

Affiliation (optional)	Candidate Strengths	Candidate Weaknesses	Other Comments
Administration	Strong track record of leadership experience at AAU. None-- hire him!! institutions. Well-rounded-- grasps the complexities of the various functions of the institution. Personable-- would be a strong fundraiser. Creative-- would challenge the status quo and would be a positive change agent.	None-- hire him!!	Dr. Steinmetz was easily the most engaging candidate in the open forums. On paper, he has the strongest resume to lead Iowa. This is a no brainer-- close the deal and do whatever it takes to convince him to take the position.
Administration	Potentially best prepared for role and seemed comfortable in talking about his vision and interests. He is also most familiar with the University from both his personal and professional experience. He would need the least amount of orientation to be fully functional.		
Administration	Strong vision for public higher education. Deep understanding of and respect for the research mission of a Research I University. Student-oriented. Ability to articulate the value of a Research I University to external constituents. Experienced academic leader in universities similar to the University of Iowa. Proven track record of creativity and collaboration to create efficiencies on campus.	None known	I worked with Joe as a fellow dean for three years at the University of Kansas. He was highly regarded by his peers and, to the best of my knowledge, by the faculty in his college, the provost, and the chancellor of the university.
Administration	Strong and deep experience at comparable comprehensive, large, public universities. Strong faculty credentials and experience in managing and leading a budget. Change agent at OSU. Familiar with fundraising and advancement processes at prior institutions.		
Administration	great passion and accomplishment	both a strength and his weakness is his Midwest background	he would be a real catch
Faculty	Experience in every dimension of academic administration in a university like ours. Has overseen innovations like those I would like to see tried here. Very knowledgeable. Very positive and relaxed.	I saw none.	He obviously is my first choice. He has broad experience and understanding. He is a very positive person, with a good sense of humor. I think he would be great with alums. I think he would do very well working with the Regents. I think he would be very good with faculty, staff and students.
Faculty	Outstanding candidate, clearly would be invested in U Iowa, already has personal connection to University	None that I saw	Very clearly the top candidate.
Faculty			He is the only candidate with the background and vision to lead a large research one university.

Faculty	I feel that he would be fine. He is thoughtful, competent.		
Faculty	Focus on collaboration with faculty & students to develop vision and plan for University. Recognizes unique features of research-intensive universities. Experience at other large Universities that are also research-intensive.	Fairly general ideas...not clear on how he would work collaboratively with ALL of the groups he mentioned. Also - little executive level experience, and doesn't seem to have spent much time in what administrative roles he has had.	
Faculty	Genuine. Excellent experience. Well-qualified. Understands the Big Ten. Good vision on how to engage the constituencies in the state and understood the complexities of a research institution.		This candidate would be an excellent advocate for the University of Iowa
Faculty	To my mind Dr Steinmetz is the strongest candidate. With his experience at Ohio State he brings the fullest knowledge of operating a Big Ten and CIC institution at the highest levels. He understands finances, has a solid vision of what a comprehensive University needs to accomplish, and has a track record both in non profit fund raising and working with state legislators. He has strong Iowa ties and loyalties already.	I saw little wrong with him. Dr Bernstein was more articulate, indeed, impressively so, but once Dr Steinmetz got down to business, he was the most persuasive of all three with the depth and range of his knowledge.	My first ranked candidate.
Faculty	Strong experience in contexts similar to UI	Somewhat hesitant and vague in responses	Acceptable but not outstanding candidate; the best in this pool, however
Faculty	Knows the University of Iowa; good background in Big Ten and Midwest universities; aware of issues.	Occasionally unfocused in responses.	Slight worry about the fact that he's clearly out looking for a variety of jobs, but otherwise a strong candidate.
Faculty	Thank you for the opportunity to comment on the candidates for President of the University of Iowa. I rank Joseph Steinmetz as the top candidate for the presidency.		
Faculty	This candidate, by far, was the best of all 4 candidates. He displayed a knowledge of working at a large public research institution, something the other three did not display. He also has the most relevant experience of all the candidates. He showed a passion and sounded excited while proposing concrete ideas and initiatives he has been (or would like to be) a part of. He spoke to all the stakeholders in the university with respect. I really enjoyed his forum.	I am not sure that he has any. He has such relevant experience for the position I feel like it would be a seamless transition.	By far my favorite of the 4.

Faculty	Thoughtful, seemed to understand full range of university culture--and its challenges. He could cite specific initiatives to solve problems--as he admitted, some were still works in progress, but all seemed like significant movement in the right direction. Esp strong at explaining contributions of university to the community	I was surprised--his vita doesn't show a lot of breadth in terms of arts/humanities etc. But, he spoke with respect and understanding and commitment to their success as core of university.
Faculty	Vision. Practicality. Deep experience at public R1 institutions, especially OSU. Familiarity with UI through Provost meetings, review of CLAS. Innovative approach demonstrated in responses in Q and A, for instance his description of using the privatization of parking to pay for a variety of projects otherwise impossible to support. Broad understanding of complexity of universities. Style that would serve him well with all constituencies. Would represent UI with complete commitment and integrity.	I'm unsure of his experience with medical facilities like UIHC and med school. All four candidates lacked explicit experience here. By far the best candidate for UI president. He would hit the ground running and be leading the UI very quickly.
Faculty	understands problems with complexity and nuance much relevant experience at Ohio State understands and prioritizes arts and humanities understands the relationship between research and teaching values and protects tenure and academic freedom understands the fiscal situation with nuance and a lot of practical experience understands the challenges facing students, as well as ideas for recruitment and retention	personality can be dry can be uninspiring even when he is saying all the right things messages can be crafted with more nuance and compassion
Faculty	Very strong administrative and leadership experience at 3 different state institutions. Answered questions well and with respect. Articulate in his vision and understanding of the challenges and opportunities facing the university	He seems to have moved alot in the last few years. I think he is very qualified to be the next president of Some of his answers lacked detail but his task was a bit difficult. the University of Iowa.
Faculty	This candidate has by far the greatest experience in an institution like UI--both at Kansas and Ohio. He receives top marks from his colleagues at Ohio for having good ideas, strong skills as a consensus builder, and a deep grasp of the complexities of large institutions. He would be able to jump right in without the long familiarization process required for the other candidates.	He would be a very strong president.

Faculty	All the requisite skills and knowledge of large public institutions. Has risen through the ranks and knows academia thoroughly. Personable, informal, communicates well.	Not clear how effectively he would work as a fundraiser.	Choice #2--not the same caliber as Krislov, but would make a fine president.
Faculty	Strongest in the pool in managing comparable large research university in the Midwest. Very wise on issues of campus culture. Compelling voice for faculty, students, and research and educational enterprise. A psychologist with deep understanding of arts and humanities as well as science and medicine.		I sensed that he would really settle and make his home here, not just use UI as a stepping stone
Faculty	Gave relatively concrete answers, didn't have any major screw-ups.	I hear mixed feedback about his performance at Ohio State. I'm trusting the committee to look into that more carefully. Also, we better be ready to privatize a lot of things.	Best of a lukewarm lot. Assuming he passes scrutiny for positive/negative at Ohio State, he would likely have gotten my vote, were I voting.
Faculty	Substantial experience in administration at well respected universities--including one of our Big Ten partners--Ohio State. I am very impressed by his interest in and experience at the University of Iowa as part of the team reviewing the College of Arts and Sciences.	None--.	we will be very fortunate to get him--it will send a strong and positive message to our academic peers

Faculty	I listened to Joseph Steinmetz's talk and the follow up questions. I thing Dr. Steinmetz brings a wealth of experience to the University of Iowa. He has held many previous academic administrative positions at Ohio State and the University of Indiana. Dr. Steinmetz has a vision for making the University of Iowa great. I like that he is able to make the case of the economic impact of the University of Iowa to the state. I like that he is aware of both academic and financial constraints placed on a major university. Dr. Steinmetz has dealt well with many problems that have arisen in his previous leadership positions at Ohio State and Indiana. I thought Dr. Steinmetz was able to answer questions very well yesterday. I liked that he did not try to come up with a solution on the spot to the students that asked him about specific questions about University of Iowa student groups. I felt confident that he would talk to these groups and come to a fair resolution of their requests. I would be proud to have Dr. Steinmetz as the president of the University of Iowa and he someone that I would be happy follow his leadership.	None	I would be proud to have Dr. Steinmetz as the president of the University of Iowa and he someone that I would be happy follow his leadership.
Faculty	Good vision statement, has held high-level leadership positions, has done his homework on the University of Iowa, actually answers the questions, appears very open, articulate	Not sure that I really saw any.	He is my favorite of the four candidates. I think the University of Iowa would do very well under his leadership.
Faculty	Record of leadership at UI peer institution.	Prickly answers to questions about diversity. Alarming suggestion that he would privatize energy management on campus, and possibly other functions as well.	Strongly oppose this candidate for the position of UI president.
Faculty	Understanding of CIC institution Vision for research university Experience collaborative management Metric based		
Faculty	Extensive experience and achievements in university administration. Has a firm grasp of university finances. Has administrative experience at universities very similar to the UI.		He would be a perfect fit for the UI. Obviously the best candidate.
Faculty	Vast knowledge and experience in academic administration. Understands fully the great complexities of a Research 1 University and has been a very successful leader as Provost at Ohio State.		Great communication skills. Did extremely well at the forum and fielded very tough questions.

Faculty	Experience at another Big 10 University that is even larger. Given his experience, I think he is the most qualified.		
Faculty	Extensive experience as teacher, scholar, and administrator at schools comparable to the U of Iowa. Folksy yet confident style, likely to win friends in and outside the university. Likely to be an effective fundraiser and to represent university interests capably.	No experience as of yet with a number of duties required of a president, but seems likely to develop the necessary skills.	Ranks 2d, after Krislov, as the candidate I'd like to see as our next president.
Faculty	visionary, inspiring, outstandingly well-prepared to lead UI, engaging, thoughtful and sophisticated, staunch commitment to academic freedom, shared governance, tenure, great job fielding questions, personal connection to UI, seems approachable and respectful of faculty, staff and students	none	Steinmetz would make a great president for UI -- my top choice by far
Faculty	A surprisingly strong, smart, energetic candidate with some innovative ideas. Good C/C experience and real commitment to public higher education. He has dealt successfully with major reorganization at OSU.	I saw none, save for his tendency to apply widely for presidencies.	He has modest academic training, but his rise to the provost's position at OSU is all the more impressive because of it.
Faculty	Serious scholar; leadership experience at major public universities in Midwest; knows UI from CLAS review	Bristled in dealing with predictable questions from diverse undergrad constituencies. Appears to be shopping around for jobs; will he stay the course here?	acceptable but not as compelling as Bernstein or Krislov
Faculty	All things considered I think Joe Steinmetz is the best candidate of the 4. He seems sincere, eager to work with a wide range of constituencies, and fully clicked into the academic culture and university community.	A bit unsure on his feet; rushed during his talk, but overall, a strong person I would be happy to work with.	
Faculty			Steinmetz is exceptionally well prepared to assume the presidency. He has a long history of excelling in demanding administrative positions at strong competing universities. He knows the University of Iowa better than any candidates and could hit the ground running if he were selected. We are fortunate to have him as a candidate; he would make a great president. I could not be more enthusiastic about his appointment.
Faculty	Experience; familiarity with CLAS (as an external reviewer); C/C experience; has leadership and administrative qualities, as well as faculty experience.	Addressed African American student as "you diverse people," which is unacceptably disparaging and objectifying	A qualified candidate, but one who needs to learn how to interact with people of color.

Faculty	Solid understanding of university administration. Outstanding experience in change management	Occasionally came across as unprepared for questions about diversity and inclusion suggesting that these were not priorities. Spoke less to the needs of staff than faculty.	This candidate was, by far, the strongest one and best positioned to win the support of faculty and staff, which is essential to any forward progress for the university.
Faculty	Extremely experienced, understood all the issues, had concrete answers, inclusive decision-making style.		Steinmetz was my top choice.
Faculty	Provost Steinmetz knows CIC institutions and has extraordinary experience in this relevant environment; he was articulate and addressed many critical issues that will face UI's next president. Provost Steinmetz was very candid about needing and wanting faculty and campus input and support on Iowa's future direction.		Of the four candidates, Provost Steinmetz seemed to have the most relevant experience and background for the position. He seems someone who would maintain Iowa's traditions of shared governance and transparent operations. Provost Steinmetz would be my first choice for the next president of the University of Iowa.
Faculty	He understands that in order for others to hear your message you must genuinely engage them in a meaningful way. He makes assertions based on facts/evidence. Very successful in a faculty role. Understands the role of a faculty member.	The delivery of his message to a small group was much more effective than the message delivered to a large public forum. Otherwise none.	He would make a good choice for the next UI president.
Faculty	Dr. Steinmetz has tremendous experience in academic leadership at universities very similar to Iowa. He has dealt successfully with a number of the problems facing higher education. He has a vision to take UI forward and the experience and abilities to execute the vision. He would work well with members of all constituencies, and could establish a trusting relationship with the board of regents.	None	He is my top choice to lead the University of Iowa
Faculty	Smart institutional thinker. Professional, articulate, engaged, smart. Thoughtful. Sense of humor. High competence: already does much of the job.	Emphasis on policy might be seen by some as uncharismatic.	

Faculty	Academically and in a university administration context, I think he was our strongest candidate. He also has direct experience in setting up management structures for the OSU health sciences part of campus. While not as seasoned in the provost role as Bernstein, he appears better suited for public discourse, communication with a wide variety of Iowa constituents, and has the background to pursue creative initiatives to find funds to grow new academic programs. Personally, I loved his statements on the necessity of finding a balance between being an exclusive university and an inclusive one (noting Ohio State has slid too far to the exclusive side). This language should go over well with both legislatures and Iowa citizens. He is savvy about the legislative process and working with legislatures to build up scholarship opportunities for under-representative groups. He is also open to pursuing new collaborations with UNI and ISU, which could be a plus. Like the others he talked about "strategic" use of existing funds as well as exploring novel ways to generate funding and cost savings.	Did not do well with some of the public questions from students, especially since he should have anticipated them (assuming he watched the sessions with two previous candidates). His public session seemed rushed and nervous.	I feel that Steinmetz is a strong candidate for the UI presidency.
Faculty	Dr. Steinmetz is a candidate who could bridge both sides of the river: he is a neuroscientist who has been a dean of arts and sciences. He has a great record of accomplishment as a university administrator at a peer Big 10 institution. He developed strategies and practices at Ohio State that took that university from a not-well-regarded "open access" college to the top of the rankings. In addition, he spearheaded creative business partnerships that had enormous financial benefits for OSU; for example, privatizing the parking such that an Australian corporation paid the university \$483 million in cold hard cash, which they could then use to seed research activities that brought in millions of dollars in federal funding. Brilliant! He was also very personable and likeable. I heard the students loved him!	He was not as eloquent or impressive a public speaker as Bernstein, but he was endearing.	Given his outstanding track record at Ohio State, and the incredibly innovative things he's done to turn that institution into a top-tier university, I believe he would be an inspiring and exciting leader here.

Faculty	Strong academic background with a wide range of experience. Seems to have solid values and is able to express them well. I suspect he would try to build consensus.			Might not have been quite as skilled a public speaker as the first two candidates. But came across as very sincere.	
Faculty	Steinmetz seems spot on in answering questions about our relationships with the regents, the legislature and the state as a whole.				He seems to appreciate the value of a top research university and recognize the components needed to create and sustain one.
Faculty	Leadership and operational experience in higher education; strong academic records; will be able to garner support from faculty. He makes decisions based on evidence/data. He is willing to set "tough goals" (i.e., his example of telling his team that administrative costs cannot exceed 6% of revenues). He has a collaborative approach to management. Relevant experience at other Big 10 universities.			He is not overly charismatic or a "warm fuzzy" kind of person.	of Joseph Steinmetz would be a strong President for U Iowa.
Faculty	Specific knowledge of Big 10 Universities and their place in the regional, nation, and the world. Outstanding administrative experiences, would have a very small learning curve at the presidential level.			I believe he is so good he would be gone sooner than later.	He would make a very fine next president for the University of Iowa, but would he take the job if offered, maybe not.
Faculty	Only one of first three to discuss cogently the conflict between a humane response by the university to an alleged incident of sexual violence and/or racist behavior and First Amendment rights of free speech and University expectations of academic freedom. He came down on the side of academic freedom, a pre-requisite for leading a research university.			seemed rushed during his prepared remarks and when responding to questions -- might make a thoughtful conversation partner. uneasy	superbly qualified by virtue of extensive experience in the academy to lead a Research I University.
Faculty	Dynamic; handled hostile questions with grace and did not get defensive; strong belief if the need to balance fiduciary responsibilities and maintaining excellence; outstanding experience at like institutions; strong support for liberal arts education as foundation				

Faculty

This candidate seemed very focused in his presentation, with some clear ideas on his values and plans to put them into action. His emphasis on passion and integrity is admirable, and more so than the previous candidate, felt like I had a better sense of who this candidate is. He seems to have a good background in integrating humanities at OSU, and it was good for him to be proactive in discussing the importance of retaining a diverse student body here at Iowa.

His responses to audience questions on diversity were simply inadequate. Although the one questioner went on at length (and I think it's good for the students to press back on the candidates, very revealing), he came off as incredibly dismissive of her opinion. The same occurred for the student who asked about the statue incident on the Pentacrest. He seemed to understand the academic freedom perspective on the incident, but did not speak at all to understanding students' perspectives, and the student questioner walked away clearly unsatisfied. It is not surprising that the final questioner on diversity made an impassioned statement about the needs of diverse students being neglected. Although the candidate spoke to the needs of contingent faculty, he did not address some of the broader issues at OSU about inequities in faculty rights and contention over tenure, and whether he would bring a similar academic culture to Iowa.

Faculty

Clearly the top candidate; excellent experience in high leadership at a top CIC research university; would bring a lot of fresh and creative ideas from Ohio State to his leadership here; creative and astute financial manager who does not believe in throwing money at a problem without fully understanding it and then assessing the success of the investment; clear commitment to the importance of the arts and humanities for an excellent education; also committed to cross-disciplinary interaction and team-building; showed strength in dealing with controversy; showed more sensitivity than the others on women's issues by emphasizing how important it is to educate people the first week they are here about what is and is not okay; a man of evident integrity and high ethical principles; forthright and not playing it safe for the sake of popularity.

I walked away from his forum feeling energized, inspired, and enthusiastic--more so than any of the others; I think he would bring great intelligence, strength, passion, and creativity to the UI. I like the fact that he has strong connections to the culture of the Midwest, which will serve him well as a communicator. He has an excellent handle on the details of many of the programs he has helped to implement recently to deal with some of the same problems we face at the UI. He is a serious scholar who understands the critical importance of both basic and applied research--and the extraordinary social needs this research fills.

Faculty

I was impressed by this candidate's ability to articulate strategies as well as a vision. This indicates a level of experience that would be valuable.

Faculty	He has a proven track record of successful academic leadership. He has had significant administrative experience at several peer institutions, particularly Indiana University and Ohio State University. He is an articulate speaker and has the necessary temperament to work with all constituencies, particularly the Board of Regents.	None of any importance.	Of the four candidates, he is clearly the most qualified to be President of the University of Iowa.
Faculty	Strong academician with significant leadership experience at all levels from department head through provost at major universities comparable to UI. Is well-aware of the issues that are confronting research Universities. Commitment to academic freedom, administrative transparency, shared governance and communication. President serves the University not the University serving the President.	No major weaknesses.	Message that if Universities do not pursue knowledge than who will do it? is a strong and understandable approach to "selling" support for the University to a diverse constituency.
Faculty	Vast experience at a number of public research universities. Demonstrates understanding of issues in higher education. Good communicator	Minimal - strong candidate	Would be a good fit for the UI
Faculty	experience as a faculty member, department head, dean, and provost at large research universities. supports academic freedom and shared governance. articulate and thoughtful fully understands CIG, outside grant funding, etc. could be expected to rapidly come up to speed as president here	not quite as passionate as the first two candidates. not quite as warm and outgoing as the first candidate	of the 4 candidates, he has the best knowledge and experience related to a large research university with health sciences/hospital. Of the 4 candidates, he would be expected to most rapidly come up to speed as president here
Faculty	He had a strong buy-in to Iowa, what Iowa is and what it could be. Was it possible that he was just substituting 'Ohio' with 'Iowa' in his rhetoric? Maybe, but I think there was a real connection that he has made with Iowa for many years - already. This would serve the U of I very well.	He hasn't been a president of an institution yet.	He seemed very personable, approachable, level-headed. Given the first 3 candidates public forum performances, I feel he is comparable to Krislov in many ways. Steinmetz has more experience with larger institutions - BUT - he has he been in administration for too long? Has he been out of the classroom too long? I lean toward Krislov, as the strongest choice. Bernstein is a DISTANT third.

Faculty	Provost Steinmetz appeared to be the complete package -- he is deeply knowledgeable about how to catalyze strong research; he appears to have a passion for creating a strong environment for student learning; and he has great respect for the core mission and values of the University even as he wishes to create change.	I don't see any	
Faculty	Dr. Steinmetz has had impressive administrative experience at large, public universities. He articulated some admirable points in his vision statement, including faculty strength, diversity (of disciplinary fields as well as of ethnic populations), and the need to project the University's importance to the public. He was effective, courteous, and focused in responding to questions.	None from my perspective.	I consider him worthy of serving as President and would find him a qualified and inspiring leader.
Faculty	Good balance of experience in research, teaching, and university management. Passionate about need to communicate to the state the high economic return of increased state funding to UI. Knows the university world, knows the CIC. Expressed strong interest in getting feedback from faculty, staff and students before making important decisions on which faculty, students and staff possess critical background knowledge.		
Faculty	Candidate gave very good answers and has outstanding experience in leadership at a public university. Outstanding insights into how faculty and administration of a public university need to reach out to state constituents to help constituents understand the importance of the mission of the university very articulate has an excellent vision about the university good balance about practicality and vision good understanding of the role of academic freedom good sense of integrity personable experienced	very few noted	He would be a terrific president. This is my favorite candidate so far

Faculty	He has a clear, realistic vision for how the University can move forward and address the financial and educational challenges we face. He has a wealth of relevant experience and demonstrated success in improving schools facing problems similar to ours. He understands the value and mission of a state University like Iowa. I believe he would garner trust from the faculty, staff, and students. He would be an effective advocate for the University in raising funds. In short, I believe the University would be improved and more efficient, produce better research, better retain and educate students, and better serve the state of Iowa under his leadership.		I strongly support Steinmetz's candidacy and urge the Board of Regents to appoint him as President.
Faculty	An inspiring, experienced, admirable leader, the perfect choice for the President of the University of Iowa. Has a deep understanding of academe and academic values and a commitment to excellence.	None	
Faculty	Had several good ideas embedded in his talk. Recognized that if universities don't support the humanities, no one will. Understood that graduate programs need to be "right-sized."	Nervous, lack of gravitas. Failed to directly confront tricky issues of (in particular) racism and bias on campus. Dodged and answered generally rather than specifically.	Might be an acceptable next President of UI, but is dominated by the candidate from Tulane.
Faculty	Highly accomplished and well qualified for the position.		
Faculty	Steinmetz has the character, talent and experience to lead Iowa! His outstanding leadership at similar institutions proves that he would be an exceptional president. We would be most fortunate to have him as our president.	None.	
Faculty	He is clearly familiar with the pressures and issues that affect the Research I institution in this era, and he has handled them before. He is well positioned to deal with the complexity of an institution like Iowa. He doesn't leap in and assume he knows the answers; he prefaces his thoughts with the need to understand and explore problems rather than providing formulaic solutions or responses.		I would be quite happy to see this candidate appointed as university president. His sincerity and experience position him to learn and to adapt to the Iowa environment. I take the length of time that his public forum lasted as a sign of people's sincere interest and engagement with his candidacy.

Faculty	I appreciate that he's a Hawkeye parent. I also liked that he was impressed during a campus visit as an external reviewer. His CV is impressive in terms of teaching, research, and service. He has experience at a large university with undergraduate and graduate programs as well as healthcare. His discussion of affordability and value of an education was pertinent, and his pragmatic viewpoint would be useful.	Limited experience with university healthcare administration. Less polished a speaker (but personable).	
Faculty	This is a truly outstanding candidate, even better than the first two to visit campus (not to mention the third, who is an absurd candidate). He has all the experience at similar institutions, such as Indiana, Kansas and Ohio State, and participated in a review of CLAS last year, so he already knows Iowa. He is an absolute DREAM candidate, exactly who we need to lead.	Absolutely none.	We need a president with experience and credentials in ACADEMIA not business.

Other	Steinmetz is an intriguing candidate. Having only observed the public forum where he offered only glimpses of detail to his OSU efforts, the work that he did in leading the consolidation of colleges is very interesting. Recognizing that the UI has issues of its own in terms of inefficiencies and redundancies, Steinmetz has obvious skill and background in navigating those issues within an academic environment. As an alumnus and as one who has lived far away from Iowa for many years, I found his answers to questions about how I can and should be involved with the UI interesting and troubling. Again, only evaluating him via the public forum, his answers were broad enough that one could construct roles for interested alumni that extend beyond fundraising into careers, mentoring, advocacy, and more. Having led alumni groups outside Iowa, such perspectives are essential to broadly involving the diverse alumni body in working on the UI's behalf - volunteer efforts that the UI ought not to discount the importance and potential utility of. His answers are troubling in that when presented an opportunity to articulate a comprehensive vision in response to a direct question - his answer fell short. But, the question came at the end of the forum and perhaps caught him off guard. Ohio State and Indiana both have active and comprehensive engagement efforts, I suspect he is familiar with and has been involved with those.	The candidate offers the traditional background for a university president. One wonders whether he has the moxie and fortitude to say "no" to institutional and external pressures. However, I remain very intrigued by his consolidation effort at OSU. If he truly played a leadership role there, he may have the skills and the ability to articulate and implement visionary change. Of the four candidates, Steinmetz is a safe choice with low downside and definite upside. By low downside, his background suggests he would manage the institution adequately and provide expected outcomes. But, the upside is experience in leading change from the inside. I have no idea what type of change might be required at Iowa, but if that is the desire, he presents background and experience suggestive of the abilities to accomplish that in an academic context.	
Other	Excellent background and preparation	Not as visionary as optimal	Was as good if not better than Chicago.
Other	1. A well organized, enthusiastic, formal presentation. 2. A recognition of the difficulties and dilemmas associated with current higher education, and a determination to overcome them. 3. A commitment to academic freedom, even when it might generate discomfort.	Little indication of his accomplishments and views on undergraduate education.	It looks to me as if he would make an intelligent and forceful President of the University of Iowa. [I am an emeritus professor who taught in the Biology Department for 50 years]
Other	He is extremely well trained. Works well with and enjoys people. His background at outstanding large land grant universities well qualifies him for this position.	None that I observed.	

Other	Professor Steinmetz is clearly the most qualified of the finalists. He has a breadth and dept of understanding of higher education that is unmatched in the candidate pool. He also exhibited significant energy, leadership and vision. He would serve the university and the state extremely well in this position.	No significant weaknesses apparent in the CV and public presentation.	
Staff	Knows the UI well; great experience in large public universities.	Spoke a little fast and not always clear.	Would make a good public university leader.
Staff	Background in Scientific field, research experience, excellent experience in administrative roles at multiple strong peer institutions, deep familiarity with our CLAS unit from recently serving on outside review committee, good answers to numerous questions at open forum with regard to student, staff, and faculty issues. He should be our top choice candidate, in my mind.		#1 candidate choice.
Staff	Experience in multiple administration positions at 3 R1 institutions. Excellent vision and broad scope with respect to University culture, student retention, and maintenance of breadth in arts and humanities.	None	
Staff	depth and breadth of experience in both faculty and leadership roles at a large public research university in the CIC direct experience with UI	nothing stands out	We would be fortunate to have him here
Staff	He's very well versed in higher education and he is very well spoken, charismatic.	He may come off a little snobbish?	He is in my top 2 of the 4 candidates.
Staff	Strong academic credentials and experience in an academic environment, specifically knowledge about the running of a large public university.		

Staff	Familiarity with the strength of the Big Ten; he was behind initiatives at Ohio State that significantly improved the university; a passion for public universities and for education; understands the value of shared governance.	I was really pleased by his comments that people not directly connected to academia often do not understand how they benefit from the research and scholarship at the University. The hard sciences produce concrete results, but the liberal arts and sciences produce intangibles that are not always recognized until some time in the future. And even in the hard sciences, many people do not understand that unglamorous basic research is vital and underlies all the high profile developments. He talked about educating politicians and the public to let them know that everyone in Iowa--directly or indirectly--benefits from having a strong University System. My home state is Wisconsin, and I am watching with despair as the political leadership in that state aims torpedo after torpedo at a truly great University System, and gleefully fires. It is absolutely vital that the next President of the University of Iowa be able to stand up to adverse political winds, and I believe Dr. Steinmetz will do this.
Staff	His speech was disorganized and poorly delivered. Cannot see him as the public face and voice of the university.	Do not hire him.
Staff	Experience with a large research university. Record of large-scale changes at OSU with apparent good results and good reviews from stakeholders.	Managed the best combination of detailed and broad-scale answers in the public forum. Seems to have a clear and nuanced understanding of major issues facing higher education.
Staff	He has found efficiencies at OSU, but appears to be "presidency" shopping (UT-Austin, Arkansas, etc.). He is a much more "traditional" candidate. He was not nearly as charismatic or energetic in his public forum.	He would not be a top pick, but better than the last candidate.
Staff	Strong higher ed administrative experience. Clear and compassionate vision. Seems like a team and consensus builder while also being a decisive leader. Understands higher ed and Iowa very well. Understands the type of institution that Iowa is very well.	One of two best candidates among the four.
Staff	Very knowledgeable. Very well prepared.	Best candidate.
	None obvious.	

Staff	By far, most qualified and best fit candidate for the position. UI would be in good hands with him. Understands UI, the Big Ten, and higher education.	Please hire him
Staff	Considerable administrative experience. His vision was not detailed but if he can live up to the promise of a transparent and accessible administration he could do much to repair the UI community. Provide the most specific answers to audience questions.	Answered audience questions thoughtfully and often specifically. He became a little defensive at one point in response to a persistent student, but in fairness, many questions asked by several people were impossibly specific for a thoughtful, inclusive leader to answer on the spot.
Staff	He's vision are inline with that of the university and all who are associated with it.	I think he would be a good president.
Staff	I think that Joseph Steirmetz is a superb candidate and clearly the best prepared candidate to lead the University of Iowa. He has a long and distinguished career with progressive responsibility at three research universities. He clearly understands the mission of a research university and clearly articulated his vision for extending that mission here. He has experience in making the case to external constituencies of the value of the university to the state. Ohio State is a very successful and well-run research university. He has earned high praise there for his abilities to lead a complex research institution and medical center. I particularly appreciated his comments about supporting the arts and humanities: "If universities don't do that, who will?" He understands what universities are and why they are so important.	
Staff	Very experienced, knowledgeable about higher ed in general and the CIG in particular, highly qualified, articulate, personable, funny, strongly academic	Dr. Steirmetz is by far the best candidate so far and would be an excellent choice for President.
Staff	Articulate, academic experience, good communicator, good vision and able to transfer that vision operationally, handled a difficult statement under pressure quite well.	None. I think this candidate is the strongest of the first three by a long shot.
Staff		this is the guy

Student

I met with each candidate during a student breakfast. This candidate had thoughtful responses to student concerns rooted in his extensive administrative and academic background. I was impressed by his in depth and critical analysis of relevant issues such as college affordability, consent, and academic freedom. He would be an outstanding representative for our university with his confident yet contemplative demeanor and relational approach.

Joseph is my top candidate for the presidency of the University of Iowa.

Student

I thought Steinmetz handled himself incredibly well when faced with difficult questions from student groups. Though he couldn't give in depth answers to their questions since he hasn't been on our campus long enough to assess the culture I felt that the answers he did give were inclusive in nature and I would love to see how he would work on our campus given more time to listen to student and staff concerns. He was also very conversational in tone, which made him seem approachable and accessible. Overall, very impressed!

Student

Has a history working in higher education. His connections to the Midwest make him very appealing to me. Working with Ohio State is a comparable situation. Worried about the withdrawal of candidacy for the University of Texas job, is he serious about trying to find a new position?

Unknown

I am impressed with Steinmetz' stellar record of finding innovative ways to generate revenue for OSU without jeopardizing the very integrity of the institution. Privatizing parking to generate funds for research seems like a good example. He demonstrated his understanding of a larger research university such as this that has many stakeholders. He knows this campus very well. I have confidence in his ability to find innovative ways to generate revenue in a climate of reduced state funding and already high tuition. I also have confidence in his ability to be the public face of this university and to further the teaching/research/outreach missions of the university and to maintain its integrity.

Unknown	<p>He understands very well how a university functions. Although the talk was very good, he was not a very good speaker and thus the QA section was not really exciting.</p> <p>I liked his ideas on collaboration and how successful he is at Ohio State University. He was very clear on how to do the job and he is very experienced. From the four, he was the one of the best responding to issues about diversity and sexual violence against women.</p>			From the 4 he is my 2nd favorite with Krielow number 1
Unknown	<p>This man is passionate, likeable and engaging. His scientific background allows him to engage with quantitative data and relate to the scientific community, but he also demonstrates strong belief in the humanities. This is someone who seems genuine, direct, and trustworthy; I want to hear what he has to say. He also exhibits humility, and I appreciate his listening approach to developing a vision reflective of the community concerns.</p>	<p>He did not hesitate to admit lack of knowledge, but this came across as maybe less experienced or more insecure.</p>	<p>He's good at communicating and connecting to people, willing to engage and listen. I think he would be a good fit.</p>	
Unknown	<p>Very strong familiarity with Midwestern public research universities. Concrete vision for the university. Speech provided actionable items, not just platitudes.</p>			
Unknown	<p>As a recent external reviewer of the UI College of Liberal Arts and Sciences, Mr. Steinmetz is well familiar with the workings of and challenges facing the university's largest college. extensive administrative experience The Ohio State University, Mr. Steinmetz's current institution, is most similar to the University of Iowa in structure and public mission. Mr. Steinmetz thus assumedly possesses the most intuitive understanding of the institutional setting of the UI.</p>			
Unknown	<p>Top-notch academic, teaching, and administrative background at major universities. Deep understanding of the university mission. Experience in matters of diversity, student safety, etc at universities.</p>	<p>Some minor concerns about his ability to communicate with all constituents.</p>	<p>Would be a fine choice.</p>	

Unknown	Dr. Steinmetz is "combat-ready," well-versed in the CIC, and poised to lead the University of Iowa. His notion, of a shared vision of campus and community, and his statement "My vision has to be your vision" underscores his commitment to collaboration that is essential to the success and morale of the University. His six principles were clear and on target: 1. lead an administration that's transparent, accountable, with clear value-driven decisions articulated and executed with integrity 2. embrace a diverse and inclusive University, providing opportunity to all students. 3. address affordability while maintaining excellence by making the case for the University to the State and community. 4. support and develop a world-class faculty 5. palace a premium on interdisciplinary collaboration 6. promote the University to be universally recognized by Iowans, its legislative leaders and worldwide. These principles will help guide Iowa through the uncertain times ahead.	Dr. Steinmetz gave a compelling presentation. However he and all the candidates were not up to the challenge - in the moment - of confronting some of the most pressing student issues - most specifically empowering African-American students. That said, I am confident he will give voice the University's diverse communities and promote equality.	I would rank Dr. Steinmetz first among the first three candidates, all of whom I find to be fine prospective presidents. He is clearly my first choice, and I strongly encourage the regents to select him to be the next leader of the University. Note that unfortunately I found the final candidate, Bruce Harrel, lacking in experience, and lacking the requisite deep understanding of academe to lead the University.
Unknown	The candidate has an excellent track record both as an academician and as a top-ranking university administrator, at an institution quite similar to U of I.	No apparent weaknesses for the President of UI position.	An excellent candidate for President of UI.
Unknown	One of only two candidates with the requisite background and experience to be the president of the University of Iowa, Joe Steinmetz is head-and-shoulders above the rest of the finalists. There are very few people in the country as qualified as he is to be president. While I wish that the regents had seen fit to actually include FOUR candidates with the kind of experience and qualifications that he has, I am quite happy that he was one of the four finalists. And, in almost every way, he is FAR, FAR better qualified and prepared to be the president of the University of Iowa.	There are none.	If anyone else is picked over Joe Steinmetz, it will reflect incredibly poorly on the University of Iowa and will damage the reputation of the institution for many years to come. In the future, no one with the requisite qualifications will apply for being the next president, provost, or dean at the university if Dr. Steinmetz is not hired.
Unknown	Well-qualified and prepared. Gave good, thoughtful answers.		

Unknown	This is the most qualified and best prepared candidate in the field. He has relevant experience that prepares him for the complex task of leading a major research intensive university of international prominence. If he is hired it would be a credit to the university and would be indicative of a successful search.	
Unknown	Very thoughtful and focused. Would be an excellent president. hope that either he or the man from overlain is selected	
Unknown	experienced, knowledgeable, passionate, articulate, and personable	Best candidate in terms of experience and clarity of vision
Unknown	Excellent Big Ten knowledge and experience with a balance of leadership roles in Administration, research, and academics.	Came across as indirect to student concerns about diversity concerns. Did not possess a lot of knowledge of the concerns that UI faces.

Unknown

~ Assistant Professor to Professor and Chair of Psychology and Executive Associate Dean of CLAS at Indiana (20 years). ~ Dean of CLAS at Kansas for 3 years. ~ Ohio State Position since 2009 and Executive Vice President and Provost for only 2 years. ~ President of the Association of Psychological Science, 2013. ~ The opening statement was assertive and touched upon all the right priorities: Transparency, integrity, affordability, interdisciplinary collaborations, fiscal austerity (spend wisely); diversity, advertise our story. ~ Success at Ohio: Increased out-of-state enrollment and developed new programs, e.g., neuroscience and Data Analytics. Increased ACT average to 29. ~ Invested intramural support in "Discovery Themes" \$5 M for Humanities. ~ Strong academic record.

~ In his current position as Provost at Ohio State for only 2 years and was Dean at Kansas for only 3 years. Question of institutional commitment. ~ On black students' inclusion in advisory groups and committees he could not answer specifically because "he did not know the current structure." ~ On "bias response" he referred to importance of "implicit and explicit bias" training and education but had not dealt with student bias programs at Ohio State. ~ Limited "short experience" as Provost. ~ Performance at open forum was marred by some answers to sensitive minority issues.

CONFIDENTIAL August 31, 2015 University of Iowa Presidential Candidate Forum Joseph E. Steinmetz, Ph.D. (Physiologic Psychology) Professor of Psychology and of Neuroscience Executive Dean of Arts and Sciences and Vice Provost for Academic Affairs (2009-2013) Executive Vice President and Provost, 2013- Ohio State University (Columbus) Academic Background: ~ Ph.D. in Physiological Science, Ohio University, 1983. ~ Post-doc, Stanford, 1983-87. ~ Assistant Professor to Professor and Chair of Psychology and Executive Associate Dean of CLAS at Indiana (20 years) ~ Dean of CLAS at Kansas for 3 years. ~ Ohio State Position since 2009 and Executive Vice President and Provost for only 2 years. National Recognitions and Prominence: ~ President of the Pavlovian Society, 2004. ~ President of the Association of Psychological Science, 2013. ~ Editor-in-Chief of two journals, "Behavioral and Cognitive Neuroscience Reviews", 2000-2006 and "Integrative Physiological and Behavioral Science", 2000-2005. ~ Member, Advisory Board of Homeowners Association. Research Record: ~ Solid and sustained. Member of NIH panels. Concerns: 1. In his current position as Provost at Ohio State for only 2 years and was Dean at Kansas for only 3 years. Question of institutional commitment. 2. National Academies' leadership positions limited. 3. Recognition as educator limited. On Campus Open Forum August 31, 2015 1. The introduction of his family connections with Iowa was warmly received. 2. The opening statement was

Unknown

Most of the candidates answers came across as not well thought out, predictable and political. He was passionate about the humanities and while that is an important piece the university's identity, he was too focused on. I believe he would support humanities to the detriment of the others. How will that impact the medical school/hospital? What about the job placement rate?

Unknown	Excellent knowledge and experience of running a large state university that is a peer of UIowa; very strong articulation skills; wisdom in answers; strength of opinion based on experience and practice, not vague or speculative		
Unknown	Excellent experience at Ohio State Scientific Background well balanced with understanding of humanities. Innovative approaches to problem solving.	None	Excellent choice to be UI president
Unknown			I generally find it deeply troubling that all of the candidates are white males. this sends a terrible message to the university community about the UI's commitment to diversity and inclusion.