# MINUTES

## Trustees Present:

Kevin Hyde, (Chair) Jason Barrett, Tom Bryan, Jill Davis, John Gol, Allison (Ali) Korman Shelton, Christopher Lazzara, Paul McElroy, Nikul (Nik) Patel, Nathaniel Rodefer, John White

## Trustee Absent:

Annie Egan (excused)

## **Search Committee Members Present**:

Selma Besirevic, W. Travis Cummings, Steve Halverson, Ann Hicks, Susan Perez, Thobias Sando, Chuck Ged, Lakshmi Goel

## Item 1 Call to Order

 Chair Hyde called the meeting to order at 8:01 a.m.

## Item 2 Public Comment

 Chair Hyde offered those in attendance the opportunity for public comment. There was no request for public comment.

## Item 3 Chair’s Remarks

Chair Hyde thanked the committee for their time and the intense passion they brought to the project. He thanked Paul McElroy, Chair of the Committee, and each committee member by name.

## Item 4 Review of the Presidential Search Committee’s Recommended State of Finalists

 Search Committee Chair McElroy began with a review of the search process to date, which began with the appointment of the Presidential Search Committee in late September. He noted that a presidential search input survey was launched in October, yielding over 2000 responses. Also, in October, the Board selected WittKieffer as the executive search firm and McKnight Associates as the executive compensation consulting firm.

In November, WittKieffer engaged in several days of listening sessions on campus with a broad range of internal constituents and external stakeholders ranging from faculty, staff, students and administrators, to donors, volunteers, and business leaders. Input from the online survey and listening sessions, greatly informed the creation of position criteria and a leadership profile that was approved by the Board in December, along with the marketing plan for the position. Also, in the fall, the Committee worked with our executive compensation consultant, McKnight Associates, and brought the compensation analysis and a recommendation for a salary range to the Board for its approval in December.

WIttKieffer then went to market, yielding a pool of over 100 applicants.

Chair McElroy noted that in mid-March, Florida law changed, creating a right of confidentiality as to any personally identifiable information associated with applicants for the position. He confirmed that Search Committee members took the obligation of confidentiality extremely seriously. He reminded the Committee and the Board that applicant information will remain confidential going forward, with the exception of finalists selected by the Board of Trustees.

In April, the Search Committee met to review and screen the applicant pool and to select 8 – 10 applicants for initial interviews. The Search Committee conducted first round interviews with 10 applicants on April 20 and 21. During initial interviews, a wide range of issues was discussed including their philosophy of leadership, the public higher education landscape, the student experience, diversity, equity and inclusion, innovative approaches to problem solving, experience with governmental relations, scholarship, research and creative activity, student success, external relations and fundraising, professional development of faculty and staff, views on growth and what a legacy of success would look like if they were selected as UNF’s next president.

Chair McElroy then presented the slate of the four proposed finalists as recommended by the Presidential Search Committee:

**David Blackwell, Ph.D.**

* Professor of Finance, Gatton College of Business and Economics, University of Kentucky 2012-Present
* Provost, University of Kentucky 2018-2021
* Dean, Gatton College of Business and Economics, University of Kentucky 2012-2018
* Associate Dean and Professor of Finance, Mays Business School, Texas A&M University 2008-2012
* Head of the Department of Finance, Mays Business School, Texas A&M University 2002-2007
* Prior positions: KPMG LLP, PricewaterhouseCoopers LLP
* Ph.D., University of Tennessee-Knoxville
* B.S., University of Tennessee-Knoxville

**David Brennen, J.D.**

* Professor of Law, J. David Rosenberg College of Law, University of Kentucky 2009-Present
* Dean, J. David Rosenberg College of Law, University of Kentucky 2009-2020
* Deputy Director, Association of American Law Schools 2007-2009
* Professor of Law, University of Georgia 2006-2009
* Prior positions: Mercer University, University of Richmond, Syracuse University, Assistant General Counsel for the State of Florida
* J.D., LL.M., University of Florida
* B.B.A., Florida Atlantic University

**Moez Limayem, Ph.D.**

* Lynn Pippenger Dean, Muma College of Business, University of South Florida 2012-Present
* Responsible for University-Wide Student Talent Development, Internships, and Career Placement, University of South Florida 2021-Present
* Associate Dean, Professor of Information Systems, and Executive Director of ITRI and RFID Center, Sam M. Walton College of Business, University of Arkansas 2010-2012
* Chair of the Department of Information Systems, Sam M. Walton College of Business, University of Arkansas 2007-2010
* Prior positions: Lausanne University (Switzerland), City University of Hong Kong, Laval University (Quebec)
* Ph. D., M.B.A., University of Minnesota
* B.S., Institut Superieur de Gestion (Paris)

**Marc Miller, J.D.**

* Dean, James E. Rogers College of Law, University of Arizona 2013-Present
* Vice/Interim Dean, James E. Rogers College of Law, University of Arizona 2011-2013
* Professor of Law, James E. Rogers College of Law, University of Arizona 2005-Present
* Assistant, Associate, and Full Professor, Emory Law School 1988-2006
* Associate Dean for Faculty and Scholarship, Emory Law School 2003-2005
* Prior positions at: Duke Law School, Stanford Law School, United States Department of Justice
* J.D., University of Chicago
* B.A., Pomona College

Chair McElroy reviewed each proposed finalist individually, providing the professional background of each proposed finalist.

Trustee Bryan made a motion to approve the slate of proposed finalists. Trustee Davis seconded the motion.

Trustee Patel noted that all proposed finalists came from an academic administrative background, with two current or former deans of business colleges and two current or former deans of law schools. He also noted that two were from the same academic institution. He stated that he was hoping the finalists might include a business leader/CEO so that the Board would have the opportunity to interview finalists with different professional backgrounds. He also emphasized the importance of experience in fundraising. WittKieffer Senior Partner Lucy Leske confirmed that fundraising was discussed with each of the proposed finalists during Search Committee interviews. She suggested that the Board could ask finalists to share their ideas, passion and successes in fundraising, executive leadership or other areas important to the Board.

Ms. Leske reminded the Board that the Presidential input survey included the opportunity to submit names of potential candidates including nontraditional candidates. Total outreach by WIttKieffer was well over 4000 individuals, representing a rich and robust group of potential candidates. In the end, about 115 people applied, including several that would fit into the category of a non-traditional candidate. 32% were from diverse backgrounds, about 25% were women and about 15 were former presidents. Ms. Leske noted that the Search Committee had carefully considered the applicant pool and brought forward the candidates they believed could best be successful in this role. Trustee Patel and Trustee Korman Shelton reiterated that they would have preferred at least one non-traditional candidate, such as a CEO, on the slate of proposed finalists.

Search Committee members asked Board members to reserve judgment until they meet the finalists. They noted that the University Community and Board were about to engage in significant interaction with finalists. The Board will have the opportunity to analyze the strengths of finalists as the process moves to Board interviews.

Following discussion, Chair Hyde took a roll call vote on the motion made by Trustee Bryan and seconded by Trustee Davis to approve the recommended slate of finalists. He reminded the Board that if approved, the next step would be to invite the finalists for on-campus visits and then Board interviews would be scheduled no sooner than 21 days following today’s meeting, consistent with Florida law.

Votes on the motion to approve the slate of proposed finalists for the presidential position were as follows:

 Trustee Bryan – yes

Trustee Patel – no

Trustee Gol – yes

Trustee Korman Shelton – no

Trustee McElroy – yes

Trustee Barrett – yes

Trustee Rodefer – yes

Trustee Davis – yes

Trustee Lazzara – yes

Trustee White – yes

Trustee Hyde - yes

With the affirmative vote of 9 Trustees, the motion carried.

Vice President Stone briefly reviewed proposed plans for campus visits. This will include broad exposure to campus constituents and the community, with the first candidate visiting on April 28th. Each candidate will spend up to two ½ days on campus. The schedule includes opportunities for the candidate to speak with faculty, students, staff, senior executive team, deans, associate deans, department chairs, community leaders, donors, and trustees. Spouses will also be invited. Board of Trustees finalist interviews will be held on May 13th and 14th with deliberations on May 16th. Chair Hyde reminded the Board that calendar invites have been sent holding these dates. The full details of the candidates’ schedules will be released as soon as possible. He also reminded the Board that if a trustee is involved in community discussions, only one trustee can attend to comply with the Florida Sunshine Law. He stated that our dual mission is to know the candidates better by interacting with them and showcasing UNF and the community.

## Item 5 Adjournment

There being no further business to address, Chair Hyde adjourned the meeting at 9:04 a.m.