# MINUTES

**Trustees Present:** Joy Korman (Chair), Doug Burnett (via conference), Fred Franklin, Wilfredo Gonzalez, Adam Hollingsworth (via conference), Kevin Hyde, Stephen Joost (via conference), Paul McElroy (via conference), Radha Pyati, and Sharon Wamble-King (via conference)

**Trustees Absent (Excused):** Isbella Genta, Oscar Munoz and Hans Tanzler

## Item 1: Call to Order

Chair Korman called the meeting to order at 1:30 p.m.

## Item 2: Tenure by Reason of Appointment – Campbell McDermid

Provost Traynham introduced the tenure candidacy of Dr. Campbell McDermid, who was recently offered the position of associate professor in the department of Exceptional, Deaf, and Interpreter Education in the College of Education and Human Services. Provost Traynham stated that

Dr. McDermid’s curriculum vitae demonstrates his qualifications to be tenured at the rank of associate professor.

**Trustee Gonzalez made a motion to approve the tenure for incoming**

**Dr. Campbell-McDermid; Trustee Hyde seconded the motion. Motion was passed unanimously.**

## Item 3: Tenure by Reason of Appointment – George Rainbolt

Provost Traynham introduced the tenure candidacy of Dr. George Rainbolt, who was recently offered the position of dean, College of Arts and Sciences. Provost Traynham

stated that Dr. Rainbolt’s curriculum vitae demonstrates his qualifications to be tenured at the rank of full professor.

**Trustee Hyde made a motion to approve the tenure for incoming**

**Dr. George Rainbolt; Trustee Pyati seconded the motion. Motion was passed unanimously.**

## Item 4: Tenure by Reason of Appointment – Madeline Zavodny

Provost Traynham introduced the tenure candidacy of Dr. Madeline Zavodny, who was recently offered the position of professor of Economics in the department of Economics and Geography in the Coggin College of Business. Provost Traynham stated that Dr. Zavodny curriculum vitae demonstrates her qualifications to be tenured at the rank of full professor.

**Trustee Pyati made a motion to approve the tenure for incoming Dr. Madeline Zavodny; Trustee Hyde seconded the motion. Motion was passed unanimously. Motion was passed unanimously.**

## Item 5: Presidential Search Committee

Trustee Korman stated that Trustee Hyde had his first meeting this morning for the Presidential Search Committee. She thanked President Delaney for his service and giving some perspective on the search. Below is a brief summary of what was discussed at the Presidential Search Committee meeting on April 10, 2017.

A general discussion of regulatory requirements from the Board of Governors were discussed including diversity and Florida’s Sunshine laws. A decision was made based

## Item 5: Presidential Search Committee (continued)

on what had been seen from other searches to have a subcommittee draft a job description and have a second subcommittee work on the selection of a search firm. Discussions will follow in the May and June Board of Trustees meetings on the work

completed by each of the Presidential Search Committee’s subcommittees and refinements will come later in the fall.

The Board of Trustees members discussed the importance of making a decision of whether a traditional candidate was needed or should the search be open to nontraditional candidates? And if so, what degree requirements and prior experience are required?

Trustee Hyde stated that Vice President Karen Stone has done a good job with surveying institutions who had recently hired presidents on their successes with different search firms and that we will be able use these results in guiding UNF’s choice.

Trustee Hyde and Chair Korman both suggested that Wendy Link, the Florida Board of Governors (BOG) representative on the search committee, gave some examples of well executed and less successful searches.

We need to develop a rough timeline for the selection of a search firm and come to a conclusion before our June meeting. There will be a quiet period in June when the search firm starts doing its work.

Applications will be coming in all the way into October and November. The goal is to have the UNF Board of Trustees interview candidates in January, and select the new president in time for approval at the March 28, 2018, meeting by the Board of Governors, prior to President Delaney’s retirement.

Vice President Stone stated we have issued the request for quotations (RFQ) from compensation consultants. Trustee Hyde will review these applications and bring forward a recommendation to the Board of Trustees.

Trustee Joost asked what happens if an extremely qualified candidate required more money than the range determined by the compensation consultant. President Delaney

said you move to the top of the range and that’s as far as you can go. Trustee Hyde stated that the Board of Trustees will make the selection determination of the range before going into the interview process. Trustee Gonzalez stated the threshold is $200,000 and anything higher has to be paid by the UNF Foundation or another Direct Service Organization. To avoid a situation similar to what’s occurring at Florida Gulf Coast, the Board of Governors would need to approve the range.

Chair Korman thought the Board of Trustees could use the June 13 workshop meeting to discuss its thoughts on characteristics and qualities of the next president. Trustee Hyde stated that Wendy Link said the full Board of Trustees not being engaged in the full search is not good and that we need to remain together on this so that we can arrive at a consensus. Wendy Link emphasized at the end of the search committee’s work that the Board of Trustees would need three or more candidates. Trustee Hyde stated that the Search Committee has to provide a minimum of three unranked candidates, but the Board of Trustees could request more, in case candidates drop out.

Trustee Hollingsworth asked how does the Board of Trustees get to put its mark on the job description. It was suggested that the Board of Trustees would have a workshop in June 13.

Trustee Hyde reminded everyone that the Board of Trustees will have the benefit of the subcommittee’s work when we get to June and we should be close to finalizing the selection of the search firm. Trustee Hyde stated that the Board of Trustees has the final say. The search committee and its subcommittees are only making recommendations. Trustee Hollingsworth asked if the June 13 meeting will be the place where we vote on

the final description. Trustee Hyde said we want to come up with our best policy and then give it to the search committee. The Board of Trustees would give its final approval after the search firm gives its input. Once hired, the search firm can start doing its work. The formal ad may not go out until September or October.

Trustee Franklin asked the question on how the candidate for Florida Gulf Coast became known? President Delaney stated it becomes apparent that some candidates’

qualifications are stronger than others during the search process. In many searches, names drop out the day before the interview. This is especially true if you start too early.

Chair Korman replied that a lot of issues related to Florida Sunshine Laws can arise if the search firm isn’t familiar with them. Vice President Stone has done a lot of research that did searches and has learned what works and what doesn’t work. Wendy Link on the search committee is invaluable; she has seen what works and doesn’t work. If you exclude firms that have not dealt with Florida Sunshine Laws, the Board of Trustees may have an easier time with the process according to President Delaney.

Trustee Gonzalez raised a question regarding diversity. President Delaney stated that the Board of Trustees should try to have a diverse pool.

Chair Korman adjourned the meeting at 3:07 p.m.