

**UNF Presidential Search Committee
Parker Executive Search – Second Update
November 16, 2017 – 11:00 a.m.
Academic Affairs Conference Room**

MINUTES

Committee Members Present Andres Gallo, Bella Genta, Mac Holley (by phone), Kevin Hyde (by phone), Debbie Johnson (by phone), Wendy Link (by phone), Anne Lufrano (by phone), Paul McElroy (by phone), Karen Patterson, Radha Pyati, Judy Rodriguez, Bruce Taylor (by phone), Sharon Wamble-King (by phone)

Committee Members Absent Ann Hicks, Rad Lovett

Chair Hyde welcomed everyone and identified members of the Presidential Search Committee who were attending by phone. Chair Hyde acknowledged Laurie Wilder, UNF's consultant from Parker Executive Search, and stated that she was also participating by phone.

Chair Hyde announced that this was a public meeting. He offered opportunity for public comment. There were no comments.

Chair Hyde asked Ms. Laurie Wilder, President, Parker Executive Search, to provide the second update to the UNF Presidential Search Committee.

Ms. Wilder stated that she would provide information on (a) where the search is right now, (b) what has been accomplished, and (c) feedback from the marketplace. She stated that most advertising went active in October and early November.

Ms. Wilder reported on recruitment, stating that Parker Executive Search has reached out to more than 600 potential candidates to ascertain interest. She noted that this was a very inclusive group, including non-traditional individuals and those from the academy.

Ms. Wilder said that, at the first update, one individual had submitted an application. She reported that, as of today (November 16), 11 individuals have submitted applications and these are available for review by the committee. She also reported that, at the last update, there were three individuals who were strongly considering the opportunity but that, as of today, there are 43. These 43 individuals are undertaking due diligence and Parker Executive Search is in constant contact to answer questions and to provide information.

Ms. Wilder spoke about those individuals who have indicated that they will submit applications. She noted that most of these are aware of the process and timing and have indicated that they will wait until later in the process to apply. Ms. Wilder said that about 30 percent of this group will actually apply. She stated that, with 55 individuals showing strong interest, this was a really good place at this stage of the search.

Committee members asked about the nomination process for the 55 individuals who are showing interest. Ms. Wilder stated that these nominations came from the campus and from Parker's

outreach. She stated that a total of about 120 individuals have been nominated and some of these have declined, some have responded that they are thinking about it, and some have yet to respond. Ms. Wilder said that Parker has spoken to about 109 individual who stated they have no interest.

Ms. Wilder stated that Parker has been in direct contact with the 55 individuals showing strong interest. She also stated that information is available to committee members for all candidates who have applied.

Committee members asked about how many applicants it generally takes to get a pool of eight to 12 quality candidates. Ms. Wilder responded that the number of applicants did not dictate the quality of the pool. She indicated that, because of the Florida Sunshine Laws, the overall candidate pool may be smaller but she felt confident that there will be quality candidates to consider.

Ms. Wilder stated that the candidates she has spoken with, who have declined, provided reasons having nothing to do with UNF – the candidate did not want to relocate, they are happy with their current position, etc. She spoke about the positive remarks coming from candidates, including (a) a positive environment based on the longevity of President Delaney, (b) Jacksonville is a major economic driver, (c) Jacksonville provides great opportunities to engage students, (d) UNF is in a unique position to create an academic identity and brand. Ms. Wilder stated that the best candidates will want to be a part of something that has forward momentum and that can be built upon.

Ms. Wilder spoke about negative comments being received, including (a) open records/open meetings associated with the Florida Sunshine Laws, (b) recent incidents on campus regarding diversity, (c) UNF being at the bottom of the performance-based metrics. Ms. Wilder stated that Parker is responding to these comments by mentioning that college and university campuses today are facing student protests and demands for campus diversity and inclusion.

Committee members asked if one metric was standing out over others. Ms. Wilder responded that costs per student and graduation rates are top concerns. Other concerns are the freshman-to-sophomore retention rate, and transfer rate (particularly for high-performing students). She said that UNF's rankings in performance-based metrics are not deterring candidates.

Ms. Wilder stated that questions are being asked about UNF's research component, particularly as related to infrastructure. She stated that Parker informs candidates that UNF is in the process of developing a research mission and this presents an opportunity for the next president.

Ms. Wilder stated that applicants are asking if the Presidential Search Committee is open to candidates who do not have experience in Florida. She stated that Parker is responding that this is an open national search and that candidates do not have to come from Florida – that this is a transparent process, following the spirit and letter of the Florida Sunshine Laws.

Ms. Wilder stated that UNF is suffering from the lack of a national reputation and brand. She stated that Parker is providing candidates with student demographics, including the rising student profile. She noted that the position description does a good job of including pertinent information.

Committee members asked about the mix within the 55 candidates who have either submitted an application or are seriously considering submitting one. Ms. Wilder responded that about 60 percent are from higher education and 40 percent are from outside higher education. She noted that the candidates within higher education are from various disciplines, including vice presidents of research, economic development, external affairs, and student enrollment. These candidates also include deans from various disciplines. Ms. Wilder stated that the vast majority of candidates outside the academy are affiliated with the state of Florida, Jacksonville and/or UNF.

Committee members asked how the current candidate pool compares with similar searches. Ms. Wilder responded that, although the quantity may be lower, there is potential for the quality to be very strong.

Ms. Wilder spoke about next steps. The third update is scheduled for December 7, and she will provide similar information regarding numbers, market feedback, etc. The search committee will also discuss 12 to 15 questions to use for initial interviews. The fourth update is scheduled for January 18, 2018 and will include information on how to evaluate candidates and how to review materials presented on websites, including materials that are posted late in the process.

Ms. Wilder stated that all candidate materials will be posted by February 1, 2018. The Presidential Search Committee will meet February 1, 2018 from 11:00 a.m. to 2:00 p.m. to make a decision on which candidates to include in the initial interview process. She stated that Parker Executive Search will provide feedback. The eight to 12 candidates selected will be invited to first-round interviews February 6-7, 2018. Finalists will be invited to campus the week of February 12, 2018 for interviews with all constituent groups.

There was a reference to UCF's recent announcement of a presidential search – how will that affect UNF's search. Ms. Wilder responded that the two institutions are looking for very different candidates and UNF's search will be over before UCF's search is in high gear.

Committee members asked Ms. Wilder to confirm that there has been on public records request. Ms. Wilder said that this was correct.

Ms. Wilder encouraged everyone present to continue to nominate qualified candidates.