

Presidential Search Committee Meeting  
Friday October 22, 2021  
9am-12pm  
USF Tampa Campus – CGS 136  
Minutes

Chair Mike Griffin welcomed everyone to Presidential Search Committee Meeting.

There were no public comments.

**Overview of Fact Finding Efforts**

Chair Mike Griffin reported that there have been several comments relating to the President's search. There were over 1900 responses to the survey. The President's survey response time was extended.

Of the responses 35% were students. 30% were identified as alumni. We are pleased with the amount of people who are engaged in the President's Search. This is also a reminder of the importance of this search.

Chair Mike Griffin along with Kiara Guzzo and Alberto Pimentel have participated in 33 listening sessions. Chair Griffin reported that they have met with stakeholders on each USF campus. They have also met with deans, faculty and staff leaders, community leaders and business leaders.

Chair Griffin reported that they've had two Town Hall meetings with approximately 200 people in attendance at both meetings. There was excellent feedback from the community at the meetings.

**Alberto Pimentel went over key topics**

- The committee was invited to read over the summarized responses.
- Funding – Be creative on ways to establish consistent revenue – provide flexibility on additional revenue streams for the different colleges.
- A need for a well- articulated, data driven vision for USF. An inspirational vision embraced by all USF campuses. One that answers- Who are we and where are we going?
- Consolidation – This has not been completed. There is a need for each campus to get fully addressed on individual wants and needs.
- Infrastructure – There are processes that need to be re-thought.
- Leadership on various levels on all USF campuses.
- Relationships on and off campus. There is a need to repair and establish new relationships.
- Respect- Look at each campus separately. They are all unique.
- Community Engagement – Being visible and supportive.

- Morale – Ways to improve low morale. Healing.
- Communication – Listening and taking issues into consideration. Being respectful listen and be transparent.
- One USF – Better communication on all campuses
- Invest in Athletics and Academic Buildings
- AAU – Is it on the list of priorities? What’s the pathway?
- Life after the Coronavirus. What should faculty and staff expect in the workforce? What are we doing for students?
- How do we keep the campus safe?
- Diversity Equity and Inclusion

### **Search Committee Input**

Mr. Pimentel asked for feedback from the search committee.

Dr. John Couris acknowledged the thorough process of the search firm. He made comments concerning the type of person we’re looking for. Someone who’s academic and business oriented.

Trustee Julia Cunningham commented on feedback that she received from students. Not only are we looking for the next president but also the next CEO of our company. We are looking for someone who’s going to be more engaged. Someone more like the Interim President Rhea Law and her willingness to interact with students.

Trustee Oscar Horton questioned flexibility and will the new person have the option to bring in more people to help in the new role as President. The next person will need to have charisma.

Mr. Jose Valiente commented that we need someone who is a communicator and will engage in the community. It’s all about relationship building.

Dr. Sylvia Wilson Thomas commented that we’re in need of someone who will sustain the trajectory that USF is on. We need someone with research resilience, equitable and inclusive pedagogy in classrooms across campuses. We’ll need someone who values our stakeholders within and out of the USF community.

Dr. Tammy Allen commented that we need someone who will build and unite. Some who exemplifies in the areas of infrastructure and engagement with the community.

### **Development of Position and Profile**

Mr. Pimentel asked the search committee for feedback on:

- What are some of the challenges that the next president will face? Where are the opportunities?

Trustee Julia Cunningham commented that we will need to expand the Athletics Program. Our challenges will be USF consolidation.

Mr. Jose Valiente commented that consolidation is a working process and we will need someone who can navigate their way through it. We'll need someone who can build relationships with other businesses. Florida has become a hotspot for business headquarters; we should be able to provide staff for local recruiting. There will be opportunities for funding.

Dr. John Couris commented on the critical importance of community engagement. The next president has to be balanced, thoughtful and present. We have to make sure USF is relevant to the business community as well as a leader in cultivating a talent pipeline. We will need someone with appreciation for efficient and effective speed.

Mr. Braulio Colon commented that we need someone with a passion and power for education. Someone with a moral commitment to truth, science, and diversity. The new President should have a proven track record of successfully navigating the economics of a public university and the funding associated with running the business. We need someone who will demonstrate leadership and has knowledge of the legal system. Someone who appreciate the advice from the USF General Counsel and trust the Sr. Leadership team.

Ms. Debbie Sembler commented that the new president will need to be an academic with good business acumen. He or she should be a good cheerleader for USF.

Ms. Lisa Carlton made comments that we need someone who can relate and engage with all of the different diverse communities surrounding the bay area.

Trustee Melissa Seixas commented that we need a leader with personality and style that has a tremendous amount of self-awareness and humility.

Trustee Oscar Horton commented that we need someone who is a good listener. Someone who'll have patients with students, faculty and the community as well as have a strategy.

Dr. Tammy Allen commented on a characteristic that was mentioned at the Town Hall meeting. The new person should have political acumen.

Dr. Sylvia Thomas commented that we need someone who's empathetic with integrity. A champion for USF. The search committee can take this opportunity to offer suggestions on engagement and how one can adapt to the culture and climate.

Chair Mike Griffin commented that we need someone who's willing to put the time in, excited and passionate about building different relationships. We need someone who wakes up excited about the green and gold. Chair Griffin commented that this is an opportunity to have conversations on the USF story and get prospects excited about the trajectory that we're on. He asked the committee for topics that should be discussed.

Dr. Sylvia Thomas suggested we discuss how brilliant USF students are and the passion they have for the university community. We should also discuss what our vision means to us, as well as discuss the amazing research program.

Dr. John Couris suggested discussing with the prospect that they will have a unique opportunity to lead a great organization and to make it world class; as well as an opportunity to build a legacy for the region and state. The USF and Tampa community is on the rise.

Ms. Lisa Carlton commented that the next president should be interested in helping students find careers within or away from the community after graduation.

Trustee Oscar Horton would like for the candidate to have done enough research and have knowledge about USF and be able to explain how they will help to elevate the university.

Mr. Braulio Colon made comments concerning our region and the USF community being connected. USF is the new leader in the state of Florida. We must continue to emphasize that fact.

Mr. Pimentel asked the committee to weigh in on what success measures will the candidate need to have. What accomplishments?

Trustee Julia Cunningham commented that the person should have student engagement. We should also discuss the importance of our trajectory and continue to aid minority students.

Mr. Jose Valiente suggested that the new person develop a relationship with the current Interim President Rhea Law, in order to hit the ground running and learn more about the University of South Florida first hand.

Dr. John Couris complemented a recent outstanding presidential search listening tour. Dr. Couris commented that the selected person has to have an appreciation for serving leadership as well being completely transparent with community, students, faculty etc... The person should be well balanced and doing well financially.

Dr. Tammy Allen has hopes that the candidates will ask: How will they be measured on success? The search committee should be prepared with responses.

Mr. Braulio Colon commented that we should go after the best talent.

Dr. Sylvia Thomas suggested doing a climate survey.

Ms. Lisa Carlton commented on the importance of finding out what the candidate's current duties and what was their track record in the past. We want a candidate who is not close to retirement. We need someone who plans to stay a while.

Chair Mike Griffin commented on the importance of having measurements in place. USF is currently undergoing community engagement on the strategic plan. The new President will need to quickly learn to run parallel paths. We need a self-starter.

Ms. Debbie Sembler questioned if we should look into how philanthropic the candidate has been in their past position(s)?

Dr. John Couris made comments on discussing philanthropy with candidates. We should be cautious and sensitive, it's defined in so many different ways; which can be intimidating.

Mr. Valiente discussed the fact that we need someone with flexibility. Someone with an understanding spouse or partner.

Ms. Lisa Carlton commented that we need someone who's willing to work with the other presidents in the SUS for state funding as well as with constituents in Tallahassee as the past President, Judy Genshaft did.

Mr. Braulio Colon commented that the new person should have an understanding that past president(s) do have history, connections and legacy with us.

Mr. Pimentel explained that going through the processes of listening to the different constituents for the purpose of recruiting a slate of candidates. The meetings, discussions and exercises are necessary reminders for the committee, public records requests personal networking and other purposes. The Position Profile document is to Increase the visibility of USF. The Marketing document will serve as a teaser and will be done by the end of the week.

The first draft of the Position Profile will be done in a week. It will include:

1. Descriptor of USF
2. Points of Pride
3. The Community
4. The Job Itself – Position challenges and salaries
5. Qualities we're looking for in a candidate
6. Application Process

Once the committee is satisfied with the document, it's given to the Board of Trustees for review. Once the document is approved, an advertisement is developed which will also need approval by the BOT. It's then published in the education journals amongst other places. This will take place the 1<sup>st</sup> or 2<sup>nd</sup> week of December. Calls are already being made.

**Timeline** – The advertisement and recruitment will be throughout the month of January. The search committee will reconvene during the end of January or the around the beginning of February. In February we will review files. The interviews will start in March and things will began to move quickly. The committee will interview approximately 5 candidates narrowing down to approximately 3 candidates for the Board of Trustees to interview and make a selection.

Mr. Pimentel commented that if we don't find what we're looking for in the final candidates, we will start the process over.

From now until the end of the year we will Identify as many prospects as possible then generate a level of interest on their part. Members of the committee may be asked to speak with certain prospects.

Chair Mike Griffin commented that we are listening to the community and making adjustments as it relates to the position profile. Having no further business Chair Griffin adjourned the Presidential search committee meeting.