



Patti Epler &lt;pattiepler2@gmail.com&gt;

## UH Response to UIPA Request

1 message

UIPA UIPA &lt;uhipa@hawaii.edu&gt;

Tue, Nov 26, 2024 at 7:44 PM

To: pepler@civilbeat.com

Cc: syerton@civilbeat.com, apyle@civilbeat.org, Dan Meisenzahl &lt;dmeisenz@hawaii.edu&gt;, UIPA UIPA &lt;uhipa@hawaii.edu&gt;

Aloha Patti,

Attached please find the University's response to your request. The document with "metrics developed during the search process as described in Section G including number of applicants, diversity statistics, demographic data as well as geographic locations data (Hawai'i vs non-Hawai'i)" is attached to this email.

The copies of proposals submitted by other bidders to the RFI will be sent separately.

In regards to your other requests, in several of the instances discussed below, written records don't exist (sometimes because verbal reports were made) or aren't otherwise maintained by the University, as follows:

-- Hensel's application for the position. (Not the letter of interest what you sent to Stewart but any application she may have filled out) [There is no application, as applicants were only required to submit a cover letter and CV/Resume.](#)

-- Heilig's application for the position. [There is no application, other than the cover letter and CV.](#)

-- the "board review" report and documents related to that item, whether it is a single report or multiple items that address Section A, items 1-5, under the statement of work in the contract. [No report was provided to the BOR; this is what WittKieffer was expected to do in finding candidates that the BOR was looking for and in developing the profile of the President.](#)

-- written summaries and/or recorded audio/video interviews with BOR members seeking to address the information required in Section A. [There are no such materials maintained by UH.](#)

-- comparative market data as described in Section E under statement of work including the list of recent hires and salaries at other institutions of higher education, national studies etc. [See report provided to BOR and discussed at July 18, 2024 special BOR meeting, available at https://www.hawaii.edu/offices/bor/regular/materials/202407181330/Special\\_BOR\\_07\\_18\\_2024\\_Materials.pdf \(page 8\)](https://www.hawaii.edu/offices/bor/regular/materials/202407181330/Special_BOR_07_18_2024_Materials.pdf)

-- all interim reports to the BOR as mentioned in Section E. [There are no written reports; verbal updates were provided to the BOR regarding the progress of the search.](#)

-- any communications plan as required by the contract including guidance on dealing with the media and whether candidates would be allowed to do media interviews. [There is no written plan; verbal guidance and advice was provided.](#)

-- any disclosures regarding applicants that were clients of WittKieffer, as required in Section E under the statement of work. [See email of August 6, 2024, attached to this email, confirming that no applicants were clients of WittKieffer.](#)

-- recommendations to the BOR on the two finalists, Hensel and Heilig [There is no written report. Verbal recommendations were made by WittKieffer when requested by the BOR.](#)

-- Assessments of Hensel and Heilig as presented to the BOR including any material relating to "leadership history evaluation" as done by the contractor [There is no written assessment report. Verbal assessments of Hensel and Heilig were presented to the Board.](#)

-- any "tailored interview questions" prepared by the contractor for the board. (as referenced in the key deliverables section of Phase 3 of the Contractor's Approach) [See questions attached to this email.](#)

-- any material collected as part of the "Candidate Due Diligence" process including media and public record reviews and information relating to "the screening for prior allegations of harassment and discrimination." [There are no such materials maintained by UH, as this was done by WittKieffer and not provided to UH for its records.](#)

-- metrics developed during the search process as described in Section G including number of applicants, diversity statistics, demographic data as well as geographic locations data (Hawaii vs non-Hawaii). [See document attached to this email.](#)

Mahalo,  
Dan

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#### 4 attachments

 **N16233 UH Presidential Search Statistics.pdf**  
98K

 **UH Board Interview Themes-Questions.pdf**  
150K

 **2024.08.06 University of Hawaii Mail - RE\_ [External Email] disclosure of Wittkeiffer clients\_-\_Redacted.pdf**  
267K

 **NTR P. Epler 11.26.24.pdf**  
285K