

Presidential Search Committee Meeting
February 3, 2022
10:30-11:30am
Teams Meeting
Minutes

President's search committee Chair Mike Griffin welcomed everyone to the meeting. He thanked everyone for their continued engagement during the search process.

There was a vacancy on the search committee after Dr. Sylvia Thomas was appointed as the Interim Vice President in the Office of Research. Chair Griffin was pleased to announce that BOT Chair Will Weatherford, has appointed Dr. Joan Reid as the new member of the President's Search committee. Dr. Reid currently serves as the USF Director of Human Trafficking Risk to Resilience Research Lab on the St. Petersburg campus.

Status update on Search Efforts

Chair Mike Griffin provided a recap on the process of the President's Search.

- Completed listening sessions and surveys
- Developed an advertising and position profile
- On December 7, 2021 the Board of Trustees approved the advertisement and position profile.
- On December 8, 2021 the position advertisement was officially posted and the initiation of the recruiting efforts started.

Consultant Alberto Pimentel provided an overview on the status of the president's search. He addressed the following:

- How we approached the search.
- Identify the Universe of prospects
- Our focus was based on the feedback from the surveys and listening sessions
- Target Institutions and Prospects
- Identified institutions to focus on: R1 Institutions; R2 institutions; Federal Agencies (DOE, NIH, NSF) and AAU institutions.
- We focused on foundations and corporations and the types of individuals that we would like to recruit.
- The potential candidates are presidents and former presidents, deans with strong reputations, provosts and vice presidents for research.
- Begin conversations without being pushy.
- Promoted and marketed USF
- We gathered intelligence
- Identified the "hard no's"

- The national landscape – There are 3 or 4 institution searches that are competitive to the USF Presidential Search.
- Information gathering - Information Sharing
- Raw Recruiting

Committee member John Couris asked if Mr. Pimentel could explain our strategy as it relates to the president search in comparison to the four searches that are happening in the state of Florida.

Committee member Patrick Hwu complimented the list of places in which we are seeking potential candidates. The government is a good place to look.

Committee member John Couris made comments on sticking to the position description and selecting prospects who will have a connection to the students and faculty. A person who appreciates and understands the value and trajectory of the University of South Florida

Committee member Oscar Horton questioned the timeframe of the search. He also asked if a short list of targets have been developed.

Alberto Pimentel commented that the search is expected to be completed by the end of the academic year. A list of potential targets is starting to emerge.

National Landscape Feedback

- There were no negative perceptions about USF.
- There was positive feedback about our AAU aspirations.
- If pursuing AAU, what's the timeframe?
- Does our aspirations align with our resources?
- Why pursue AAU?
- There were questions concerning the USF regional campuses.
- How do we incorporate the regional campuses in to the direction and mission of USF? How does it shape the region as a whole?
- The National Visibility of USF
- Is USF and the Board of Trustees interested in increasing the presence and visibility?
- There were complements on our current Interim President Rhea Law.
- There were questions concerning the other searches in the state of Florida.
- There are approx.50 targets who are heading towards becoming prospects. Some may advance to the candidate phase.
- Recruiting will continue
- Almost a dozen self-motivated people have applied for the position on their own. They're considered as candidates. A portal will be available after today's meeting. Members of the search committee will have access to review their information.
- Strategies of applying

- Next Steps – Identifying prospects and convert the prospects in to candidates.
- Assessing Candidates
- We are on track to complete in a timely manner.
- Funding for higher education

Committee member Tammy Allen questioned if there were any hesitancy factors that would keep a prospect from fully considering us.

Mr. Pimentel commented that there can be issues that we have no control of such as the public nature of the search or the negative opinion of higher education.

There have been questions and concerns about coordinating with the regional campuses as well as USF Health.

How does one make an impact on such a large area? There were also questions and concerns about having several positions that are currently open. People have asked how supportive is the Board of Trustees?

Chair Mike Griffin commented that USF is on an amazing trajectory and we need a leader that can take us to that next step. The Board is fully supportive.

Having no further business Search Committee Chair Mike Griffin ended the meeting.