

Minutes

UWF Presidential Search Committee Meeting

UWF Alumni Room, Bldg. 12

June 23, 2016

CHAIR'S WELCOME

Chair O'Sullivan welcomed everyone and thanked them for their attendance and commitment to the UWF Presidential Search.

Chair O'Sullivan called on Garrett Walton to convene the Presidential Position Profile Subcommittee for adoption of their minutes.

APPROVAL OF MINUTES BY SUBCOMMITTEE

Presidential Position Profile Subcommittee Chair, Garrett Walton, called the subcommittee meeting to order at 9:00 a.m. He asked Becky Luntsford to provide a roll call.

Presidential Position Profile Subcommittee members present: Garrett Walton, Rick Harper and Scott Keller. Pam Dana, Steve Riggs and Bentina Terry participated by conference call. Athena du Pre' and Collier Merrill were absent.

Chair Walton asked for a motion to approve the April 18, 2016 and April 25, 2016 subcommittee meeting minutes.

Motion by: Scott Keller
Seconded by: Rick Harper
Motion passed unanimously.

There was no other business to discuss and the meeting adjourned at 9:02 a.m.

CALL TO ORDER/ROLL CALL

Presidential Search Committee Chair Mort O'Sullivan called the meeting to order at 9:02 a.m. and asked Becky Luntsford to provide a roll call.

Presidential Search Committee members present: Mort O'Sullivan, Wayne Ansley, Rick Harper, Clay Ingram, Steve Kass, Scott Keller, Eric Kollar, Jay Patel, Christopher Thrasher, Garrett Walton, Pat Wentz, and P. C. Wu.

Those who participated by phone were: Pam Dana, Steve Riggs, Bentina Terry and Trustee Bob Sires.

Committee members K. C. Clark, Jason Crawford, Dan Doyle, Jr., Athena du Pre' and Collier Merrill were absent.

Others present: Ed Ranelli, Matt Rowley, Irene Patti, Jenny Hamilton, Kari McWhirter, Jan Greenwood, Julie Holley, Shelly Feather, Pat Lott and Becky Luntsford.

INVITATION FOR PUBLIC COMMENT

Chair O’Sullivan explained that time had been set aside to allow for public comments on matters coming before the Committee. He directed anyone who wanted to speak to complete a public comment form and provide to Becky Luntsford.

APPROVAL OF MINUTES

Chair O’Sullivan asked for a motion to approve the April 25, 2016 and May 25, 2016 Presidential Search Committee meeting minutes.

Garrett Walton requested the verbatim comments made by Greenwood/Asher at the May 25, 2016 meeting regarding their outreach to non-traditional candidates be added to the minutes.

Chair O’Sullivan directed Becky Luntsford, recording secretary, to place the referenced verbatim comments in the May 25, 2016 minutes and provide the revised minutes to the committee for review and approval at the July 22, 2016 meeting.

Chair O’Sullivan asked, if there are no other corrections or changes, for a motion to approve the April 25, 2016 Presidential Search Committee meeting minutes.

Motion by: Garrett Walton
Seconded by: Jay Patel
Motion passed unanimously.

PUBLIC COMMENT

Chair O’Sullivan asked Becky Luntsford if there were any requests for public comment. There were none.

SEARCH UPDATE PROVIDED BY GREENWOOD/ASHER & ASSOCIATES

Chair O’Sullivan stated that the objective for the meeting was to give Greenwood/Asher the opportunity to provide the Search Committee with the second search update. Chair O’Sullivan welcomed Dr. Jan Greenwood, Julie Holley and Shelley Feather with Greenwood/Asher & Associates and he asked them to provide the committee’s second search update.

Dr. Greenwood thanked the committee for the opportunity to meet with them and provided the search update.

Dr. Greenwood stated that the recruitment is going as expected at this time of year. She went on to explain that the number of nominations received to date is ten and that is lower than what her firm typically sees in a presidential search. They usually have close to 100 at this point in a search. She explained that nominations come from several different routes and she encouraged the committee to become involved in recruitment of nominations. She added that they have received multiple nominations for the same person.

Dr. Greenwood explained that the data shows the UWF Presidential Search has recruited a wide and diverse pool of candidates so far. The national minority distribution of Presidents/Chancellors and UWF's current percentage of applicants within each category is as follows: African American 7.3%, UWF currently has 13.1%; Asian 1.3%, UWF has 8.6%; Hispanic 3.4%, UWF has 6.5%; American Indian 0.5%, UWF has 0.0%; Other/Multi-Race 0.0%, UWF has 4.3%; Women 22.8%, UWF currently has 13.3%.

Dr. Greenwood shared feedback received from potential candidates so far. Candidates think of UWF as entrepreneurial. Candidates are wondering if the emerging preeminent university achievement is achievable under the next presidency. Candidates are asking if there will be special funding for cluster hiring of research faculty to accomplish emerging preeminent status. Candidates are concerned that without additional funding, the ability to reach that goal under their watch may not be possible. Dr. Greenwood explained that the search committee can anticipate questions about this at the interviews.

Dr. Greenwood went on to state that candidates have stated that externally, UWF is viewed as a student-focused institution which is a hallmark of an excellent campus. She said that Greenwood/Asher has had conversations with 200 people, actively marketed 325 people and currently, there are a total of 46 formal applicants and 26 nominations. As Greenwood/Asher is speaking with candidates, they are asking candidates to hold dates indicated on the Search Timeline for interviews.

Dr. Greenwood explained to the Committee that there has been substantial concern from candidates that the first-round of interviews will not be held in a more neutral location.

Dr. Greenwood clarified that UWF is already at a total number of applicants typical for a Presidential Search and UWF's pool is continuing to grow. She added that UWF's nominations are just lower than what is typical.

Chair O'Sullivan confirmed that Greenwood/Asher will be providing applicant materials to the Search Committee members August 1 – 15. The final pool must be certified by the UWF Human Resources office before interviews will be scheduled.

Mr. Wayne Ansley asked Dr. Greenwood "What is the candidates' concern about the "neutral" location for interviews?"

Dr. Greenwood stated that the national market has an unwritten protocol for presidential searches that whether it is in the sunshine state or not, typically interviews occur in airport hotels, allowing the candidates to get in and out faster, saves the university money from having to do overnights with the

candidates. In Florida, most of the universities that Greenwood/Asher sees use the airport hotels in Orlando so that is simply what people are used to. Everyone understands and appreciates the value of the sunshine law. But there are still certain courtesies that many of the Florida searches have extended to candidates where it is not “in your face” interview on campus, there is more of a courtesy involved.

Chair O’Sullivan explained to Dr. Greenwood that based on his conversations with staff and the committee members, there is a strong feeling that the first round of visits/interviews should be held on the UWF campus. He asked if anyone felt differently to please speak up.

The Committee’s consensus was in favor of bringing the candidates to campus for all interviews.

Dr. Greenwood said she just wanted to make the Search Committee aware of the candidates’ concerns.

Mr. Garrett Walton asked Dr. Greenwood what the national statistics on non-traditional candidates are non-traditional and what is the percentage of the UWF pool.

Dr. Greenwood explained that the national average of non-traditional applicants (applicants currently not working in higher education) for universities comparable to UWF is 5.5%. Members of Religious Orders 2.4%; Business & Industry 1.8%; Elected/Government Officials 1.8%; and Military 0%. She explained that currently, 17.3% of UWF applicants are non-traditional applicants.

Dr. Greenwood went on to discuss something that has happened in other Florida presidential searches where candidates attend or watch other candidates’ interviews. She stated that this is highly inappropriate and she encouraged the committee to give this issue sincere consideration.

Chair O’Sullivan recommended that UWF Presidential Search candidate forums and interviews will not be broadcast or webcast.

Everyone was in agreement.

TIMELINE REMINDERS

Chair O’Sullivan reminded the Committee of the remaining dates and objectives indicated on the Presidential Search Timeline:

- The third search update Committee meeting will be held July 22, 2016 at 9:00 a.m.
- August 15th is the date for best consideration of applicants.
- Greenwood/Asher will provide applications and all candidate materials to Search Committee members beginning the 1st week of August.
- The Search Committee will meet August 16 @ 9:00 a.m. to develop the short list of candidates for interviews; develop the list of questions for reference checks; and develop the list of questions for our interviews.

With no further business to discuss, the meeting was adjourned at 9:43 a.m.

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