

January 27, 2015

Dr. Sandra K. Woodley
President
University of Louisiana System
1201 North Third Street – Suite 7-300
Baton Rouge, LA 70802

Dear Dr. Woodley:

As your executive recruitment partner for the current Grambling State University presidential search, I am writing to share the unique challenges we are facing in the recruiting process with regard to the proposed higher education budget cuts in Louisiana. In no particular order, these issues include:

1. Some potential candidates have informed us that they will not consider applying until the budget future of Grambling is clearer and/or resolved.
2. The best current and potential candidates have numerous career options. It is very unlikely they will put an offer on hold from a stable institution to wait for Grambling's budget issues to clarify.
3. Several of the top candidates in the pool to date tell us they will withdraw if there is a chance they will be publicly mentioned as being involved in the search before the budget situation resolves itself. They share that any public exposure before then would undercut them with their current employers, making them look desperate to leave where they are to go to an unstable institution.
4. Current and potential candidates tell us they are not interested in going to an institution where they may be asked to "roll it up" basically upon arrival. They want to know that Grambling has a positive future before they would accept an offer to lead the institution.

Thank you for your consideration of these varied issues. We appreciate your guidance in addressing them at this critical stage of the Grambling presidential search process.

Sincerely,



Lawrence I. Hollins
President