

January 11, 2017

Des Moines Business Record
Attn: Jason Swanson
100 Fourth Street
Des Moines, Iowa 50309

RE: Miles Lackey Forty Under 40 Nomination

Dear Forty Under 40 Selection Committee:

It is with great enthusiasm that I support the nomination of Miles Lackey to the Des Moines *Business Record's* Forty Under 40 Class of 2017. I have known Miles for more than a decade, first as colleagues at the University of North Carolina, and for the past five years, he has served admirably as my top adviser at Iowa State University.

When I became president of Iowa State, I set an ambitious agenda to raise the university's profile as one of the top land-grant institutions in the country. To achieve this goal, I needed a potent administrator who could effectively coordinate strategic and day-to-day functions of the Office of the President. As my Chief of Staff, Miles has been instrumental in advancing my presidential priorities. As a direct result of his diligent efforts and expertise, Iowa State has experienced five consecutive years of unprecedented student demand, remains the most affordable university among our peer group of land-grant institutions, has achieved record expansion of its research and economic development enterprises including a major transformation of the ISU Research Park, secured increased federal and state support, and is nationally recognized as one of the most efficiently-run universities in the country. This success is testimony to Miles' keen capacity to obtain input and respect shared governance while making decisions and moving implementation of those decisions forward.

Last year Iowa State's longest-serving administrator announced his retirement; Senior Vice President for Business and Finance Warren Madden stepped down after fifty years at the university. Faced with the challenging task of filling this key role, I was thrilled when Miles expressed interest in taking over the university's financial responsibilities. In July, I split the Office of Business and Finance into two units: Division of University Services and Division of Finance. Miles assumed the position of Chief Financial Officer while retaining his role as Chief of Staff. In addition to a comprehensive understanding of higher education and policy, Miles has exceptional business acumen, making him the perfect fit for this combined role. He is a masterful steward of the university's \$1.5 billion budget, executing the planning process to ensure every

dollar allocated aligns with my presidential priorities and the university's strategic plan. Further, Miles was able to balance the complexities of this major transition while caring for his wife, two-year-old daughter, and newborn twin sons who were born ten weeks premature and spent ninety days in the NICU. This is indicative of Miles' commitment and perseverance. He is not only a loyal colleague, trusted advisor, and skilled businessman, he is also a dedicated family man.

In addition to his myriad responsibilities associated with Iowa State and his growing family, I am amazed that Miles can still find time to serve outside the university. He is a key contributor to the Ames and Des Moines communities, serving on a number of boards and committees including the Student Loan Liquidity Corporation, the ISU Research Park, and the Cultivation Corridor. He is also active in his church and volunteers with the Des Moines Food Bank. His energy, enthusiasm, and tenacity is inspiring.

One of my fundamental leadership philosophies is to hire good people and let them do their jobs – that is to hire people who are smart, honest, and trustworthy, who can collaborate, implement, and keep their ego in check. Miles embodies all of these qualities and more. I am confident he has a bright future as one of the Des Moines area's most impactful leaders. I fully support his nomination for the Des Moines *Business Record's* Forty Under 40. I urge you to give him careful consideration of what I believe would be a well-deserved honor.

Sincerely,

A handwritten signature in black ink, reading "Steven Leath". The signature is fluid and cursive, with the first name "Steven" and last name "Leath" clearly legible.

Steven Leath
President



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January 4, 2017

40 Under 40 Nominating Committee
The Depot at Fourth
100 4th St., Des Moines IA 50309

Dear Nominating Committee,

It is with great enthusiasm that I submit this letter of recommendation on behalf of the nomination of Miles Lackey for the Business Record's 40 Under 40 honor.

Miles is a proven leader, dedicated public servant, and active in his community. He possesses all the skills and attributes that are expected of a 40 Under 40 honoree. Although a native of North Carolina, he now considers himself an Iowan and we are fortunate to have him in our state.

Miles serves as both the Chief of Staff to Iowa State University President Steven Leath and the Chief Financial Officer for the university. In his dual role, Miles acts as the top advisor to President Leath on virtually every significant decision at Iowa State. He serves as an integral member of the President's Cabinet and has his finger on the pulse of the entire business operation of the university.

Specifically, Miles served as the Iowa State lead on the Board of Regents, State of Iowa's Transparent, Inclusive, Efficiency, Review Committee that lead to the savings of millions of dollars across the university system. He has also instituted plans and budget models to accommodate Iowa State's surge in enrollment, over 20 percent since 2011, while maintaining the academic integrity that students and Iowans rightfully expect from Iowa State.

Maintaining academic quality is no small accomplishment. By overseeing a greater than \$1.5 billion budget planning process, it is Miles' responsibility to ensure that every resource is aligned with the core mission of the university's strategic plan. Developing strategies to ensure needs are met without negatively impacting students is of the utmost importance and is something that Miles is consistently pursuing.

From a service standpoint, Miles has been a key operator in the development of the Cultivation Corridor and the recent expansion of the Iowa State Research Park. His understanding of economic development and dedication to expanding business opportunities has served central Iowa particularly well. Specifically, his work with the year-round Farmer's



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Market in Des Moines has been crucial in keeping the project viable.

As I think about next generation leaders, Miles Lackey is at the top of my list. He is dedicated, compassionate, and has a sense of understanding of what is needed to accomplish big projects. His vision and ability to strategize through big ideas separates him from the pack and truly makes him an outstanding leader. His commitment to finding solutions while soliciting input enables him to be effective in navigating Iowa State's ever increasing budget or strategizing on a business development idea at the Iowa State Research Park.

Miles is very deserving of the recognition as a member of the Business Record's 40 Under 40 honorees. He has my strongest endorsement. Please do not hesitate if I can provide more assistance or information regarding his candidacy.

Respectfully submitted,

Eugene Meyer, President



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December 30, 2016

Selection Committee
Forty Under 40
Business Record
100 4th Street
Des Moines, IA 50309

Dear Members of the Selection Committee:

It is my distinct privilege to submit this letter of recommendation in support of Miles Lackey's nomination for recognition in the 2017 class of *Forty Under 40*. I have known Miles since he arrived in Iowa in April of 2012.

He was named Chief of Staff to President Leath at the time and continues to serve in that capacity. In July of 2016, he also assumed the Chief Financial Officer role for Iowa State University. Prior to his arrival in Ames, Miles had served as Director of Federal Relations at the University of North Carolina System, Legislative Aide to Senator Elizabeth Dole and Chairman/Co-Owner of Village Inn Pizza parlors in North Carolina.

Miles came to Iowa State University with a wealth of knowledge about higher education, politics and entrepreneurialism. He had distinguished himself very well in these three positions. With that exceptional background, Miles has made some very significant contributions at Iowa State University.

The Chief of Staff role is critically important because Miles serves as the primary advisor to President Leath on all major institutional decisions and exercises decision-making authority on institutional matters in the absence of President Leath. This position also entails responsibilities such as: setting the agenda for the President's Cabinet, involvement with strategic planning, overseeing critical functions such as Marketing, Media, Federal Relations, and Diversity and Inclusion.

As the Chief Financial Officer, Miles oversees a \$1.5 billion budget and his responsibilities can broadly be defined as the senior officer responsible for overseeing financial planning/budgets, financial reporting/record-keeping, and treasury functions for the university.

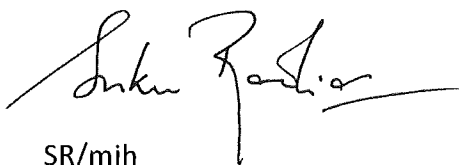
December 30, 2016

Miles has made an incredible difference at Iowa State University as demonstrated by his accomplishments below:

- **Increased Student Demand:** 20% enrollment growth from fall 2011 (29,887) to fall 2015 (36,001) by implementing a strategic marketing campaign along with targeted tuition discounting. The incoming student test scores were higher also.
- **More State Support:** Miles led a team consisting of individuals from State Relations, ISU Alumni Association, and University Marketing to create the "Alliance for Iowa State" to empower third party advocates (over 80,000 on the distribution list) to support Iowa State's Legislative Agenda. This led to an 11% increase in the annual state appropriations allocation to Iowa State University.
- **Streamlined Operations:** Miles also led the efficiency review process on campus that has saved the university \$2.5 million over the past year and will save the university approximately \$50 million over the next 10 years.
- **Enhanced Compliance:** Miles instituted a robust Title IX and Unlawful Harassment Training system in which over 90% of the students, and over 94% of the faculty and staff, received training. Such efforts resulted in students ranking Iowa State University among the safest campuses in the country in the recently released AAU Campus Climate Survey.

In summary, Miles is truly remarkable. Further, he shared with me that he and his lovely wife, Tara, have found a permanent home in Iowa for their three young children. Miles deserves to be recognized as truly an up and comer. I urge the Selection Committee to give him favorable consideration.

Warmest regards,



SR/mjh