

## Minutes

UWF Presidential Search Committee Meeting

UWF Alumni Room, Bldg. 12

April 25, 2016

The meeting started at 10:00 a.m.

Presidential Search Committee members present: Chair Mort O'Sullivan, Wayne Ansley, K. C. Clark, Jason Crawford, Athena du Pre', Rick Harper, Steve Kass, Scott Keller, Collier Merrill, Jay Patel, Steve Riggs, Christopher Thrasher, Garrett Walton and Pat Wentz.

Those who participated by phone were: Clay Ingram, Eric Kollar and Bentina Terry.

Others present: Board of Trustees Chair, Lewis Bear, Jr., Eric Bostwick, Jay Clune, Ed Ranelli, Meredith Marten, A. Joanne Curtin, Irene Patti, Pat Lott, Megan Gonzalez, Julie Holley, Jan Greenwood and Becky Luntsford.

Chair O'Sullivan welcomed everyone and asked if there were any requests from the audience to make public comment to the committee regarding the agenda. Becky Luntsford explained that no request forms had been submitted, so no public comment occurred.

### **APPROVAL OF MINUTES**

Chair O'Sullivan asked for a motion to approve the minutes of the February 22, 2016 Presidential Search Committee Meeting; the February 22, 2016 Search Firm Selection Subcommittee Meeting; the March 7, 2016 Open Forum Meetings and the March 8, 2016 Open Forum Meetings.

Motion by: Jason Crawford

Seconded by: Steve Riggs

Motion carried.

Chair O'Sullivan restated the Presidential Position Profile Subcommittee's charge and he thanked the subcommittee members for their diligent work in developing the leadership statement and the new president's position description. He thanked Garrett Walton for his leadership to the process and the committee's timely response to the charge placed before them.

Chair O'Sullivan asked Garrett Walton to provide the subcommittee report and recommendation.

Subcommittee Chair Walton reported that the Presidential Position Profile Subcommittee has been steadfast in carrying out the responsibilities of Chair O'Sullivan's charge. He went on to

explain that with the assistance of UWF staff and the search firm, Greenwood/Asher, the subcommittee has consulted with UWF board members, search committee members, campus groups (faculty, staff, students and alumni) and community leaders to develop a leadership statement and position profile that defines UWF's strengths, weaknesses, challenges and opportunities that make UWF appealing to candidates; and define the attributes UWF is seeking in candidates applying to become UWF's next president.

Chair Walton stated that, with the assistance of Megan Gonzalez, Executive Director of UWF Communications, the Presidential Prospectus outlines the subcommittee's work and the final leadership statement and position profile.

Chair Walton stated that the Presidential Position Profile Subcommittee recommends the full Presidential Search Committee approve the UWF Presidential Prospectus which includes the Leadership Statement, Position Profile and information to be used in all UWF Presidential Search Advertisements as presented by the Presidential Position Profile Subcommittee. Once the prospectus is approved by the Search Committee, the UWF staff and Greenwood/Asher will proceed with placing advertisements and recruiting candidates.

Chair O'Sullivan thanked Garrett Walton and asked for a motion to Approve the UWF Presidential Prospectus which includes the Leadership Statement, Position Profile and information to be used in all UWF Presidential Search Advertisements as presented by the Presidential Position Profile Subcommittee.

Motion by: Steve Riggs

Seconded by: Garrett Walton

Discussion:

Christopher Thrasher asked the committee what their thoughts were on the issues raised by the faculty on required credentials.

Pat Wentz asked why the terminal degree is not listed as a minimum qualification.

Steve Riggs responded that he did not want to eliminate candidates who do not possess a terminal degree. He stated that at FSU, the President has a law degree and has proven to be a very effective President.

Mort O'Sullivan shared the example that was made in the subcommittee meeting of Bill Gates in that there can be individuals with very high talent who do not possess a PhD.

Pat Wentz responded by mentioning that she served under the first President of UWF, Dr. Harold Crosby, was an excellent president and set the university on the right track. She asked that his degree, Jd, is a terminal degree.

Bentina Terry stated that a JD is not a terminal degree. One can go on to earn an LL.M.

Pat Wentz explained that for faculty positions, terminal degrees are required and she wondered why there is a double standard.

Athena du Pre' said she believes the statement requiring a terminal degree could be moved to the minimum qualification list.

Jay Patel stated his personal preference is to leave the language as is. He explained that when Judge Crosby and President Cavanaugh were at UWF, the expectations of a university president were very different. He went on to explain that the community, Tallahassee and the university are very important. We need a president who can not only oversee the academic side, but someone with broader abilities.

K. C. Clark explained that in a medical company, the CEO is not necessarily a medical doctor. A broader set of skills are required for running a university today.

Jason Crawford asked if Athena du Pre' is recommending moving the terminal degree requirement from preferred to minimum.

Athena stated "yes."

Jason supported her recommendation to move the requirement to minimum qualification.

Collier Merrill asked where the terminal degree requirement was placed when UWF advertised during the John Cavanaugh search.

Garrett Walton explained that this was a topic of great conversation within the subcommittee and public comments made at the subcommittee meeting. We followed the language almost exactly from the search during Cavanaugh's candidacy.

Collier Merrill and Bentina Terry each stated that this has been discussed in great detail at the subcommittee level.

Wayne Ansley stated he prefers the language as it is which allows the door to be open to more candidates.

Scott Keller said he has no problem leaving the language as is. He stated as long as the minimum characteristics are never separated from the preferred characteristics, he supports the motion.

Chair O'Sullivan restated the motion to Approve the UWF Presidential Prospectus which includes the Leadership Statement, Position Profile and information to be used in all UWF Presidential Search Advertisements as presented by the Presidential Position Profile Subcommittee.

Motion by: Steve Riggs  
Seconded by: Garrett Walton

Chair O'Sullivan asked for a show of hands signifying "nay" votes.

Presidential Search Committee members who voted in opposition to the motion were Athena du Pre', Steve Kass, Christopher Thrasher and Pat Wentz.

Motion carried.

Chair O'Sullivan introduced Dr. Jan Greenwood, Partner, Greenwood/Asher & Associates. He thanked Dr. Greenwood and Julie Holley for their attendance and guidance with the UWF Presidential Search.

The meeting adjourned at 10:52 a.m.

Respectfully submitted,  
Becky Luntsford, Recording Secretary, UWF Board of Trustees