

Presidential Search Committee Meeting  
Wednesday, September 15, 2021  
9-11am  
USF St. Petersburg Campus, USC Ballroom  
Minutes

Chair Mike Griffin convened the USF Presidential Search Committee meeting at 9:00 am.

The USF Presidential Search Committee was created in August 2021, following the retirement of President Steven C. Currall. The BOT selected the firm of SP&A Executive Search to serve in support of USF's presidential search. The managing Partner of SP&A, Alberto Pimentel was in attendance.

The search committee will reach out to key stakeholder groups to define the position profile in alignment with USF's mission and strategic aspirations; help market the position; and screen and interview the most qualified candidates, including providing opportunities for non-search committee members to interact with the finalists and provide feedback to the committee. The committee will then recommend an unranked list of finalists for ultimate consideration by the Board of Trustees.

Committee Chair Mike Griffin ask everyone to introduce themselves. The search committee members are:

- Search Committee Chair: Michael E. Griffin, USF Board of Trustees, Sr. Vice President, Savills
- Search Committee Vice Chair: Melissa Seixas, USF Board of Trustees, State President –Duke Energy Florida
- Tammy Allen, Ph.D., USF Distinguished University Professor, Industrial-Organizational Psychology
- Derrick Brooks, Board Member, EVP Corporate & Community Development, Vinik Sports Group, Motivational Speaker, NFL Hall of Famer, Board Member, Kforce, Inc., President and Founder, Derrick Brooks Charities
- Lisa Carlton, USF Sarasota-Manatee Campus Advisory Board, former State Senator and Representative to the Florida House of Representatives
- Braulio Colón, Vice President, Florida Student Success Initiatives, Helios Education Foundation
- John Couris, President and CEO, Tampa General Hospital
- Julia Cunningham, USF Board of Trustees, USF Student Government President
- Oscar J. Horton, USF Board of Trustees, President and CEO of Sun State International
- Patrick Hwu, MD, President and CEO, Moffitt Cancer Center
- Ken Jones, Founder and CEO of TL Capital and Third Lake Partners, SUS BOG
- Mark T. Mondello, CEO, Jabil Inc.

- Sylvia Wilson Thomas, Ph.D., USF Associate Professor, Electrical Engineering, Fellow –American Institute for Medical and Biological Engineering, Senior Member, National Academy of Inventors
- Debbie Nye Sembler, USF St. Petersburg Campus Advisory Board, past member USF Board of Trustees
- Jose E. Valiente, Chair, USF Foundation Board of Directors, (retired) Partner at Clifton, Larson, Allen, LLP

Associate Director Kiara Guzzo will facilitate the search committee, USF General Counsel Gerard Solis will provide legal advice as it relates to the Sunshine and Public Record Laws for the committee. Assistant Tamara Brown will provide support by taking the minutes, which are public record.

Chair Mike Griffin commented that members who were selected to serve on this committee are a powerful, innovative, and collaborative group. This group is tasked with identifying three to four highly qualified candidates to bring before the Board of Trustees, not selecting the final candidate. Chair Griffin also discussed:

- The Charge
- The Tasks of the Search Committee
- SP&A Recruitment and Responsibility

Associate Director Kiara Guzzo provided a power point presentation to the search committee: University of South Florida Presidential Search Committee/Guidelines Regarding Open Meetings and Public Records Compliance. The power point highlighted the following:

- Chapter 286 Sunshine Law
- Chapter 119 Public Records Law
- Search Committee Meeting: Open
- Search Committee Meeting: Notice
- Search Committee Meeting: Minutes
- Voting
- Public Records Law: Highlights
- Penalties for Noncompliance
- Public Records Law: What's not Required
- Summary and Questions

USF General Counsel Gerard Solis provided practical tips as it relates managing the Sunshine Laws. In the search we would like two positive outcomes; for prospects to get into the pool and become applicants or to leave educated and thinking better about USF. Mr. Solis provided information on public records and on understanding the distinction between a candidate and a prospect.

SP&A Managing Partner Alberto Pimentel provided information on search process. The following information was discussed:

- The Search Process – Fact finding. Generate a level of enthusiasm. Listen to stakeholders. Hold Town Hall meetings and share information with the committee.
- The role of the search committee.
- Recruitment
- Providing a robust high-quality pipeline of candidates from which to select targets
- Providing a Diverse Pipeline
- Evaluating Backgrounds
- Targets, Prospects and Candidates – The distinction between the three.
- Vet the Candidates- Conducting Social Media, Background and Reference Checks
- Concerns of prospective candidates
- Converting from targets to candidates
- Provide information on the candidates
- Soliciting and telling the USF Story
- Laying the groundwork for the success of the new USF President
- Marketing – AAU (primary targets)
- Marketplace – Approximately a dozen active searches currently existing.
- Nominations
- Position Description
- The Landscape and Direct Competitors
- Being Decisive and Aggressive
- Open Search Process
- Speedy Process
- Raising the Bar and Getting the Best Candidates
- Be Critical
- What We're Looking For – Selling Points
- Passive and Active Recruitment
- 1<sup>st</sup> step Draft Documents - Create a position Profile. Create Advertisement 2<sup>nd</sup> step Recruitment, 3<sup>rd</sup> Step Assessment- Have respectful discussions on the pool of candidates- 6 to 10 candidates will interview with the Search Committee. That pool of candidates will get narrowed down to 3 or 4 candidates. 4<sup>th</sup> Step is the selection stage. Have the selected 3 or 4 candidates physically meet with USF constituents.
- Be realistic, honest, and enthusiastic with the candidate. Develop a bond.

Dr. John Couris – questioned the turnovers in the Market place and asked how do we stand out from the rest? Dr. Couris also wanted to know out of 12 major searches, how many are the firm SP&E currently involved in at this time?

Mr. Pimentel commented that the economy and the job of the president itself are a couple factors that are partly to blame for the high turnovers. To stand out we must be loudly enthusiastic ambassadors for USF and display it in a passionate way. We must be excited about the prospects for the future. Due to the conflict of interest, the USF President's search is the only search SP&A is involved in at this time.

Mr. Oscar Horton had a question concerning a nomination and the difference in moving from target to President. He also had questions about the position description.

Nominations can be shared with Mr. Pimentel, Chair Griffin, or on the Presidential Search website. If a committee member receives a nomination they should give the information to Mr. Pimentel, Mr. Solis or Ms. Guzzo.

Mr. Derrick Brooks asked for clarification concerning the SP&A Search Firm and the Presidents Search committee.

USF General Counsel Gerard Solis reminded the committee members that having discussions amongst each other concerning the search, is a public meeting.

Mr. Braulio Colon questioned the search process and the high turnovers. Mr. Colon also questioned the percentage of presidents who actually came from R1 AAU Institutions.

Almost all the Presidents came from R1AAU Institutions.

Dr. Patrick Hwu proposed that the committee give a broader search as well as develop a very strong succession planning; and grow leaders from within.

Mr. Jose Valiente commented that as a committee we shouldn't just concentrate on the academia of the candidate but also on their business sense. Mr. Valiente questioned when was the most recent search that the SP&A Search Firm had? He also wanted to know at what stage will the committee meet the prospect and what would be important enough to candidates to make them apply for the position here at USF?

The SP&A Firm recently placed the President for the University of California System and at Northern Arizona University. The Managing Partner Alberto Pimentel commented that the candidate will always question the type of Boards an institution has. Governing boards, resources, funding, and realistic aspirations are some of the things that attract candidates to institutions.

The committee will know about the prospects when they become a candidate. Mr. Alberto Pimentel commented that this is a public search for a top research university. There will be individuals who will apply, but don't qualify for the job. We will treat them all with respect.

Mr. Derrick Brooks made comments on high priority targets and asked for an explanation of the process as it relates to transition. Mr. Brooks also questioned if speaking to members of the Board of Trustees be a violation of the Sunshine Law.

Mr. Pimentel commented that we will identify prospects by having multiple conversations with them to assure their qualifications. Speaking to certain BOT members is not a violation of the Sunshine Law because they are not Search committee members.

Ms. Lisa Carlton had questions about academics and fit. It's important that the new President understand the structure of the university and the regional campuses. She also had a question concerning R1 AAU Universities and their structure in comparison to USF.

Mr. Pimentel gave a couple of examples of “a fit”. He commented that we want to make sure there is a value fit such as the importance of students and research are to USF. Also, we should make sure an individual’s communication style is a fit.

Chair Mike Griffin commented on the Presidential Listening Tours. They will be held with various stakeholder groups. This is an opportunity to have a broader outreach to the university community to get feedback on what the position description will entail.

Mr. Derrick Brooks questioned if the dates of the listening tours will be provided. Chair Griffin commented that only Mr. Pimentel and himself will be involved in these internal stakeholder listening tours and will report back to the committee.

Mr. Braulio Colon suggested scheduling a meeting with the Chairs of the President’s Advisory Councils.

Mr. Jose Valiente suggested meeting with the members of the Foundation Board.

Mr. Brooks questioned the legislative component. Will any members of the legislature have any input as it relates to the search?

This will fall under the external business community stakeholders and will be added to the list.

Dr. Tammy Allen suggested scheduling a meeting with the USF Distinguished Professors. She also suggested that the comments and perspectives on the survey reflect which person and campus they came from.

Dr. Sylvia Thomas suggested meeting with faculty, staff and students across all USF campuses.

Chair Mike Griffin commented that the potential Stakeholder Listening Sessions list will be revised and forwarded to the committee members.

Chair Griffin asked the search committee if they had any additions to the potential advertising venues. The advertisements will run for thirty days.

Dr. Sylvia Thomas asked if the committee was open to free advertisement. Chair Griffin replied yes and commented more about the social media websites.

Mr. Pimentel commented that faculty members will be asked to spread the advertisement throughout their networks.

Mr. Oscar Horton asked Mr. Braulio Colon was this search committee taking the usual strategy. The answer is yes.

Chair Griffin commented that USF’s Vice President and Chief Human Resources Officer Angela Sklenka was instrumental in picking out our search firm and will continue to have input on the search process.

The Presidential Stakeholder Survey will be online with a choice for people to remain anonymous if preferred.

Ms. Melissa Seixas asked SP&A Managing Partner Mr. Pimentel, to elaborate more on the listening tours and how they work. He commented on the following:

- Information gathered will be to educate the search firm.
- Information gathered will be to help educate the search committee.
- Information gathered will be to develop the profile and position description
- Use the information to guide on how we evaluate the candidates.
- Ask Stakeholders on the listen tours to complete the survey and ask for nominations for the position.
- Comments will be distributed and posted on the presidential search website.

Mr. Pimentel added that the search committee will have an opportunity to add and enhance on different topics.

Chair Mike Griffin had a request for the survey to go live on the website by tomorrow. There will also be an opportunity for public comments.

The committee was asked to weigh in on the Guiding Principles for a Successful Search document and to email comments to Ms. Kiara Guzzo.

Mr. Alberto Pimentel commented that the next steps is to get the listening tours scheduled so that we can move forward. He also discussed the timeline. We should focus on completing the bulk of the work of the search committee by November, bringing the process to a closure by late December or January.

Chair Mike Griffin commented that he would like to go before the Board of Governors at their January meeting.

Dr. John Couris questioned if there's a concern should the timeline of the search be extended? Dr. Couris also wanted to know if internal candidates are treated the same as external candidates.

Mr. Pimentel commented that the internal and external candidates are treated the same. There would be a difference if the interim or acting president applied for the position. He also explained that if the search gets extended it's because the pool of candidates isn't strong enough. If that's the case, then the process will start over. We want the best candidates.

Having no further business Chair Mike Griffin thanked everyone for their time and commitment and adjourned the president's search committee meeting.