

Chair, Presidential Search Committee

Rector, Board of Visitors

Rector, Board of Visitors