#  MINUTES

**Members Present** Kevin Hyde (Chair), Sharon Wamble-King (Vice Chair), Thomas Beaucham, Douglas Burnett, Tom Bryan, Annie Egan, Wilfredo Gonzalez, Adam Hollingsworth, Stephen Joost, Paul McElroy, Hans Tanzler, Radha Pyati

**Members Absent** Oscar Munoz (excused)

## **Item 1 Call to Order**

Chair Hyde offered appreciation to those who participated in the presidential search process. He recognized Ms. Joy Korman as the former chair of the Board of Trustees (BOT) and acknowledged her efforts to assemble the Presidential Search Committee. Chair Hyde stated that Ms. Korman assembled the search committee based on the Board of Governors (BOG) regulation.

Chair Hyde stated that the purpose of this meeting was to select a President-elect for the University of North Florida to be recommended to the BOG prior to their March 29, 2018 meeting. He noted that, prior to the selection, the Board would listen to public comments and discuss feedback from constituent groups received from the final candidates’ interviews.

## **Item 2 Public Comments**

Chair Hyde offered an opportunity for public comments. Chair Hyde recognized Matthew T. Corrigan, professor and chair, Political Science and Public Administration.

Dr. Corrigan acknowledged the efforts of the Board. He spoke about his observation of candidates’ interaction with constituent groups and this Board, noting that it was clear that change was coming to the University. He stated that it was up to the Board to manage the change in an inclusive way, it was important for the President-elect to reach out to all constituent groups, and it was important for those groups to reach back. Dr. Corrigan thanked his faculty colleagues for their participation in the search process.

Chair Hyde offered an opportunity for other comments from the public and there were none.

## Item 3 Board Discussion of Feedback from Constituent Groups (continued)

Chair Hyde reported that the search committee received 75 applications for the presidency. Of these applications, the search committee narrowed the applications to 12 candidates. In-person interviews were conducted with 11 candidates and one candidate was interviewed by video-conference. He stated that the search committee selected five finalists, however one candidate removed himself from consideration. Subsequently, four presidential candidates were brought to campus for interviews with all constituent groups.

Chair Hyde stated that, as a part of the search process, Parker Executive Search conducted background investigations, including Federal and U.S. criminal checks, credit history and motor vehicle checks, degree verification, and a sex offender search. He reported that the background investigations produced nothing to discredit any of the four finalists.

Chair Hyde stated that the University provided an on-line survey, available to the campus community, to provide feedback on all four candidates. He offered appreciation to the many people who completed the surveys.

Chair Hyde asked Trustee Pyati to speak about Kevin Carman, Ph.D., Executive Vice President and Provost, University of Nevada, Reno.

Trustee Pyati stated that Dr. Carman had experience as a provost, and under his leadership, the institution underwent a comprehensive revision of the undergraduate core curriculum and developed a plan that moved the institution to Research Very High (R1) status. Dr. Carman also led an update of the comprehensive Master Plan and Strategic Plan. Trustee Pyati spoke about Dr. Carman’s tenure at Louisiana State University where he was associate dean for Research and Administration. She noted that he established a successful college development program.

Dr. Pyati spoke about themes that developed from Dr. Carman’s interviews with the campus community, including increasing his institution’s research profile, experience in execution and tradeoffs, international cluster hires, academic boot camps for entering freshmen, best practices in teaching both at the undergraduate and graduate levels, increasing diversity of students, increasing graduation rates, a strong leader but a better

## Item 3 Board Discussion of Feedback from Constituent Groups (continued)

listener, and managing budgets. Dr. Pyati stated that, from the feedback, the campus community found Dr. Carman to be humble, honest and unflappable; that he knew the region and recognized the University’s value; that he was versed on UNF and prepared to take next steps. She listed concerns as limited experience in working with unions, his fundraising experience was unclear, and he was not the strongest regarding state politics and the funding model.

Chair Hyde asked Trustee Bryan to speak about John Floros, Ph.D., professor of Food Science and Engineering; dean, College of Agriculture; director, K-State Research and Extension; Kansas State University.

Trustee Bryan stated that Dr. Floros was a calm, thoughtful leader with a genuine relaxed style; that he had a passion for higher education; and that he was not timid with hard questions. Trustee Bryan noted that Dr. Floros had a folksy demeanor that set everyone at ease.

Trustee Bryan spoke about themes that developed from Dr. Floros’ interviews with the campus community, including a strong talent to strategically create and innovate; strength in economic development and research; developing public and private partnerships; fundraising; and building relationships with legislators.

Trustee Bryan spoke about concerns, including passing on budget shortfalls to students.

Chair Hyde asked Trustee Hollingsworth to speak about Rhonda Phillips, Ph.D., FAICP, dean, Honors College, Purdue University.

Trustee Hollingsworth stated that Dr. Phillips had intellectual depth; focus on student success; strong interest in the student experience; strength in city and regional planning; an awareness of the language policy makers are using regarding state funding; and a strategic thinker. Trustee Hollingsworth stated that the feedback from the campus community listed Dr. Phillips as thoughtful and intelligent.

## Item 3 Board Discussion of Feedback from Constituent Groups (continued)

Trustee Hollingsworth stated that the concern about Dr. Phillips was the limited amount of time she has spent in her current role or other leadership roles.

Chair Hyde asked Trustee Egan to speak about David Szymanski, Ph.D., dean, Carl H. Lindner College of Business; professor of Marketing; University of Cincinnati.

Trustee Egan stated that Dr. Szymanski’s professional life was one of change and advancement. She noted that he had successes as a dean; that he served on nonprofit and public boards; a demonstrated capacity to be a visionary leader with integrity; willingness to make strategic decisions; experience in shared governance; ability to manage and motivate people; experience in external relationships; proven experience in fundraising; ability to understand budgets; and an understanding of the academic culture. Trustee Egan stated that the feedback from the campus community listed Dr. Szymanski as a visionary and democratic leader. Faculty feedback included a concern that he did not seem to place value on the liberal arts.

Chair Hyde opened the floor up for additional conversation related to the candidates presented.

Trustee Joost stated that the strength of the candidate pool was a direct reflection of the successes of President Delaney. Trustee Joost spoke about President Delaney’s success in lean economic times with the state legislature and fundraising.

Trustee Joost stated that we need someone who can tell a story about UNF showing vision and inspiration. He noted that Dr. Szymanski had a vision that felt inspired, that he was the most passionate, and the most experienced fundraiser. Trustee Joost mentioned that Dr. Szymanski spoke about being a servant leader with respect and humility – that having a title did not mean being entitled. Other mentions were that Dr. Szymanski supported a seamless classroom and learning opportunities outside the classroom.

Trustee Tanzler spoke about the pool not including a nontraditional candidate in the finalists. He mentioned that Dr. Szymanski bridged that gap by coming from a business

## Item 3 Board Discussion of Feedback from Constituent Groups (continued)

background. Trustee Tanzler mentioned that Dr. Szymanski sat on private boards of Fortune 500 and 200 companies. Trustees spoke about Dr. Szymanski’s unique background as a student athlete and involvement with the NCAA.

Trustees spoke about themes coming from the on-line survey from faculty, specifically concerns about the College of Arts and Sciences.

Chair Hyde stated that it was the Board’s job to select the person who was best for the University at this time.

Trustee Tanzler recommended Dr. Floros for further consideration. Additional comments were that Dr. Floros had significant experience in research, specifically in working with many colleges; he had a broad sense of university affairs; and he was a budget leader.

Trustee Pyati mentioned that, during the faculty forum with Dr. Szymanski, the tone was, at times, tense; that responses to questions were a bit more contentious than other candidates. Trustee Pyati noted that some of the concerns came out of questions about liberal arts. Chair Hyde asked Trustee Pyati to speak about the feedback received from faculty about Dr. Szymanski. Trustee Pyati responded that the feedback from faculty was mixed.

Chair Hyde spoke about the importance of President Delaney’s contribution stating that the University of North Florida and Jacksonville were different places because of President Delaney. Trustee Hollingsworth followed Chair Hyde’s statement noting that, during President Delaney’s tenure, the average high school GPA of incoming freshmen went from 3.6 to 4.17, and the average SAT score went from 1145 to 1208, bringing UNF to the third most competitive among Florida public universities; diversity in the student body is up 63 percent from 2003; UNF is the best in Florida when it comes to graduates being employed in Florida; the building space on the campus has increased by two million square feet of labs, classrooms and other spaces; and the endowment has grown two and a half times larger.

## Item 3 Board Discussion of Feedback from Constituent Groups (continued)

Chair Hyde offered opportunity for others to speak. Trustee McElroy echoed the many thoughts around the table. He stated that Dr. Szymanski was external-facing and there were concerns about the internal aspects of management – those that come up on a day-to-day basis. Trustee McElroy stated that he was struck by Dr. Carman as a comprehensive candidate – strong leadership skills from a regional university with a

similar size and scope to UNF. Trustee McElroy stated that he was impressed with Dr. Carman’s body of work and that he continues to publish. Trustee McElroy stated that Dr. Carman touched hearts when speaking about student success. Also, Dr. Carman spoke about transfer students and that he presented an understanding of an urban university.

Trustee Wamble-King spoke about Dr. Szymanski’s experience in shared governance. This conversation continued addressing a program, credited to Dr. Szymanski that changed culture of student development and a program that moved the needle for diversity and inclusion. Trustee Wamble-King mentioned that Dr. Szymanski was the only candidate who spoke about student well-being – he understood the pressure and constraints students are facing. Also, that he supported high touch and high emersion for students.

Trustee Pyati stated that Dr. Carman had strong support from a variety of constituents – he had a calm, low-key demeanor. Also, that Dr. Carman had experience with fundraising and external contacts, and a track record of building research.

Trustee Egan stated that a provost’s environment was more internal. She mentioned that the job of a President was more external. Trustee Egan stated that she supported Dr. Szymanski with the caveat that, if chosen, the concern faculty has regarding the College of Arts and Sciences would need to be addressed.

## Item 4 Board Deliberations

The Board deliberated on the candidates.

## Item 5 Selection of President-Elect and Approval of Key Contract Terms

Chair Hyde thanked trustees for their comments. He stated that the University was fortunate to have four outstanding candidates for consideration. He stated that UNF is one of the most important institutions in the region and we can do more, that the University is a great platform built for moving forward. Chair Hyde noted that one downside to the pool was that none of the candidates were from the region.

Chair Hyde asked for a motion for Dr. Szymanski to be the President-elect for the University of North Florida. The motion was made by Trustee Joost and seconded by Trustee Tanzler. The motion was carried unanimously. Chair Hyde stated that Dr. Szymanski would be presented to the BOG for confirmation at the March 29, 2018 meeting.

Chair Hyde asked for a second motion to authorize University administration to negotiate key contract terms. Trustee Hollingsworth offered the motion and Trustee Gonzalez seconded. The motion was unanimously carried.

## **Item 6 Adjournment**

Chair Hyde adjourned the meeting.