

Presidential Search Committee

Community Input Survey Results - Community

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
USF's next President must above all be of the highest integrity and have the respect of her/his colleagues in their chosen academic field. The ability to effectively interact with a diverse audience of USF stakeholders ; students, faculty, alumni, donors, the business community and elected officials is a must!	Gaining access to the top 25 research universities in the nation.	Continuing to advance the research opportunities for the University and partnerships with innovation companies.	As a USF Charter Class graduate and past President of the USF National Alumni Association I have watched with great pride as our University has grown in stature and respect among other institutions of higher education, our next President must keep USF on that track.
Emotional intelligence. Critical listening skills. An ability to not freak out faculty with poor communication and kneejerk decisions. And the ability to raise a billion dollars - not in deferred gifts with national stakeholders.	The new branding guide is awful and disjointed. The surrounding areas are dangerous and USF concentrates recruiting in the tri country area. That needs to change. The campus also needs many beautification projects and a new Greek park. The existing Greek park is aesthetically not in line with a research university who wants to compete with its peers.		Please hire someone who can raise some money but more importantly build national partnerships, get us into a better conference, build more structures that are aesthetically pleasing, and help clean up the surrounding areas. No one cares about preeminence if you're worried about getting mugged walking to your dorm room at night.
Visionary and big picture thinker. Strong legislative relationships and track record. Public speaking and ability to connect with a broad base of audiences is key. Track record of Public-Private partnership development. Can help Tampa maximize it's path to becoming one of America's next great technology hubs. Leads by example, has a strong moral compass. Technologically savvy. Has entered new roles in the past with big shoes to fill and isn't fazed by it.	1. Disruption of every single industry and sector. What if Amazon got into higher ed for example? We need to be innovative and think ahead. 2. Many faculty and staff with long tenures, so a big wave of retirements and turnover coming in the future. 3. Leveraging, monetizing, and licensing all of the patents we have to build financial sustainability beyond tuition and government. 4. Need for more elected USF Graduates to ensure necessary might against our friends up North.	Metropolitan location. Diversity. Research. Entrepreneurship Program. Growing and galvanizing alumni base. Leadership in Health & Sciences. Leading young University in the Nation, Pre-Eminence in Florida.	Research the top 25-50 University President's in the Country. What are the common traits/track records/etc. each exudes? President Genshaft wasn't originally a "popular" pick after Betty Castor, but clearly she was a transcending pick. Don't be afraid to focus on the right "fit" over the "big name". I think what has made each University President successful is they were the right pick at the right time. I trust the Selection Committee will make the right pick.
Honesty and fairness	Freedom of speech		
No tuition increase, no new stadium	Cost	Keeping costs down	No donations will be made if tuition increases or a stadium is built
Strong academic background. Outstanding leadership at AAU level. Successful record lobbying state legislatures. Experience in raising private capital.	Maintaining academic integrity in an increasing business-oriented model. The desperate need to increase support for humanities and liberal arts education. Increasing reliance on adjunct teachers	I hope USF avoids the trap of hiring someone with no higher education experience or hiring a politician. The academic underpinnings of a university are vital in USF continuing its mission of educational excellence.	
Ideally, the president would be in-touch with the struggles of the modern-day student. This would be somebody who understands the problem of student debt, for example, and does not want to impose unnecessary costs on students.	Job placement after graduation is a huge issue. Students do not feel that they are properly prepared to join the workforce after finishing their undergraduate degrees. Employers seem to agree, because they are not willing to hire students who do not have work experience (for entry-level jobs, no less!) There need to be more available student jobs relevant to their fields of study so that students can better develop their resumes.	USF has a wonderful student culture. There is often a strong sense of community pride among students, staff & faculty. That said, there is a significant portion of students who feel the university demands too much & provides too little. There is an opportunity to reach out to disillusioned students & address their concerns. Spending time doing anything else is often seen as a slap in the face to these students. (Nobody was asking for a new logo, for example, but cheaper textbooks would be nice.)	Most students are not going to see the email that was sent out with the link to this survey. Even fewer are going to take the time to respond to this survey. You should hold focus group meetings at the MSC & talk to students face-to-face. They will be opinionated about this if you ask them, but many do not diligently check their e-mails amidst all the assignments, studying, mental health issues, & attempts to have a social life. I cannot tell you how many students have hundreds of unread emails.
Visionary, engaging, strong supporter students, faculty and alumni.	Global competition for talented professors, students and resources. A strong president will need to understand these challenges and engage the Board, Alumni Association and current students to address these challenges and chart a path forward.	USF has an outstanding reputation and is located in a great community. USF should capitalize on these strengths to attract talented professors and students from around the world.	We are losing an outstanding President who led USF on a record-breaking path of success. Our next President needs to be enthusiastic, strong, and most of all visionary to help keep us on pace in the future.
An intelligent and involved member of an evolving community. Tampa is not stagnant and USF has changed massively under Pres. Genshaft. Our next president should be prepared to continue our growth in all departments. Including liberal arts. We have one of the best applied anthropology programs in the country.	The balance between the extremely important STEM fields and the liberal arts. Both are important programs but only one receives funding.	USF has strong recruitment across the board, continue offering opportunities to students that deserve it and they will make the university shine.	President Genshaft will be a hard act to follow, she was beloved when I was an undergrad the first time around because of her dedication and involvement. Finding someone ready to make that much of a commitment will be a challenge. Good luck!
Respected academic history, commitment to academic and institutional excellence, ability to engage and communicate to different stakeholders	Persistence and retention of underrepresented minorities	Maintaining pre-eminence	The next president must put students first as President Genshaft has done, meaning what is best for the students must be at the center of all decisions.
Someone who cares about Athletics. And being a cheerleader and throwing up the bulls sign, but really cares and puts money behind their mouth.	Figuring out how to make the next generation career-ready.	Do a few things great instead of everything average.	Best of luck! You have a tough job ahead of you, but you will do great!
Honesty and integrity, commitment and passion, able to inspire others, creativity and innovation, sincere enthusiasm, sense of humor, superior communication skills, superior listening skills, accept and take responsibility	1. Lack of funding, 2. Raising graduation rates, 3. Improvement in training of academic administrative leadership, 4. Student debt, 5. Realistic Management of Athletics	1. Location, 2. A youthful Institution not deeply steeped in past history/influences, 3. A young alumni and future donor base, 4. Newer infrastructure, 5. 19 years of proven and quality leadership from Dr. Genshaft	USF is unique and does not fit the mold of established land grant colleges or urban institutions. USF is still quite young, establishing history and traditions. USF is not a traditional institution of higher education. Somewhere is a talented individual with a vision and a plan, maybe not entrenched in an academic pedigree but recognizes potential and how to achieve it using available resources. USF has been a best kept secret of Florida. USF is in great shape and should be most attractive.
A good fundraiser, a commitment to progress at USF, and understanding that we are an urban university	The bias of our state legislature to favor UF and FSU. The new president needs to understand how to navigate the climate of education in Florida.	Our place in an urban community and location to the water	We need someone who will fight and advocate for us in Tallahassee and with the business community in Tampa
I believe the next President of USF should possess a passion for the community, have leadership qualities that allow him/her to connect with the Tampa Bay community, legislators, students, faculty, and staff, and key stakeholders. A leader that will bring the vision and mission to the forefront of the Tampa Bay community with an upward trajectory and focus on Athletics, infrastructure, and students.	One of the major challenges of USF is consolidation and fundraising for capital projects.	USF is uniquely positioned to be a University that students desire to attend because of the winning trifecta- academics, research, and athletics. USF is uniquely positioned to stand alone and not be confused with FSU and UF, but a University name that is known worldwide. With the support of the Tampa Bay community, donors, and legislators, USF will continue to thrive and grow with a focus on student experience.	
Someone who represents diversity and can add a different perspective to USF's leadership team. Someone who cares about the people €" the students, employees and community. Someone who cares about environmental sustainability, and someone who is progressive and forward-thinking. Someone who will lead USF and make it known for its innovative, progressive, forward-thinking nature. I believe this will attract the youth of the world.		USF needs to continue to differentiate, innovate and lead the way. Look and listen to what the young people today care about and start adapting before other universities even notice the shift (whether that applies to technologies, ideas, art, etc.). Stay ahead of the curve.	
Leading by example is huge. We do not need someone who talks a big game but does not execute. We need someone with determination and pride. Pride for the school and what we represent. The determination in making our school nationally/globally known. We need someone who is humble and understands what the minority is going through. We need someone to focus on improving and expanding our ideology and brand.	Being able to reach and have equal education opportunity for any socioeconomic status individual. We have to educate the people who do not have the same opportunity as us. We have to empathize and reach these individuals. We also have to inform the people above us so that they can understand/empathize what the hardworking, lower class individuals go through. Understand what privilege is so that they know how much work it takes to get to a position where one has been dreaming of.	Getting our athletics to be top of the state. We have the academic side down, we have been continually expanding and have even reached pre-eminence. Now is the time to focus on our athletics so we can establish tradition and history here. People will know who we are and will not confuse us by saying UCF or FSU whenever they are in Tampa. We need to reach the general population, and sports/history of our program will do just that.	Judy has done a great job and has progressed this program tenfold. May the next president be someone who is tenacious, ambitious, prideful, yet can empathize with the diversity/status of the individuals we have here at the University of South Florida.
honesty, humility, authenticity; someone who believes in diversity; grounded in reality; non-Trumpian.	Providing funding for the less known departments so they can recruit and subsidize more diverse grad students.	strengths: location, research status, some brilliant, people-oriented instructors and professors weaknesses: an overlooked and underfunded women's basketball team; no joint M.A. or Ph.D. offered in Psychology and Applied Behavioral Analysis (it's one or the other right now); underpaid, overworked adjuncts; not enough genuine career opportunities within academic departments at USF for adjuncts. Still a lot of ageism, sexism and classism. It flies under the radar but it's rampant.	Find someone who doesn't have an inflated sense of him/herself, a good sense of humor, and a lot of common sense. Intelligence helps. Too much cheerleading over the past decade and not enough genuine accomplishments.
Honesty and Integrity. Ability to work with the Tampa Bay Community and the Florida Legislature for the benefit of USF. Someone who can unify our consolidating USF campuses.	Competing Priorities - Education / Research / Athletics / MONEY for all three.....	USF's tradition as well as our future. A lot of people are pissed about that Ambition over Tradition slogan. Get rid of it and embrace both. I'm an alumni, a staff member, a student, AND a parent of a student. I can tell you that tradition is important to us and we're finally getting to a place where we really have some.	Good Luck. This has got to be a daunting task...

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School spirit, must be all-in with USF regardless of what school they graduated from. USF must come first and foremost. Friendly, personable, engaged with USF students, staff, faculty, and community. Should try to attend college wide functions such as Staff & Faculty Campaign, Alumni and sporting events.	Higher costs for students. Must find a way to offer more scholarships, any amount helps. Have more opportunities for work study, teaching/graduate assistants, and parking. As our population at the university grows so must the parking situation. Maybe create more parking garages especially near the center of campus where most students have classes.	Recognition. USF has become more widely known throughout the world. Must continue to grow and build on our diversity and multicultural community. We offer many degrees within many different fields, maybe we should consider creating a Law School.	The next USF President must be charismatic and involved. Be one with the community and never forget which university you work for, U-S-F!!!
The next president should be educated, professional, and have a solid background in leadership. Past experience in high profile positions is extremely beneficial.	The main challenge facing USF is financial aid for out of state and international students. There should be some form of Bright Futures for these students to be able to participate in in order to alleviate some of the financial burden that higher education presents.	A major strength of USF is its research focused faculty and staff. USF has the opportunity to be a leader in many rapidly progressing fields.	
Someone that is accepting of all, cares about students, hard working and someone who will help USF achieve even more than we already have.	I think usf needs to take course evaluations more seriously. It is really disheartening when students pay for courses and don't feel like they are learning. Some students have to pay for extra resources because there is a failure that is out of his/her control. If we want more students to come here, we have to faculty that can teach in a way that facilitates learning.	I think USF's strength is that we are diverse and open to all. We also have a lot of influence over the Tampa area in general, and it's great that the area is becoming more college friendly.	
Open-minded and forward-thinking; understands needs and values of the younger generations, such as incorporating technology and internet capabilities into student coursework as well as faculty research and teaching.	Affordability, but this is a larger national issue. Students shouldn't have to take out thousands of dollars in loans to afford school. Remote classes would allow many more students to maintain work at an 8-5 M-F type job while completing their degree online.	USF should focus on expanding its remote degree offerings, and remote classes in general, to allow more working people access to education without compromising their ability to support themselves. Also, sustainability of the campus and its facilities should be a priority and it should be incorporated into every aspect of the university.	Pick the best candidate of course, but be diverse in your choosing. We don't need another old, white male taking a position of leadership unless he really is the best candidate. #DiverseUSF
genuine, someone who wants to be integrated into the student body and get to know their constituents.	Competition with other universities and decline in high school students entering bachelors programs	distance learning, diverse options for graduate programs, tuition costs	
Thoughtful, inclusive, and someone that acknowledges that Athletics is the front porch of the University and when your team is on National TV it is a 2-4 hour advertising commercial of the University	Lack of regard for the Alumni and Tradition.	The biggest strength of USF is the trajectory of accomplishments we have achieved in such a short time. The biggest opportunity that will propel USF to its next peak is having a President that can lead in the next NCAA Conference realignment to a Power conference with the funding that comes with it.	Ambition over tradition is an insult to the great alumni that have built this university. I have never seen a more disrespectful tag line for a Preeminent University
Someone who will replace the new logo	The terrible new logo	The old logo was a strength	Please get rid of this terrible logo
Someone who will scrap the new logo.	The hatred of the new logo.	Getting rid of the new logo.	
Someone who is spirited, honest, and wants the best for the university.	Continuing our upward growth. Getting to preeminence and all of the various donations are helping us grow, but we need to continue doing so.	Strengths are definitely the way career services is handled with all of the career fairs, etc. USF also has a large fan base, people love to cheer on our teams. Opportunities could be a stadium on campus, continued funding to academic programs.	
I would like a the new president of USF to be intelligent enough to repeal this hideous new logo the university is trying to force.	USF's major challenge is going to be trying to convince people that they didn't plagiarize Merrill Lynch's logo.	An important opportunity in USF's near future is that they could listen to their students and alumni and bring back the old branding.	The new academic logo and branding is the most embarrassing thing to ever happen to this university. The "USF" letters look like a high school student in art class drew them. "Ambition over Tradition" is a slap in the face to all Alumni who have come before. I cannot imagine how this whole brand change was approved. It's not even the correct colors.
The new president of USF should be dedicated to the students and their success first, and the university second. She/He should also be innovative and put emphasis on all subject areas not just STEM.	I think the staff of USF is hindering the school from being a better institution. The hiring process should be strict and more in depth.	USF's study abroad and STEM programs are strengths and great opportunities for USF, but the College of Arts and Sciences has potential and should not be overlooked.	I believe the new president should have a diverse background, and should be open to developing Arts and Humanities programs more. She/He should also be focused on the students and seriously listen to their concerns.
Able to understand the next generation of students. Able to unify the campus and it's community.	Retaining professors and instructors that care more about their students education and well-being instead of their research.	USF Athletics and the opportunity to have a stadium where Mosei is. Diversity on Campus. And for a better reputation given the preeminence standing!	Change the USF logo back, please!
Business-minded, aspirational but realistic, energetic, friendly. Highly respected in the Tampa Bay area and in the state of Florida. Recognizes importance of athletic competition and national recognition. Someone with Big XII connections.	USF has always been a institution of contemporary education, so maintaining the ability to adapt and not feel the need to be the same exact school as FSU and UF is important. People are not looking for the same type of University experience as they were 20, 10 or even 5 years ago - being able to adapt to these needs without sacrificing quality and prestige is incredibly important.	USF is incredibly close to reaching an academic prominence level that would put the University on the same level as some other top schools. Once we reach that point, we can switch to a maintenance attitude and shift focus on becoming top tier in other areas, such as athletics. All great sports schools had to be great academic schools first, and now we're there.	I currently work at Western Michigan University. This past year, WMU brought on the very first President in school history who comes from a non-academic background. WMU was stuck in the 20th century, and he shoved the University into the 21st almost immediately. If USF hires an academic for the next president, USF will take ten steps backwards. Do not hire an academic. The next president needs to be able to maintain the academic standard set by Dr. G, but moving forward, athletics is the need
Dynamic. Ability to interact with community, state, and national leaders. Serious academic credentials.	Lack of understanding by state legislators.	High quality students. Large research program.	
			Hire Dr. Renu Khator from the University of Houston. Please no politicians.
Involved and inclusive. USF has always encouraged diversity in its student body and faculty. In today's climate, it is important to take a stronghold on this value.	Growth, while establishing tradition, will help to better connect Alumni.	Our athletics are growing. A football stadium on campus would increase Alumni involvement.	USF is in a unique position to grow and change with the times. To be an institution that stands in contrast with the 'good ole boys' club that is UF and FSU. Please work to find someone that is willing to help us stand as a leader, not a follower
Honest, Accountable, Hard Working	Student Debts and Classroom Size	Location and Diverse student population	USF has grown since the time I attended but it still need more to be top-tier university. The school needs do more on research but also classroom size and mitigating the student debt. USF is growing more and more I'm proud to be an alumni.
Local. Knows the people and businesses		Better sports conference. Growing but not raising the tuition!	More parking please.
A strong leader with 5-10 years of leadership experience in higher education. An individual who has proven their commitment to diversity, inclusivity, and protecting marginalized communities. Experience in professional leadership in extra-curricular organizations.	Hiring and retaining faculty that represent the diversity USF claims to be committed to.	Growing the football program can be a great opportunity for USF. Another great opportunity can be found in partnering with local high schools and middle schools to peak their interest in USF.	Choosing the candidate from within USF would be a plus.
Someone who embodies the spirit and tradition of USF excellence. They understand the importance of athletics AND academics. Social skills and ability to relate to, y'all to, get donations from alumni and various people is a must. They must constantly strive to fight for this school. Love Tampa	Identity	USF is primed to be an elite school. The Tampa area is one of the best in the country. We must continue academic excellence but also strive to be an athletic powerhouse. The two go hand in hand.	Don't be dumb!
Charisma. Social media presence. Strong leadership. Shared vision.	Keeping costs low while maximizing quality.	Continue to leverage medical school strengths, while continue the growth and impact of our other schools. Build athletics.	Focus on athletic success as well.
Character, innovative thinking while being observant of tradition.	The rising amount of student loan debt.	Continuing with innovation in curriculum.	
Integrity, experience, and enthusiasm for USF. Someone who is invested in the success of this university and who truly wants to be here.	Recognition, respect. Our reputation outside of the USF community does not reflect the prestige of the university, both academically and athletically. The new academic logo is unfortunately making this even worse.	Strengths: preeminent status. We need to make that widely known.	I would love to see someone who has past connections with USF or with the Tampa community. Someone who is invested in our school and dedicated to continuing our academic success while fully supporting Mike Kelly in his push towards athletic success. What I don't want is someone who looks at the opportunity as "just a job", or someone who doesn't recognize the tremendous impact athletics has on our university. Both academics and athletics are important parts of our tradition.
Innovative, transparent, tenacious towards our commitment to excellence	Being a destination campus (not just a commuter school). The surrounding neighborhoods tend to deter people from feeling like USF can truly be an inclusive campus.		

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Continued focus on student success and the culture that has been created here to make that happen already; a strong sense of community and an ability to collaborate with the diverse community that is TampaBay; an ability to understand the political landscape within higher education in Florida and to work toward elevating USF within that landscape	Competing priorities for funding for bricks & mortar, for programs, for scholarships, for researchers and endowed chairs and the need to continue the efforts to expand and diversify our donor pool in an era of limited state/federal funding for education and the challenges of potential donor burnout as we transition to our next campaign.	Our students and faculty, the culture that Dr. Genshaft created around student success, USF Health and its research & innovation and affiliations with TGH & others are important strengths. As TampaBay grows and makes its mark on the national and global stage, we have an enormous opportunity to recruit even better students/faculty/researchers/athletes/etc.	Your task is not an easy one but Dr. Genshaft has certainly brought USF to a place where we have an opportunity to attract the best and brightest of leaders. I am excited for the future!
Culturally diverse themselves, someone with experience with young professionals and experience in leadership. Someone who knows about Southeast Florida and someone who seeks higher education for themselves. A great speaker.	Higher education can sometimes still be seen as a difficult goal to accomplish. How is USF making high education a reachable goal for everyone? What are the characteristics that USF can offer someone looking into higher education?	Growing their name even further and growing in size within reason. Building up those departments that are doing well but also giving extra help to areas that have yet to flourish.	Please be sure to look into diverse candidates. It would mean a lot to both alumni and current students to know that the search will be inclusive and include diverse qualified candidates.
The ability to maintain a high caliber faculty, secure reliable state funding, improve research through funding and grants as well as ensure quality teaching is delivered to students	The stagnation of middle class wages compared to rising tuition costs	USF continues to be one of the most cost effective state schools which positions it well in an era where tuition is rising faster than inflation and wages. Preventing tuition increases should be a primary focus	Political connectedness is important but so also is commitment to quality.
Honesty, respect for educators (especially our graduate students who do most of the teaching), presence in and out of classrooms & campus events.	Faculty members and graduate student pay. Safety on campus.	To increase security (i.e.: lighted parking areas, reliable transportation across campus).	Please consider an individual that prioritizes education over sports.
Support for students of color, and undocumented students	FUNDING! Support diversity efforts and funding sources aside from student government.	THE PERSON SHOULD BE A PERSON OF COLOR, DIVERSITY, WOKE.	THE SEARCH COMMITTEE ITSELF SHOULD BE DIVERSE IN EVERY FORM.
Someone that values science, logic, and excellence but understands that students are not absolutes. A forward thinker that can look beyond the current success of the college, who will formulate and implement a long-term plan for the future while still being able to face the current challenges	Parking, lack of organic food options, new logo. Also, I believe USF is highly underrated by the community at large. Hopefully, the preeminent status will help. We visited college websites, did outside research, and took many college tours before my child settled on USF. It was, hands down, more impressive that FSU & UF. I'm looking forward to the day when USF is ranked #1 in Florida.	Strengths-continue to focus on science and research. Opportunities-encouraging introverts to step out of their tech bubble and interact with others in healthy, alternative ways; otherwise, you will have a bunch of smart, miserable kids that don't have a clue how to function in the real world. If you build a new stadium on campus, please add plenty of parking and a few places for adults to gather prior to the game. Not everyone wants to tailgate in the 90 degree weather.	Good Luck! and thank you to Ms. Genshaft for her years of dedication.
Dynamic personality and excellent communication skills, stellar reputation at his/hers current school and community, significant community involvement, proven track record of meaningful accomplishments, and no baggage.	Due to the upcoming consolidation, maintaining pre-eminence is paramount.	The pre-eminent designation puts USF in top echelon of universities. The medical school, School of Engineering, the Muma Business School, College of Education are just a few of the premier colleges at USF.	Don't leave on stones unturned. Find us a President that will make a difference.
Likable, forward thinking, charismatic, driven,	Increasing tuition costs,		
Personable. It sets a tone for who we are and how we interact with each other, which permeates through our culture. I'll never forget the first time I met Judy in an elevator in the Marshall Center in my first week on campus. She embraced the opportunity to welcome me.	There must be a law school. We are in the largest non-tourism economy with major law firms, but we have yet to dig a stronghold in legal community. This is a mistake. We need to use our resources to cultivate the next wave of legal minds for the Bay Area.	Our strength is our community that wants to be great. Our best opportunity moving forward is figuring out a way to capitalize on every student drive, ambition, and desire.	This is a huge moment for us, and I hope we find someone who sees the vision Judy laid out and continues to accelerate our momentum.
A new president that will change the logo back	Having a terrible logo	Opportunity to change the logo back	Change the logo
Someone who has a history of leading with the following qualities: transparency, accuracy, open-mindedness, innovation.	The student loan crisis is at an all-time high as a nation. USFSP does a good job at making their MBA program the most flexible and affordable. I think qualities like that will become even more important to future students so injecting that kind of thinking into other programs across campuses will be key.	Strengths: inclusiveness, diversity, an innovation. USF has a huge opportunity to lead the way in technological advances.	
Public presence, quality speaker, detailed plan/vision for the future of USF.	Funding for the arts. Particularly the performing arts don't get enough funding to be able to reach out and show how high quality our arts education is.	Strengths: our growth and how public we have been about our growth (and preeminence) Opportunities: to improve the parking situation (I understand parking is an issue at many universities, it'd be nice though). On campus football stadium.	I know this is off topic, but the new logo looks really nice! I appreciate all the time and effort that went into the creative design of the logo.
Former first generation student and a parent.	Access and increase of interventions for nontraditional students who fall behind.	Diversity. Strengthen how students who are parents are supported. Current supports aren't enough.	A diverse leader or one with a multicultural background would parallel our community.
Ambition, drive, knowledge of major research institutions, ties to the community.	Tuition cost for students.	Our science programs most specifically our allied health graduate programs and the Morsani College of Medicine.	
The next President will need to display many of the qualities that showed in the actions of Dr Genshaft: setting high but achievable goals and being accountable/dedicated to them until they are reached. Secure funding for growth from all available resources; Be a non-stop cheerleader for the school year after year. Engage students, staff and alumni to participate in all school activities and programs. Push fundraising and corporate Sponsorship. Genshaft was a master at this.	Raise the salary and benefits for non-tenored professors. Stay competitive among preeminent schools. Make USF's athletic programs more relevant& get into a Power 5 conference and build an on campus football stadium. Expand the Tampa campus to include the surrounding neighborhood& buy up suitcase city land and forge additional deals with businesses like what was done with Publix. Stop wasting money on branding and image consultants& ask the marketing and PR students/staff & have a vote.	The Millennial generation is huge and USF will continue to benefit from the increased student applicants. That is a huge opportunity to pick the best incoming freshmen and plan that revenue wisely& hopefully in a discipline other than just research and patents. So many other colleges need to be brought into the 21st century.	Filling Dr Genshaft's shoes will be difficult and I wish the committee luck. Shoot for the moon& USF deserves the best of the best.
Down to earth, easily approachable, proud of the university, open minded,	Freedom of speech and protection of student body.	Diversity of faculty, staff, and student body	
Someone who is personable, grounded and in touch with the students and community.	Lack of funding from the state. Balancing tuition rates to reduce tuition debt for students.	USF is headed in the right direction. We need someone who will continue the work Judy has done. As they say Ambition over Tradition.	I really would like to see a President who is as approachable as Dr. Genshaft. She was always very grounded with students, faculty and staff. I think that's so important! Students need to see the president around and showing love and passion for USF like President Judy has done. They must believe in the Green and Gold!
Someone who will get rid of the new logo	How bad our new logo is	Our old logo	Find a president who will get rid of the new logo. Thanks.
Vision and ability to create a 5 year road map for USF's future. Emotional intelligence and communication to be receptive and build bridges in community. Work ethic that is balanced by genuine connection. Unusual backgrounds can bring diversity to the role. Leadership by example.	Define the value proposition in 4 year + programs when innovation is shifting so rapidly. Also cost benefit of time and money for degree. How does the university provide more than a degree? How can the university create connections, relationships and experiences beyond a web presence. Some old school connection but agile adaptability for what future employers need. Stay ahead of the curve. The mascot redesign is terrible... very old school and not innovative at all. Scrap it.	I think Genshaft built strong connections into Tampa Bay community - it can be stronger. Stay close to the pulse of your community demographic and redefine yourself if needed. Legacy and longevity of reputation is there. Guard that. Keep supporting innovation but maybe balance with some back to basics - trade schools? We need more skilled workers.	A leader will change the culture for better or worse. Be super diligent to scrutinize each candidate thoroughly and do not rush the process. Quality is better than speed when the decision will impact the organization so strongly. All the best!
Personable. Judy's infectious personality permeated throughout the school's culture. And set the tone for who we are and how we treat people.	We are the largest university in the largest economic area in Florida not dependent on tourism, yet we do not have a law school. This is a mistake. We need to capitalize on this opportunity.	See above.	
Someone who isn't narrow minded like President Genshaft. Someone who understands academics are important but that there's so much more that goes into creating a big time University and big school culture. This needs to become a destination school	Not being the big school to go to in state. People want to go to UCF now. We take too many international students and their money in. We need to keep people at home that have school spirit and change the boring University culture. Let's make this like all other big schools.	The two big things are Athletics and Campus Life. People recognize schools from Athletics. Look at enrollment numbers from many Universities and how they spike up when they have desirable programs - schools that help fund them. Also, campus life is a big one. Something we've severely lacked. All our students go to other campuses' each weekend to have a good time and hang cause we have NOTHING here. Burgerb is a start, but we need a 'Campus Strip' with Walgreens, Bars/restaurants, ect...	Let's get some excited, young enthusiasm in to lead us. Someone who is with the times and understands all aspects of running a desirable University. The old school logic of Judy must go.
A dynamic leader, someone with a bias to action, who genuinely cares for students and will make the decisions with the students and faculty best interest in mind. I also want someone who will advocate for minorities, as a female minority Hispanic alumnae of USF, I chose to attend the school because it had the perfect fit of leaders, faculty and staff who were vested in the success of students, and as a minority, I had ample support to succeed at USF. I want the same experience for others.	Having minorities fully integrated into campus activities beyond the circles that they are comfortable in, better resources to help students thrive on campus (better counselors, professors who care and are not treating students as consumers), staff who can support college students in the face of stressful college situations.	-Great research opportunities, wonderful faculty and mentors who care about their students -Get faculty to Manage a classroom appropriately, how to teach in an age of distraction, getting more students to attend office hours, making sure that faculty are not 'helicopter professors'- be more of a guide on the side and give students more freedom and control -Reduce housing costs, improve parking, improve the student experience and then let's strategize to add a student stadium, etc.	Don't focus on finding the next Judy, focus on someone who will be the right fit, I love Judy, but we can't replicate her, USF needs someone who will drive the momentum that has been created from prior years, someone who will appreciate the hard work of the entire USF community and can inspire and bring others along with them in propelling the university to greater heights.

Presidential Search Committee

Community Input Survey Results - Community

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
I think it is important that a new USF President be able to continue advancing USF as a top-choice university in the state. They need to continue to raise the profile of the university through their academic credentials, political and community connections, and dedication to data-driven policy implementation. I would hope that in addition to being able to build strong community connections in the Tampa Bay area and in Tallahassee, that the President would also have extensive academic experience.	Political interference at the state level and a die-hard and laser-like focus on nothing but the 4-year graduation rate, often at the expense of other academic qualifiers (like research, outside the classroom learning, faculty independence, and data on what students are actually learning and using after graduation). USF needs a President that can easily meet the need for strong graduation rates without losing sight of all the other great things happening at the university.	The USF brand is currently strong and only growing, especially the branding being driven by athletics. If USF could abandon the god-awful "academics branding" that was recently rolled out and focus on promoting a single brand and identity, it would be better positioned for recruitment of high-performing students.	Please avoid selecting a President based on political connections alone. I hope USF will hire a President that has a strong academic background that fully grasps the complexity of the job and the need to balance many competing priorities.
A strong record of success at a top tier school bigger than USF. This way, the proven leadership and skills can be put into immediate implementation here. We want to continue our upward trajectory without sliding backwards due to a learning curve.	Brand recognition. Our university has tremendous successes, but we need to market more throughout the nation. Fire the new marketing team and have ONE logo for the school- our iconic æ Uð€ and put that everywhere. Push the brand and promote our progress on and off the athletic fields.	We are in a great economic market. We should continue to partner with the big organizations in town and throughout the state to assist in improving our campus and creating job opportunities for students.	USF has been very well led by Dr. Genshaft. She has built upon the foundation laid by her predecessors and has taken this university to new heights. We should go high for the next president. Go for someone who has significant success at this level and who is passionate about their abilities and to the future of USF.
Ambitious. Level-headed. Fearless. Trustworthy. Team oriented.	Cost of education/lack of ways to pay for it other than student loans.	Keep moving forward, but never forget where we started. Stay humble and kind. Accept students from an array of diverse situations. Acknowledge short comings, grow from mistakes, and keep an open ear to the students	The next president should believe in each student and each college's mission. Promote all aspects of USF life. Stay open to change and differing opinions
Politically connected in Tallahassee and able to really engage various Tampa Bay/local stakeholders.	Inclusion into the American Association of Universities	The academic profile continues to be on an upward trajectory. There still seems to be a "disconnect" between USF and it being Tampa Bay's public university, so there's opportunity to improve there.	Tampa Bay generally embraces universities located elsewhere in the state, and USF still remains a bit of an afterthought. The next president should be tasked with ensuring Tallahassee's movers and shakers continue funding our university properly, and that the local community continues buying into what USF is doing.
Supportive of and involved with diversity initiatives and committees which promote them. Ambitious, innovative attitude, with knowledge and perspective of historical traditions which have helped USF become what it is today, as well as traditions which may require a new vision.	Funding for diversity initiatives and committees. Salaries for adjunct instructors. Criteria for promotion of administrative employees, including but not limited to specific academic credentials.	USF Health now resonates with other academic health institutions of equal and greater history and reputation. There is significant opportunity to grow the resources and impact of health disciplines across USF Health, including Nursing and Public Health, similar to how Medicine has expanded.	It is integral that our next president have substantive, evidence-based portfolio in higher education, ideally in Florida, and who is eager to move USF forward in the spirit of inclusivity, diversity, and innovation and modern practices.
Our perspective clearly isn't important since the university hasn't responded to the overwhelming backlash from the new logo and motto	Our perspective clearly isn't important since the university hasn't responded to the overwhelming backlash from the new logo and motto	Our perspective clearly isn't important since the university hasn't responded to the overwhelming backlash from the new logo and motto	Our perspective clearly isn't important since the university hasn't responded to the overwhelming backlash from the new logo and motto
Academic gravitas (e.g. National Academy member, PBK), politically savvy, dynamic leadership, committed to university life and student success.	Preeminence performance metrics; continue positive trajectory in times of shrinking resources due to the unfunded consolidation mandate. Demoralized faculty due to high expectations and diminished capacity (support/infrastructure) to accelerate research productivity. Poor morale saturates the USF System as we struggle in this climate of uncertainty. A genuine investment (from the State) to build research capacities on regional campuses will demonstrate value in the USF System and allow growth.	Dedication to focus on the future of Higher Ed, continuing to reinvent ourselves to stay ahead of the curve, providing relevant and rigorous education while keenly aware of the economic and entrepreneurial impact of research and innovation. World class faculty attracts high caliber grad students and post docs, who serves as role models and mentors for undergraduates, and bring creative solutions and agile thinking to labs and classrooms. Spark initiatives promotes a culture of startups patents.	There are a number of presidential searches currently underway. From the candidate perspective, USF is under the cloud of consolidation. What is our contingency plan for a possible failed search the first time around? Is there an opportunity to extend Judy Genshaft's appointment for 6-9 mos.? Are there incentives (pay for performance bonuses) to entice high caliber candidates to seriously consider shepherding USF through this period of institutional change? Can the BOG invest in regionals?
An academic, not a politician, lawyer, or business leader. A woman and person of color would be better to choose from. Diversity is important. Science is what is driving the grant funding, so a strong background there would be important.	Reducing the actual cost of earning a 4 year degree.	Gender equity and parity is an opportunity not a strength. Also better faculty vetting and accountability of both staff and faculty is not good enough. When you do have a problem, admit it and deal with it and do better next time! You often fall short on those 3 - and I mean often, check the papers and what isn't in the papers. Seek LEEDS and AAAS SEACchange status. Campus initiatives such as green campus, commuter services and shuttles and athletics are a big draw. Make those better.	
Someone who has the Tampa Bay Community's interest at heart. Now that we have increased the school's status, I think we can focus on cultivating programs that propel tomorrow's generation of talent and intuition-starting right here with local public middle, high, and elementary school students.	Cost if higher education is too long lasting and frequently outweigh the long term payoff. USf should offer (or enhance) more 2 + 2 bachelor and 3+2 graduate professional programs such as Pharmacy, ARNP, and PA-C.	Stemming from answer 2, the president should consider the potential to entice high schoolers to those programs as well as reach out to trade programs and employers to offer paths toward bachelor degrees. (They may want to promote efforts to keep the cost of housing and living down to allow students who graduate from here to afford to live and work here in Tampa-students are less likely to stay if the cost doesn't meet the pay or social satisfaction). It's also important to draw talent	I think a great quality in a president includes one that has the Tampa Community's future as a priority.
A non-political and distinguished leader in the education field that has been a proven track-record of successful results over the years. Must be able to deal with political aspects of the office as well as provide leadership to grow USF to the next level of objectives in the coming years. An inside candidate who is working with the consolidation issues would have an true advantage in trying to get all three campuses working in a positive manner to create a culture of unity and communications.	USF has two major advantages. First it is largely an urban university and also it is the best value for the money of most any school in the nation. It will become the #1 university in the state over time. The challenges are how to address the in-class versus online balance of needs while maintaining a high quality education. Also, continuing excellent research efforts as well as attracting more high level and important research efforts in all fields will distinguish the university world-wide.	Connecting the university to the communities it serves as well as developing break through and innovative research that will impact positively our way of life as an example that our communities can follow and learn from. Fostering collaboration in addressing complex problems faced by communities that are difficult to solve without a holistic and comprehensive approach to solving problems. Because of the diversity of skills of the university, there is no problem too difficult to solve.	The Legislature has thrown a difficult task of taking three campuses and merging the university as one unified body, but it must be done to make us stronger in the end. Leadership from within who understands the issues and can work with the solutions to bring a transparent and positive culture is critical to achieving the next step in the growth of the university. Positive engagement and a full understanding of the issues is better dealt with by somebody already in the university I believe.
An individual who is able to balance the financial needs of the University with the myriad needs of its students (e.g., social/emotional, safety and financial needs). An individual who values transparency, is approachable and collaborative. A leader who values and holds its academic staff accountable for, first & foremost, TEACHING and MENTORING its students, not bringing in more research funding.	(1) Making higher education affordable for students so that they are not forced to accumulate tens of thousands of dollars in debt. (2) Refocusing the role of professors as mentors and educators, not revenue generators through their research. (3) Affordable housing options for low-income students so that they do not end up homeless and living in their car while trying to maintain full-time employment at a minimum-wage job.	USF's long-standing strengths include: (1) creating a diverse, international student body in an environment that values all political/religious views, races and ethnicities; and (2) focus on creating community partnerships which bridge the gap between academia and real world practitioners. More, now than ever, USF needs to capitalize on these strengths as a beacon in academia to address social, racial and financial inequities.	As a 1986 Alumni & current CEO of a major nonprofit organization in CA, I challenge you to identify a leader with the vision to build a model university that balances the financial needs of the University with the holistic needs of students. I support building a football stadium, as that will build USF's brand as a major university, not to mention generate substantial revenue. Equally important are the needs of students. No USF student should ever face homelessness while obtaining a degree!
Diversity, inclusivity and sensitivity to what is going on in our country, in our city and on the campus.	Staying focused on being on the current edge of technology and education as the industry booms and the learners demand more digitized learning.	We are in a great place and have such a diverse learning environment and rich resources to draw from to deepen the roots and grow the school and services offered.	Be open, don't hurry, look for the best to take USF forward!
I desire a candidate that has a proven track record of successfully fighting bears or other large predatory mammals (including marine mammals such as Orcas).	Have you seen the new logo? Gross.	Strengths: Having a Pollo Tropical on the premises. Opportunities: Adjunct faculty pay and benefits (they were truly some of the best instructors I had during my time at USF)	Find a candidate that is focused on all majors, not just STEM, and puts students, education, and faculty above all else (yes, that means our football team too).
Integrity, passion	Recognition as a preeminent university. Convincing our community that we are no longer a commuter school. Recruiting the high level local students.	Bringing our football program to the next level without sacrificing our integrity.	Dump the new education logo and colors. This is diluting our ability to be recognized, we took 10 steps back with this. "A Tradition of Ambition". We wear USF when we travel and have seen the progression of recognition all over the country over the past 20 years. Don't throw that away and start over.
Courage, equality, dedication, community Tampa presence of 15+ years	Tradition Sense of community Retention after graduation Increase in scholarships and financial aid Offering Busch Gardens, Lightning ticket, Buc's student discounts	Opportunities to get involved On campus housing and dining Job opportunities on campus	
Continued support of research, athletics, and student success. An eagerness to be a Bull and the ability to support USF in the legislature, BOG, and BOT.	Having been an employee, I think the biggest challenges are: 1) infrastructure (being a relatively new school, it often feels like USF is building the ship after it has sailed), 2) crony-ism (the Provost has been there entirely too long and has hired his "pets" rather than those who can really get the job done), 3) Focus on accreditation (this will be a huge challenge with the consolidation).	Strength -- good people who are eager to do the best for students. Opportunities -- "clean house" and put the RIGHT people in positions, rather than just those who are simply friends of the Provost.	I respect and like Dr. Genshaft and feel she has always loved USF. She is student-centered and gets results. It is my sincere hope that a new President means that these things will continue, but I also hope that the new President will be allowed to bring in a new Provost, which will help USF immensely!
A vested interest in continuing the forward thinking, as exemplified by Judy Genshaft, that is the hallmark at USF and involvement with the local and diverse Tampa community.	To continue to offer excellent educational opportunities to its diverse student body through hiring top notch faculty, building more bridges with the Tampa communities and offering assistance to more students through the USF Foundation.	USF's strengths are its location, diverse student population and the high academic achievements of its colleges/schools especially Medicine, Business, Engineering, Music and the Arts. Supporting all of these allows USF to offer the best opportunities to its students!	USF is a young university still creating itself. It needs a leader who recognizes this and id totally committed to continue reaching ever forward. As a leader that person must be willing to work with faculty, staff, student body and the local community to move USF toward its continuing quest to be the best! GO BULLS!

Presidential Search Committee

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Leadership, strength, and commitment to the alumni. I always want a president who is committed to bringing our athletic program to the next level. We are too big of a university to be in a subpar AAC conference.	Keep doing what we're doing	Important opportunities would be to expand the data science programs and offer more advanced STEM programs	GET AN ON-CAMPUS STADIUM FOR THE FOOTBALL TEAM
Person of color. Experience. Interest in promoting more programs outside of STEM.	Cost. Career resources that actually cater to the interests of students.	Invest in more academic connections, not so much on athletics. Offer stronger courses and a variant of disciplines like other schools in Florida.	Try not to find a uber millionaire. A person of the people would be much better suited to work for the students.
Someone who listens to students and alumni, works to address concerns. Someone who is excited about USF.	Alumni and community engagement.	Preeminence.	I would love to have a president who actually listens and cares about what alumni and students are saying. Someone who recognizes the importance having engaged alumni, and how that relates to donors. Someone who will not try to micromanage every department.
Without saying, the next president needs to be a leader with energy who can jump in immediately and build on the momentum that is happening RIGHT NOW as the school continues to build its academic profile. The president becomes the face of USF, and therefore should be a charismatic - yet down-to-earth - personality who can rally any constituency and build pride in the university. We need someone who can tell the USF story and share a clear vision of where we're headed.	USF has made amazing strides to improve its academic profile, but I'm not sure it has done an equal job telling that story much outside the immediate Tampa Bay area. The university has always had a perception problem and that hasn't changed a whole lot despite what I see as a transformation of the actual USF experience. I believe there's still a disconnect between what many people think USF is and the reality.	Like it or not, football impacts perception for colleges our size. I work at one of the area's top private high schools, and the recognition and interest in UCF among students - good students - has gone from near ZERO to significant over the past few years. We sent a national merit scholar there last year who has to drive past USF to get there! It shouldn't happen. Recruit the best! An on-campus stadium would help. Also, continue to build and modernize the campus infrastructure. It matters.	My daughter is a 1st semester freshman in the USF Honors College and is a Provost Scholar. I have been thoroughly impressed with the entire experience so far. She had out-of-state offers from colleges generally considered more "prestigious" but chose USF. That says a lot. Great strides have been made by the university and the next president must be someone who can continue that momentum and also be willing to push the campus community to reach even higher. I wish the search committee the best!
I would like a president that doesn't change our academic logo without ANY input from alumni.	Our horrible academic logo.	Our old academic logo, athletics, and the City of Tampa.	Please change our logo back. There was nothing wrong with the old one. The new one doesn't even have our school colors in it. What was Judy thinking?!
definitely should be selected from within USF. This person would have a feel for the university that an outsider would not have. They would have experienced the growing pains of attaining preeminence, Phi Beta Kappa and all of the wonderful achievements of the past few years. This person would have the loyalty that an outsider would not have.	Lack of proper funding to accomplish their goals.	Given the proper funding, USF will become the leading research university in FL.	This person should not be chosen or chosen because of political beliefs.
A president that can continue the legacy that Dr. Genshaft left behind with a renewed energy and greater push forward. A transparent person and administration that will continue USF's great research, focus on improving our USNWR rankings, tougher admission standards, and lower tuition.	Keeping tuition prices low so future alumni aren't burdened with debt and can actually afford to donate back to the university. With that, cuts to higher education by the state legislator is a major challenge to USF and universities across the country.	USF currently has a great opportunity at national and world wide attention through its athletics department. Athletics is a key element in advertising for our university to continue to attract the best incoming academic classes possible. It's important to find a balance between what athletics can do for the university and continuing the great mission the university is living via academics and research, etc.	While age itself should not really be considered. If the dream candidate is not available, go for an older person with more experience who might retire after a handful of years so we have another shot at the dream candidate.
Transparency, humility, communication, ambition			
Someone who values the role the university plays on workforce development and invests in career management services for students, as well as employer development efforts.	Remaining relevant and nimble		
Someone who will change the logo back.	Your new logo is a hot mess and a total embarrassment.	USFâ€” you now have the opportunity to listen to your community and admit you screwed up. Then, make it right.	THIS LOGO IS A DISASTER
Integrity, excellence, academic	The new logo, the new font, and a new athletics conference.	Engineering, research	USF first.
Change the logo. Innovation while keeping traditions. Change the logo or make the president and all administrative staff wear highlighter yellow and green uniform. Keep costs for students down, ex fees and tuition. Change the logo.	Stupid logo and spending money on the wrong things like a new stupid logo	To get a better logo	Keep costs low and change the logo.
Must agree to remove the ridiculous new logo on day two of the job.	The new academic logo.	Strengths? Ha. As a â€œresearchâ€” university, we dropped the ball with our joke of a new logo and the developmental process used to create and approve it.	The new bull logo has to go.
Someone who actually has experience in the field of education. While college does revolve around money, it should not be treated like just another business opportunity. They should also be someone who is open about what decisions are being made, why they're making them, and be able to explain how it benefits those attending. A president should best serve the interests of those attending.	Hiring actual qualified teachers for high level courses, and not just researchers. Just because someone is knowledgeable in their content area does not mean that they are able to teach. It is the job of each and every instructor to convey the content of their course in a way that every student can understand. If they cannot, there should be a system in place, much like with public education for K-12, to make sure that they are putting the education of their students first.	USF offers such a wide variety of resources, both in the educational and recreational spectrum. The library has a plethora of information readily available in addition to tutors and a place to study 24/7. The fitness center reminds students that a healthy body is equally important as a healthy mind. As for opportunities, the wide variety of majors offered by USF is strengthened by the reputation of the university itself. All that is needed is a president who puts education first, money second.	
Smart, innovative, respectful, educated, fiscally responsible, visible, engaged with students, support teachers and supplying classroom with tools to do so. Civic minded, well connected in the community, state, nationally. Able to make business connections and establish sustained relationships.	Students being able to gain employment after achieving a baccalaureate degree. Combine all three campuses. Rising USF status in college ranking	Diversity. A bright and energetic campus that is filled with activity. Opportunities for engagement, research, educational growth. Scientific exploration and innovation. Appreciation of teachers and even more it's students. Have an active and successful athletic sports. Bring in great faculty and teachers.	So much effort, focus, and work went into gaining preeminent status. The next president should be sure to maintain that wonderful recognition and build upon that. Have a larger presence on national and world stage. Combine all three campuses. Have an active and presence in the Tampa Bay community.
	Providing a balance of equal and unbiased political ideology in academia. Higher education should prepare students for the real world, not coddle them with safe spaces.		The next president needs to go all in on athletics with a 100% focus on major conference affiliation. Judy never seemed to get it. Also, needs to build USF's image as Tampa's home team. Tampa still feels like UF and FSU country. Take a page from the Tampa Bay Lightning. Their brand is everywhere around town and they have become the real hometown team. Flood the community with our brand.
A president who believes in the business of maintaining and building the research reputation of USF but who also has a love for and believes in building the schools Athletic programs as well!	Handling its growth is a major challenge upcoming for USF.	Take Advantage of the growth occurring in the Tampa Bay area and work to keep the most talented students from this area here for academics and sports	Please survey the community about the new Logo, the University community should vote on it, many people don't like it!
I'd really like someone like Judy Genshaft. She is engaging with the students and focused on student success. She is very committed to fundraising as well. She understands both research and teaching are important for a successful faculty member. The biggest issue I believe is that we want someone who will continue what Judy has done and continue to move us forward, but not someone trying to make their mark on the University by making significant changes.	Lack of funding from the state makes fundraising critical. Balancing the desire to be a top research university while still focusing on teaching is a difficult balance. And engaging the student of the future in the digital era will be a challenge.	Strengths - Location in a major metropolitan area. Many passionate faculty and staff members. Lots of great things happening at USF. Opportunities - Competing for funding against much older state universities with well connected alumni. Getting the word out of all the great things happening at USF. The merger of the St. Pete and Sarasota colleges will be a challenge.	I know it is easier said than done, but we need another Judy Genshaft. We need a President who isn't just focused on one or a few areas, like sciences/medical/engineering, etc. We need a President that understands the value of the business school and other areas as well.
The next leader of USF needs to be someone that can inspire others to do great things. USF is a very large university and they need to be able to inspire others to do great things.	USF needs to be ready for the future of education. Online education is one of the changes that many schools have managed over the past 10 years. I feel that universities have to get ready for giving student credits for the current experiences. Many times students are wasting money on classes that they do not need because they already have the knowledge.	USF is in a great location in Tampa, FL. I attending USF back in the late 90's and early 2000's. After leaving I moved back to Michigan to be closer to family. I do think the university needs to develop a program with the city to keep graduates local. By doing this the university can create a stronger local support base.	The next president of USF has some huge shoes to fill. I wish you luck as you start the journey of finding the next leader. I have moved back to Michigan after graduating, but still look back at my times at USF with a smile.
They respect their students enough that they don't try to trick them and instead give them the hard facts. Example I went to U of Chicago and they had pamphlets saying â€œtheft is one of the most common crimes on our campus, take care of your stuffâ€”. I get the impression the first half is an admission USF would never make to it's students and it would rather their stuff get stolen than â€œmake itself look badâ€” by admitting it. Respecting the students' intelligence goes a long way in education.	Stunting personal initiative whenever it comes to university goals. Everyone is often expected to sacrifice for the good of the university, instead of doing what they're good at and improve the university in their own way, a way they may want to. It's easy for people to learn to love their university, but currently at USF it seems forced. It's almost like the university cares more about potential future students and staff than current ones. While it has merit, it hurts the currently invested.	USF does a good job of assigning priorities, if anything it does too good a job. But prioritization is important. By focusing on the medical part of campus, the USF med program improved a lot. It may have held the focus for too long though, to the detriment of other programs. Cycling through to give other programs like the business and pre-law their time in the sun should do wonders for balancing out USF and improving morale across the school.	USF is changing a lot, and that will come with some big opportunities and chances for expensive mistakes. The best way to differentiate these two in any market is by understanding the consumer; in the case of USF, the consumer is the student. It's hard to improve graduation metrics with students who are uninspired and feel defeated, when their instructors feel unappreciated and cheated, or when the occasional tenured professor stuck in the 80's shows obvious favoritism and it's not to you.
School spirit, always promoting USF, belief in all education, innovative, and supportive of school activities and sports.	So many online options. Find a way to encourage and promote the face to face learning and benefits of being on a campus. Show people why it's better.	Research on cancer and our oceans	Can I take the job? ðŸ™¸ðŸ™¸

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Someone who cares equally for academics as well as athletics. Judy held athletics back while the teams got better. Someone who values traditions. Let's be a university, not a business.	Alumni support from non-millionaires. Sure Muma keeps giving tons of cash in donations but USF is constantly alienating their alumni.	Stop lying to yourselves. Stop trying to fix things that aren't broken. Be better than FSU and UF.	Someone who doesn't change things for no reason (ie: the academic logo) would be ideal. Someone who spends student money in a non-wasteful way. Someone who doesn't approve of fake student studies.
Real vision for a University that must continue to grow along with the community it serves. Youthful vigor and idealism in a candidate, regardless of age, will undoubtedly help the next president identify with the needs of a diverse student body. An alumnus might be good to consider.	Growing the university while not losing its community based and regional identity. Many universities want to be nationally recognized for the sake of recognition; but substantive identity in core areas of education and research will lead to that recognition without having to compromise values.	USF is positioned to be the regional leader in academics and research. Medical care, education and research represent areas for real growth. Business education clearly seems to be an area for continued refinement and renown. USF is still a diamond in the rough, and while that has been a strength, it will at some point become a potential liability. Be known for specific things... Not just funding, or enrollment, etc.	Be bold. Sometimes the safe choice is not the best choice.
A president who could recognize a mistake made by the prior administration and has the sense to make a change.	Poor public perception brought on by a horrible marketing strategy.	Engagement with the emerging tech scene in Tampa, athletics, continued focus on research.	CHANGE THE ACADEMIC LOGO BACK!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!! !!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!
Charismatic and inclusive leadership style Experienced educator & administrator Someone who loves USF, Tampa, FL. Someone who will support and encourage both tradition and ambition in the USF community.	A heinous new logo that many more mock than respect.	Location Preeminent University classification Nationally recognized Academic programs & colleges Award winning faculty, staff & students Competitive sports teams and clubs Strong Greek system and student organizations with integrity and positive influence Growth potential	Someone who will advocate strongly for USF in all fields and will challenge the absurdity of the Power 5 athletic conferences.
Vision-minded, long-term goal oriented, passionate about improving USF's prestigious status in all degree programs.	Florida legislation and regulation which attempts to diminish the accomplishments of USF in favor of UF and FSU; maintaining rigorous degree programs but also providing sufficient student support maintain graduation rates; and making continued gains in areas which elevate USF's status as a preeminent university.	USF's location in the Tampa Bay area provides it with more opportunities for connection with the business and local communities, more so than UF and FSU.	The next president will have large shoes to fill including working to re-merge the USF university system. This president will have to be a uniter and someone who can provide a vision that will engage all of the colleges and campuses to march together to continue elevate the USF brand.
Of good moral character should go without saying, but this needs to be a person who avoids group think and understands the stakeholders are not just the president. The past president lived in a bubble and was tone deaf to many things, warnings especially. The font logo disaster is just a fresh example of a really bad thing that could have been avoided if the president got out of the bubble.	Having nationally relevant sports programs should be a very high priority for the institution, not because of academic value, but because it is marketing there brand. Being a joke at football makes non-locals think you're a joke at everything. Brand value is important. USF must become an AAU member to seriously consider themselves academically relevant on more than a regional scale. Getting into the top 50 of academic rankings should be a priority.	USF has established themselves as a rising research institution, a strength. Others: are the top ranked programs, metro location, temperate climate, large enrollment, and a football program that is capable of elevating reputation and revenue. The opportunity is to market those greats. People in Tampa should be bragging about that stuff. Others: involve community w/ school instead of being an island, grow the endowment by partnering w/ business, get into major conference for football.	Get someone who understands and is committed to sports. Sports are hugely important for the school reputation. Don't be PC. Get the best human you can get for the job and don't target special groups that you deem need some kind of help. Get someone who won't be an enemy to businesses and others who have money. Money isn't dirty and it's necessary. Past pres is not a model for next. Find someone with major university experience, not another small pond big fish.
	Being able to take on the challenges that occur in the medical field . They seem to be overwhelmed by the calls that come in and are unable to handle. Sent in M&R reports 2 months ago and they still have no idea whats going on and keep apoloigising for the delay and yet . I'm still suffering waiting for a answer from the surgeon. Really how long should a person have to deal with the pain !!	Minimise the calls and refer them to some other department or surgeon that is capable of helping.	Be more conciderate of the people that are looking to you for help . Pass them onto someone that is more qualified
Listens to the student bodies concerns. Puts students interests over their own and over business interests. Friendly, spirited, and has a vision for USF.	A major challenge facing USF right now is the lack of connection between the students/alumni and the administration. The administration lacks initiative in gaining student input.	Important strengths are school spirit and a focus on academics.	Please select someone who cares about the student voice and the students opinions. This change will be hard enough for us because we love President Genshaft so picking the right person is of paramount importance. Thank you for your time
Leadership, comfortable working with diverse groups of people, well educated but able to relate to educators, teaching experience, be aware of school traditions, be a parent,	Losing the "cedirectional school" mentality, not being recognized as Tampa's hometown university, AAU status	Medical school in downtown Tampa, STEM	Having someone who can be a leader for athletics as well as academics is big for a well rounded university. The new president should be focused on all facets.
Passion to the university. Dedication to helping all students, faculty, and alumni. Someone who can step in where Judy left off and keep it going.	Cost of housing, not enough parking spaces, and increased miscellaneous fees on tuition.	Upholding our preeminent status that we fought hard to achieve, building a football stadium on campus, and continuing to promote diversity.	We need another passionate president who is very active in student involvement. I loved seeing Judy attend all sorts of events on and off campus for students and alumni. We need someone who is very personable and driven.
Gary V...someone relevant, outside, and able to give attention and direction to the establishment	We run a community of home educating families (roughly 150 families, local to USF - Class Source Tampa). We believe that too much of modern education is irrelevant...technology allows for the spread of ideas and information so quickly that by the time it's an approved curriculum, it's too old to be relevant. That time gap is shrinking yearly. Curriculum, teaching practices and practical applications should be timely and presently relevant.	Usf has a TON of alumni and there's so much local opportunity to get their involvement to keep the University on the radar as a relevant and effective university. Strength: research...weaknesses...sitting on hundreds of thousands of dollars in patents related to that research that could be used to create community based tournaments for business focused students, with scholarship and trust-oriented opportunities for USFs gain	The new brand smells of "copying" inspiration at worst, and borrowing it in the least...you could do better in your effort to refresh the brand...but it is what it is....at least this time around, focus on ensuring uniform use and accountability to brand consistency.
Approachability, consensus builder, academic with a penchant for cheerleading athletics, community involvement, someone who is comfortable talking to students/alumni/donors, one who does not sell out to only those with deep pockets, someone who loathes the atrocious new logo and "Ambition Over Tradition" logo that is an insult to those of us who have championed the university for years.	Continuing the preeminent status, making the Sarasota-Manatee and St. Pete campuses equal partners as consolidation progresses, image as an elite choice in Florida, hiring a capable firm and/or in-house employees to repair image damage created with the new logo and demoralizing "Ambition Over Tradition" slogan.	Bright students attracted to preeminence, new and expanded programs for the Sarasota-Manatee and St. Pete campuses to keep them viable and somewhat independent under consolidation, continued success of athletic programs.	Where will the replacement's loyalties lie? How will this committee try to control the new president? Money means everything to USF, but selling out to the highest bidder is disappointing. Giving the Viniks pains me in the long term. Yuengling is a local success - good for them, but it will forever be the Sun Dome for me. Why not Yuengling Sun Dome? Will this committee tell the candidates there are untouchables? Will this committee be bold/brave enough to let a qualified president govern?
Friendly and approachable, able to interact with students easily yet have effective interactions with donors, business and community leaders, and government officials.	Funding and oversight by the Florida legislature. This seems to be a tricky maze to navigate and needs a nimble leader who is aware of the pitfalls of the maze. 2 examples come to mind: preeminence and consolidation. Legislative decisions plopped at our door. I think we are on the path with consolidation but some ultimately students and professors/deans may feel left behind - already are commenting to that effect. Our new leaders needs to ensure consolidation is successful for everyone.	Our strengths are an urban university able to tap into the great resources of the Tampa Bay area and they also lead to our many opportunities to lead our region successfully into the future by providing resources such as those at the Muma College of Business and by turning out highly talented students able to meet the region's hiring needs. Another of our strengths is the diversity of our student body, faculty and staff and it is important we remain diligent in strengthening our diversity.	Judy Genshaft always represents USF wherever she goes; it always makes me proud to see her wearing green (and envious of her wardrobe) and flashing the Bulls sign. She is so enthusiastic and energetic and I think it is important for the University leader to exhibit that same energy and enthusiasm. As a young University we have a long way to go in becoming a household name, being the go-to University in Florida, and growing our donor base among our alumni and community donors.
A person who is fair, firm, and desires a campus atmosphere that promotes real education, not social experiments.	Keeping the focus on higher education. Being truly inclusive. That means listening to all perspectives and being open minded and mature enough to engage in respectful dialogue. Encouraging the student body to train their focus on their degree path. I personally took this approach and ignored all the things that served to cause a distraction.		As an alum, I am proud of my college and consider myself blessed to have gotten my degree here. The next president will have a tough act to follow, but I pray he/she realizes they're watching over someone's children, the future of our country. These kids, once they walk off stage on graduation day with their degree in hand, they'll be entering the real world. They must be prepared for that because the real world can be unforgiving sometimes, yet at the same time, an exciting world.
They need to have a broad vision. They need to be charismatic. They need to be like Dean Limayem.	Student engagement is the biggest struggle this university faces. Cutting back programs like G3 are indicative of that. Dean Limayem could overcome these issues.	the academics programs are good, but attracting professors from more prestigious universities would go a long way. Dean Limayem has started doing this in the college of business.	Hire Dean Limayem
Somebody less robotic.	We are still thought of as a commuter school, so changing that mindset might be a challenge for the new president. We also aren't really in "Tampa," so maybe more needs to be done to feel like we have integrated into the city. Tampa is a great place to go to school, but very few learn that without having to leave the actual USF campus.	Integrate more into downtown Tampa.	Please don't hire someone who's tuition dollars we can literally see on their face.

Presidential Search Committee

Community Input Survey Results - Community

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
Academic and athletics. We need a football stadium and training physicality. A president who takes command of the entrance requirements as many good students from IB programs are being left out. Friendly with his/her door always open (good communication). A president who can work with those fools in the state legislature and new governor. A self-starter type. Not someone to sit in ivory tower.	Funding and getting rid of this crazy requirement of passing all the state certification tests before a student can graduate with their degree in education. This is just another money maker for Pearson testing services and Jeb Bush who owns stock in the company. Get the DOE under control and remove these insane tests and costs.	Continue to move in the research university. Standout as the place to be like the Ivy League colleges. Create a law school in the spirit of a research university. Revisit the new bull logo. Strengths: A great university to be a proud graduate.	Be fair. Do not give in to outside pressures to pick a certain person
Driven, devoted, charismatic, personable, humble, determined, passionate, energetic, visionary.	Lack of recognition or respect, and support.	Preeminence, USF Health, downtown presence, affordable/competitive cost of attendance. Improve brand and national/global recognition. Win at sports.	
Transparency, consistency, communication, forward thinking, visionary, strong Morals.	As an alumnus and higher education professional, I see USF currently facing a challenge of figuring out who they are as a Premier University. Reaching this milestone has been great. However, we need to define what this looks like for us, a part from what this looks like at UF or FSU. USF has always been strong in developing their own identity a part from that of other institutions in the state. Now that we share this common academic strength, we need to define how we create preeminence.	USF has always been strong in setting themselves a part from the others. The reason why I chose USF is because I had the opportunity to create my college experience and not merely exist in one that was predestined for me. USF strength lies in its ingenuity, it's hunger to be BOLD, different, and outspoken. For the future, I would like to see a president continue to push boundaries on our limits, while simultaneously elevating us to a level that others have not reached.	I would like for the search committee to seek candidates who uphold our core values and speak the language of USF. USF cultivates leadership, empowers ingenuity, and fosters student success. Our President should model all of these while ensuring that they create a student-centered environment that promotes inclusivity for all. USF has always been my home as a Black gay male as I never felt that my identity wasn't appreciated. I would love to see that continued in our future leader.
Ethical, Bold and Visionary.	Not sure- I believe that USF is gaining notoriety even outside of the state.	International, technology, and environmental focus are pride points for me as an alum.	I have to say, the new logo is not great. cringeworthy is more like it.
Must be a servant leader who demonstrates a growth mindset (intelligence is not a finite predetermined amount).	Funding and staffing. Keeping learning and educational pursuits as the #1 goal of the university (as opposed to being a multiversity where faculty members occasionally lecture).	USF provides a great value for students whose focus is gaining rich, quality education at a reasonable cost and in a reasonable time. Innovation and community engagement should be the catalysts for research activities.	Candidate must support all the good student success initiatives that helped USF achieve preeminence (i.e. improved advising, tutoring, counseling services)
A new president must be resolute, strong, and be willing to prioritize USF's struggles over personal advancement. Over the past 6-8 years, it has become very clear that there are actors at the state and local level who have antipathy to the idea of USF achieving the same academic ranking as UF and FSU. A strong president will win over or peacefully neutralize these anti-USF actors to allow USF to grow both academically and athletically.	The largest is the student loan crisis. While USF itself earns every dollar of its tuition revenue, there are over a trillion dollars of loans outstanding, many of which may go into default. This is a bubble and at some point the bubble will burst and it will make it harder for many of USF's target students to attend college without financial aid. USF also faces interference from certain other state schools that wish to see it fail.	USF is very good at graduating students on time despite varied backgrounds-many schools improve graduation rates by refusing admission to those from weaker socioeconomic backgrounds-USF has instead helped these students. USF does well with research and getting students into key employment areas. What could be improved is "selling the school" through a strong commitment to athletics and public relations. Not all know of USF's advancement but they should know.	USF has done well, yet not enough people know it. Here is a school that has worked hard to improve academics and research, yet many in the community still seem to regard it as a "commuter school". It's like a high tech factory with an ugly front porch. Improving athletics and PR will go a long way in improving the image of the school.
Fair and democratic leadership skills, willingness to speak with students, alumni, and community members. Willingness to broaden the impact of the University, especially through athletics.	Affordability and the quality of education being delivered on a large scale. Students struggle well after they graduate to pay for their education, and the quality of course design and instruction should not be affected when delivering to a larger number of students. Additionally, large universities can cause externalities within a community- USF should work to address both its positive and negative impacts.	Capitalizing on the growing market in Tampa and engaging with a community full of alumni from other universities. Should USF want to be taken seriously on a national and international scale it starts at home through outreach and engagement. Athletics could be a large part of this if done so correctly by using fan support quality competition to build partnerships.	As an alumni working in higher education, I see first hand how leadership impacts students and the community. While a student at USF, the community reception to the university was tepid and I would love to see this institution's perception change at the local level more so than globally. Perhaps, this means looking inward before pressing forward. Transparency in the selection process would be equally as important.
A strong academic record as a leader in a state univ system.	Continuing the growth Judy started. Also, competing with UCF. I am concerned with the future moving forward with growth or regressing back to prior to her arrival.	Research, continuing to attract high quality faculty	I was there prior to Judy arriving. The institution was weak in the sciences. She brought growth, higher standards, striving for research and building new facilities.
My daughter is a Nurse Practitioner and received her BS in Nursing at USF. The new President of USF must be concerned about the safety of students, especially those who live in the iQ Luxury Student Apartments which is across the highway from the USF Medical Library and next door to the James A. Haley Veterans' Hospital.	The safety of students at universities is a major concern of all university presidents and their staffs. Read what petition signer 578 stated about USF: Signer 578 quote: "I live at iQ Student apartments, and it is very scary having to make that U-turn, and I am scared to walk to school."	A major opportunity is increasing the safety of students. Signer 409 quote: "Agree with previous comments. This is a dangerous intersection for vehicles entering the VA Facility and for pedestrians/students trying to walk both ways across Bruce B. Downs Boulevard. Don't wait until someone dies before traffic lights are installed."	The petition web site and the YouTube web site which pertains to USF and the James A. Haley Veterans' Hospital has over 28,000 views, 740 signers and over 300 comments. Many signers are from USF. Ask your USF Internet Office Staff for the history on this petition. Google "Go Petition @ Remove the Danger," then go to YouTube, search "Tampa's Dangerous Intersection." As a USF Family Member I will be looking for my comments as provided to the State of Florida.
Visionary and ability to diversify the interests of the university.	accessing high paying jobs for graduates and meeting the needs of the workforce in the community.	Very positive name ID and great accomplishments associated with that name recognition.	Need someone that is outgoing and not an education geek- someone who can connect into the community and be knowledgeable about development.

Presidential Search Committee

Community Input Survey Results - Faculty

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
Knowledge of and experience in higher education; commitment to the ideals of scholarship and an open society; commitment to the ideals of an inclusive campus community; commitment to a well-rounded education with roots in the liberal arts tradition; commitment to faculty and research.	Maintaining accessibility, as a public-state institution, for students from poor or lower-income backgrounds; excessive focus on "rubrics" and short-term trends in higher education; excessive reliance on contingent faculty labor; insufficient vision as a scholarly institution.		While much of the president's job focuses on her relationship with trustees, politicians, and philanthropists, please note also that the president should be somebody the faculty can respect as the head of a scholarly institution, somebody who can articulate a vision for USF as a scholarly community, not just a degree-granting body or economic engine for the region
An actual "system" president with chancellors at USF Tampa, St. Pete, and Sarasota. Someone who has experience with multisite and system expertise.	Morale... having a president and provost that faculty and staff can trust.	Having leadership that is loyal and supportive of all USF System Institutions.	Consider hiring a "System President" with chancellors for Tampa, St. Pete, Sarasota and Health. Equal voice based on site, not size, not headcount, not research dollars, or where the "System President" calls home.
Dynamic, strong research background, an academician, someone who knows how to entrust responsibility to the deans and decentralize the power structure at USF.	Infrastructure, both physical and technological; faculty burnout and lack of budget growth at the department level; continue to raise community engagement and service learning; consolidation of campuses	In a major metro market; diversity of student body	We need a leader who can shake up the Provost's Office and bring new ideas on how to backfill lots of needs that were ignored in the push to reach pre-eminence. From custodial to IT, below the surface, USF is not as bright and shiny as our pre-eminence would tell you.
Focus on the local St. Petersburg/Pinellas County communities. Understanding that research intensive-universities may not be the best way to attend to local needs. Having faculty and staff that are focused on community outreach, teaching and experiential learning opportunities is essential. Honesty and decency would also be essential as higher education is currently facing a moral crisis with sexual assaults, cover-ups, corruption and mismanagement of public funds.	Teaching the local communities, especially the historic Black and Latino neighborhoods. We have been moving away from them and they are struggling.	Partnerships with the local communities, practical research, actual education, move away from large technology providers and make better use of USF's own expertise in education practices.	Don't hire a political hack, a person with links to large education corporations (conflict of interest), or someone who doesn't understand that USF is not UF or FSU. We thrive because of our local impact, not despite it.
Connection to industry Connection to state legislature Knowledge and prior experience demonstrating improving higher education through collaboration with state government and industry National reputation to recruit donations and researchers	Expanding our reputation nationally. Most people don't know USF and can only name UF and FSU. I see even see more collaboration with UF and our public schools and libraries in south Tampa than USF		
exceptional leadership ability; exceptional higher-education advocate; commitment to students and faculty; commitment to exceptional education and scholarship; personable; cultural/global fluency; fiscally responsible;	cost of education; faculty retention;		
Qualities that support the University as a leader in global engagement. Approachable, a successful track record, vision that aligns with what makes USF unique in having such a diverse population. Embracing our impact in the Tampa Bay area and innovative. Eager to support faculty and students in their vision and create a culture that embraces interdisciplinary collaboration on and off campus.	Support of faculty and staff to place a stronger emphasis on education and the students experience to gain practical knowledge and engage in the community. With USF being placed on the edge of one of the poorest communities in Tampa as well as the St. Pete campus, I believe we should be looking at our local communities and neighborhoods as a away to influence change around the university area. Support the design of cycle tracks around campus, walkability & improve parking issues.	The fact that we have such a large campus is a strength and the local of our sister campuses. I believe our strongest attribute is the fact that many of our students are international students and very diverse population.	
We need a president who sees the value in ALL parts of the campus community – not simply the medical school or the business and STEM fields. USF needs a president who values the humanities and social sciences and is willing to actively support those fields rather than let them wither and die.	The increasing corporatization of higher education. Higher education is NOT the same as a business, and can't be treated that way, at least not purely.	USF has wonderful students, wonderful faculty, and a terrific urban location here in Tampa Bay. I think we have many opportunities to continue on the path to AAU status and to maintain the new preeminent status, but it will require a commitment of resources—not a shoestring budget—to make that work.	Please, please, please find a president who will fix the terrible parking situation at USF. As a faculty member with an E permit, I often drive around for 30 minutes – no exaggeration – trying to find parking. My students are often late to class for the same reason. Please, in all seriousness, ask the candidates whether they have a plan to fix parking. Also, please ask candidates what they will do to better support humanities and social sciences.
Someone with a strong record of academic achievement; good interpersonal skills, someone from an AAU university who could inspire the university community.	We are preeminent but we are so far behind other universities with infrastructure, technology, a graduate school without its own Dean, salaries for graduate students so low that we cannot compete for the best students, and salary scale for faculty that is low both relative to national counterparts and within the state of Florida. Challenges can only be addressed by directing money to fix immense problems that have been ignored for too long.		
National reputation in higher education Proven track record of academic accomplishment and leadership Committed to USF's academic mission; AAU membership for USF Experience in lifting institutional reputation in research, graduation rates, national prominence Ties to Florida, and if possible Tampa Bay to connect to the philanthropic community	Funding for the academic mission Diminishing state support or frozen tuition dollars (balancing student debt vs. programmatic offerings) Competing priorities; sports, health care, undergraduate, graduate education, etc.	USF has a great success story going for it; pre-eminence, growth, academics, health, all headed in right direction. Next president needs to understand how important it is to maintain our trajectory. Tapping into Tampa Bay and helping people nationally know and understand USF is more than a new shiny logo; we are a national player and a desirable destination for pre-eminent students, faculty, and staff.	Aim high! Present G. will be impossible to replicate, but we need a proven entity with a strong track record of collaboration and success. Pick someone that will be committed to USF, Tampa, and our team.
An experienced educator who has a deep understanding of and commitment to the values of the academy, and can well represent the university in the tough world we live in.	Political interference in education, and, the enormous expense and waste of short resources that need to be committed to assessing educational learning outcomes. We're getting enormous pressure from the growing cadre of administrators now, who are responding in most cases to the many state and federal mandates they receive, to teach to meet assessment needs and not to help our students grow intellectually and/or learn to become independent thinkers. There is a difference.	The USF faculty, for the most part, cares about the educational and research mission of the university. The opportunity, in my mind, is to take a stand for the integrity of the mission by rejecting any attempt to undermine the "personal" fact-to-face relationships we might have with our students and the community.	I would hope that whomever is chosen will represent the university with enormous academic integrity, grace and dignity befitting the university.
Academic (vs. business or political record). Consensus builder. Focus on culture.	Affordability for students.	Strengths: size, diversity of programs, city of Tampa Opportunities: need to hire people outside of the USF system to integrate new ideas, processes, etc.	19-year tenure was about 11 years too long. Need fresh energy and ideas. Hire an intellect who can communicate in serious, thoughtful ways.
I'd like to see someone with a disability and/or who has a background in disability advocacy serve as president at USF.	USF has grown, in part, by recruiting funded, nearly-retired or already retired FULL professors from other universities (some of these individuals effectively come out of retirement and continue working at USF). USF does not currently have a system that successfully "grooms" its younger, tenured ASSOCIATE professors to advance forward to the FULL professor level. USF needs to make sure it can maintain a talent pool over the long term.	Population growth is surging in Florida, which means a growth in educational demands, healthcare demands, transportation demands, and business demands. USF should be leading/guiding this growth.	
Academic background & experience, an understanding of how a public research university works Ability to reach out to many stakeholders, starting within: faculty, staff, students; alumni; community; donors and potential benefactors Vision for building on what USF has already achieved: preeminence, Phi Beta Kappa chapter Desire for inclusiveness among faculty, staff, students Ability to appoint good administrators and delegate appropriately	Drive for metrics over real quality: strong pressures to hit benchmarks decided by outside bodies Consolidation: keeping campuses' separate identities while unifying Death of new tenure-line faculty: too much teaching done by instructors & adjuncts. Tenure-line faculty do too much service, interfering w/our teaching & research. Difficulty serving grad students because so few tenure-line faculty Curricular reviews being pushed thru too fast Grad students need more financial support to succeed	Dedicated faculty with strengths in both research and teaching who rise to the occasion when faced with new challenges Dedicated staff A fairly diverse student body, esp. undergraduate; motivated to succeed Many connections with local community: businesses, governments, charities Huge variety of opportunities for students: curricular and extra-curricular, internships, study abroad, one-time and ongoing work with local organizations	In little over 2 decades, we've gone from being a local university with little national profile to a nationally-recognized research university. We need someone who understands academia to keep us as a major research, grant-winning university, and to increase our recognition. We have some nationally ranked programs; we could have more with the right administrative support. We need a president who can navigate the many controversies in higher ed, able to discern what really matters and what's hype
Being a qualified academic and articulate citizen, who understands what universities have been and are about, i.e., the investigation of life with an open and critical mind in order to ensure human survival on this planet, rather than ways of increasing the wealth of a select few of incredibly rich stockholders.	The business model as a standard against which to measure this university's functioning.	Making everyone living in the US feel welcome and respected, and finding ways to end poverty and environmental damage in this country and globally.	It may be enlightening for the committee to read about the history of universities as institutes of higher learning in Western societies and the challenges they face and have faced, such as "History of the Universities in Europe" (4 vols); Thelin, "History of American Higher Education"; Menand, "Rise of the Research University"; and Readings, "The University in Ruins." These works provide some long-term perspective.
Honesty Transparency Valuing, acknowledging and recognizing faculty for their hard work	Inability to focus on a few goals Maintaining pursuit of goals for an extended period of time Pushing students through	Faculty	USF needs to focus on the importance of all disciplines, not just the sciences There are too many initiatives that funding is put into that never come to fruition, i.e. RCM, which takes away from funding faculty lines
Hands on, roll up the sleeves person who is willing to get into trenches and ask the difficult questions that will lead to improvements. Most of the USF admin has been oriented towards dog and pony shows, and faculty input, that could lead to real advances is neither sought or appreciated.	Serving as best as possible the intend community of taxpayer children, students.	USF has a lot of resources with regard to student interests and faculty dedication. It is slowed down by an overbearing, chain of command style administration. This is in contrast to the rule: hire smart persons and then get out of their way.	A university may be its faculty, and it may be its students, but a university is not its administration. Real progress, and national prominence for USF will come with faculty success and obvious benefits to students with that success, such as their opportunity to move onto their next goals.

Presidential Search Committee

Community Input Survey Results - Faculty

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
S/he must be a people person--outgoing, friendly, accepting, but strong. S/he must be an excellent public speaker who is quick on his or her feet and able to make a persuasive argument in any moment's notice. S/he also must be a visionary.	Funding & recruitment of the best students.	We have the best technology and innovative faculty.	Find someone who holds our democratic ideals of life, liberty, and the pursuit of happiness in an inclusive system.
	USF needs to increase community support, level of pride, and overall recognition locally and throughout the country. We have many things to be proud of and I feel like our moral and the credibility we receive is low.		
Leadership experience in higher education, excellent communication skills, a visionary, establishing and fostering relationships, negotiation, intelligent and business-minded intellectual with strong academic background, strategic	1. Consolidation without "consuming" the two smaller campuses 2. Maintaining preeminence while nurturing a healthy teaching and research workplace and optimal learning culture 3. Attitude	USF-T, USF-SP and USF-SM each have their strengths, strategic plans, independent visions, and a shared vision for USF. The most important opportunity right now is to recognize and value the diversity among the campuses, among the students and among the communities each campus serves rather than to destroy it and replace with USF-T clones.	
Primarily, the President should be a recognized academic if the system goal is preeminence and AAU membership.	USF's major challenge is the competitive funding formula from the BOG, and tuition freeze of the Governor.	USF is becoming a modern, urban, research university. USF only lacks a law school, but otherwise is comprehensive. Multiple campuses in an urban setting is an advantage.	If you rank order the immediate challenges that will take up a new President's time over the first 3-5 years, I would put: 1.) System merger with St. Pete and Sarasota-Manatee 2.) Athletics 3.) National recognition 4.) Increased funding 5.) Various building projects at all campuses
Genuine scholar	The emphasis is on how the university "looks" and not on the education it provides. The goal is to get the students "through" in 4 years, and not to graduate students who have read Plato and Shakespeare, or who can identify a painting by Rembrandt or a symphony by Beethoven. The university is too engaged in selling itself to its consumers, i.e. students. Hence their seeing acceptance into a university as something to which they are entitled, rather than as an achievement.	Its location and its age in comparison to other "expansion" universities in Florida	
Embrace diversity, stand for faculty and treat faculty fair in different aspects, gain federal and state political support, attract endowment, have strategic vision.	The major challenge is to attract high quality students, especially domestic graduate students.	Closely connect with community and help build smart and connected Tampa Bay Area and make it as the showcase of new technologies and implementations.	Thank you for serving on the committee. Finding a capable and suitable president is so important to the university. Look forward to seeing the outcome.
Higher education background: fundraising experience, commitment to ALL students - understanding of the importance of social sciences and arts and not just chasing money makers	Funding; lack of adequate area transportation; right wing policies that limit government support for students	Research and innovation; leadership in migrant family, veteran, and climate change issues; continued high rates of minority students	Please don't choose a business tycoon
Familiarity with higher education rather than politics, i.e. an academic president not a politician, who can guide us through the new era of "one system" by being attuned to faculty and student needs rather than legislative whims	A lack of equitable funding and resources across the system; the maintenance of research productivity and student-centered teaching amid the increasing corporatization of higher education; the prioritization of professional schools over traditional liberal arts and sciences departments that ironically provide the bulk of general education requirements (but can only afford to do so by hiring adjuncts)	I think the USF system can be a leader in civic engagement and provide the innovation and expertise needed to tackle the complex challenges of coastal living and development in the age of rapid climate change	
Someone you is a visionary, committed to student success and community engagement, is inclusive and appreciate diversity.	allocation of state funds and rising tuition rates for students. it is also harder to get NIH funding as the field is much more competitive now.	Working with the local community. Also needs to work at the state level as support, resources and funding for education seem to be dwindling - at least currently. USF is a major employer in the area and researchers and students work with local communities to create positive social change.	
Most importantly, someone with the leadership experience and ability to listen during the merger of the 3 campuses. Other qualities would be: innovative, experience with community engagement, ability to relate to the college students, fundraising experience.	The merger of the 3 campuses, keeping preminent status	Continuing to be innovative, e.g. the NSF iCorp program.	
honesty, integrity, intelligence, experience	there is a very powerful research focus, while this is very important, we need to also focus on quality, faculty retention, and to ensure the humanities are well endowed	developing humanities, developing faculty portfolios for teaching excellence, retaining STEM undergraduates to enter USF graduate programs	I would be helpful to speak with USF faculty that were once USF undergrad/grad students, such as myself, I would be happy to help in any way
Innovative, forward thinking, radical, diverse background,	Access, limited funding for faculty research	Research growth. There is a lot of top down management at USF, it would be nice to see some bottom up management.	I would like to see a minority at least considered
Someone who is well-respected in the academic community, whose work is not narrowly focused on one disciplinary area, and who has experience serving as the lead of a fairly large academic entity	Funding (including surpassing all state performance indicators), continued growth of our research profile, developing linkages with the state legislature.	Our growing research presence, the diversity of the student population, the focus on global issues	As a researcher in the area of behavioral health disparities, I would like to see greater outreach, at a coordinated campus level, to the immediate and proximate community. The old Florida Mental Health Institute was an interesting modal that was very successful in being perceived as a statewide resource. Something similar to that, in the areas, say, of transportation, innovative health care, environmental interventions.....
presence / personal leadership/ vision/ experience / connections/ politically savvy	need to educate people at all ages- not just post high school	location/ regional state demographics and industries	
It is important that the president have knowledge of higher education from the standpoint of faculty and student needs, preferably gained from experience working as a professor.	As the university continues to grow, maintaining a strong student-to-faculty ratio and keeping tuition affordable is key. Balancing the budget so that these remain priorities will be important because the point of a university is education.	Faculty growth and retention is key. Maintaining a good student-to-faculty ratio is something we've been working on and that we need to continue to prioritize. Strong faculty is what brings the students in and what keeps them from transferring elsewhere.	
Visionary leaders are wonderful, but often miss the mark on execution. A new president at USF needs to be able to execute vision and create sound infrastructure and systems. This is especially important as we move towards consolidation. We have a history of acting first and then assessing later; we need to assess better and plan in advance. Reign in all VPs and Deans to improve execution, eliminate silos of colleges, and create a more well-oiled machine.	We are a university that has grown much faster than systems development and infrastructure. Specifically, we need better systematic reporting, communication, assessment of outcomes, and IT across all Colleges. Specifically, our IT system is incredibly siloed and broken across all colleges at USF. Major challenges facing USF is decreased funding from state appropriations requiring immense fundraising, changes in student demographics and changes in expectations of students regarding curriculum	Innovation in delivery of higher education and research	
Good leadership ability: Being able to articulate a vision, motivating direct reports as well as members of the university community, good political skills, the ability to relate to a variety of stakeholders, sound academic values, being able to juggle competing demands, knowing how to run a complex enterprise.	The impact of technology on education, and the temptation to just put everything on line. Maintaining quality is all we do. Research integrity in the natural and social sciences, and how money and career needs have corrupted science. Not allowing money to be the overriding consideration in decisions, e.g., equating grants with research (keep in mind grants are an important tool, but is just a tool not the goal).	USF is an extremely strong research university with a growing reputation. Opportunities are finding ways to reward/retain/support quality faculty (high performers receive few rewards, recognition or support). This is not just about salary. It is also about workload and support services. USF has very poor infrastructure support, e.g., good pre-award, almost nonexistent post-award.	USF is on a trajectory to be a leading university nationally. The next president will have big shoes to fill in keeping the university on its current upward path. The most impactful thing Genshaft did was shifted from a focus on growth for the sake of growth to high quality.
The ability to connect with "industry" partners and to build on-campus research opportunities for researchers, teaching faculty and students would be THE most important talent. Each of our colleges needs local, regional, national, and especially global corporate partnerships. President Genshaft's unwavering and unyielding refusal to accept mediocrity has attracted a lot of amazing people over the past 20 years. We need more of that to attract people who would otherwise never consider USF or FL	Challenge: Relevancy to undergraduates if it doesn't adapt ALL colleges and departments to a teaching hospital model. Research and experience successes will far surpass general knowledge, theories, and diplomas.	Continued research is the single greatest strength. That success needs to be shared across college silos that currently exist. No one knows what each other are doing on this campus, much less two new campuses. There is so much talent here that is not being used to advantage to teach those less aware.	This is an ADMIN heavy organization with a admin mentality. More doers and a doing mentality are going to be key to future evolution of USF.
1) Experience working in a variety of leadership roles, preferably at an institution with diverse campuses. 2) An inclusive vision that sees the unique value of each of the USF System campuses with a goal of leveraging each campus' unique strengths to better the system as a whole.	1) Access. The university has extremely high standards that hinders access, especially for first-generation students. 2) Emphasis on research over teaching. The R1 and preeminence standards overshadow quality of student-faculty interaction and seem to push faculty to emphasize research over teaching. Revamping T&P guidelines to better reward truly inspired teaching is a must.	1) Campus diversity. Each USF campus has unique strengths that serve distinct learners. The university must do a better job emphasizing this and in supporting USFSP and USFSM. 2) Presence. USF serves a large geographic area; better resources for USFSP and USFSM will allow these campuses to expand and serve even more students.	
openess, honesty, integrity, trustworthy, visionary	how to build better relationships with students and alumni who have taken a majority of classes online or in an online program	how to balance the needs of a dynamic Tampa Bay region and the campus locations	
Someone that doesn't just listen to those that are closest and loudest to them. With Consolidation, it will take a person that is comfortable reaching out to the regional campuses, who recognizes that we have our own unique strengths and challenges, and that one size doesn't always fit all	sorting out consolidation -- both building the research capacity of the faculty at the regional campuses, building communication structure among all three, and not alienating the St. Petersburg and Sarasota communities	In St. Petersburg, the community has a passionate and engaged in the city and university in a very different way from the Tampa campus. We're innovative, integrated, and much more flexible than the more formal Tampa campus.	

Presidential Search Committee

Community Input Survey Results - Faculty

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
Academic credentials: a president who has served as ranked faculty at the assistant, associate and full professor levels; a president who has served in similar academic administrative posts at public research universities of similar size and focus.	Attracting high caliber TEACHERS as well as researchers. USF cannot meet the challenges of a rapidly-changing technological future by hiring "lecture, memorize and regurgitate" professors typical of 20th century instruction. USF must hire faculty who adopt proactively new teaching and learning technologies. The continuing demise of "box stores" in the face of Amazon should serve as a bellwether for the future of higher education: adapt and embrace new technologies or become irrelevant.	Strengths: metropolitan location and strong ties to local communities and partnerships. Opportunities: geographic location conducive to becoming a leader in effects of global climate change.	I hope you will consider a candidate's academic credentials to be of greater importance than a "business background." A university is NOT a "business": it is social institution grounded in the importance of producing an educated populace. I also hope you will consider a candidate who will challenge the state legislature's move to "performance-based funding" -- a model that only further disenfranchises institutions devoted to educating populations often left behind in educational attainment.
Honest, hardworking, intelligent and able to produce a transparent vision.	Funding, integrity of programs and accountability of employees (specifically faculty).	Research, willingness to change and support from the community.	I do not envy your position. Please make this a process that is transparent and rigorous. Also I would ask that you remember that we are an academic institution first and a business second.
Having a female president has been great for inspiring female faculty and students--it would be great to continue the tradition. A president who understands academia from the perspective of a professor as well as from the business side would be ideal.	How to provide excellent education at a limited budget. How to compete with other universities on campus and online. How to prepare graduates for "the real world"	Strengths: diverse student body, a younger university with potentially greater opportunities to change than those with more longstanding traditions Opportunities: maximize the potential of our university by preparing students for careers that are relevant to Florida (i.e., aging-related issues, marine/ocean/tropical biology/environmentalism, etc.)	
Ideally a president who is highly ambitious, has a national and global vision, and seeks to truly fuse the different disciplines to create truly transdisciplinary work. The university has given much lip-service to interdisciplinarity and a global vision, but the actual transformation on the ground (in that regard) is limited to non-existent.	Our brand is still regional, and we barely known nationally and internationally. Our research is treated as secondary to the teaching. To become a part of the world's leading universities, or even just in the United States, we have to address those issues.	We have pockets of good faculty, but enormous holes as well. We need an infusion of first rate, leading tenure-track researchers across the humanities, social sciences and natural sciences. We need a president who will effect that. Without such hiring of excellent people, we will not advance.	Let's not be fooled by our own PR; there is a much ground to cover. Please get a president with the ambition to match.
someone with a heart for students' personal growth; someone who is willing to listen and to consider out-of-the-box options, possibly an educator him/herself.	USF is undervaluing the power of a bilingual or trilingual brain by not investing in the World Languages Department. Most advertisement and funds go to STEM. However, those scientists need to communicate globally and not only English, but also different languages are necessary for that. Cooper Hall is one of the oldest buildings on campus: elevators are always breaking, furniture is over 12 years. WLE has no money to buy a chair.	USF can be an international power house; however, without advertising possibilities of foreign languages, that aspect of being global is neglected. Professors barely have time to finish their class work because they are also requested to work 4 credit hours more than a full 12-credit hour load, let alone go out in the community as ambassadors volunteering to attract high school children, printing flyers and working a "second job" as a marketing specialist.	
A person with an academic, not business, background - someone who remembers the goal of the university is scholarly (both teaching AND research, not merely "student success," and certainly not the football team). A person who can position the university well with the state government - so, an academic who can schmooze politicians.	Investing in current faculty and scholarly infrastructure (library, equipment, knowledge workers, time) - this lags behind other R1s and makes this university less competitive. Investing in teaching support. Maintaining and perhaps even improving student outcomes.	USF has done some really great things with improving student graduation rates, and there are talented faculty. But, the faculty need to be invested in to make a breakthrough - you cannot expect community-engaged, thoughtful, high-end research and teaching without resources.	
Someone supportive of truly cross-disciplinary collaboration, not just STEM or business focused.	Economics: too many administrators, too little state support Silos of knowledge: too much is being invested in health, business, and science (HBS) to the exclusion of arts, humanities, and social sciences. This is contrary to what leaders in HBS encourage.	Strengths: health science and applications Opportunities: Making arts, humanities, and social sciences not just supplemental but necessary to all undergraduates. Too much specialization turns students into human drones with skills rather than people with skills and imagination to understand and then address the real problems of local, regional, national, and international scales.	There is too much a focus on STEM and business.
Must be a real scholar, or else will never be able to understand scholars and research, which drives the whole higher education experience. Instead of seeking out renowned scholars and paying them ridiculously high salaries, USF should be supporting the faculty we do have to PRODUCE renowned scholars. I know of no other university with such terrible support services for faculty. We must do so much clerical work there is little time for research.	Getting students to be really interested in learning. Read Rebecca Nathan's MY FRESHMAN YEAR and see how they are not here to learn but for social reasons. And they cheat a lot. And the transfer students need extra help, so this should be recognized. We need to get them enthused. Also faculty research needs to be better supported.	Strengths: urban setting, growing tech center, growing good reputation. Opportunities: take advantage of the solid departments and faculty and research that you do have, even the small-grant people and good teacher people, to enhance visibility.	New president should be the type to go around to each building, each department, each workplace in the university and talk to everyone to see what's good and what might need changing. Should not be the type to stay in some exalted office and manage from the top down.
Someone who is committed to supporting and expanding the College of The Arts; someone who appropriately reflects the diversity of our community--a woman or person of color.	Recognizing the significance of the Fine Arts and Humanities in a forward-thinking institution of higher learning.	Our ability to support a thriving Fine Arts program.	Many thanks for your service to our community
The next USF President must guide the consolidated university to maintain and strengthen our preminent status, and develop the USF brand as a national model for student success. The leader needs to be a whole-hearted believer in what USF is, what makes us special and what we can achieve, without being bound by past traditions in higher education.	USF is clearly "punching above its weight." We do too many things on shoestring budgets and in unsustainable ways. The President will need to find ways to develop sustainable budgets that can fund priorities such as improving upon student success and developing a world-class faculty. To do this, she or he will need to find allies locally and at the state level, by communicating our relevance and being open to new partnerships that can bring resources, even if they come with expectations.	USF is defining a new role for higher education institutions. A higher education institutions needs to be a driver of innovation but it also must truly care about the students it serves. Institutions will increasingly be asked to account for the "lift" they bring, both in terms of jobs, but also in terms of life-long engagement. USF is a rare breed because it provide a huge lift relative to its peers by providing access, pairing it with success and post-graduation outcomes.	The average tenure of presidents is shrinking. Dr. Genshaft was a rarity. If we replaced her time with a series of three or four leaders, USF would not be where it is today. Perhaps more than any other quality is the necessity to find a leader who is "all in" for USF, and not someone that is looking at their administrative CV on day 1. USF is where it is because leadership saw what USF could become, believed it could better than anyone thought, and communicated their faith in that goal.
A stellar record of academic achievement, knowledge of Florida and the Tampa Bay Area, a desire to build a real infrastructure to support research and teaching, and a desire to make USF an excellent place to work	For a public university, educating legislators about the value of a university degree and of what a university brings to the community so they stop being suspicious of and fund higher education appropriately	Continue our trajectory of excellence	Be cautious when bringing in candidates who know nothing about Florida
Entrepreneurial and focused on corporate innovation	Lack of leadership and transparency. Systemic issue with faculty who have been hear for years. Very conservative university	Growing recognition and standards raising.	We want a very progressive leader, who has experience internationally and not tied to the past. Who has a bigger vision not just regionally. Better integration of St. Petersburg. Make it a yin and yan to support a better whole.
Someone who is ethical, of high character, thoughtful, open-minded, progressive and supportive of the arts and humanities.	Undervaluing the humanities and courses that allow students to develop as whole people. I feel there is too much emphasis in finishing quickly and getting a job that pays a lot--while those things matter, becoming a person who can contribute to society, serve others, and participate in issues of social justice is equally important.		We can be supportive of the sciences without throwing the arts under the bus!
USF has strong internal leadership in the system to support a new President. What we will continue to need, after Dr. Genshaft is a continuing outward "facing" face the university. We need to continue to build our brand in Tampa Bay (where we are still unknown in many quarters), across the state (preeminence should help enormously), nationally where we are under-ranked, and internationally where our global profile is growing. We need a strong, identifiable externally engaged leader.	1) Anti-intellectualism from multiple sources - some media, some from the legislature 2) The "value of higher education" debate. This is a disingenuous narrative (the Federal data is emphatic - https://www.bls.gov/emp/chart-unemployment-earnings-education.htm) but we must communicate the value and challenge this argument. 3) The 4th industrial revolution - Personal educational profiles, digital delivery systems/platforms, new pedagogies, AI, etc. We must be strategic, visionary and flexible.	Strengths: Translational research and societal change, student diversity, student success and access, global commitment on campus and internationally. Opportunities surely include the grand challenges and Sustainable Development Goals of the UN. We need to bring more interdisciplinary researchers together, and have a tenure & promotion focus that rewards critical global (and "glocal") research.	Please note the strengths of this institution are the result of a consistent, persistent & clear focus over 15 years - see the list above. These strengths are at the heart of our institutional values and have raised our profile dramatically. The President will be handing off a hungry but well-placed global university. We need a new leader to push on and allocate resources to accelerate our focus further, NOT take us in a new direction. Please make sure the candidate's skills match our strengths!
success in running a diverse, large, public university; concern with the success of all students and providing a broad-based, critical education; concern with equitable treatment of all employees (including adjunct faculty and OPS workers); enthusiasm for USF's accomplishments and potential	Adequate funding from the state that does not require tuition hikes making students debt-ridden; resisting pressures to just train for jobs and instead focus on acquiring and evaluating information across realms of knowledge	Closing the achievement gap is an important strength; research programs, including research in the arts (creative problem solving and the ability to critically evaluate visual information are increasingly essential skills)	Find a leader that will consolidate USF's strengths while forging a bold path ahead - position us to be leaders in 21st century research and education
I hope the new president of USF embraces the cutting-edge vision of Tampa as an innovative, environmentally friendly hub currently lead by Mr. Vinik and others. To me this means the right person needs to be entrepreneurial, driven to help others and be recognized nationally as a strong leader. The new president needs to be mentally and physically tough to reach the goals set by Dr. Genshaft.	Getting to USF main campus from our satellite campuses and USF Health's new campus location makes transportation and parking a key issue. USF needs to increase research funding to attract quality faculty members.	An important strength of USF is the prime location of main campus and the availability of open space to continue to expand. The expansion of our sports programs to compete on the national stage has brought necessary media attention to our institution and allowed our academic successes to reach a broader audience. Building an on-campus stadium will further improve this opportunity.	Personally, I would be very excited to have another women lead USF. Perhaps, Dr. Khaton would consider returning to Tampa.
Our President needs to have a vision, be able to lead administrators, faculty, and staff toward that vision, and willing to entrust administrators, faculty, and staff with the resources and autonomy to best implement that vision. President Genshaft and her leadership team had the first two, but were woefully short on the latter. That has crippled innovation, leading to stagnation and dissatisfaction.	We have done a great job of raising our standards well beyond recent investments, squeezing more out of less. However, we are now stretched extremely thin, especially in some mundane matters like faculty numbers, salary parity, and facilities and space. The next president must spend some time and money shoring up our foundations before embarking on a new vision.	The faculty and students are increasingly strong. We need to invest in them, allowing them to get stronger still. With all due respect, it's them and not the president or the leadership team who will take us to greater heights.	Thanks. It's tough duty. We appreciate it. And we'll fall in line and support your choice.
Level-headed, honest, ability to network and influence decision-makers, committed to the mission of the university, and exceptional communication skills.	Lack of sustained funding from the state at current or higher levels.		
Intimate knowledge of and experience in higher education; sense of collaboration; strong drive towards goals; appreciation of what's working (i.e., no change just for change's sake)	Consolidation	Having three campuses that each bring their unique qualities; more service to our surrounding communities	Please strongly consider someone from higher ed (as opposed to someone in politics or business). Also please consider the current trajectory of USF and find someone who is ready to keep us going!

Presidential Search Committee

Community Input Survey Results - Faculty

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
Academic excellence. Let's get a scholar for our next president. President Genshaft has done a wonderful job positioning our university. To get to the next level, let's get a top scholar of international repute.	Achieving academic excellence when the legislature won't let us control our own purse strings.	Excellent faculty.	
Absolute honesty, dynamic speaking abilities, critical thinking ability, vision.	Cost of higher education. High School advisers are suggesting technical school over college due to cost.	Our strength is in our diversity of opportunity we offer. We need to embrace the technology of the future to help shape training of young adults and prepare them to function and contribute to society.	I would truly like to see a USF President able to see the whole picture having the ability to see how each decision has far reaching consequences.
First and foremost, an academician is necessary to move USF into the top tier of colleges and universities it aspires to be a part of.	Culture and Identity - USF is a relatively young university and it is still defining its culture and identity. The next President will be instrumental in determining the future position USF will hold on the national and international stage.	USF has a great local reputation but lacks a national one. The University needs to leverage its uniqueness to attract great thinkers, primarily faculty. Great faculty attracts great students. We need to invest in our brain trust.	I truly hope the committee does not appoint a political figure. It's what everyone is expecting and it will do major damage to any academic aspirations the school has. This is the time for a great thinker and unifier and someone who will bring the gravitas and shine to University.
Innovative, welcoming, authentic, energetic. passionate about education, service and research.	bridging the gap for first generation students, losing sight of the importance of teaching critical analysis, writing and communication. As someone who teaches both graduate and undergraduate, students are making it through and still lack all three of these and they are critical for students to be successful - regardless of the technology, the students will not succeed without the ability to communicate, whether that be in 140 characters or 2,000 words essays.	Harnessing the strength of diversity, innovation in higher education (a student centered approach) and playing a role in the ongoing development of the community it impacts most. Yes, we make an impact with inventions, research, etc. but it is critical to not lose sight of why we are here - the students.	
Commitment to academics above all else, meaning the integrity of our educational programs- at all levels- must be paramount. This will involve supporting students, staff and faculty who ensure the educational mission is fulfilled by treating their needs and interests as vital to our institutional success, only recruiting administrators who share this vision of the campus, and working effectively with the community to address and further our diverse and collective academic visions.	Institutional resources are not filtering down to the micro-level; hence, faculty are doing more with less leading to burnout and students are struggling to meet their academic goals with increased debt burden (and significant personal needs). Our challenge is prioritization. Instead of truly valuing student success, we privilege graduation. Instead of faculty support, we reward external funding. Our metrics are too narrow and too corporate. Academic values need to be dominant.	The growing national reputation of USF is a strength, but it is not sustainable if all departments and individuals do not share this opportunity. How can we build reputation in all departments, and not just those that have historically been granted more resources? How can we be supportive of the whole? When is the diversity of our campus, across domains, faculty, students, staff in ALL forms (gender, race/ethnicity/nationality, (dis)ability, etc.) going to be truly valued and appreciated?	I appreciate Dr. Genshaft's support of USF, but I experience her words as not reflective of my reality as a professor. My students are having their academic goals forced into 4-year programs, disallowing double majors and creating a consumer culture. My peers manage increasingly bureaucratized work. Research is narrowly defined and rarely rewarded. I want a new president that puts academics first, and recognizes it is our academic mission that defines our important role in the community.
Foremost, the president needs to be an academic and not a politician. He or she should understand the academic environment and value scholarship. Prefer an administrator from an AAU institution.	Consolidation of campuses with different missions, with politics creeping in.	Balance teaching capacity through consolidation to reduce average class sizes; Enhance student experience; Pursue AAU mission	
Combination of business acumen and educational prowess. Able to have a vision of USF as preeminent university and challenging other national institutions in growth and development.	Continued growth and enhancement of programs without overburdening students with debt.	Excellent location, facilities and faculty. Opportunity to attract new, young faculty to continue the growth and development of programs that will lead USF into the middle of this century.	USF needs another innovative, forward-thinking individual who is not afraid to develop new partnerships and build upon established relationships.
building consensus commitment to diversity (female; race/ethnicity) deep understanding of academic models of teaching and research	pay equity diversity aligning online environment with quality education	aligning online environment with quality education increasing diversity of faculty meeting AAU criteria	please strongly consider commitment to diversity and academic rigor
A leadership vision which can build on what Pres. Genshaft has done, and take USF to a level beyond the other Florida institutions. The new president will also need the skills to navigate the treacherous Florida political landscape. Maybe even develop a plan to take USF private, and out of the influence of the state legislature.	USF is cost competitive, but cannot stay that way and grow. USF has done a remarkable job of improving education, research and scholarship with scarce resources. Imagine what we could do with better funding.	Strengths: its faculty; its diversity; its location; and its adaptability (despite the formidable bureaucracy). Opportunities: local partnerships (public- and private-sector); expansion of programs and enrollment growth at USFSP and USFSM; links to surrounding communities for mutual benefit.	Pres. Genshaft took USF to a level many never expected was possible. The next president will have big shoes to fill. But I believe that the right person can take USF even farther, academically. I would like to see someone that has ideas to improve what is substantial, and who is not reliant on "branding" or other superfluous imaging. The best institutions in the U.S. got that way through quality education and knowledge creation. Not by new logos.
Strong inclusive leadership style Academic and research leader to sustain efforts for preeminence and AAU Good lobbying capability Strong fund raising potential	Maintain pre-eminence Continued growth to a strong public research university	Maintaining excellence in education and student retention/graduation	Think about a vetting process potential candidates by faculty
In addition to the traditional characteristics, the new president should have the capability to administer a major institution by assembling a competent, professional, customer responsive team to carry out the business of the institution. Accomplishing the educational and research goals is greatly facilitated by competence administrative capabilities.	Like many institutions, USF struggles with balancing its role as an educational institution responsible to the students and the community's workforce needs versus its aspiration to be a top-tier research institution where the faculty's attention is dramatically distracted from educational accomplishments.	Florida is a great laboratory in a dynamic urban area. It has a monopolistic opportunity in this region.	The institution appears to be infatuated with attaining highbrow academic accomplishments oblivious to the broader needs of the community and the taxpayers. Having a robust research program is appropriate but it should not overwhelm the teaching mission or result in taxpayer subsidies for trying to buy a reputation.
minimum qualification: PhD in an academic discipline minimum 10 years as a faculty member with teaching and research responsibilities ability to speak to concerns of diverse academic areas (e.g., STEM and arts, humanities) consideration of racial/ethnic diversity ACADEMIC vision for university direction, not merely commercial and political concerns	Maintaining academic integrity across varied disciplines. Promoting QUALITY educational opportunity for students. Integrating diverse students and promoting civic knowledge and responsibility. Establishing ethical integrity in administration. Administrative responsiveness to faculty.	We have an incredibly diverse student body, and a faculty and administration that is predominantly white and male. USF has an opportunity and a responsibility to better serve the ACTUAL needs of our students for quality education and diverse representation, as well as programs and curricula that allow students to maximize their potential. Getting them in and out fast is not helpful to students in the long run.	Seek more faculty involvement with the hiring process. Faculty are the backbone of the institution, and we are generally rather disappointed with the administration here, which rarely seeks or respects faculty input.
Commitment to excellent research and education at the university. A detailed understanding of what it takes to run a top-tier research institution of higher education.	Managing multiple pressures, including financial pressures from the state legislature and pressures to both support high quality research and serve a diverse student population.	Ambitious young faculty and students.	It is important that the president understands the research and education mission of the university and is not just completely concerned with financials
Strong, data-informed leadership. Strategic long-term focus coupled with resistance to pursuing the expedient ("shiny") direction without considerable investigation and appropriate consultation. Honesty, integrity, commitment to truthful discourse. Charisma.	Declining confidence in HE's efficacy as a force for societal benefit. Short-sighted over-reliance on education's role in preparing the student for employment. We teach students to learn-how-to-learn for a productive and joyful lifetime. Anything else is feel-good and transactional.		
Strong academic background in a quantitative field, i.e., if STEM is important then let's recruit someone who understands this.	1) Recruitment and retention of the highest caliber faculty: The faculty union emphasis on leveling the ball-field and their disingenuous approach to so-called merit pay increases threatens retention by exacerbating compression/inversion. 2) Recruitment and retention of the best students. 3) Reducing wasteful bureaucratic overload, too many courses that confuse rather than guide students toward timely and productive completion. 4) Eliminating dead-end curricula such as environmental science.	It has matured to a true university. The Medical School is excellent, but such excellence must be expanded to all other Colleges, being that the measure of a great university is its success in the Arts, Sciences and Engineering, which if we are not careful may get short shrift relative to Medicine and Business.	Engage your Distinguished University Professors
A person who leads with the students, staff, faculty and community as a focus and not the numbers, metrics or what outsiders think so much. A person who leads with the heart and compassion.	That we are overlooking our students, staff, faculty and our community in order to gain more status, money and research.	A strength is that we have unique campuses and culture. An opportunity is to do more community outreach with our schools, especially Title 1 schools, to actually back up what our mission and goals say. We have an opportunity to build a stronger commitment to the students and the surrounding communities in real time and not just say it.	A true leader is one that has the peoples best interest at heart, not agendas, and definitely not other people's agendas. We need a leader that will help to unite the university, campuses, students, staff and faculty.
Empathy, great communication skills, optimism and a positive attitude An inclusive leadership style and a commitment to transparency Ability to make tough decisions	affordability and student indebtedness dealing with the legislature Internal competition for scarce resources when we should be working together to compete externally	fantastic location especially with consolidation great partnerships with the community innovative educational approaches including experiential learning and global opportunities	We've enjoyed many years of a leader with incredible energy and a fierce commitment to this institution - we won't be happy with less
ability to analyze issues from all perspectives; ability to recognize all stakeholders and not just one; back off mid-level administration who are encroaching on classroom experience.	academic freedom. freedom in the classroom.	we have stellar faculty and staff.	we have had a president who has been student friendly for a good many years. I worry that we are headed toward a business friendly model. We need to get back to academics.
Strong political connections in the State of Florida. Experience in academia.	Funding. We continue to lose good faculty and are unable to recruit strong faculty due to lack of funding. We need a neuroimaging center to be competitive. We have grown so fast that we lack the appropriate infrastructure for our size and complexity.	Our size and reputation are strong. Our geographic location offers opportunities that universities in college towns do not have. We should partner with more local businesses.	Please think creatively and do not select the typical career academician.
Exceptional interpersonal skills, someone who is approachable and open to growth and ideas.	Funding, oversight from government officials who do not understand higher education (or education at all).	USF is on an upward trajectory. We have a diverse student body, are in a major metropolitan area with good business/community ties. There is potential to grow those ties throughout the state, the nation and the world.	The USF community needs a president who will not only build upon current success, but also someone with vision who can ensure the university meets the changing needs of students over time.
The new president of USF must be an academic. S/he needs leadership, vision, resourcefulness and listening skills. We need less of a top-down approach and more of a cohesive, holistic university	Money.	Medicine and health, location, diversity	Please include faculty and students in your deliberations. The university is not, and should never be run, as a business.
Academic credentials, fundraising abilities; someone who is willing to sacrifice free speech for political correctness	Continue its rise as a major research university; continue the move away from being a "commuter campus"		

Presidential Search Committee

Community Input Survey Results - Faculty

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
The next president should be a current or former university professor. Experience in the classroom as both a graduate student and professor is essential to understanding the primary mission of USF, which is teaching and research.	The use of contingent faculty, especially adjuncts, is a crisis that undermines both teaching and research at USF. Part-time adjuncts are now the majority of the professoriate and its fastest-growing segment. From 1975 to 2011, the number of part-time adjuncts quadrupled. We must return to 1970s-era figures so that adjuncts and visiting instructors make up no more than 10% of USF's total faculty.		The next president of USF must be committed to ending the contingency crisis and treating all faculty with fairness and equity.
Visionary and transparent	Sustainable growth and access	USF Health should be leveraged to become the center/hub of the state's healthcare for education, research and training	
Ideally, an academic with high level administrative experience as a Dean, Provost, or President. The new President should emphasize the importance of both the liberal Arts and STEM education, and that they are not mutually exclusive. Students that can critically think, write and communicate effectively, think globally, and have analytical skills will be more engaged citizens and productive in their work.	While USF has made great strides over the years and is now a preeminent in Florida and is being recognized as a top research university nationally and internationally, it still struggles when it comes to resources from the state. UF and FSU are favored even though USF has come a long way in a short period of time. Clearly, there are political realities at play here. USF needs to fight for even more resources to continue its upward trajectory.	USF should continue its emphasis on research and community engagement. As such, it should grow research, training, and study abroad opportunities for undergraduate and graduate students. Also, continue to reduce class sizes by hiring tenure track faculty and permanent instructors.	Please make sure that the faculty, students, and staff are apprised of the search process and have opportunities to provide feedback on the candidates. While not easy to do at a large university, it's imperative that there is transparency in the process and that we all have a role in deciding on our next President.
someone who articulates a clear vision for the university; someone who partners with community members to provide a positive community view of the university; someone who strongly advocates for students and faculty with the legislature	merging of USF St Pete with USF; funding needs; football stadium; caring for the increased number of mental health challenges of students;	strengths - community partnerships; preeminence status; faculty	
Leadership experience in a large public university that has achieved some of the goals we have set. A relatable person who can unify students, faculty, and staff at all campuses. Prioritization of ethnic diversity as a reflection of our student population.	As USF becomes a more selective university academically, I am concerned we will lose our connection to the local community as an educational option for local students. I am also concerned we will lose some of our diversity, which is one of my favorite aspects of USF.	Strengths: Diversity, achievement, young and innovative university that is more agile than older more traditional schools, location in a big city. Opportunities: Offer more quality experiences for students, including travel and creative hands-on work in our community. To improve relationships with adjuncts and GAs, showing USF values the work these folks do.	I would like to see an out-of-the-box thinker who will focus on where USF can go rather than how to look like other universities. I also want to see someone who will continue our focus on global citizenship, as I believe our students are setting themselves apart from their peers through their international experiences.
Someone who is academically qualified, who has worked in academic administration (e.g., a provost), and who is an effective leader familiar with the demands and possibilities of higher education and what universities are facing.	Maintaining the high quality of its faculty, and working strategically to hire and retain excellent young faculty on established tenure lines. Such an approach means reigning in administrative costs and mission creep while also reducing the use of adjuncts who don't add to preeminence, research dollars, effective student mentoring, and other key activities at USF.	The Tampa Bay is an incredible resource, and USF has done well to grow and integrate itself into Tampa. Medicine and health are standouts at USF, and a way to distinguish USF from Florida and FSU. Similarly, the urban and international aspects of Tampa, and the emphasis on a diverse population, are strengths that make USF stand out. And finally, hiring and retaining excellent faculty - this is the most important.	
Ph. D.; previous experience in administration at an AAU institution; diversity	non-competitive student-teacher ratios; stagnant faculty hiring, except in cases of instructors and adjuncts; high research demands for faculty with low institutional support; faculty that does not reflect diversity of the student body; funds directed at one or two star faculty members rather than a robust cohort of active researchers and teachers; difficulties attending consolidation; bloated administrative structure	preeminent funding, if we can maintain it amid consolidation; the diversity of the student body; a robust and well-funded College of Arts & Sciences in addition to areas like medicine, engineering, etc.	
someone who values subject beyond stem and is willing to take the entire university into the future, not just the medical school. Progressive, open-minded, sees value in a well-rounded education, diverse background	bifurcation into medical college and the unwanted leftovers; domination of education by idiots in Tallahassee Neo-liberal corporatization of education (teaching students to value a well-rounded education)	Allowing students to engage in a diverse education (both in classes they take, as well as interactions with the student body)	can we fire the legislature and appoint educators to the BOT?
Ethical, transparent and fair. All of these qualities require a great deal of courage.	In Florida, our greatest challenge is meeting the metrics while continuing to be ethical and fair with students, who did not read the legislative rule book. Consolidation will pose increasing challenges with metrics and pre-eminence. We need a leader who will inspire and support the needed changes to meet these challenges - not someone who continues the beatings until the numbers improve.	Consolidation and a total reorganization of the system provides a tremendous opportunity for USF in the future. People need to rise above their egos and turf wars and think with very big and ambitious ideas.	Please have representatives from every campus, not just Tampa. If this is to be a president that leads all USF campuses then we need regional campus representatives at the table.
Someone with equal or higher credentials than our BoG members and presidents of all other state institutions, yet a down to earth, feet on the ground and approachable person. The credentialing part is unfortunately important since these things convey important signals to other leaders. The current UF President was for instance ex-Provost at Cornell, and such accomplishments can be important signals to BoG and other state political leaders as USF is on the verge of breaking out.	Over complicating our mission. It's quite simple, what we need to do. Aligning our resources perfectly with the objectives of delivering top notch education and producing research that makes an impact on lives.	Being young and ambitious is our greatest strength. We can't help aging, but we need to keep our culture to be innovative and edgy. Our greatest opportunity is to be so tightly woven into our growing community that we drive prosperity regionally while thinking globally. We need to seen as a role model for what an urban university needs to be like.	Good luck! Really appreciate the work you are doing. But no pressure, your pick will be the single most important decision for us in the coming decade...
Someone who will recognize the value of tradition and excellence, thereby dumping the god awful rebranding of the Bulls and colors.	Branding!!	Great base for education and expansion. Having one of the largest student populations is important. Having a successful football program that is ranked nationally provides great visibility to prospective students, alumni and donors.	Fire the marketing company/officials who decided/created this new logo and color choices. I know there are MANY others that question this rebranding.
innovative, Passionate, previous AAU experience, and goals for the university that will continue to elevate USF beyond preeminent status	Budget cuts; competing with UF and other major land grant institutions in the SE U.S. for best and brightest students; continuing to improve graduation rates and other metrics	Strengths- have grown significantly as a public university in a short amount of time; opportunity to engage more with a major metropolitan area (Tampa Bay) which other land grant institutions do not have	The next president will obviously have big shoes to fill. We need to continue building upon Dr Genshaft's forward momentum to elevate the university to be ranked as a top 50 public and also elevate our research impact on the Tampa Bay area and beyond
Someone who values teaching as a worthy and valuable enterprise. The University is not all about research, and as an institution of learning, it should be seen as a place where teaching is equally important.	Funding. Undervalued view of public education.		The new motto of "Ambition over Tradition" makes us sound like cut-throat opportunists who will do whatever it takes to get ahead without valuing who and what came before us. I hope this isn't our future. History matters. I hope, too, that our new president looks to our past, and to the past of institutions of higher learning throughout the state, in order to look ahead.
experienced, inclusive, sensitive to needs to all campuses as we head through consolidation	finances and student retention		
Academic credentials are not as important as a knowledge of and commitment to the academic mission. The president needs to be part politician - a lot of the president's job is dealing with the community and the government - which means that a lot of the academic job has to be delegated. The president needs good judgment in making appointments and needs to be able to communicate effectively.	The disconnect between Academia and the public has led not only to a constriction of resources to Academia but an outright hostility. Specific to Florida, USF has weak connections to the community, and that is how USF fell prey to legislative initiatives seizing USF Poly and later consolidating the system. Also specific to Florida, the implosion of the I-4 Corridor initiative, in which USF was to play a critical role. In STEM research, there is a lack of long-term commitment to any one thing.	Geographically, USF is a gateway connecting the USA and Latin America, an opportunity which would require a more serious commitment than the current milquetoast global citizen initiative (which doesn't even have a language requirement). USF has been able to take advantage of the buyers' market for faculty, but in the usual ways that other institutions have been doing. USF has a considerable opportunity to participate in education innovation.	There is a thread of stories in the Chronicle and Inside Higher Ed about failed and nearly failed presidencies, in part because the president acts like a Martian imposed by external forces. Faculty buy-in is essential, which means that faculty need to be involved. The Senate, the union, and other bodies should be invited to participate in the process, and not just via surveys and communiques.
- continues pushing for higher research goals like Judy Genshaft did - committed to retaining and recruiting high-quality research faculty	Administrative bloat. Administrators should focus on making things better for students and faculty, not putting restrictions on them and giving them extra work.		Please find someone who will: - continue the goals and momentum that Genshaft set. - combat administrative bloat, and ensure existing administration helps, rather than hinders, faculty and students
I won't pretend to have an understanding of the day-to-day life of a university president, but I will say that President Genshaft has done tremendously. Thus, I'd look to her as a template for skills and characteristics.	Honestly, I think USF is well-positioned. Perhaps one threat would be if USF became an unattractive place to work, and quality faculty, staff and administrators left. As it is, I think it's a great place to work, and it is clearly on an upward trajectory. I also know there are financial and political challenges, but other folks could speak better to those than me.	For one thing, I would like to see us continue to have a global outlook, in terms of sending students and faculty abroad, collaborating with partners overseas, and attracting and supporting international students. I think that having an international campus really adds to our students' experience. I also like seeing the focus on business intelligence and data analytics, both in terms of curriculum and in terms of administration.	
Innovative, Fair, Honest, Culturally competent, approachable, humble	Reducing costs for students (tuition); transition from college to "real world"	Strengths - state of the art; located in Center of Tampa; has a lot to offer students in the realm of colleges, majors, sports, music, etc.	Ways to reduce faculty workload to ensure properly training students are produced
Kindness, politically astute in terms of Florida politics, passionate about the role of university research to advance our society and passionate and informed about the benefits of a university education. Inspirational speaker, cares about all student activities not just sports.	Retaining its status as a Research 1 preeminent institution in Florida. Growing funding from the state, inspiring emotionally intelligence leadership among the deans and senior leadership.	New senior leadership.	

Presidential Search Committee

Community Input Survey Results - Faculty

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
Ethical decision making, no hate speech, no made up half truths, no one who has been involved in illegal money shenanigans, must be able to speak in clear full sentences, no plastic surgery, and no liars misrepresenting facts,	No care for students and faculty, only money and head count rule.	It's strength is also it's weakness, that is its youth in the spectrum of universities. It is like a toddler among grown ups. It has th opportunity to clean house just now. Try and remove the dead wood to allow for growth and stability.	Look for an educated scholar, a proven record of thought, reflection, ability lead and someone who lived through being a professor and earning rank and tenure, a leader who served at the bottom of the ladder as department chair, then some dean level, possibly a finance officer, an EEO officer, and someone who can honestly deal with the press. Possibly someone with a great sense of humor, irony, and knows the meaning of satire and critique.
Understanding the research mission of USF, appreciation of a liberal arts education, commitment to faculty success, commitment to graduate and undergraduate student success	Finding a consistent and coherent strategy for providing research startup funds for new faculty, handling 2-person (spousal) faculty hires, communicating USF's excellence in many areas (not just medicine and engineering)	Opportunities: develop a funded center on coastal/marine resilience and climate change using existing faculty talent and expertise, while searching for additional expertise Develop a plan to provide for hiring spouses at the faculty (as opposed to admin) level to improve USF's ability to attract top faculty.	I hope that the new president will appreciate all aspects of scholarship and excellence at USF, and not focus only on certain aspects (e.g. medical research and practice)
We need someone who is respected by the State Legislature and state-level elected officials. USF leadership has had a long history of being at odds with political leaders and this has hampered funding and allowed USF to put far too much attention on AAU status. We can be an institution with an international reputation that effectively serves local stakeholders.	USF needs to have closer ties with those businesses and institutions that hire our graduates. Specifically, we need to be sure that we are producing "job ready" graduates in fields that pay salaries to cover student debt and allow graduates to live productive lives.		Judy as done a great job. But it is okay to let go of the past and move in a new direction. You are not acoting her memory by letting go of the goal to be an AAU school. Why try to join the dinosaur club just before the meteorite makes them extinct? Let's make our own future separate from AAU.
The person should have a strong academic background as a faculty member, should not be a politician, and should have experience with a large public research institution. The person should be a strong supporter of tenure and understand its value in ensuring academic freedom. The person should also be articulate so that he/she represents the university well when speaking in public.	Inadequate funding for teaching students. Too much emphasis on metrics and not enough attention to what we need to make the metrics work.	The engagement of our faculty and students with the community is a major strength. It is also an opportunity for continued development.	
An academic, with an AAU pedigree, deep research experience, national academy membership and a background successfully leading large organizations.	Maintaining the relevance (i.e., future job opportunities) and (future earning power/cost) of the degree.	Need to focus on excellence in the STEM and Health care fields to build on our strengths, exploit our geography, act as a regional economic magnet and differentiate ourselves in the Florida and Southeast higher education market.	Focus on candidates with proven academic and administrative excellence, unimpeachable integrity, high energy and sunny optimism.
The new president should first of all be an academic with a PhD in a core area of traditional education in the liberal arts, social sciences, or natural sciences. The person should have had extensive experience as both a faculty member and administrator at a large, PhD granting research institution.	Preserving the mission of educating students to be citizens, against efforts to turn public institutions of learning into trade schools assessed and funded on a business model that treats monetary wealth or its metricized proxies as the sole forms of value. The fact that the system is in the hands of a gov. hostile to faculty and academic freedom. The poor preparation of incoming students. Leadership's lack of faith in faculty to do their jobs well. Administrative bloat/shrinking faculty.	The strength is the faculty and the diverse student body. The opportunity is to bring quality education in the virtues of citizenship and the capacity for life long learning, as well as preparation for a life of work, to a large number of students from relatively unentitled backgrounds.	Please pick a president who, in addition to possessing all the obvious tools and experience in administration and fundraising, is an advocate for faculty and students, with the backbone to stand up for them against still conceived imperatives that the Boards of governors and trustees would impose. Pick someone who will take the case for academic freedom in research and teaching to the public if necessary.
Support for educational mission of USF, over sports, business ventures, metrics, and other peripheral issues. In-depth understanding of research and teaching.	Lack of political support for broad education and critical thinking skills, application of business principles and metrics on education.	USF has a great international community of scholars and students, strengthen the global mission and local community engagement.	USF needs a leader who is willing to support education and critical thinking as core values, not sports, business ventures, patents, etc.
I would like to see a president who believed in shared governance and does not manage with all decisions and ideas hoarded into the upper administration. A president who is aware of the decades of administrative bloat that is harming higher education nationally. And one who can imagine that a robust intellectual culture on campus will benefit students and faculty much more than splashy names showing up once in a while and the occasional "world class scholar" taking a position here.	Investing in the intellectual mission of the university and balancing it with the drive to create sources of revenue. Too often in my time here the latter, in the end, is the only consideration. And yet it is possible to develop the intellectual mission of the university in ways that are not just about empty metrics and rankings. This would involve the humanities and social sciences as much as the medical school and engineering	An important, if overlooked, strength and certainly a clear opportunity, would be in the Humanities and Social sciences. For most of my time here this has been a forgotten part of the university. And yet we have a very strong faculty and students. In this moment of crisis in the humanities and social sciences nationally, it is a profound opportunity for USF to create a visionary and forward looking program here, that will lead rather than follow the detrimental trends of the past decade.	I plead with you to hire an academic for this position and avoid the recent trend nationally of hiring corporate CEOs or washed up politicians, neither of whom have the requisite skills of understand how to lead a major research university. As so much research has shown, the last few decades, in their increasingly corporate style, have been digging a grave for the university - let USF be lead by someone pushing against this trend but able to manage the real fiscal problems confronting us.
A primary focus on education, both faculty and students. Willingness to develop and build consensus and listen to opposing points of view. Experience working in higher education at both professorial and administrative ranks.	The interference of the state and federal governing bodies with the educational process. Essentially these decisions are being made by people who have never worked in education. Additionally, lack of state resources including general funding.	Maintaining preeminence and continuing to grow as a world class learning and research institution.	It is hard to lead an institution of you do not understand that institution. The President of a company should have intimate knowledge of not only the company, but the sector in which that company works. Therefore to lead an institution of higher education, the President should have credible experience working in, leading, and understanding the roles and goals of higher education.
A person who is fair, sees the big picture around issues, good at conflict resolution, knows what assets we possess, compassionate, present, easy to approach by students, staff and faculty, appreciates diversity and is an established leader with a history of success	Funding, space limitations, parking limitations, staying ahead of the global issues that impact education, maintaining high standards	Our strengths and opportunities lies in our people and their relationships with the research, education and service areas. Our diversity is a strength reflecting faculty and staff students can relate to. Our strength is in our leadership. Opportunities lies in our ideas that are supported by those leaders and the freedom to pursue innovation.	Dr. Genshaft has the ability to relate to everyone in a positive manner. She is one of a kind. Having a woman in leadership who has demonstrated great successes for many years will be hard to replace. We need someone who can bring people across our system together to do our best work in remaining a leading institution in this country and building us up.
The new president must be someone who considers the personal well-being of faculty, staff, and students more important than rankings, metrics, budgets, and institutional prestige. In other words, the new president must be a radical change from Dr. Genshaft, who has chased rankings, metrics, and prestige to the detriment of academic advisors, who are overworked and understaffed, adjunct professors, who are exploited and impoverished, and students, who are nickled and dimed at every turn.	The overuse of underpaid contingent faculty is not only exploitative, it undermines our long-term missions of world-class research and teaching. USF must reduce its number of adjunct and visiting faculty, system-wide, to no more than 10% of the total faculty, and do so immediately. Furthermore, USF must stop borrowing money to fund the ambitions of administrators. We should not be raising tuition and putting students into debt in order to pay off the institution's debts.	USF has long been an engine of upward mobility for poor and minority students in Tampa Bay. That is our greatest strength. However, the current quest for prestige threatens to destroy that legacy, alter our positive campus culture, and undermine the university's place in the community. Do we really want to be like UF? The University of Florida has deep-rooted problems with its campus culture and it is alienated from the larger Alachua County community -- hardly a model we should emulate.	Across the US, university presidents are making decisions out of sync with society, like trying to grow enrollment when the US has a declining birthrate and shrinking student body, or raising tuition in the face of increasing inequality and a shrinking middle class. I want to encourage the search committee to think beyond the priorities of Dr. Genshaft, and our immediate managerial headaches like consolidation, to the larger problems facing America that will impact USF sooner than many think.
Academic (outstanding researcher and teacher), excellent communicator and ability to connect with diverse student body, faculty and staff, identify stress points, maintain university's high scholarly standard, advance diversity and inclusivity. Promote university responsibility, not just photos of self and football. Promote a democratic form of governance, as at the moment the Senate has zero input and there is a lack of proper accountability through the administration and departments.	Funding: although it is "public" university, it gets less than 20% of funds from the public. Salaries: professors and other teaching staff not adequately remunerated for years. Gender and racial diversity and inclusivity. Building more and better buildings for teaching: we've had excuse that in Florida buildings can't be torn down. We lack space to offer larger classes, and yet we are a large university. Controlling size: USF was not supposed to grow more, then we have consolidation.	Research in humanities and sciences. Diverse students; we need better system for admitting qualified foreign students. Improve library; good but can improve. Improve study spaces and informal places for students to congregate. Have a world-class meeting building for university visiting guest lectures of various sizes. Increase pay for grad students and adjuncts; provide a research paid semester leave for tenure-track faculty midway in their track. Provide more research funds and better vetting.	Not a political appointee. Not someone who treats the university like a place to post her photo everywhere: look at other excellent universities and colleges. Their presidents don't work that way. Not someone who intervenes to stop tenure & promotion packages at the 11th hour with no good reason (while similar packages are approved). Check these special hires that bypass usual background checks and result in having unwanted employee in leadership with sexual harassment past. Better hiring.
Forward thinking, spendthrift, politically balanced, supports athletics, considerate	How do we continue to provide high quality care, without pricing out many of our students? How do we prepare students for a job market with increasing uncertainty and where they will surely switch jobs many times in their career?	Weather, international appeal, improving medical school	We need someone who will do what's best for the university and its students, not what is best for our politicians and courts
It will be critical for the new president to understand the unique nature of USF Health within the greater USF system. It would be hugely beneficial of the new president: -had significant experience in the health space, -had a substantial record of published research, -had AAU leadership experience	Consolidation of USF system; focus on workforce development; fair and equitable distribution of performance based funding;	The move of the medical college and the Heart Institute downtown, in the midst of the Water Street Tampa project, represents an unprecedented opportunity for USF. We need a leader who can embrace and build upon this once in a generation transition.	
Someone who is willing to do right by the faculty, staff and students regardless of how it affects their bonus. Not afraid to go up against the Governor and Legislators to fight for USF. Someone who will support USF Health and understands the health care issues we face on a daily basis. We also need someone who truly supports diversity and will do their best to increase diversity of our faculty.	Funding. With the Governor and Legislators not raising tuition, it has put a hardship on our state dollars. In addition, Federal Grants are becoming more difficult to obtain. We need someone who understands the difficulty we are facing without additional funding. We can't provide salary increases without additional fund, and that affects our retention rates of our faculty. In addition, while we encourage diversity, we still our lacking.	Research, with the new Heart Institute, we have the opportunity to become a nationally recognized research institute.	
Academic or professional prominence. Intellect. Vision. Temperamentally moderate and thoughtful.	The impression among the general public that universities produce worthless training, partisanship, and debt rather than valuable skills, critical inquiry and a worthy investment. The attacks on higher education have eroded public confidence and made people doubt the value of education. This is truly alarming, in my view.	USF needs to have a leader that is respected and admired. The best universities in the country have such leaders. They are giants in their field or prominent government or community leaders. I want the public to be impressed by USF because we're impressive in so many ways. The leader of our institution will represent it in the state, the country, and the world. We need someone who is awesome, who raises our profile and commands respect.	I don't mind if we hire a non-PhD. You can have a PhD and be a very mediocre thinker and visionary. Instead, I think we need someone with gravitas and stature, who is admired for his/her intellect, character and vision.
Positive/impressive impression at BOG meetings and in the media. Distinguished in leadership. Faculty centered. Understands productive faculty needs.	State support, financially & practically (however, USF president should not be appointed due to political issues/alignments.	Growth of targeted and done intelligently.	Change is good!
Strong academic credentials with the ability to build teams across disciplines. Strong understanding of both public relations (which Pres. Genshaft grasps) and marketing (she has yet to build a good team there). Ability to work with legislature. Sharp fundraising skills. Ability to build leadership team. Willingness to cut dead wood.	Resources... from legislators, from donors, from grants. Escalating tuition costs and skyrocketing administrative salaries. Marketing and increased competition. Cheating, particularly amongst international students (but not exclusive to that group).	Ambitious faculty and staff. Rising reputation in community and amongst HEI peers. Athletics brings opportunities - but must look beyond football.	New logo is a horrible capstone to excellent career at USF but illustrates Pres. Genshaft's inability to hire and keep a strong marketing team.

Presidential Search Committee

Community Input Survey Results - Faculty

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
Someone with impeccable academic credentials and administrative experience.	Maintaining academic standards and providing access and support for all students.	A great faculty, Phi Beta Kappa, and it's location.	I spent 26 years on the USF faculty. I love the university, and I look forward to inspired leadership from its next president.
Understanding of higher education environment, previous academic leadership experience. Ph.D. required.	Student debt. Ballooning ranks of low-level higher education employees without appropriate education in subject matter serving university roles. Circulation of elites and "friends" of those in power in high level administrative positions, again without appropriate work experience or background to know how to appropriately serve in those roles.	Building upon preeminence status. Goal should be to join AAU.	The new president needs to be able to have a solid grasp on higher education functioning. He/she should not be a politician or business person. This individual should be a person of integrity without conflicts of interest. This individual should also be able to clean house.
No complaint about the current president, but the next one should now focus on building a team culture. Currently, each sector drives hard to maximize its own independent performance in terms of specific, externally defined metrics, promulgating a strongly top-down approach and mutual isolation of respective sectors. Top managers need to work in common on shared goals, and the organizational culture needs to allow for a wider scope of participation to ensure broad commitment to shared goals.	Among many others, of course! Obviously, tenuous public funding support: need to diversify support, increase self-sufficiency without abandoning broad scope of mission. Erosion of standing; decline in unique credentialing authority, disruption by alternative credentialing in terms of employer-valued competency certifications; need to evolve educational programs to both provide high-quality education and simultaneously prepare students for success in employment markets.	Strengths: Adventurous; punch above our weight; better-than-average flexibility on the part of faculty, because not so much confined by tradition; much momentum and continuing ambition of faculty in expanding research. Very strong, focused leadership and student support mechanisms. Opportunities: Don't just try to buy outside talent; we can't afford the amount we would need by prioritizing this approach. Ensure a range of supports to further develop & strengthen faculty currently on board.	Please provide for broad opportunity for vigorous interaction with candidates, ensuring input from key sectors of the university community that you take very seriously. Best wishes; we in the trenches understand the importance and challenge of your task.
The new president should build upon current USF strength - innovation, diversity, patents	Funding is the major challenge. One of the solutions might be to grow larger number of companies based on USF technologies. Over the time this will provide additional revenue.	USF should capitalize on its investment into patents and innovation, National Academy of Inventors and entrepreneurial culture that emerged over last 5 years.	Dr. Paul Sanberg would be an excellent internal candidate.
Being able to connect with the whole campus. I got \$1,500 in moving expenses for my professor job at USF. Then I learned I had to give \$500 to the campus before I started work for my parking pass. I had to return 1/3 of my moving expenses before I got a paycheck. That kind of thing, it may seem small and petty, but it is not. New professors are swimming in debt. It is an indicator of higher administration being totally oblivious to the realities of the people who work at USF.	Infrastructure. There literally was not a sidewalk that connected campus to MOSI. When I take an interview candidate to lunch I have to tell them we may not be able to park when we get back from lunch. Secondly, you need to have more money trickle down to professors. I was told to buy my own printer paper. My office doesn't have a phone. That is insane at a multi billion dollar institution.	Every good professor that started with me has left the campus for other universities with more support and less pressure. I loved many things about being a professor at USF, but you did many dumb things that caused me and every other good professor I knew to leave. This is why you have so many professors who have great research but can't speak English well. My department had not tenured a native English speaker in 10+ years. Alumni don't have warm feelings for professors they can't understand.	You are messing up bad on the alumni networking. I left USF for a rich private school. They worry about overall happiness here, for business reasons! Alumni donate more money if they remember college as positive. USF felt very dreary and robotic to me. Dean Whatever from Arts & Sciences would openly say professors are easily replaceable. "Professors" are, but good professors are not.
High energy and an understanding of what it takes to be an AAU institution. Someone willing to make substantial changes if necessary.	State funding and a lack of ability to raise tuition.		Good luck!
Academic experience, business experience, political ingenuity, patience and emotional balance, forward thinking (entrepreneurial) yet grounded/realistic, data-driven, transparent, and a good sense of humor.	The largest issues are within the state, whether it be changing criteria regulations or funding. National issues pertaining to the utility of education and corresponding costs. Focus on research, yet shrinking available funding.	In general the faculty, staff and students are dedicated to the institution and area, which is a huge strength. Need to stick together. Local industry needs to continue support, look for enhancing existing and new collaborations. Opportunity for external collaborations, other states and global.	Do not envy task, is heavy lift. Utilize USF community if/when possible to obtain feedback and/or guidance.
Research-oriented educator who can navigate political environment as well as negotiate with union, handle PR, lead executive team, envision new programs while slicing /changing those that no longer work. Need someone who does not manage by fear, someone who can hear ideas that might be contrary to his/her own.	Logo disaster is creating a PR issue, particularly among alumni and the University marketing team is a mess, a group that needs to be cleaned out Funding is a never-ending challenge Disruption in the higher education industry is ahead....need someone who can see it, forecast and envision solutions Faculty turnover is ahead as USF faculty ages and replacements are expensive Mergers of the campuses will create challenges and could jeopardize preeminence	Some of the challenges are also opportunities. For instance, aging faculty means fresh, energetic young researchers can bubble up. Disruption is ahead and if USF would spend some time trying to forecast challenges and opportunities the technology of tomorrow could bring, would be a leader Retaining good deans seems to be an issue but also presents opportunity...to bring in more deans like Limayem and DeLuca and get rid of deans like Eisenberg and Serovich	Thank you for taking time to ask opinion. One last request - scrap this logo mess before too much money is spent needlessly.
Someone who is committed to the faculty who work tirelessly for USF	Keeping highly productive faculty		Please pick a president who supports and encourages the faculty.
That the candidate be an academic with a PhD; that the candidate have previous experience in higher education (preferably as upper management/leadership at a large public research university); ideally I would love to see a candidate that had some element of diversity to represent our extremely diverse student body and the needs of the university in the modern world	Decreased state funding; the need to distinguish ourselves from the numerous other public and research universities in Florida and across the US; the pressure from the BOG and state legislature to meet somewhat arbitrary metrics that do not allow students or faculty the space to excel in their careers	We have a tremendous asset in the diversity of our student body and the high quality of our faculty. It would be an enormous loss to this university if someone is brought in from outside academia to lead this university in a manner that seeks to transform an institution of higher education into a model of corporate efficiency that imagines the university as a trade school.	
We need a leader who cares about all disciplines in USF. Someone who will pay equal attention to the social sciences and humanities and not just focus on medicine and the natural sciences. A great University pays attention to all its components and supports the less affluent units.	Going forward, the ability of USF to sustain the preeminent status is important, given the consolidation that is about to take place. Resource constrain is a major issue that has faced USF, like most public Florida Universities. How best to focus on the core values and strategies goals of USF while avoiding the over commercialization that has come to characterize many Universities of late is a challenge. We need a leader that understands this challenge and can take USF to higher heights.	USF is a Carnegie designated community engaged high impact research University situated in a great metropolitan area with global outreach. The University focuses on student success and has high economic impact in the Tampa Bay region and Florida. Going forward, the University has the opportunity to adequately resource its faculty, especially those in the social sciences and humanities who are for the most part ignored, to enable them contribute substantially toward USF's global outreach.	Expand your search to include highly qualified diversity candidates.
			I am very disappointed to see the poor representation of women on this selection committee. Five out of 15 is very weak. Additionally, to see that the older members (not current students or recent grads) are all white men is a further cause for concern. USF is a most vibrant and diverse community and you are not including those voices to be properly represented in the search. It appears that we are on the way to electing an old white guy to lead the university.
The new president should have a very strong academic background, excellent research credentials, and ample experience managing academic units at the level of AAU.	Maintaining the core academic values of higher education, as the main mission of the university in service of the community.	Improving the research standing of the university and meeting the AAU standards, with the long-term goal of AAU membership.	
			Already responded; this is an additional note following discussion at the Tampa Faculty Senate, 11/28, re: vision in relation to changes in higher education. The search firm leader went quickly to Michael Crow as the primary exemplar of a leader defining an alternative model to AAU. But I quite agree that the AAU goal has been very productive, and we should not drop it outright, rather strive for a hybrid, fostering, too, the development of diverse approaches that will make us more adaptive.

Presidential Search Committee

Community Input Survey Results - Staff

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
Transparent, someone who will listen, and take into consideration the opinions of the university as a whole. Someone who will not impose just their ideas on the university community. Someone who will continue the funding efforts, but also someone that will be interested in the student, and staff community issues.	As a staff member, I am looking forward to having a president that will take care of the employees because if you have happy employees the rest of the issues are resolved more easily.		
Understanding of changing FTIC demographics, appreciation for the lived experiences of our students, emphasis on collaboration among departments, ability to find funding and resources outside of state and federal funding, desire to admit students from the Bay area and state of Florida, better staff to student ratio.	mental health of new generation, increase diversity, making USF a home for transfer and commuter students	Strengths are quality of current staff and faculty, increased investment in technology, and increased recognition in state. Opportunities include to highlight how USF is outpacing FSU and UCF, decreasing the USF shuffle through better staff ratios, and reviewing existing policies such as 36 credit hour major declaration.	
Obama's looks and personality.	outdated curriculum not preparing for the real world.	More hands on experiences.	Darren Gambrell from USFSM would be a great candidate
Engaged, community-involved, forward thinker.	budget constraints, technology innovations	strengths: diverse culture, welcoming campus, veteran friendly opportunities: technology innovations	
Approachable; accessible; visible; collaborative; articulate	supporting research initiatives by providing funds/grants for more RA's and GA's to work with professors on their research	USF is known as a "commuter school", yet many do not attend the university due to the hindrance of commuting. There are professionals in the Tampa Bay area who do not avail of taking/auditing classes at USF, which is a loss to our university. Imagine if these professionals brought their knowledge and expertise into their classes of interest. USF must set up commuting services between their campuses, similar to BullRun, so that professionals and students can avail of activities/classes.	The person needs to have a vision of how to physically bring together the USF campuses so that students, faculty and staff understand what is developing and what is being offered on other campuses. The president needs to facilitate more integration.
Commitment to ensuring a living wage for all Staff; identifying redundancies system-wide; mandating yearly performance evaluations again with the onus and responsibility on supervisors; appropriate HR training for all supervisors (such as the Fundamentals of Leadership through Lynda.com)	current American political climate and the stifling of free speech and demonstration	this question is unclear	We need more than just a flashy figurehead to raise University funds; we need someone who cares about the folks who keep the University running
Defining strategic actions and fostering development of key personnel who will communicate and develop those actions in staff and faculty; Monitoring legislation that influences and or changes our mission; Caring for external, non USF members	Maintaining standards and improving quality. Measuring up to community and state citizens' expectations and laws that govern the work, while making sure those standards and changes result in a better educational experience for the students, future alumni of USF	Global is important. But I think local is critical. Incubation of ideas in Tampa, Sarasota, St Petersburg. Develop relationship with employers and providing business opportunities to grow small business USF alumni local entrepreneurs	Make sure this person wants to keep tuition costs low. Make sure this person wants to stay at USF for 7-10 years. It will take that time to see the fruits of this labor. Thank you!
Someone who connects with students, faculty, and staff and believes more in what we're doing rather than what is recognized from beyond the campus atmosphere. Someone who focuses on ACTUAL student success, rather than meaningless metrics to impress a system that will likely be obsolete after November.	Adaptability to today's student. The USF student body is unlike any that I've seen at any of my other universities, and USF's current ability to adapt and cater to the 2018 student is lacking extremely far behind. Someone with the foresight and experience in large, international, and non-traditional students is a must.	USF's major strength and major weakness is its diversity. Weakness, simply only in how we embrace it, both as students to one another and from the administration down. Another strength is location, availability of majors/programs, and quality of faculty/staff. An important "opportunity" for the next president is to invest in the staff/staff culture to keep them from leaving, something the past administration has lacked severely.	I'm very excited for what may lay ahead for USF if they get this search right. I believe the next candidate must be very different, if not opposite, from the current administration in investing in students and staff alike, instead of driving a metrics heavy agenda that often neglects the overall wellbeing of students, inhibits actual student success AFTER college, and neglects any efforts from faculty/staff to make students' time worthwhile on this campus.
Transparent, authentic, international perspectives, experience working in a multi-campus system, both academic and nonacademic experience.	Brand/reputation; internationalization, antiquated policies and curricula, non-cohesion in system,	Opportunity: specialize. Be known for something, rather than trying to be everything. One can excel with a focused mission and cohesive programs, but trying to be a one size fits all institution neither lends to excellence nor to reputation	While USF has made strides in metrics, the new president will need to be an exceptionally strong leader to lead the system through the execution pieces of consolidation. This will require tireless effort and someone who can champion this effort and not merely bulldoze it through. The new president needs to have the ability to lead people to believing in this institution, to be a strategic leader but one that everyone in the system can also rally behind.
Integrity, honesty, devotion to mission, a sense of fairness for all of the USF community, diplomacy, belief in the value of education.	Finance - supporting staff and students equitably; Dilution of education - the incursion of business goals and models obscuring the value of the humanities; Safety - ensuring that the university maintains an non-exploitative environment that is mentally and physically safe for students and staff.	Continuing growth is important as long as the infrastructure can be developed to support the growth. Providing students a path for personal enrichment without arduous restrictions on course requirements and fixed years of schooling for education. Continuing to serve an age diverse population rather than focus on traditional undergrads.	Please hire someone who will respect all the campuses and provide for the regionals to grow with their communities and not at the expense of the Tampa campus.
Open-minded, forward-thinking, compassionate, thoughtful, risk-taker, non-traditional, collaborative	From my perspective, USF is thriving. I think the greatest challenges likely lie in internal squabbling, egos, and people stuck in out-dated modes of thinking	It's status as a world-class research institution; its forward-thinking, youthful character; and its diversity in terms of people and programs	Part of the reason USF is successful is that it is a great place to work, where people are empowered to succeed. We need a president who will continue to encourage and empower employees and promote a healthy work-life balance to maintain the positive working atmosphere and attract and retain the best employees.
A warm people centered individual with keen intellect will be needed to guide the complicated undertaking of consolidation. I am hopeful that the individual will treasure the value of a global focus to the university and want to build on our current strengths.	Salary costs to keep and attract the best and brightest individuals on our staff/faculty - but balancing that with trying to make higher ed affordable for our students.	We need to keep focused on changing job market and preparing our students for a high tech and global workforce	Please make sure the individual is not just a good interviewer but has a proven background that will help them "hit the ground running" and be a positive leader for our future.
Forward-thinking, educated, personable and well-connected within the community	The re-brand and recognition on a global scale, student loan debt, awarding scholarships, social media	Diversity, research, Preeminence	
TRANSPARENCY as well as a clear and defined track record of improving/implementing university policies in their previous institutions. Also the ability to unite all employees- a happy employee will work harder and not use phrases like "It's not my job" or "I don't know". In reference to consolidation it would be nice to have someone who can lead collaborations between all 3 campuses rather than have them compete with each other	Finding a balance of graduation rates based on quality of the student, rather than quantity of students. If everyone need special accommodations to graduate- how will they perform in the workforce? This will dilute the validity of a USF degree received by students who can actually perform duties in the real world.	Leadership within the community. We should lead by example on issues like sustainability and environment...as well as provide workshops to educate the public on these issues. Strengths of USF are that many of the students are local and will stay local so their education directly impacts their community	If we want to increase the number of STEM graduates...how about we be honest about the pay in these fields. Other than technology and engineering the science and math positions in our community pay around \$12-15 per hour...including our own institution! Why go to all that hard school and training when you can pack boxes for Amazon for more money??
Someone who understands the big picture, but is not afraid to get his/her hands dirty to try and resolve some of the lesser publicized issues on campus (like lack of parking and crumbling infrastructure).	Deferred maintenance on our buildings. We have students going to classes in buildings that were built when the University was created. Bathrooms with dirty/shoddy tile, no hot water. We have been told our drinking water is acceptable for a 3rd world country.	Forget about building a stadium and work on the campus infrastructure.	
Virtuous, inclusive, Transformative Leader	Cost of students to attend, competition with other state universities	Cohesive organization, unified mission statement, research innovation	We need a president not opposed to the idea of divestment from unethical industries - student ethos demands it
Visionary, inclusive, cheerleader for USF	We do not do a good job of getting out how great our academic programs are, especially to local potential students. Most high school students in the area think of going to UF, UCF or FSU. We could invest more locally - commercials, billboards, on campus high student opportunities - to excite of local talented teens. We are well kept secret still. USF is like the consumer reports best buy.	We have a great campus, excellent research opportunities, and a developing campus life.	I am an alumni (class of 1999 COM Ph. D. Program) as well as an admin employee in the Tech Transfer Office. I love USF and I am proud of my education and work. I want more people to know how amazing USF truly is. Not just reporting out metric stats, but a campaign of what we do right - Medicine and Engineering are so strong, as well as our business program. These programs should be promoted more.
The new president should have the ability to effectively work with the surrounding communities of the USF system campuses, the charisma to attract and retain donors, the foresight to make long-term strategies for USF's success, and previous experience as a university employee(not necessarily USF) so that they have a working idea of what's best for students, faculty, and staff.	Academically, our challenges lie in maintaining preeminence with the re-unification of the campuses in our future. Athletically, our challenges lie in making USF a "final stop" school, rather than a "stepping stone" school. We can only accomplish this by funding a football facility and, much later on, a stadium. Infrastructurally, many colleges need better computers to be able to do their best work, and our library is sorely in need of more supplies. I'd type more, but I'm out of room.	Our strengths are that we have a passionate alumni base and we have attracted some of the best and brightest this planet has to offer. Areas of opportunity are TRADITION. I know our new branding says otherwise, but we need more traditions if we want to be taken seriously, even as a newer university. The Herd of Thunder has some, and I know our Traditions office works hard, but we just need...more.	The continued success of our great University depends on your judgment and insight - PLEASE make the most of this valuable opportunity and of the trust we have placed in you. Also, if you could change the colors of the new branding (horizon is HIDEOUS), that'd be great.
Straight talk that does not spin the truth. Transparency and clarity in expectations, goals, and decision-making. Earnest respect for others across all levels of the institution. The ability to confront reality and take on the "undiscussables" in a manner that builds trust that this position understands the weight of the work it asks of his/her constituents. Commitment to accountability and a track record of achieving results without compromising values and ethics.	Access paired with the numerous performance-based funding metrics. The working student: one who works 30-40 hours/week and enrolls full-time.	USF faculty, staff, and administrators have a "can do" attitude that has served them well and will continue to do so. We are not intimidated by challenges and rise to the occasion. As research funding shifts focus to new areas such as aerospace science, USF will be there.	
I believe the 7th President of the University of South Florida should possess a vision for the university. They should have a passion for education but a greater passion for people and community! I believe they should be humble enough to listen to students, staff, faculty, and all other USF personnel. And strong enough to make courageous decisions and lead USF into unprecedented levels of success!	I believe matching talent with careers is the major challenge. Opening the minds to students of all ages to more career paths and interest.	Our diversity is definitely a strength! The location of our campuses is an absolute strength! And the path that leadership has brought us to thus far gives the opportunity to continue the trajectory of the type of university we are and can be into the future.	Brian Lamb for president!
Integrity, academic credentials, business experience, government experience, have taught in the classroom, and have years of experience in fundraising and research			
vision, creativity, ambition over tradition	Budget's are inadequate to accomplish everything we seek to accomplish.	Our focus on students and research.	Please, no politicians.

Presidential Search Committee

Community Input Survey Results - Staff

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
Open, understanding and forward thinking in terms of Clinical Research. Thanks to our current and soon-to-be past president, we have had tremendous growth as a research pre-eminent institution. A commitment to Clinical Research, especially financial backing, is important to staffs and students alike.	Budget constraints and cuts.	Most certainly, clinical research, which has the potential to give way to growth to the university and non-directly involved departments as a trickle-down effect.	Student-staff member, so I have a unique perspective and have seen USF grow in major ways over the last 6 years.
Young, innovative, trusting, transparent, student oriented, school pride, and personable.	Parking has been a challenge/issue for many years. We keep hiring new employees and admitting new students but no additional parking spaces.	continuing to be innovative and advance in technologies.	
Dynamic, Innovative, Achievement Oriented, Focused, Strategic	Balancing the competing priorities of student success and research	Maintain clarity of vision and strategic goals	Search should encourage applications from candidates that reflect the diversity in our student population
Energy, dedication to academic excellence, understanding of running a large public university, ability to help fix the problems USF is currently experiencing.	The administrative structure is highly inefficient. There is too much overhead and not enough flexibility in the system to adjust to the needs of a growing university.	USF is an excellent institution for applied studies, and excel at this above and beyond other Florida institutions. Being located in the Tampa Bay area, USF has the ability to reach out to a much larger community.	We need someone who can help guide USF through growing pains and to help fix inefficient and redundant policies in administration. They should also have a focus on both students and progressive research.
Strong vision towards the future of higher education, balanced of care for students, faculty AND staff. Commitment of continuing a strive for AAU status. Fairness of all campuses and not showing so much favoritism toward Health.	Funding both at the state and community level. Consolidation will bring many challenges in that campuses do not want to re-merge. Been there, done that! The legislature should not dictate to universities but rather guide them in direction.	We are a young institution; we have many areas of opportunities in different venues to look more to current trends rather than traditions.	thank you for serving, you have a tough job to do. This open communication of asking all concerned of individual thoughts is enlightening and appreciated! This university is not just run by administrators or faculty, but staff (both Staff and Administration employees) keep the pieces together.
A young person would be refreshing, integrity and a willingness to listen to students and staff would be very beneficial.	Major points would be to retain preeminent status. Somehow make the cost of education more tolerable for students.	Get a football stadium built, within financial constraints.	Please do an exhaustive search and do not settle for an inferior product, as is often done at this university.
The president is the main figure head for the organization. They need to be poised, have excellent communication skills, work well with community leaders, peer institutions, the board and the legislature to build relationships. They need to be a champion for those in the trenches doing the daily work.	The impact of disruptive technology. Moving technology platforms to the cloud, enhancing IT infrastructure in classrooms, and providing 24 X 7 support are three examples. The balance between funding cyber security and technology enhancement costs while reducing student costs is difficult. There is also a need to enhance administrative systems to remain secure and productive and retain key talent.	USF is a relatively young institution and we can be more agile than many older institutions. USF has an incredible devoted team of faculty and staff which have brought the institution numerous accolades. But this has been difficult since USF has not replaced student systems and administrative financial systems which are no longer meeting the needs of the organization.	
Personable, approachable, well educated, knowledgeable regarding issues of Florida students	Cost, lack of jobs for non-traditional degrees	Strong, academically focused school, research quality	
I would like someone from a higher education background who has spent their career in higher education. So, they are better aware of the challenges faced, compared to someone from the world of politics or the for profit business world.	Shrinking funding from the State with costs increasing and Competition from other Universities	Increasing our brand recognition to be more competitive with UF and FSU. Increasing the amount of online classes to better serve individuals currently in the workforce	Please do not hire a politician like FSU did. We are better than that.
Someone who is committed to continuing the work done by Betty Castor and Judy Genshaft to make USF an institution that serves and represents the needs of all students, particularly those underrepresented in higher education. One of the reasons I am proud to be a Bull is that the university has been led by strong women for a generation. I would love to see the search committee select a person of color and/or person representing a gender minority to continue that history.	As USF seeks to maintain its preeminent status, it must strike the balance between achieving excellence and continuing to serve a diverse student body. I would like to see a leader committed to ensuring USF serves Pell-eligible, low-income, and minority students.	USF has definitely created a name for itself regionally as a hub for innovations in technology and healthcare. I think the Tampa Bay area has the potential to grow as a leader in these areas, with USF as a driving force. That said, one of the things USF will need to succeed in this area is a more robust public transit system. I would like to see a University president who does not shy away from speaking out about policy issues like this that impact the university.	
honesty, personable with ALL levels of students, faculty and staff, ability to say what he/she means and means what he/she says, NOT get politically involved, have the best interest of students, faculty and staff when making difficult decisions. Be fair — no exceptions to rules.	opportunities for students to take on line classes keep costs down, as they continue to rise- for classes, activities, student involvement etc. 3. keep staff salaries competitive and hold leadership accountable for their positions/duties.	presence in a popular area, that students desire to be in connection to the Tampa/Orlando area and its wonderful attractions/locations, etc. research driven institution is a definite plus multi-cultural and diverse campus	keep the process transparent and open discussion make sure to check the background and past experiences of any top candidate to be sure upfront about any "skeletons" in a closet or any past inappropriate actions/behaviors. review financial information; does the person make sound financial decisions based on good judgment.
Th diverse student, Faculty and Staff body and identifying the growing needs and demands of the ever changing work and school environment.	Job placement and working with industry to find what skill are needed for student to be successful within the work environment.	Understanding the changing environment with regards to work, school and personal life goals/balance.	Candidate that is open to changing the standard of what work and school experience mean for a future driven society. To understand that more and more companies are allowing there work force to work from home to help with city congestion and pollution issue.
The new president needs to be USF-focused taking into account all internal constituents (i.e. faculty, staff, students) as well as the community's view of USF. I believe President Genshaft has elevated the image of USF in the Tampa Bay area to one of prominence and a valued community asset. The next president needs to have the strength and fortitude to fight for USF in Tallahassee to ensure we are considered equal with UF and FSU.	I believe the three biggest challenges facing USF right now are the consolidation process, next tier accomplishments (i.e. rankings, AAU, etc.) and maintaining a strong presence to keep us equitably aligned with the other major SUS institutions.	I believe USF has become, under President Genshaft's leadership, a valued and premier community partner / institution in the Tampa Bay area; I believe this needs to continue to be leveraged.	
Strong academic background leading a public research university at a position no lower than a Provost.	Regional campus' delusions of independence and grandeur. The new president should fold them completely under USF's leadership or cut them loose as independent universities or campuses of the local state colleges. Autonomy has not served students, USF or, in fact, the campuses well at all as evidenced by data.	R&D prowess is a major strength. Service to underrepresented students is as well. USF's best opportunity for advancement is to get consolidation right or cut the other 2 campuses loose. Too much time, money, and headaches are invested in trying to grow two independent campuses that have — if any brand impact at all — a negative one for USF overall. No company would spend so much time and energy focused on its tiny offshoot locations at the expense of its main HQ and respected product line.	
Besides the technical qualifications, I think it is very important to bring in a President that will improve the culture here at USF. I know our primary focus is our students, of course, but I would really love to see good open collaboration and team work between departments here at USF. I believe USF would benefit from adopting a team mentality and from my experience cultural changes such as this work better from the top down.	We are constrained by our budget in so many ways. From technology to the salaries we pay- it is a constant challenge. I also believe we should expand our college credit benefit to our immediate family. We've lost good employees who have chosen to work at other universities because they extend the benefit to family but we don't.	The caliber of faculty and staff we have at USF is a definite asset. It is one of the reasons I've chosen to stay here at USF. I love the people I work with and enjoy the flexibility we have working here vs. a corporate environment.	I think overall this University would benefit from a President that is a "people person" who values our faculty, staff and students- and not just numbers. I believe this will not only set a better culture at USF but will also assist in retention of our wonderful faculty and staff.
Continued visionary leadership; commitment to diversity and inclusion; business acumen toward efficient and effective processes; statesmanship - representing USF proudly; team-building as we become One USF; scholarship and an appreciation for both arts and sciences; highly invested in student success in all forms; supportive of both the academic faculty and the student affairs-student success services and staff; someone who listens north/south and east/west within USF.	That we don't compete to keep talent; attacks on diversity; that politicians are making decisions without data; that politicians in FL appear to "block" USF's advancements.	Our workforce community; student success outcomes; career readiness advancements; world-class programs, research, and scholarship; an undeniable spirit and ambition. Opportunities would be those things that help us to level-up as we seek to retain pre-eminence, Carnegie reclassification, AAU status, and other benchmark recognition for outstanding academics and programming.	Big shoes to fill, but also a big opportunity to bring in an innovator who also knows how to maintain balance. Thanks in advance to the committee for the important work you'll be doing for USF!
Innovative; charismatic; determined; adaptable; internationally-focused but also community-driven	decentralization; lack of effective campus-wide communication; lack of centralized repository for faculty research/activity data - not only funded activities	innovative faculty; diverse student body; high standards of excellence; strong support for global activities	Our new President must have a desire to strengthen our ties within the local business community and among our institutional partners. She/he must understand the importance of strengthening our international reputation, growing our diverse student body, and pushing our status as a global research university.
Someone who is passionate about higher education and the success of not only students but faculty and staff. Someone who has proven leadership in a similar setting. Someone who can bring new ideas to USF so we can continue to grow and have a positive impact on the community while providing quality and rigorous programs to prepare our students for future success. Someone who can break the norm of USF being just "another State School in Florida".	Honestly, the USF internal systems are the biggest problem in my opinion. We need to have more user friendly systems across USF. Our internal systems should talk to each other. We are so inefficient it blows my mind. I've worked at other universities who have amazing integrated systems and are able to help students at an alarming rate because of them.	I think we have made strides with making a name for USF in our community. I think we have some pretty strong programs but also believe we have some programs that are dated and should be reevaluated. As far as opportunities, the big one I see is an investment in employees. To be frank, we need better pay. The pay vs cost of living in Florida has increased but pay levels have not. USF invests in many things but rarely do they invest in the people who make this university function.	Best of Luck!
A willingness to listen first for perspective and understanding from others. A deep and genuine interest in furthering the education and goals of our students and alumni. A willingness to partner with USF IT to improve our efficiency and effectiveness as a university for our employees, faculty, and staff. This could include an interest in predictive analytics just as well as in new technologies, such as virtual and artificial reality programs and equipment for classrooms and campus environments.	Rising cost of education for students, our ability to be transparent with them in terms of that cost, and our ability to provide solutions for that issue that positively impact students, staff, and faculty collectively. Also, an increasing need to focus on the sociological aspects of the campus community, specifically the students. We are attentive to the metrics that inform our ability to gain and ensure the graduation of students but need more insight into behaviors, interests, & motivations.	We have a strong new direction in the marketing arena and I believe this will continue to prove very helpful in all areas for the university. We should continue strengthening our brand and broadcasting our name in alignment with the benefits of our university to the public.	Good luck in your search! I know you will find a great leader for our university, and hope the process is seamless and the results take us in towards the next great direction.
Forward, aggressive nature to continue to bring USF forward as Dr. Genshaft did.	Obtaining external research funding. Becoming a prominent research center.	Large, multi-disciplinary university. Many excellent research facilities.	Please do not select a leader who will be lax about continuing to move our university forward.

Presidential Search Committee

Community Input Survey Results - Staff

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
Innovative, Business and People Smart (balance financial with human needs); Ability to expand personal leadership style to collaborative; awareness and use of Appreciative Inquiry, Senge's work on causal loop analysis when problem solving issues	Homelessness of students - many are couch hoppers and are struggling to maintain in school. Perhaps increase the use of interns, part-time work/study programs	Opportunities - STEM (this is ongoing); use of the unique settings of the campuses to match learning opportunities (i.e. Saint Petersburg and Marine/Geological Survey, etc); Early Childhood, specifically birth to five (more research showing the impact of interventions prenatal to three for children and their caregivers) - extend research and provide learning lab for early childhood. Leadership and Inclusiveness are strong on campuses and having difficult conversations leading to solutions.	
Diverse, strong leader with documented leadership capabilities.	Lack of focus on a growing post traditional population. Still very FTIC focused at USF. We need to be proactive in determining best methods to ensure ALL student success.	We are preeminent and cannot turn back. Support from line staff, such as Academic Advisors (better pay, better advisor to advise ratios, specialists). Advisors made the difference in the quality enhancement movement.	Advisors and others who work directly with students keep the ship running. The deserve more appreciation than what they get.
I enjoyed Judy's drive, but I would like to see that drive in combination with someone who is a little more accessible to the population. I know that Judy was extremely busy and faced harassment from students, but I would love to see someone who can be seen around campus more frequently. And even though I appreciate the push to use data and numbers to break through barriers, I would like to see someone who emphasizes support and care for all departments, not just high achieving and noteworthy.	I think USF faces several challenges. We sit in a strange spot. USF was created to serve the local community of Tampa Bay, primarily underserved and low-income students. I think USF still does a great job of supporting these students, but I don't want to see them become lost amongst the inferiority complex that seems to plague us as we try to be on a playing field with UF and FSU. I would rather see us embrace our own identity and be unique.	I love that USF is a newer institution and leaves a large space for growth and creativity. Even though I am not a fan of the slogan "Combination over tradition," I feel as an employee that I have room to change things and be innovative with a really amazing population of students. I think we have the opportunity to be truly unique. I would like to see us focus even more on the students.	I want to see a president that can create a really solid foundation before we keep pushing forward in some other arenas. We have buildings that are falling apart, some (but not the majority) terrible faculty and advisors, we don't have enough advisors, we have a very real issue with parking, and student government continues to cut money to student life. I want to see a president who can guide their employees and gain their trust and doesn't worry so much about outside appearances right now.
A distinguished individual that cares for the growth of the university, but also cares for the students and employees. I believe this person should be from a STEM background as this I believe is where USF excels in the academic setting. This person needs to be a great speaker, motivator, and face of the campus.	The biggest challenge I see for USF will be the consolidation of all 3 campuses, while maintaining the preeminent stature we just received. Another major challenge will be working with State lawmakers to allow us to request Local Fee increases. I don't believe our university can continue to grow and keep up with inflation without raising the fees needed to pay for these programs. It will also be important to keep pushing for more E&G across the board.	I think USF is in a great position to climb to the next level of a great research university. USF has grown very fast and we need to keep the foot on the pedal to reach the strategic goals of the university.	USF is a great institution and place to work. I received my MBA from USF and currently work for this university. One thing I have learned is that the personality of the CEO/President of an organization will permeate down to the lowest employee. Please think about that as you are making your decision, as this decision will affect all stakeholders associated with USF.
A proven leader. A person who has compassion for the students and the employees of USF. A person with vision to take us into the future and build on what has already been done.	A good number of those seeking higher education (masters and PhD programs) are currently employed full time and need flexible class hours. We need to be able to meet the needs of all of our future and potential students.	Past strengths have taken us to where we are today. We have the opportunity to continue on this path and build on present successes.	Hire a person who has a vision for USF and not themselves.
Visionary leadership, collaborative problem solving, ability to inspire confidence through the challenge of consolidation, creating a bold strategic plan for the future of USF, building on what President Genshaft started.	Understanding and Embracing our identity. Too much growth, too quickly, and without strong support structures to ensure long-term success in that growth. Not enough investment in the mid-level people and systems needed to sustain the growth and demands for increase and improvement. Bringing all three campuses together into one, cohesive USF.	Strengths: Many passionate, hardworking people work here, who are rooting for USF and want to be part of a great university. Increasing investments in our academic programs. Diversity of the student body and student programming, that is not just "lip service". Opportunities: A systematic review of every operational area, assessing strengths, resources needed, and opportunities for investment and streamlining. We do a lot like we're still in 1990. It's time to upgrade.	I would like to see a president with proven success leading an organization through periods of change and growth, with a strong higher education background, preferably with experience at a metropolitan state school.
Educational background - meaning has worked in higher education - student focused - forward thinking - technology driven	Archaic record keeping system and processes - USF wastes a huge amount of paper in my opinion. For such a large institution, the technology is not good in regards to student records and registration.	Affordability	
Transparency, Integrity, Innovation authentic, capable, focused	Student Loan Debt Crisis, Safety on and around campus	Research Innovation	N/A
Understanding of research including grants, clinical trials, and intellectual property.	Lack of alignment		
Dedication, fairness, consistency, high standards, and is an advocate for not only students but also the faculty, staff, and patients of USF Health.	Faculty and staff are not adequately compensated. Compared to other public universities in the state USF employees make far less. We've lost some amazing faculty and staff because of this.	Strengths are continuous growth, advancement in research, and diverse academic programs. Opportunities are to improve the USF Physician Practice structure, foundation, culture, practice, and its standing in the community.	
Honesty, accountability, cultural competence, promote fair and equitable pay rates across USF departments, desire to foster an inclusive campus culture, desire to back student-centered initiatives	Making education and services accessible to everyone. Focus on utilization of technology for access, process efficiencies, and cost-effective solutions.	Continue to provide accessible education for surrounding community, acquire AAU membership.	I would love to see the future president be someone who is local and already understands the community and USF's place in it.
Commitment to education, commitment to research, supportive of staff (not just faculty)	Consolidation of satellite campuses, maintaining Preeminence	Keep growing the research portfolio and making more classes available online	
Forward thinking, willingness to listen to frontline employees about needs and recommendations not just senior staff. Extremely aware of the student needs, especially undergraduates who are the bulk of our population. Keeping the campus climate positive and diverse.	state funding cuts and the rising cost of tuition	tap the assets you already have. Instead of hiring consulting firms and buying software, ask your frontline employees about how to become more efficient. Map the student lifecycle and processes to remove redundancies and make work easier and faster and more student friendly.	Freeman Herbowski from UMBC would be a phenomenal choice. He is very student-focused and is willing to try new things and not rest on the status quo.
Importance on collaboration among campus groups and community partners as well as other peer academic institutions. Innovative approach to problem solving and the ability to think outside of the box for challenges that may be unique to the USF community.	Resources for a robust infrastructure to keep up with the demands from a student population that has moved away from the traditional delivery of courses, more rigorous compliance and monitoring of research enterprises, and the emergence of technological advances that both create efficiencies and risk such as data breaches.	Our current rankings and standings afford us an opportunity to build a strong, knowledgeable infrastructure base that will be needed to continue our current momentum.	
transparency, someone who wants to be out in the USF community and meet the staff in different areas, someone with forward thinking	affordability, access, oversaturation	keeping in line with the 4-year graduation rates we've already been working on	
For me I want a president that understands the needs of our Veteran student population. It seems like a small population of students but they bring a lot to the table for USF. The Office of Veteran Success has been ranked in the top 5 nationally for the past 5 years. Do not lose that momentum to help take this opportunity to help those that served for all our freedom.	Not wasting the time of students with extra classes that are not needed but making sure the core classes are taught by professors who care about students success. And of course parking! :)	The opportunity to continue to be the #1 military friendly school in the US, by continuing to be the leader for community engagement to help veterans with their transition from USF into corporate America. We want to have programs that other colleges strive to be, help us do that.	
Honesty, integrity, flexibility, bold vision for the future.	Escalating tuition costs	We're a young university with a lot of room to grow and improve.	I know we place a lot of emphasis on having students graduate within a specific number of years, but I think we ought not to forget that there are non-traditional students who cannot do that. We need to appeal to those students as well. I often feel that those students are forgotten in the conversation and would hope that the new president would include them.
Someone who is engaging, determined and creative. I also think someone who wants to continue building USF's tradition and foundation is important.	Access, Finance, and realistic expectations for the student population.	Forward momentum, increasing recognition as a research institution.	
Ethical, Strong Leader, Empathetic, Humility, Inclusive, Innovative, Visionary	Changing metrics. USF's ambitious goals for growth paired with the strategy, timeline and efforts to meet those goals.	Ability to take risks due to our young age and entrepreneurial spirit	I liked how President Genshaft was very involved in a variety of affairs across departments, levels and interests. I hope the new president will embody that same level of commitment and involvement.
Friendly, warm, smart, knowledgeable, kind, transparent, and visible	Student Government's power should be limited, refocusing on a student-first mindset across the University, enhancing structures that the University runs more of a community than a business. Employee opportunities for professional development.	The community for faculty, staff, and students.	
Someone young and dynamic who will define USF by his/her own character, and someone who can think objectively without being driven by personal idiosyncrasies or pressure from isolated political factions.		Diversity is a strength, along with research, academic health and low tuition.	
Someone that is eloquent in speech. I believe those in positions of leadership must be adept in strategic business planning and financial management. Someone that is knowledgeable in Florida's robust culture.	Finding a way to upkeep our foreign national student population amongst all of the political changes. Funding to support higher education is lacking. Hard to maintain quality staffing personnel with low wages.	I think continuing on the preeminent path is a good strategic move for the university. In order to continue on this path, USF needs to focus on Infrastructure, Updating instrumentation, and attracting world-class scholars and prospective students.	I think moving forward with the initiative and vision to have USF be a leader in research development will be important to enhance the accomplishments already received. Coming up with a strategic plan for USF to update infrastructure and instrumentation would be paramount for institutional growth. Enhance the overall quality of instruction by permanent faculty lines, and increasing budgetary support to departments and colleges university-wide.
Trust, inclusiveness, visionary and community minded	Keeping access to the USF System on a sustainable track to keep pace with a diversified student population.	The history of USF is still being written, so it is completely upon the University to set the right course for success of the students.	Trust is the key to a successful university president. Trust from within USF and from the community. Without that key component, USF will have a harder time reaching its goals of student success.

Presidential Search Committee

Community Input Survey Results - Staff

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
Aside from the obvious- putting the needs of our students first and possessing a genuine love of learning - I think the essential characteristic of our new president should be judicious objectivity: being a good listener, a good communicator, permitting everyone a voice, exploring/weighting all options, drawing logical conclusions and making wise decisions for the benefit of all.	Largely depending on the outcome of the election, I suspect state funding for education may be negatively impacted in the coming years. Now that we have achieved preeminence, we must maintain our high standards to continue to compete with our peers to the north. My instincts tell me Floridians at large still regard us as "Number 3".	Apart from our reputation as a cutting-edge research institution, our strength lies in the power of our diversity. At this precarious period in our history, when we are the most polarized we've been since the Civil War, we must continue to set a shining example of what it means to be diverse: appreciating and celebrating our unique identities and drawing strength from one another by virtue of our cultural differences.	I can only speak for the "bubble" I live in at USF Health, but I imagine the same is basically true throughout the campus. We are a family here. We deeply care about and look out for one another. President Genshaft fostered this environment. I hope our new president will make the same commitment.
Besides the obvious? 1) A willingness to explore teaching TRUE life lessons to students (emotional intelligence, investing for the future, parenting, UNBIASED social responsibility, etc.) and; 2) Somebody more interested in an organic workspace aesthetic (spartan setups like what Dr Genshaft made a reality are for hospitals, not a workplace).	Moving into the next generation of educational models. Standardized curriculum and traditional lectures are proven to have alarmingly low post graduation information retention. It's because we're being taught the wrong things. Most people know it and so few are brave enough to do anything about it.	USF has the power to influence educational systems all over the country. The trick is recognizing how to influence in a way that is right for our students. We can be a forerunner of a new way of being for educational systems in America.	Government subsidy of educational costs create an opportunity for mandated curriculum, which in turn limit the ability of an institution to teach it's students something they can actually use. These are now the official way of being. These educational models no longer fit the need of our population, which is not met by learning algebra but rather by learning things like emotional intelligence and accountability. We prepare our youth for failure and make them work hard for it.
A strong leader that wants to continue USF's forward and upward trajectory	Budget cuts, millennial students, and the pressure to meet the pre-eminent requirements- retention and graduation rates!!!!	Getting into Power 5 conference (ACC instead of The American), making USF be a first choice for those that would normally look at FSU and UF.	Do not make this a political game. Nor spend hundreds of thousands of dollars on this search.
Global Leader, innovative thinker, invested in research	USF has become very risk-averse. As a result, we are not where we need to be regarding our international footprint. For a University our size, we should have at least 2 to 3 international campuses.	Our international community	Please make sure that the candidates have a strong international plan
Honest, hard working, dedicated to the mission of USF, interacts with staff and students.	I feel that since USF has become a preeminent institution, that the "average" students are being forced out of an opportunity for a good education at USF. It's great that the incoming freshmen have an average GPA of 4.7, but a lot of those exceptionally smart students test well but lack the personal skills to deal with people which is so important in many fields and are not the best candidates in the workforce.	Focus more on well rounded students rather than top test scoring students. This is a great University and I hope the new president has a vision to continue our upward track to becoming one of the best universities in the nation! Just don't forget the little guys who made this university what it is today.	
Kind, humble, charitable, focused, creative, competent, strategic	Keeping degrees relevant/future-proof in an era of Internet and globalization, artificial intelligence development, and monetization of data	Opportunities would include more integration with students in the economic development of the Tampa Bay area, actively placing student teams with current development initiatives with municipal, county, and state projects as well as commercial projects like Water Street.	I would encourage you to find a candidate that values the liberty of the student and faculty base to speak and associate freely and who will defend that liberty regardless of political climate.
I'm looking for someone who is innovative, but who also respects tradition. Someone who is a fantastic manager: approachable, offers good ideas, looks at all sides. Someone who wants the betterment of the university, not just while they are president, but for the future of USF.	Student challenges: high tuition costs; additional stress from outside forces (parents/children/financial) Employee challenges: lack of supervisory support; limited growth opportunities in current positions; 2% raises (only for admin, not staff), faculty raises/bonuses- not for admin./staff	Tampa is a great place. The football team is doing well. Statistics for our incoming classes are rising. We need to remember that good grades don't always mean well-rounded individuals. Many students who are graduating from undergrad are not prepared for the "adult world". We need to help prepare students for the job force/rejection/financial planning etc.	
Engaging, charismatic, highly intelligent and equally comfortable in the boardroom, lecture hall, and among faculty, staff, students, and community members.	THE MAJOR CHALLENGE facing USF today, is it's out of control organizational structure. The legislature has noticed this and has rightly required USF to consolidate it's accreditations. This needs to be followed by streamlining and reducing bureaucracy. USF is bloated and will not be nimble enough to deal with changing times. The new President must find a way to eliminate all the fiefdoms and get everyone on the same page.	USF's sheer size and breadth of operations/disciplines are advantages; however, the Titanic was thought to be unsinkable. Expert leadership and vigilance will allow USF to succeed. The search committee has the opportunity and responsibility to "get it right" with the selection of the next President.	Thank you for seeking input from the masses!
Qualities, hard working, motivator, tend-setter, vision-driven. Characteristics, tenacious, analytical, open and embracing. Criteria, student, faculty and "staff" success driven, taking USF to the next level of excellence, creating a curriculum that is employment driven. It is not getting students out, it is where they are placed when they graduate. Being the world leader is value-added, innovative, patented education. Be a path creator and leader.		Diversity, inclusion and intellectual eclectic culture. Open forum campus. Location. Improving on quality education. A good blend of a commuter and a traditional campus.	Although the president serves at one of the highest levels of administration, they must be one of the people. In other words, leads by example, see the hidden hues of the picture, and is willing to wade in the mud. One who can step outside the box, but still color within the lines.
The new president should have broad leadership experience and a proven record of bringing people together. A reputation of having integrity and honesty. Business experience; managing people and budgets. Community perspective and a willingness to help our underserved and minority populations through education. A passion to fight ignorance, bigotry, poverty, hunger, and our health care problems. Effective Communication.	We need to put our students and our community first. We need to increase diversity across this campus and find a way to help struggling students finish school with as little debt as possible.	USF's strength is that we are the top employer of the Tampa bay area. We have a large health care presence and can make a major impact on this community	
Student-Centered, Transparency, Open-Door, Seeking opinions of leadership/staff even if differing opinions... use those to make decisions in areas that those leaders are the "experts"	Very young institution, while housing one of nation's largest student populations. We need to refine our policies and procedures university-wide to make more seamless experiences for our students to more easily navigate.	Very young, which makes us poised to jump lightyears ahead of what many universities have taken decades to build. To do that, we need to be unified and develop stronger processes and policies to help our students and staff be more efficient and effective in their roles and paths.	
enthusiasm, drive and honesty	continuing to attract the best students and faculty and keeping it affordable so our graduates don't leave with loads of debt	building a public university that truly is the "hometown university" for Tampa Bay and beyond. We have so much to offer our community constituents but I don't always feel that is well communicated outside of the university.	
The new USF president should be a highly qualified and respected person with many years of experience in academic administration. they should be a proponent of diversity, technology, and research.	Support for first-generation college students. Having an environment that supports a diverse population of students, staff, and faculty. Diversity in race, gender, national origin, religion, socioeconomic, and political persuasion. The diversity of ideas is welcomed and celebrated.		
Integrity, Impartiality, Honesty The ability to separate the duties as USF System president from those as USFT campus president. This conflict of interests has created problems for satellite campuses for many years. Focus on teaching, not research and service. If the latter two are directly related to, or positively affecting the former - good. Otherwise, clearly prioritize teaching (and the quality thereof) when it comes to staffing. Maintain the integrity and distinct identity of each campus	Narrow-minded STEM focus - instead, we need to position USF as a haven for humanistic, holistic education of well-rounded, responsible earth-citizens. Legislature drives numbers and metrics; and USF buys into it with strife for preeminence. We are going down a dangerous path. Crippling financial dependencies overruling student interests and academic freedom, while staff workloads become unbearable are only the beginning... Climate change, and rising water-levels at waterfront property	The Tampa Bay area is uniquely positioned for marine and environmental science, as well as the arts. If we could now find a way to embrace ALL of our local communities and open ourselves up to servicing student populations with challenges as they explore college education, our future would be bright in terms of enrollment numbers (not entry-level test scores, and 4-year graduation rates); and a true community service relation could be established.	Ultimately, two positions should be created: a) USF system president; b) USF Tampa Regional Chancellor. The former's office and administrative cabinet should not be located in Tampa, but on one of the smaller campuses. Experience with system campuses might be a plus. Consolidation is bringing about many fears and discomforts throughout USF. Sensitive leadership and transition management will be needed.
Competent, forward thinking, open-minded, full of USF pride (one thing President Genshaft certainly never lacked!)	Identity. As a relatively young school, I think we have struggled to make an identifiable name for ourselves - and consistently changing branding attributes to this issue. Pride! As staff and a two-time alumnus of USF, I struggle with the lack of pride in not only the campus community, but the local community as well. Going into local stores and seeing gear from other SUS institutions, but no USF gear is incredibly disheartening.	Academically, the future is bright for USF. We also have the opportunity to be a Tampa namesake - which is something we should certainly capitalize on.	
Honest, academic background, woman and/or minority, budget conscious, considerate of staff, doesn't try to schedule the university as open on 12/24, good listener, willing to go up against politicians	Funding, conflicting priorities (e.g. wanting to build a new stadium while some academic buildings lack space and need major repair), difficult politicians	Diversity, room to grow,	I hope some money can be saved on a new salary and that money can be redistributed. I hope the new president is forward thinking, empathetic, and fair.
Someone who is honest, truthful, upfront, and open to the many faculty and staff that is employed for the University. Let a group of employees at all levels be part of some decision making throughout the University.	Not keeping up with technology in the workforce. We train students to be able to use computer systems and think of new ways to perform a job or task, when our Employees are having to use inadequate software that cause inefficiencies. With some investment in new software throughout the university, everyone can be on the same page and work more effectively.	Keeping the pre-eminent status for the University. Build a stadium complex for athletics to use as there own and not having to share with other sports teams. Sadly, most people know of colleges for their sports programs and not their academic reputation.	

Presidential Search Committee

Community Input Survey Results - Staff

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<ul style="list-style-type: none"> - established pattern of integrity and follow-through - person who can fundraise which requires a person to be animated and charming - balance between being an academic, researcher, and business person - committed to diversity AND inclusion - someone who can negotiate with politicians - demonstrates that she/he/they value staff as well as faculty 	Resources. We are a state institution in which most of our elected politicians graduated for other state institutions (UF or FSU) and make laws that benefit their alma maters, particularly as it relates to performance-based funding. In addition, USF does not possess the history and longevity of those institutions. The new president will have to come in, collaborate with the board of governors in considering (and potentially reconsidering) the mission and promote and grow the USF brand.	<p>Strengths</p> <ul style="list-style-type: none"> - USF Health - MUMA College of Business - Benefits for employees (opportunities for continuing education, 16 weeks paid maternity leave for faculty) - Patents and research - continuing to hire the right people 	The chief diversity officer of USF has been in place a short time. Might I offer that the university look to individuals who have more established track records regarding intentional inclusion (i.e. Stacy Phippen - director of OMA, chairs from the presidential advisory committees - COBA, CISOGI, etc.)
Hears the student voice Understands and supports student issues and the impact they have on shaping the future for the areas of concern Shows concern for staff equity and equality beyond the faculty	Staff value Support for students of varying race, gender and sexual identity Affinity to the institution		Moral is a concern across the campus. Providing opportunities for mobility and professional growth is needed.
Dynamic leader with a capacity to survey the internal and external landscapes, engage academic leadership (Deans, Department Chairs) to develop a strategic path forward that unites the entire USF community. Our next President should also be able to engage our local community, municipal, county and state representatives and be a strong advocate for USF in Tallahassee and higher education in Florida.	The FL Legislative mandate for consolidation is out ahead of our Presidential search. USF will attract a much better pool of candidate if the new leader has an opportunity to shape the plans for consolidation - rather than implement a potentially contentious plan developed by interim leaders (no REAL leader would be attracted to that job).	USF as an organization has demonstrated an incredible capacity to adapt in a relatively short period of time. I believe that is a real strength and unique in the higher education sector. We must also be careful to not over play our strength and ensure our performance can be sustained over the long term. It is entirely possible to over play a strength to the point it actually becomes a weakness. USF is at a real crossroads at this moment in time.	
Ability to have a strong comprehensive vision for the institution that is reflective of community engaged, student-centered mission.	Ability to be competitive in research funding. Increasing costs impacting student access.	Diverse programs with extended regional accessibility to serve large area of Florida.	
The new president should have a clear sense of the mission, vision and values of USF and be able to convey those ideas both on campus and off.	Consolidation will be the first challenge, and it must strengthen all 3 campuses and all 3 communities. Student success should remain USF overarching priority.	Tampa is an up and coming city. USF reflects the diversity and vitality of the community. USF's emphasis on experiential learning ties the research and global missions of the university to student success - that is a rare and valuable combo that differentiates a USF education.	Find someone who can energize the alumni and continue to grow research with stronger linkages to national labs and corporations. But choose someone who will put students first and foremost - that's the most important mission for the region's future.
Forward-thinking, leadership, community-oriented, energetic, kind, thoughtful, data-oriented, compassionate, loyal	Brand identity; Consolidation of campuses- creating one like-minded culture across all; Strong political energy Fluctuating funding	Energy and drive; Commitment to student success, access and a tremendous research enterprise; Loyal employees; Strength of faculty and academic programs; Consolidation of campuses	
Approachable, School Spirit, Devoted, Desire to know the people you service at all levels. Able to be firm and yet compassionate, Able to interact with the community in a positive way, A cheerleader for USF and will grow the USF Family as a whole, Everyone is looked at and heard.	Keeping compassionate, Devoted USF employees. Our appreciation for the ones that are giving their all to the University needs to improve.	Research, Diversity (the capability to try something different), Not a cookie cutter school. USF is it owns	Include prayer in each step of the process and if there is a red flag do not ignore it. Ask President Genshaft for input. She has been leading us for 19 years. She was all in and that is the kind of leadership we need. Someone who is in it for the long haul. Being President of USF is more than a job, it is an opportunity to make a positive/ good difference. You are building a legacy.
I believe a person with Fortune 500-level leadership experience would be beneficial. I'm certain a quality from the business world hire would be financially difficult, however, most challenges that set organizations apart come with a significant set of challenges.	<ol style="list-style-type: none"> 1. Cost in relationship to job prospects 2. Expanded degree options from community colleges 3. Many of America's issues (race relations, political divide) are multiplied on college campuses. 	<ol style="list-style-type: none"> 1. Location 2. Momentum 3. Powerful and growing alumni base 	Don't settle and use every asset available.
Dynamic, charismatic, focused, decisive, strategic, goal oriented, and, principally, an academic.	Continued student success, fiscal constraints, regulations, state funding.	Leadership at the top, passion, tone at the top, strategic management, goal orientation, achievement orientation and personal engagement with the students. We like to win on all fronts! Key opportunity: AAU membership!	Select an academic that lead a major research university with documented achievement in the areas of fundraising, research and student success.
Honesty, integrity, valuing employees and students who are committed to USF, good educational background, and interested in keeping inclusion in mind for our student population.	We are losing international students and it is already having significant impact on many departments. What is being done to account for this loss? Another major challenge is many staff are underpaid and have the education and knowledge, but some departments pay very little and it's challenging to make ends meet. While people appreciate the wonderful benefits we have, benefits to do pay for our housing, gas, meals, bill, and student loan debt.	To remain an inclusive institution, to look forward to the future of higher education, and the value they place on certain staff and faculty making them feel important.	
The new president will need to be innovative in thinking in order to bring USF to the next level. The bar has been set high and not only will we need to maintain our status, we'll need to keep pushing. The incoming president must have a proven record of moving an organization to the next level.	One of the biggest challenges lies in the state system and the emphasis on performance based metrics. While the metrics are good indicators, it is challenging to provide students from all backgrounds a solid education when the emphasis and money is dependent upon specific numbers.	USF strengths - young but mighty. Strong alumni who are invested in USF's success. Opportunities for USF - be an innovator in research and truly focus on diversity at every level.	Please involve the USFSP community in the search as much as possible!
Passion, energy, team player but also decision-maker, background both in academia as well as business.	Competition and the need to reinvent the ways students get their education - transition from traditional to more practical and flexible approach - students want to get their education at their pace, on their terms, etc.	Our leadership - tone from the top.	President Genshaft has always been very visible and accessible to our students. I believe that is a great value and is not lost on our bright students. We need someone who is willing to be present at many student and staff functions.
I think it will be important for the new president to have experience consolidating campuses, departments and colleges if possible. Given our mandate, this seems to be critical.	Being able to clearly articulate the benefit of a higher education degree from a full-service major institution vs junior institutions or other educational options. Being able to fund higher education properly without undue pressure on the students.		
Very sensitive to diversity	the lack of diversity		
A president should have high personal values, ethics, flexibility, compassion, integrity, and empathy. He/she should value the employees, believe that the employees and their contributions are the engine of the university, support diversity, and be in tune with the university community. It is important to have effective leadership and communication skills, academic credentials, experience, ability to develop a solid strategic plan, and experience working/dealing with the state government.	The increase in tuition costs vs the value of a college degree. Also, trying to reach new goals without providing enough support to faculty and other staff to facilitate their participation to move the university to new levels. In addition, giving students too much power to decide the future of the faculty through the evaluations. The funding support from the government is really a challenge. It is important to find new ways to go around this and get what we need.	USF has been improving their outcomes and moving to a different level. Employees need to know more about how their work is related to these changes, how they can contribute to the university growth, and the value of those contributions. We need more information, more teamwork, more administrative support, and feel that the work is valued. That will help to continue improving the university and what the university offers and show what the university community is capable of doing.	I believe it is important for USF employees to have a sense of fairness, have access to resources, and feel that their opinions and contributions are valued and acknowledged. The progress of the university depends largely on how people feel about their workplace, the opportunities available, and hope for a better future.
transparency, equal treatment for all 3 campuses, and 2 separate positions: Chancellor of USF Tampa and a USF System President	brand recognition outside of Florida, focus on preeminence taking us away from meeting the needs of our communities, access	An opportunity is definitely consolidation and the treatment of the 3 institutions. A strength used to be that USFSP and USF Sarasota-Manatee can offer different higher education opportunities for different kinds of students. However, the long standing efforts from Tampa to make them into something they are not closes the door for those students and limits our recruiting pool.	USFSP and USF Sarasota-Manatee can offer different higher education opportunities for different kinds of students. Trying to make them into something they are not closes the door for those students and limits our recruiting pool.
Charismatic, active and inclusive with staff and student populations	Being competitive with other area employers to obtain top talent for staff and faculty. Keeping the campus up to date technologically and socially, developing new ways to help students have a well rounded, safe and fun life on campus or off. Have off campus shuttles that take groups of students living on campus to various Tampa Bay locations like outlet malls, St Pete beaches, downtown St Pete, Orlando, or Tampa, Concert venues, etc. at a low cost (i.e. like Super Shuttles at military bases).	Metropolitan location, Preeminence, great Research programs	Now that we have preeminence, we should work toward making USF as popular as UF and FSU. We have the advantage of having a LOT of culture, beaches and events year round the others don't that should attract students to want to live in the Tampa Bay area.
Previous experience as a leader within a multi-campus system.	Consolidation	Strengths: Research profile Opportunities: To re-evaluate and revise the current USF System structure that calls for all "system" officials and initiatives to be physically located at USF Tampa.	The regional institutions have been plagued by frequent and disruptive turnover in key administrative positions for years. This is a direct result of the USF System structure that favors USF Tampa over the regional/branch campuses. Unless we have a new model for System president, the turnover will continue and any momentum and initiatives will be lost once again.
Passionate about serving as the "face" of USF well beyond campus boundaries. Like President Genshaft, we need someone who is highly engaged with the chamber, economic development orgs. We need someone who understands how to work with state/nat'l politicians. We need someone who can continue championing USF among other HEIs as well as champion research AND teaching. Sadly, we also need someone who better understands marketing (will kill the new logo and listen to alumni, students who loathe it).	<p>Sadly, almost all go back to \$\$- In my opinion, the top issues are:</p> <p>Funding for things beyond athletics and dorms (aging buildings, need for more Physical Plant employees with better pay, need for more counselors)</p> <p>Hiring faculty - replacing those aging out is, contrary to tradition, costing more. Quite a few faculty are retiring and replacing them with researchers is expensive. Need to ensure that the researchers are also good TEACHERS. These are not mutually exclusive.</p> <p>Competition/Market</p>	<p>USF has become a powerhouse in Tampa Bay. But there is much more to do. Its reputation locally is fairly good but its reputation beyond Florida is nonexistent. The opportunity is there for an excellent marketing campaign (current mktg team awful)</p> <p>USF's alumni are finally getting to the point where more have the financial means to give back - if they are only asked in a way that is beyond "give us money." There is capacity but there needs to be more concerted effort to engage alumni regularly.</p>	This is a very big job. We need someone with significant experience in higher education who understands nuances, complexities: faculty unions, community engagement, marketing, student recruitment, faculty-staff relations, student focus. There is so much to this job. We are grateful that you are giving this the attention it deserves (and that you actually asked for employee insight beyond the deans). President Genshaft stepped into big shoes but the ones she is leaving behind are even bigger.

Presidential Search Committee

Community Input Survey Results - Staff

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
I am looking for a new president who will be versed in the changing landscape of higher education, while understanding the balance needed to managing the political environment of the state of Florida. In addition, I would like the a president who values the curricular and co-curricular aspects of the University of South Florida. Additional qualities: warm and welcoming, strong academic profile in research and educational.	Major challenges include: connection of major to career readiness employment; cost of a degree. One of the major challenges for our students is having the flexibility to work a part-time/full-time job and still progress in their degree attainment in a timely manner.	Opportunity - the consolidation of 3 campuses into one should create an opportunity to be a robust experience in the bay area.	My hope is the campus community will be invited in to meet and interview the final candidates.
We need someone who is strategic but still understanding of the human element - we need someone who cares as much about the internal operations of the campus and institution (and the employees) as much as they care about reaching metrics for more money. We need someone who has a goal in mind and is clear about when it will be reached - not just endless goal seeking.	We lack identity. It seems like the answer to "who are we" is just about being better than the other state universities. Can we just find our own identity and finally be happy with who we are?	We now have incredibly focused and talented students and staff. However, always chasing the new shiny ball is leaving everyone dizzy.	Please find someone who cares about people first.
Student Centered. Focused on supporting the educational goals not just preeminence. Looking at the full pictures not just the financial. Ability to strike that difficult balance.	Financial struggles for the institutions and students.		
Commitment to student success; embrace the USF ethos of excellence; have a vision for the future	Funding for special projects such as Morsani College of Medicine and Football Complex	USF is poised to surpass its current achievements -- visibility through research and development; excellence in academics and athletics -- a new energetic visual representation	Students are the beating heart of USF; a new leader must understand there is no university without students to learn, achieve and go forward to share their education with the world
Someone who can build upon Dr. Genshaft's incredible legacy, and who understands the need to align our people (HR), processes (finance, operations) and tools (IT) for success. This includes a recognition of the critical importance of changing our campus culture to support the delivery of an excellent customer journey for our students, and an understanding that our brand reputation is based on how our customers feel when they engage with USF.	We need to be realistic about what the market demands--both what students and their families are expecting us to deliver, and what employers need. This includes helping students develop strong critical thinking skills; prepare for a global economy; recognize the need for lifelong learning; and develop resiliency in the face of rapid change.	Strengths would be empathetic, competent, hardworking employees. Opportunities include modernizing the technology infrastructure; hiring fewer, higher skilled, higher paid employees to help USF modernize its tools and processes; helping all employees understand that removing friction from the customer journey is everyone's job.	I wish you the best of luck in this search. USF is filled with talented people who are passionate about what we do, and we look forward to the next chapter.
Someone who believes in plentiful parking	Parking	Strengths: academics Opportunities: parking, and dumb new logo	Please, please, please build more parking garages.
President Genshaft has been an incredible cheerleader and public relations advocate for USF. She was weaker in areas related to faculty governance, research leadership. Perhaps she simply has a weak provost. We need someone who will continue to do all that she did for USF and it's national and international image (well, everything except the new logo, which is just plain awful, in my opinion)...as well as develop stronger relationships with faculty that are beyond surface-level cheerleading.	USF does not have a good marketing team at the top levels. Many of its challenges could be fixed by addressing this issue. Other units are going AROUND the top marketing team because it is just that bad (example: Innovative dedication is spearheading bits and pieces of big marketing campaigns). Until USF can fix this aspect, it's reputational challenges will continue. Funding, student safety, and an aging infrastructure are also big challenges. And we can forget the legislature!	Research emphasis is clear but teaching has suffered in some areas. Location and community engagement is big strength but conveying that message through effective marketing is a challenge. Funding and donor relations...always a challenge. USF has tremendous alumni base but does not do a great job of communicating with them other than when asking for money. Need to tell more stories about successful alumni but that means you have to KNOW them. Faculty hiring is going to be challenge.	
A leader by example, relates well to all people, visionary	Costs of education and attracting the good students while not alienating students from opportunities of going to college	Strengths are location, being innovative and growing as a research institution, and the development of the downtown medical school	I believe we need a president that will focus on the things that are windows for this university that will help raise its profile and continue to grow and be innovative. I believe those 3 things are research, medical school and athletics. Doing well in those things will have a trickle down affect on all the departments of academics and scholarly activity. I believe the qualifications of someone like Dr. Renu Khatror would be ideal and someone who is familiar with USF
Significant leadership experience in research focused higher education environment. Ability to engage students, alumni, donors and community members. Ability to unify an educational system. Experience with a system as opposed to a single campus is a plus.	Identifying and securing funding in an uncertain political climate. Continued achievement of preeminent status. Attracting high quality students and faculty. Meeting needs of international students.	High quality students and faculty. Positive relationships within the community. Leverage alumni to support the institution b	
Someone who has a ACADEMIC and business background, and has experience working with government. Someone who is supportive of the staff that works to keep things running smoothly at the University. Someone who has a vision to keep the university moving forward but looking out for students, staff and faculty - making USF a better place for all while striving to move the university up in ranks and other aspects. Someone who listens to all sides before making decisions.	Keeping excellent Faculty and Staff to provide a great place for students to better themselves and complete their goals. Funding all around - from salaries for staff and faculty to needing funding to build for more classrooms, meeting spaces, and staff areas and parking. Keeping USF a well rounded university to keep us in the fore front that will keep students wanting to attend here.		The new president needs to have an ACADEMIC and business background, and have experience working with government. Interested in making sure Staff and Faculty are compensated correctly for their work. Someone who has a mission to keep USF moving in the right direction and willing to work for it.
A president who considers the needs of the faculty, staff and students. Someone who see the value in providing realistic work loads and compensation for employees as well as the importance of the student experience.	Adjunct crisis, student mental health, chronic understaffing in departments such as advising	The diversity of USF!	
USF's next president should be a team player - someone who is focused on students, and wants to foster USF's relationship with Tampa Bay. To be able to foster relationships locally, nationally, and internationally, the president should be a "people person" who understands the importance of building community.		As the city of Tampa and the surrounding community grows, USF should strive to continue to be an integral part of that growth. National and international rankings matter, but we first must be a positive influence locally.	As a large, bureaucratic institution, USF needs to invest in resources (both technological and human) that are able to be dynamic and responsive to the rapidly changing needs of the community. Each individual department and unit at USF impacts others, and it is imperative that systems are put in place that allow faculty, staff, administration, and students to work together seamlessly. Ideally, our new president will implement system wide changes to reduce confusion and create efficiencies.
The new president needs to understand and prioritize diversity, not just when it comes to the numbers but ensuring our diverse student and faculty populations are receiving the same quality of education and experiences. The president needs to be high energy and charismatic to lead such a large university and be the face of USF. S/he also needs to know how to balance the requests/needs of various campus stakeholders and be able to mediate a solution that is satisfactory to all parties.	USF has a large population of international students and today's political climate is increasingly antagonistic to non-citizens and the idea of diversity. We need to continue to support our diverse student/faculty population and be an example to the country for the benefits of internationalization and globalization.	Our international student population is a huge asset. These students add diverse viewpoints, intercultural exchange, and build bridges throughout the world with USF and the US. We need to capitalize more on the opportunity to send domestic students abroad to reciprocate this type of exchange and so they can experience globalization firsthand.	Thank you for your efforts in this search!
Strong academic background that will have authority and respect from faculty. Excellent communication abilities. commitment to students. Commitment to global education and outreach. Ambition. Drive. Tenacity.	reduced or stagnant State and Federal funding. Political interference in universities. For USF, consolidation is going to be a challenge for us. It will create some new opportunities, but it will be painful getting there.	USF is an amazing place that does so much with so little. We derive strength from the diversity of our students and our connections to the world around us.	While the President of the University is a State employee, politics should be absent from the selection of a President who, we hope, will build upon the incredible foundation that USF has for years to come.
It is important that the new president have direct experience in higher education. There have been several examples at other universities where business or political leaders were brought in as presidents, and they were unprepared for the unique challenges that higher education presents.	Balancing the desire to maintain increased funding from the state via meeting "the metrics" with doing what is actually in the best interest of our students as future members of our society.	USF's growth and achievements over the last ten or so years has been phenomenal. Going forward, it will be key to maintain and improve, while also establishing traditions on campus. Many students, staff, and faculty have noted that this university does not have a following of the brand or loyalty like many other institutions do (like UF, UCF, etc.).	
Visionary, Collaborative, Integrity, Open-minded, Scholarly, Savvy (political and business), Polished, Highest Standards	1) Overcoming the lack of representation in the state legislature and leadership. 2) Changing funding requirements, particularly for aging facilities and infrastructure. 3) Breaking down silos and adjusting to changes in pedagogy and workplace development.	We have great people that want to do great things that are often constrained by leadership that is slowly reactive as opposed to proactive and responsive.	
I would like our new president to have a solid track record of leadership experience and a portfolio of interdisciplinary projects and initiatives. I think these will be critical as we try to find ways to consolidate and collaborate across the different campuses within the USF system.	Critical challenge- system-wide consolidation Other important areas to address- lack of cohesion across departments/system, minimal technical infrastructure, poor support for University staff (no maternity leave), limited resources for online/hybrid course improvement	I think system-wide consolidation is an incredible opportunity, but it requires an administration knowledgeable in mergers and building teams. There is incredible research being conducted on this campus, but it doesn't necessarily translate to the students. How can we bridge that gap?	I think most faculty and staff on campus are very, very nervous about system-wide consolidation. The new president will be critical for creating collaboration and building trust. This is an opportunity, but it could easily become toxic and create more division.
Someone who has been an university president or a provost with proven records. Additionally, a great fundraiser and someone who cares for student success and not only research. USF did not get to where we are today by only securing research funds and research faculty. We need to value student learning and student success. Someone who is not coming from only Business experiences. Someone who is willing to grow the university so it is recognized and known nationwide.	Welcoming students from all backgrounds, nationalities, and ethnicity. It is important to strengthen our support for LGBTQ+ students, international students, Latino students, students of color, and women. Additionally, students are still graduating with huge amounts of student loans, and I believe we can do something to reduce the cost of education/price that students pay for.	Strengths: new Era; New marketing; revitalized school pride; strong football team Opportunities: build a stadium on campus, reduce cost of education, focus even more on diversity and inclusion matters of all; equitable and better wages for all employees. We are losing a lot of amazing professionals because other schools are paying more than USF (including UF and FSU).	I was in a search committee for a chancellor for a higher education system in the Midwest and our biggest challenge was hiring someone who was not a college president or supervised higher ed leaders. My recommendation is that USF does not make the same mistake by hiring someone who has not been an administrator in higher education or a faculty member.

Presidential Search Committee

Community Input Survey Results - Staff

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
big picture, mission driven, available to students, alum, staff, and community, experience at a large state university system, detail oriented, sees future higher education trends, creative to solve campus issues (parking as an example), knows the university and programs i.e. research programs, community engagement projects, etc. Non-academic units and programs support student and community success-support these other projects just like you support credit hour generating funds	student loan debt, finishing degrees (difficult for students who are also working to pay bills), non-traditional students, online learning vs. classroom experiences, short history and smaller alum base for endowments and scholarships	community collaboratives/partnerships, campus that works together from all areas to support student success, corporate support and downtown Tampa (and St. Pete) growth	as a staff person I would love to see the future president engage with projects and departments. visit each college regularly, host meetings with Deans and admin in their buildings on campus; coffee meet and greets in each college monthly,
A leader that can effectively coordinate conflicting priorities. Having a focus on community education.	Keeping costs under control. Ensuring that the focus of the university stays on education.	Opportunities - to broaden the involvement in the greater Tampa Bay area. Expansion of on-line/hybrid programing for continuing education.	
Progressive, innovative, tenacious, relatable, passionate, knowledgeable about and experienced in advancing a research university in rankings and perception.	Name recognition, we are currently structured so that every project or collaboration is about who pays for it which is limiting, making the public understand what percent of operating budget comes from state support vs tuition vs research expenditure vs private support.	Passionate faculty and staff, young university eager to prove itself on the national stage, world class educational opportunities available to everyone.	
*Ability to navigate political waters, network, become integral part of Tampa Bay "movers and shakers" (or come from that group). *Understanding of faculty needs/goals/motivations/structure; ability to motivate/encourage/lead researchers AND teachers. *Desire and willingness to interact with "little people" (staff) who work hard and make things happen for significantly less pay than faculty. *Earnest desire to help students. Ability to shape reputation. Willingness to restructure administration	Funding is always going to be a challenge. Recruitment of students. Replacing retiring faculty. Resources for technology. Consolidation. Reputation/marketing/public relations. Student safety.	Students: their stories, their successes. Faculty: some are very, very good at what they do. The changing of the guard with some of the retirements is a mixed bag (some good ones are going but so are some who really needed to go years ago). Location Downtown opportunities TV opportunities that athletics brings Consolidation brings opportunities but it will be very difficult. Need a president who can LEAD it instead of just "being here" as the worker bees make it happen.	USF's marketing is a mess - and this impacts everything from reputation (legislators, prospective students, donors). Efforts across the campus are inconsistent. Some areas (business, health, athletics) have good people/resources. Others get no attention whatsoever and have equally compelling stories (social work, criminology, architecture). The provost skirts UCM by tasking Innovative Education w/ special projects. UCM has created a mess w/ the logo. Our competition is gaining as result.
Forward thinking person who still values the knowledge gained through past experience. I think it is important they can help bring us forward as a university without forgetting USF's roots as a commuter, community school which has provided educational opportunities for many who haven't always had access to premiere universities.	funding (state and grants), an aging infrastructure (physical and technical), entrenched practices that are not the best for the student, lack of systems thinking as represented by the political silos many are unwilling to dismantle, speed of innovation and our inability to keep up across a university this large and diverse, funding tied to achievement that may leave minorities behind, possibly unstable metrics for maintaining preeminence, consolidation and it's effect on preeminence	USF has a diverse student population with equivalent graduation rates, new technology to streamline some processes and provide more information are beginning to take shape, increasing research funding, a staff that is willing to stick around and work hard. Opportunities to lead others in our treatment of adjunct faculty, expand our medical school, utilize technology and expertise in process improvements across traditional silos.	We need someone who will respect USF for our achievements, spend time assessing who we are, then make wise decisions on how we need to change for improvement. Not someone who wants to come in and make us like whatever university they led before.
Integrity. Leadership Relationship builder	Consolidation Preeminence Mental Health	History of improvement and growth Opportunities through consolidation to make all of the campuses stronger and more effective	We need a leader that can bring the campuses together in a positive win-win-win We need a leader that's integrity is proven, they must be trusted We need a leader that will communicate and be transparent
Very outgoing and friendly demeanor. Should be able to speak more than one language Should have an open door policy. Should consider and act on input from students, staff and USF community.	Providing programs that meet the demand of the outside world in as far as professional careers.	We are growing in the "research" world and we need to continue working on growing even more in order to become #1.	We need someone that will fight for the students and staff. Keep tuition low as much as possible and keep good staff on board by recognizing their strengths and commitment to the university and increasing salary to meet the high cost of living in Florida. This is a university that has a diverse student population, however, it doesn't show in the hiring of staff and faculty.
Transparency, fairness, and a strong business acumen.	Change without vision, and vision without change.	Strengths: Hiring some of the best talent in higher education. Opportunities: Give that talent the positions of power they need so they can effectively and efficiently push USF forward.	Thank you for your hard work on this project!
Honesty, Transparency and Open mindedness.	Infrastructure. The main Tampa campus has a lot of older building that are in need of renovation or renewal. Funding to do these has come at the cost of newer building not on the main campus lately, or so it seems.	The Marine Science program and some others like that seem to have an abundance of opportunity. Also, I would love to see USF become as leader in alternative energy sources for Florida.	USF doesn't need a cheerleader. We need more of a mentoring type leader.
Experience in health, leader experience in academics, a published researcher, a National Academy member, AAU leadership experience.	National prominence for the sake of our research and health programs, not just football.	USF has the opportunity to become the most important research university in Florida, if not the southern United States. We need to harness and leverage our dominance in Health, primarily medicine and medical research.	Dr. Genshaft has done a fantastic job of leading USF from a commuter school to a high impact research institution. The next president needs to lead us into the AAU, and should therefore be someone who has led a college at the AAU.
High degree of integrity and respect for others; Demonstrated courtesy and professionalism; Enthusiasm; Recognition of the strengths of others; Appreciation of the importance of Health Sciences; Demonstrated AAU leadership; National reputation	Continuing to advance AAU membership and national reputation	Current momentum and progress; support and enthusiasm across the Tampa Bay community; USF Health evolving status and strengths, particularly downtown; Growing recognition of current leadership	Please ensure the selected candidate has the highest order of integrity, above all.
A respect for research and fact-based decision making and the truth is the paramount value. A person who values the whole university community. An understanding that we are here first to help young adults become productive, aware and well-prepared citizens, and then to further the well-being of all people through relevant research. The cynical acceptance of lying and manipulating people has taken root as acceptable business practice on the national scene. Long-term, this is a destructive trend.	Higher education in general is being denigrated as without value. This false message of course impacts USF. Run-away cost for those who want to attend college, and reduction in state support. Staying up-to-date when the speed of information gets faster and more complex every day - staying up-to-date with digital resources.	Strengths: USF's location in the desirable Tampa Bay area. USF's Health programs and the relationships with area health-care facilities. The dedication of the administration, faculty and staff to the success of our students as a primary mission and goal.	Stay true to the public-service mission of a public university.
They should be an academic - holding a PhD - and spent their time in higher education teaching and performing administrative responsibilities.	Quality vs. quantity, access, graduation rates	Continued focus on innovation and research, but establishing and maintaining traditions and a consistent brand/identity.	I would like for USF to be featured as one of the top places to work in Tampa Bay. That being said, having a President who is much more accessible to both students AND staff is very important.
Student centered and focused, attention to diversity and inclusion efforts - our actions as an institution need to match what the makeup of our students is, someone who recognizes the talent of staff at the institution and is open to promoting from within, someone with a strong background in higher education administration, someone who is politically savvy and well connected - a person who will position the University to be AAU	Funding, campus safety, political threats,	Strengths: employees are hard working, our academic programs are growing, the caliber of our student is stronger, we are finally preeminent, more recognizable name nationally; opportunities: helping staff feel more valued, growing our student life opportunities as they are a retention tool, continued partnerships for internships and career readiness for students, too focused on our high achieving students - let's find ways to enhance those who are not and tell their story too	While we are getting preeminence funds it feels like we are continuously losing funds in other areas - we need to increase our fundraising efforts, students are not as patient as they use to be and our institutional practices need to evolve, too metric focused - we've forgotten how to be relational with students, there are also a lot of political implications associated with consolidating our campuses and we need someone with experience in building collaborative environments
strong leadership, experience with multi-site campuses, national involvement in profession, commitment to students and their success, compassion for our undergraduate student population	funding from the state and rising costs for students, ability for graduates to get fairly compensated jobs in the fields of their choice	strengths are student body characteristics and unique metropolitan community challenges are uniting the three campuses in an appropriate way that does not undermine the mission or prove detrimental to the communities we serve in these three cities	major concerns right now are the unification of the three campuses and serving undergraduate students well by ensuring they graduate on time and get jobs or enter grad/prof schools would love to see another woman as president, interested in someone who can continue to achieve the BOT's goals and connect with students/staff/faculty
The new president should have both academic and student life experience. Often students and faculty have more resources compared to staff. With the political state, the new president should be an inclusive voice, providing a safe campus to the marginalized population. Both politically minded to be a voice in FL and US while being engaged with USF everyday people.	There are many resources for Black and Latinx students, staff, and faculty such as on the presidential advisory committee yet little for the AAPi as this is a growing population. More focus on diversity and inclusion education, training, and support for staff so we can support our students. USF has strong academics yet can focus more on the student affairs and support through staff and advisors.	USF is research focused which helps students and faculty.	A diverse president would make USF more relevant and progressive.
An individual who has accomplished mastery of a specific field of study. Someone who is published and has conducted research. A leader that can build consensus in a collaborative effort to advance a concept.			
When I think of the the "ideal" new President I think of three words; Advocate, Community, Fundraising. Advocate: I desire the new president of USF to be an individual that is knowledgeable not only about the great things happening at USF Tampa but at USF Sarasota - Manatee and USF St. Petersburg as well. This means having a "physical" presence on those campuses Community: We need someone that can help change the "culture" of how our staff feel underappreciated Fundraising: Speaks for itself.	Some of the major issues facing higher education today are the following: Perceived "need" of pursuing a degree post-high school, DACA students, DREAMers, and Undocumented Students. The need for our students to feel safe on our college campuses, not only our students but our faculty and staff as well.	I think one of the strengths for USF is the fact that this is not the first time we have faced a situation much like this with consolidation. Let's take what we learned from our previous experiences and the experiences of institutions similar to ours and provide an identifiable action plan and vision. An opportunity for USF is that we have great students, staff, and faculty at our USF St. Petersburg and USF Sarasota - Manatee campuses. Let's use their knowledge and best practices to inform.	My hope is that the search committee will have equitable representation from all three of our campuses, the community, and beyond.
We need a leader who demonstrates strength in relationship building. Since they will inherit the consolidated USF System we need someone who understand the intricacies of the unique campus identities/cultures and can help the entire USF community successfully navigate this change.	USF has two major challenges in my opinion. One - it's so big no one knows who is responsible for what. Consolidation has brought light to this situation in many departments across the system and internally at each campus. Second - student success. Defining and establishing policies that facilitate student success are key. Differing faculty and staff perspectives of what student success looks like allows many students to fall through the cracks and feel as if USF doesn't care about them.	Consolidation will help to unify the USF vision across the entire Tampa Bay region. Instead of competing to recruit and retain students, we have the opportunity to have regional presence and encourage students to find the best fit.	This person has got to know what they're getting themselves involved in. This is a difficult time for a leadership change at the highest level. If we want to be stronger at the end of this we need someone to lead us who has a commitment to the entire system and is prepared to navigate USF with insights of our history and future.

Presidential Search Committee

Community Input Survey Results - Staff

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
Someone who is open minded, organized, fiscally savvy and knows that it isn't just students and faculty that make a large university run. I would love to see someone with both an educational and military type background be a consideration.	Morale among staff. Economic responsibility. Our lack of a football stadium makes it difficult for a strong student support. PARKING is one of the biggest issues, in my honest opinion.	USF's national and global reputation seems to be on the rise, growth, our new preminent status.	Obviously I am a staff member, and from our (my) perspective, we seem to be the lowest on this totem pole. We go long periods of time without raises, we have to FIGHT for everything we get, we are under appreciated, under paid, undervalued and yet we are still loyal to USF and we want what's best for ALL. I hope our next President will see the value in ALL of USF, from faculty to students and staff.
			While it is not a sexy topic, I strongly recommend that the incoming president have an interest in and launch an initiative around streamlining business processes. It appears as if USF grew so fast that there has not been sufficient time/energy/resources to invest in business process improvement. Systems, processes, and procedures are behind the times and wasteful of time and treasure. A robust and thoughtful "lean" or Six Sigma initiative could, over time, save a great deal of money.
Ability to communicate vision, while leading by example to ensure that USF is a supportive and equitable employer, from the top down.	Financial resources that limit staffing when there are so many priorities, goals, and students that need support to achieve their goals.	Strengths - energy, spirit, a burgeoning profile on the national stage due to campus investment. Opportunities - we can be reactionary, not planning out office moves or changes in personnel, resulting in avoidable uses of resources. Some lack of staffing or financial resources for staffing the front line, that then overburden existing staff.	President Genshaft has taken USF to a level of visibility and success; we are now looking for an individual to expand on the current success. The individual does not have to external. Sometimes it's good for morale to see existing leaders be tapped for promotion.
I would like to see a president specifically committed to Access and disability accommodations.	Tolerance and appreciation of difference among students and faculty; balancing the reality of metrics with the need to respond to individual situations with compassion and flexibility		
USF has to be their passion. They have to want the well-being of this university in all regards: our commitment to sustainability, our alumni, our students, our veterans, our branding and our teams in the offices and on the fields. The safety and happiness of campus as a whole are very important. We, of course, are used to having a president that excites students so much that they begin to chant (i.e. "Ju-dy! Ju-dy! Ju-dy!"). Someone with the power to push USF forward but stay humble as well.	USF's new branding is no secret challenge, and with stakeholders left and right being made to feel like their opinions are worthless is disheartening. The art itself has grown on me, but what's upsetting is the messaging from the unified voice of USF's top tier, which is essentially, "Stop whining." The new president should be able to say (or make those in charge of branding and social media say) that they understand many folks don't like it and wish that they did, but they believe in it.	USF has put a lot of its resources and faith into overall research and USF Health as a unit, so those should continue to be USF's academic strengths. However, USF's commitment to diversity and inclusion is a loud and proud voice, and I hope that that continues because it's what allows USF Bulls to feel like a family while still being themselves.	Please find a president who is here for USF and not just for that next step in their career. Its been great having a president who bleeds green and gold and truly cares for her students and thats what I want to see again. Folks from other universities have confessed to not even knowing their alma mater president's name or face, and that's just not USF. We have to keep the tradition going culturally while also pushing forward with our academics, research, rankings and job placement.
Approachability, willingness to communicate directly with their campus community especially when a national or local tragedy occurs. The willingness to be in community with their faculty, staff, and students during challenging times and sharing community with us. Someone who will take a stand and be a public and outspoken advocate for social justice. Someone who will be social media savvy and include that in their communication to their constituents.	Staff and student morale. A President who can come in and provide leadership that comes from a place of care and concern for their university community and engender that in their leadership would be of great benefit. As a preeminent institution USF is in a great place as an institution, hence, not too many challenges there. A focus on building and supporting professional development of the staff team would be beneficial for long term gain and sustainability of staff and institutional success.	Our ability to be nimble but while we can get to reaching goals set out how are we sustaining them and not moving to each new shiny ball every other month. Some sustainability is healthy amidst the change that is truly the only constant at USF. opportunities: 1) Support for staff and students from marginalized populations 2) Staff morale is low because people don't feel valued at USF 3) Bringing value and demonstrating value towards staff.	President Genshaft made things happen for USF. She was on a mission and achieved all goals plus more put in front of her. She was BULLISH is everything she did and it paid off. A new president with a community oriented demeanor would be great. A leader that represents marginalized populations would be amazing. No matter who the new president is they should take a close look at the diversity of their executive leadership.
Honesty, high regard for not just academic staff but supporting staff as well. Humanistic approach to problem solving.	Developing unity across colleges.	Research, startup incubatory	
Should be passionate about growing the university - not stifling its growth. Wants to push towards innovation and research.	Quality of online classes	Growth, innovation, business/ entrepreneurship	
Open, transparent communication. Desire to see whole picture and ability to navigate politics within USF/Higher Education and those within community - local to global.	Diversify our student population. Supplying enough support to our student populations. As I mostly work with international students, I would also add that there is not one singular office, dedicated to holistically supporting international students.	We are so young, yet so accomplished. Ability to adapt and craft our narrative. Strong educational foundations. Growing global brand recognition.	
A research university without a real commitment with the betterment of its community is just empty words. It seems just like the ethic conduct USF distributed but has never stood up against the current political climate haters against diversity, Latinos, and peoples of color in general.	Defunding from the government and massive students debt.	To become a Hispanic/Black Serving institution	Transparency
The following are some qualities, characteristics and criteria desired in a new president for USF that include being compassionate, a visionary, and a advocate for technological advances. I would like to keep the work and life balance that was given to employees by the means of floating holidays.	The major challenges facing USF is funding for adjunct professors, and staff. This population is under paid and receive food stamps and do not have health benefits. Another issue is the electricity outages across campus and many locations do not have back up generators.	The most important strengths and opportunities for USF includes the College of Medicine. This project must continue. We must learn from the mistakes from the CAMLS project. Anticipate market changes with a fast changing industry. Technology is expensive. We must have funding ideas that are cost efficient and effective to keep the initiatives striving. We also must have a safeguard for internal activities to prevent audit criticisms.	It would be nice is another woman president is hired.
Honesty, determination, and energy.	Rising cost of tuition for students (they have to work multiple jobs) and low staff wages/raises.	Cutting edge research, grants, and job growth opportunities.	
Empathy, courage and drive. The new USF president should consider the future and how the University fits into the country and the world as we move forward. The new USF president should have the drive to make USF truly green and make changes to accommodate for climate change along with the demands and needs of the students, staff and faculty. Also, staff and faculty should be respected and supported equally. Genius doesn't happen without needing to take the trash out.	We're facing the challenge of less students being able to afford college. They don't want to get into debt. We need to continue to develop and fund programs like the Textbook Affordability Program. We also need to make sure the students are graduating in a field that they can apply to the job field/market. So many students graduate in the four years but they can't get a job that will support them and help them pay back loans.	Renewable energy and engineering/research to help facilitate the changes our country needs to make.	
People person, well-rounded person, caring, delightful, communicator and definitely a leader. Willing to uphold and facilitate for the university in helping others to reach their highest goal.	Guiding and ensuring the university to reach a better retention rate.	Hope for better employment for staff and faculty. Students to reach their highest goal.	Please consider someone who's is caring and people person and most important able to communicate in general outside the box with all walks of life.

Presidential Search Committee

Community Input Survey Results - Students

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
Someone who is passionate about higher education, business savvy, and well connected within Tampa Bay and the state of Florida. Someone who has a clear vision for the university for years to come. Someone with a great presence, because our current president is extremely visible on campus and is somewhat of a celebrity to students. A president should be a model, ambassador, and an advocate of this University at all times.	Lack of support and funding from the state government. As well as our relationships with those governments.	I think important strengths are USF's connection to the Tampa Bay community and great opportunities are ways to expand our athletics department which could gain USF a wider audience.	Thank you for livestreaming the meetings. I look forward to continuing to watch the process.
Someone who is people centered, connected to student nerds, not a business-oriented professor	Too much change too quickly.	The student body is strong, passionate, diverse, and entrained in the TB area	Search for a person of color who will care for the student needs. Representation matters here at usf
I would like to see someone who is mindful of not only the students, but also the staff when making major decisions regarding campus life/activity.	I do not see any major challenges but as stated before, I feel that the students and faculty need to be more involved in major USF decisions.	An important strength for USF is its student body. We are all a diverse group of individuals who are able to create many opportunities for USF as an institution of higher learning.	
prioritizes off-campus student needs, such as more parking and NO FOOTBALL STADIUM.	Too much focus on sports and not enough on making sure that the sciences have working equipment.	science.	
They must hate the new USF logo and change it back	The new logo being ugly	Changing the logo back	Change the logo back
Inclusiveness, Greek supportive, advanced education in administration	Not enough parking, expensive parking passes for a non-guaranteed spot and some of the most involved and high GPA students are in Greek life and the community needs to be recognized more.	expansion, a stadium, more graduate programs.	
Accessible, approachable, reliable, open	Continuing to change USF's reputation as a primarily commuter school to a university with tradition and a strong sense of community	USF's location in Tampa is a strength with regards to opportunities that are available to students.	The new president should continue growing USF's presence in Tampa but should make sure to get student input on changes.
Someone who will change the logo back.	Tradition overpowering ambition	A football stadium More reliable policies	
Respectful, involved	Tuition, more scholarship opportunities	Diversity is one if the biggest strength.	Pick someone who is widely involved at USF. Someone who can be seen around campus frequently, not only at the stage at graduation or on a screen in orientation.
Sobriety- unlike our current, clearly high at all times, President Judy Genshaft.	Cost, rape, and racism	Our support of Veteran students is great. Mental Health and addressing the college rape culture need some help.	Good luck- I doubt I'll like who you pick, sadly.
strong track record in managing a university	Expanding and modernizing the university. Renovating and developing the surrounding community	Size and our current peak of academic and athletic achievement	
Someone who is not afraid to be truthful, even if it means not being politically correct.			I would love to go to a school we're as a conservative I don't feel like I am a targeted minority. I would love to go to a school we're professors aren't pushing their own liberal beliefs onto young students. Let students figure it out on their own.
Honest, Future-Oriented, Younger Age (30-40). Able to communicate across multiple networks. Prior experience/education (graduate-level, at least) for this position.	Financial Resources, Sustainability	Technological Development, Abroad Opportunities, Organization Funding and Support,	
A selfless person who cares for the greater good and not their own. Someone who sees a future in every student and is willing to help them. Somebody who isn't in it for the money	Financial aid. Our students are in massive debt. Scholarships are very selective, where is the money going? Maybe the 800,000 dollar salary to the president.	More focus on student finances and support and less on building new things that we don't need	Please consider a humble person. Somebody who came from NOTHING. Many of us have come from nothing and are trying to crawl every inch to success
Someone who remembers being a student and the struggles, specially as a graduate student	attracting top students or talented researchers, most people do not even know where USF is, just google it, University of San Francisco shows up first.	USF is fairly young and can learn a great deal from other universities, suggest USF follow success in meaningful ways, rather than just money	For the love of god, when building new buildings, follow a uniform architecture, if you show the USF campus to someone, there is nothing unique about it. every building talks a different language, there is no harmony
We need that Judy-esque factor. When she walks into the room you can tell she's rejoin the bull pride. Her face screams USF we need that.	Cost of living, parking, competitive curriculum.	Football games w UF, Research opportunities, Study abroad.	We need representation of our diversity at USF please do not pick and old 60+ white guy that cannot relate to his students. Judy was amd will always be a light for women telling us what's possible for our future, use this search as an opportunity to employ an individual that mobilize a future generation of Bulls!
Someone who cares about the students and their needs and concerns.	Something needs to be done about the limited parking. You sometimes feel as if you're hunting for a spot and having to follow students to take their spot. Some of the lots are also very small. I have a small compact car and sometimes can barely fit in a spot! Also, the price of the students and employee parking stickers are way too high. I have heard from various people that we pay way too much for the parking that is offered to us.	I have found that USF offers great financial aid!!	
Student-minded. Not just focused on metrics and truly cares about the advancement and progression of student life. Pushing for graduation is nice and all but if a person is doing two degrees and is graduating in three years and needs to take an extra semester, it shouldn't be an issue.	We're growing so fast and while we are riding on the momentum, I think we're at risk of moving too fast and burning out.	Opportunities with partnering with more Tampa Bay community businesses. The main strength of USF is its location and ability to harness the support of the community.	While the goals are the university are important, please remember the students are the most important part. We are not just assets. We are people.
Someone with as much bull pride as President Genshaft	Increasing costs for students	Growing university and an increasing reputation	
Someone who actually makes sure the teachers are paid better. Cut funding to sports (they're useless), and won't build a stadium on campus. Won't take a big paycheck.	Parking, and the main exit of campus needs the right turn lane extended. Most teachers don't teach, because they are forced to do research and students have to teach themselves.		Get someone better than Judy, she helped on paper but did nothing to improve the school for the students or teachers. Fix the chairs in the classrooms there are a lot of broken ones and no one seems to care except the students who don't have a seat for class.
Personable, wanting to be apart of the community, young with new ideas	Holding our status but continuing to rise, College tuition prices	Being able to tell us apart, Continuing to grow and get our name out there, being a top university known around the country, bringing in our of state students, building up our campus	Someone young!!!!!!!!!!!!!! Having someone with a young mindset and is understanding about who we are as students and what we face and what we want, we have a huge impact and we want our voices heard, we do not feel as though we are heard or have any input on the decisions that go on.
Puts the students before anything.	Our budget cuts really sucked.	I think that if we keep growing and making achievements that's the best we can do.	Good luck.
Someone who actually asks the students at her school if they like the Merrill Lynch look alike logo before implementing it. Which students were asked about the logo and how many because it wasn't enough. It's ugly.	USF and college in general is too expensive. Put more focus into hiring quality professors, lowering tuition and other fees instead of charging more to put towards your football stadium. Not everyone cares about your football stadium.		
Integrity/ethics, apolitical objectivity, credentials, visionary thinking	politics and straying from education as a form of enlightenment and growth of one's mind to churning out money-making machines; religious influence over science, corruption/lack of integrity, transitioning higher level courses especially into online courses	strengths - institutional knowledge; opportunities - international	
Someone who is understanding and sympathetic to the needs of the graduate students	High fees and low pay for graduate students; excessive overhead paid to USF out of awarded grants; excessively high salaries paid to upper administration; too many administrative positions that are essentially useless; spending thousands of dollars on a "new" logo that is ugly and completely unnecessary (the old one was fine)	Take the opportunity with a new president to lower the upper administrative salaries, get rid of the useless administrative jobs, and don't waste millions of dollars on a football stadium when the Bucs stadium is sufficient	
	Someone selfless and not money hungry	I think we need to grow our student body and our bull pride	I did not like Judy, she was payed way too much for the little positive impact if any positive impact at all, she took money away from necessary programs and gave it to herself. The new logo is disgusting and I really hope USF can turn its self around.
USF needs someone who is determined to show the world all that we do and we need someone that will lead the students by listening to them and taking their input into consideration to implement changes that students want to see. We have come so far that we can't stop now. We need someone to take the bull by the horns and keep the momentum going.	USF is very underestimated even though we are excelling in many different areas. We aren't recognized for all that we do and that is a struggle for all involved including faculty and students.	We definitely are a strong research institution and now that we are pre-eminent, we have a lot to offer students and faculty. Personally, choosing USF as my college was the best decision I have ever made and it's because we have so many opportunities for students including resources offered to us, academics and research opportunities.	Please take into consideration people who are for the students and who is ready to take on a university in such a time of re-branding.
Equally valuing teaching, research, and grants when it comes to tenure and promotion.	Not enough focus on instructors being good at instructing. I can't tell you how many times I hear horror stories of STEM professors being experts of content, but cannot teach very well. They seem to rely on antiquated pedagogies and rules. When a policy or practice is obviously harming students, the attitude is "I went through it, not it's your turn".	Partnerships with local organizations helps my side of campus (social sciences) get data for our projects which in turns help the organizations we partner with.	
Female of colour.	Students' needs. Students pay too much for parking to struggle so much to find it. Many of my students are late for class because of parking and it is impeding their abilities to learn.		I want to see USF hire someone who will listen to students and put them first. More focus on academics and ARTS. The English department needs more resources and opportunities for students.
I think the new president of USF should be strong, independent person who knows what direction the university need to go.	I think the rising costs of education for students is one of the top challenges.	I think the biggest strength of USF is its research power. As USF gains national and international recognition for research the value of the students' degrees from USF goes up.	

Presidential Search Committee

Community Input Survey Results - Students

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
Someone who embraces diversity, maybe even from a minority ethnicity. Supportive of The Arts Proven track record of university success	Providing more funding to students	Commitment to research	The president should be free from political ties and focuses on what is best for the students at USF, on all campuses. He/She should be willing and committed to the high level of success achieved under the current president and have a mission to do even more. Additional scholarships and fellowships are greatly needed at USF.
Responsible, hard-working, driven, well educated	Growing its intellectual base.	Easy access to internships and work experience.	The president should focus on making USF a more academically prestigious college.
An evident and genuine caring for student success. Research/STEM background and focus. Kind-hearted. Philanthropic. Again, truly caring about each and every student, individually.	The current "motto" plastered on many billboards in the Tampa area "achievement over tradition" is a little concerning to me. I've always loved how forward-thinking, innovative, and constantly growing USF has been during my time here, but I think the mindset expressed in that motto is similar to the downfalls I've experienced while being a student here. There isn't much emphasis on tradition or making new traditions which is a quality that would make students feel like bulls for life.	The college of engineering! As a student of the college, of course, I may be biased, however maximizing on this college would truly be a great opportunity for USF. The College of Engineering has already grown and improved so much and with the recent addition of the competitive and innovative Medical Engineering, has the opportunity to grow so much more and be a true selling point for many people when considering their options of Florida Engineering Universities.	
Someone who focuses on propelling USF, not just as a university, but propelling it's students further into the future as well as making students proud to call USF Home	Driving forward without thinking about what the USF community thinks of it. There are many things that USF has done without taking into consideration how the students, alumni, and faculty feel about it. The challenge is to not forget Why the university is here, to serve the STUDENTS. Not to make money. The biggest challenge is that the university forgets its mission	Opportunity is that we are a young university, which means we have the opportunity to firmly plant our feet into traditions and values that will make us stand out from other more traditional universities. Instead of ambition over tradition (which annoys everyone), why can't we have Ambition AND tradition? That would be a great opportunity.	Please for the love of all things holy find someone with educational experience in a classroom. To teach is to understand what students need. And we need a leader who champions USF in every aspect, not just sports and money (ahem Judy.)
An open minded individual who wants to improve the establishments in our campus. Someone who appreciates Fraternity and Sorority and is going to be more involved than Judy was in student organizations.	Parking spaces Textbook prices Lack of support of student organizations like Fraternity and Sorority Life	We are good in athletics and research. Focusing on first and second year student classes could be improved	
Someone that is willing to increase funding for the arts at USF, as well as fighting for higher graduate student wages across the board.			
Personable, genuine, a passion that shows, open to meeting with all students, not just the high-achieving ones, and high moral values.	The reputation that this university is only meant for those who excelled in high school as far as AP, IB, etc. I only took one AP class for two years and didn't pass either exam. Yet, I got accepted and am the President of one of the College of Engineering's biggest outreach event, the Engineering Expo, Co-President of ESTEAM, and am an Engineering Ambassador. Instead of making the kids in grade school who know they are excelling more light, give the other students a shot.		
Someone who appreciates diversity, is full of school spirit and is looking to continue school traditions not take them away.	Finding professors who are passionate about teaching just as they are about their research. There are some professors especially in upper level courses who are only here to continue their research and the students are the ones who suffer in the end.	The diversity	
Honors our tradition of ambition. USF is ambitious; it's part of our DNA. Not vice versa. Involvement on campus, and being friendly with students is a great quality. We shouldn't be star struck like when we see Judy.	Being compared to UF and FSU. Find a way to emulate them. And becoming a university that favors international students over FL residents is unfair.	Research. Research. Research. More publications and patents makes USF look better to bright high schoolers.	Change the logo back. Have a single unified logo that academics and athletics share
Willing to listen to students, accepting of a lower salary, and humility.	Restrictive and limited STEM majors that are offered at other "preeminent" universities (ex: no Astronomy major); inefficient operations of Parking and Transportation Services (PATIS).		
Someone who will actually listen to what the students want	Parking, not enough. This hinders students from getting the education they're paying for because they can't make it to class if they can't park	Focus on mental health and opportunities to get counseling	
Progress and innovation. If there is something new that can be done to further us as a school it needs to be done. No holding onto the past	Judy really helped make this place awesome. Definitely limited space to expand. The school is growing but is confined to this little area.	Definitely upgrading adms supporting the sciences. That department will be better than UF's soon. Also by supporting all sports it can make the school a lot of money. Sports other than football	Just find someone that will help lead us into the future while looking to the past but not being stuck in it. In today's society innovation is the key to success.
The president should be student-centered and elastic in his or her operations	Competition and lack of program development	It has been named among research sectors. Higher student enrollment if politics is excluded.	Do not be overtaken by highfalutin phonology and emotions. Use evidence and qualifications as guide.
Knows about Tampa area, graduate of USF, cares about transparency and growing the campus, cares about furthering students education, background in business, finance, possibly lawyer	Affordability, transportation, space issues on campus (too many people for the size of the campus), lack of transparency in Student Government decisions, the smoke zone outside of the library needs to be abolished if we're going to call ourselves a green campus, poor English and arts programs	Strengths: Cares for environment overall, strong business and engineering programs, fantastic cancer research, preeminent title Opportunities: invest in the arts programs, create football stadium on campus (with parking for students), more graduate programs and doctoral degree made available, connect more with satellite campuses	
A few of the goals and characteristics of the next USF System President can include experience with other universities in leadership positions, an understanding that students come first, willingness to learn more about each campus and what makes it unique to the USF system as a whole, and a desire to allocate resources evenly between each of the different campuses to better unite the USF system.	A few of the challenges I see as a student are a lack of on-campus housing, more affordable on-campus housing, more affordable meal plans for residents, parking availability around campus, and collegiate sports offered at each campus.	Some future opportunities would be to better suit the Sarasota-Manatee and St. Petersburg campus' with multiple residential choices and make eating and living on/near campus more affordable to increase the on-campus standard of living among the students. Some strengths of the campus' are the quality of the staff and the smaller class sizes.	GO BULLS!
Bull pride, present around campus and at University events, supportive of both academic and athletic endeavors, makes students want to be invested in the University despite only being at the school for 2-4 years. Cares about student success and has a desire to promote USF in a positive way and professionally handle any negative light.	Unification and support of the student body and alumni on the new logo and branding.	Impressing the community and world with achievements as a younger University, continue supporting diversity and building a strong alumni base.	N/a
Highly educated, experience in education at a university level, possibly experienced in research of some setting and confident. The new president should be very in touch with all aspects of the university ranging from the student body to all corners of research.	Dealing with the consequences of becoming a more prominent and relevant university, especially as the university continues to grow at a fast rate in addition to obtaining preeminent status.	Our engineering program has extensive connections with various companies ranging from local companies in Tampa to national and even international corporations. This has assisted me many times with getting an interview.	In addition to all this, get someone who will reverse our new logo.
A good president is someone who is committed to the students and what the students and faculty need. Someone who is willing to work for us and with us to better USF. Someone who is not all about the money and understands that students and faculty is the heart of the university. Someone who is mindful of the fact that we are 18-22 year olds who want to make it in life, and getting an education is how we want to better our lives. So limiting obstacles would help more students achieve that goal.	A major challenge would be for future students to come to USF. It is becoming harder and harder for students to afford college because it seems like we will never be able to pay off students loans when and if we get a job. So some people don't try to get a higher education because of the simple fact that they do not want to go into debt and not be able to pay it off.	We are in a prime location for many different things to help better student life. We have the best medical facilities around, police agencies, and many other work forces around to help connect the students with potential employers. It's good to be able to network in such a big city so we can meet as many different people as possible.	We need more parking spaces. We pay a lot of money, a ridiculous amount in my opinion, to park when we already pay tuition. The least y'all can do is give enough parking spaces for everyone to park. Build a couple of parking garages where some of the parking lots are now. You can triple the amount of spaces there are. We shouldn't be late to class because of parking. Also, don't solely focus on advertising for men's sports. The women teams are much better these past years, start advertising them
I would like to see a president who is more than just the face of the school. I would like to see a president who spends time with students and cares to hear about their desires and needs. I have felt so distant from Judy and completely unseen.	The largest challenge facing USF is the extremely high tuition, making it simply impossible for many students to get an education or forcing them to go into debt for the rest of their lives. The saddest part is most students get to benefit from their tuition money, as so much of it goes to athletics, greek life and on-campus housing which the majority of students do not utilize. We need better parking, better classrooms, better benefits and better scholarships.	Research should continue to be one of the greatest focuses of USF. That is what will benefit the university most. However, it is also important to treat ALL students well, regardless of their interests. Some students do not partake in athletics or researchers but they still deserve to be valued.	Please consider finding someone who can relate to the majority of USF students. Many of us are non-white, non-Christian, LGBTQIA+, immigrants, and low socio-economic status. Someone who came from a similar background as the majority of the student population would certainly make everyone feel more accepted and comfortable here. Another rich, white person (though there is nothing wrong with being rich or white) simply cannot connect with many of us.
I want the president to be a minority preferably Black (African American, Haitian, African, etc.)	Racial Injustice and the new logo.	To be more inclusive of the minority communities:	Please do not rule out candidates because they are black.
Putting students first. Open doors	Confusing and changing requirements and the cost.	It's great for commuters and people who need online classes.	As a students in the college of Ed I feel it's important to have many opportunities to research, practice, and learn. More parking would also be great!
I think it is extremely important to find someone who has the interest of all students as a top priority. Someone who is willing to work with us and delegate responsibilities at the university in a way that benefits us, as well as the university as a business. But knowing that our president is concerned with our opinions and ideas of how to make this campus as resourceful as possible is very important.	I think the biggest challenge is keeping up with the amount of students that are admitted each year. Building projects and extra housing is great, but other smaller details like parking and other space for students is in short supply.	The biggest strength this campus has is definitely the diversity and inclusion of all students, not just a majority group. It extends past just student organizations and student efforts to show their support and allyship for various minority groups, but transcends into how the school itself is structured and the values of the faculty.	
Commitment to education Maintaining high standards Research Focus	Structural supports to support the transition into Graduate Programs. Mentorships Equitable opportunities for all	A strength is it's research focus. As a new doctoral student, it would be wonderful to be mentored in this area.	

Presidential Search Committee

Community Input Survey Results - Students

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
The next president should have demonstrated compassion, and should be of strong moral character with an impeccable background. Also, the next president must be willing to embrace, if not push, conservative ideas and beliefs rather than promote liberalism.	The major challenge facing USF is its counterparts. Other state universities, for some reason, are more highly regarded by people than USF is.	USF can definitely seize an opportunity in merging the other USF campuses under one umbrella. USF should also place more emphasis on its bureaucracy (the staff) because they are largely inefficient. On regards to strength, USF is in a major metropolitan area, so it must continue to exploit that.	The next president should embrace all ideas and all political beliefs. Even better, the next president should remain completely neutral in the way he/she expresses himself/herself on regards to social or political issues. This is probably best even though I would personally like a conservative president (e.g. someone like Rand Paul).
Mr. Muma, lets get a president who is pro-Greek, and allow Greek life to help this university grow and flourish. The school makes it impossible to do anything as a member of Greek life and numbers continue to dwindle every year. It is becoming a reason people do not want to come to this wonderful university. Also, it would be nice if you instead of only supporting Sigma Nu and bailing them out of everything, support Greek life as a whole. It would be beneficial to us all.			
I think that a president needs to be passionate about fostering a positive learning environment for its students. They need to be a leader who will work to take the best course of action for the students and the University, not for their own political/personal agenda. They should be willing to listen to everyone - from the custodial staff to the board members, and everyone in between - with ideas on how to improve the learning and working environment.	The biggest challenge, I think, is always regarding money/funding. USF needs a more competitive graduate student package, so those seeking higher education can afford to live. This means a higher stipend and more comprehensive health insurance, and an elimination of exorbitant "fees" that need to be paid by students who were promised a full tuition waiver. Many of the buildings and classrooms require updating as well.	An important strength for USF is the research environment. We are fortunate to have Moffitt Cancer Center and other hospitals nearby, as this provides ample opportunities for students to become involved and learn from practicing doctors and researchers.	
It is important that a president not only leads effectively, but cares about who they are leading as well. USF is a huge, diverse community and it takes a dedicated and open-minded person to care for the members within it. The president should have progressive approaches that align with this day and age, while implementing values that have been successful in the past.	A major challenge that I have noticed is reaching out to students. Bull Market, emails, and the thousands of clubs do a great job. However, as a freshman, I still see SO many kids hesitant to join something because the atmosphere is not that inviting.	One of our strengths is definitely our diversity. The different types of students allow multiple perspectives, broader friendships, and enhanced learning experiences. I'm not saying to expand on the international program as much as I am saying to focus on merging it with other students that are from here.	We love Judy. I have only been here for a couple of months and can tell that she has progressed USF tremendously. The amount of resources offered for students was one of the main reasons I chose to be a Bulls. I hope that the new president embraces change and continues to care about the members of USF.
We absolutely need a president that is going to prioritize making USF a more environmentally friendly campus. Someone who is outwardly concerned about the physical, emotional, and financial well-being of the community and the students would be best. We need someone who will be a voice for the new generations of USF students.	USF could be pulling in more serious scholars in crucial fields for the future like philosophy and environmental ethics if the PhD graduate assistants were paid a livable wage. If the school does not value its scholars it cannot grow.	USF has a wonderful record as an engaged learning university. The school is able to offer research opportunities to its students that most institutions couldn't.	In the years ahead USF needs to be seen as leading the way for Florida's future. This means leading us toward being a more sustainable institution, taking care of our local community, and supporting the young scholars who will be the future face of USF around the world.
Passion and ambition for USF. Care and respect for all academics, sports, and student organizations at USF. The president should push for better opportunities not only for football but all extra curricular sports and fine arts as well as student organizations.	Too many students not enough parking and not enough money. Student organizations are being capped with their budgets which hinders the success and performance that these student organizations can do at collegiate competitions.	STEM engagement and school spirit. I think embracing all STEM not just the medical field would bring a lot to USF. I think USF should look into branching out and getting into new fields such as vetnary medicine and aerospace. There is a huge industry here for that and USF is not taking advantage.	Please choose someone who loves USF as much as we do.
Courage, creativity, eagerness to thrive, open to and inclusive of students' opinions and interests, great Bull pride and commitment to advancing our university and Tampa Bay	Lack of funding for technology, research, etc. Lack of national recognition. Lack of big companies reaching out to our colleges to recruit students (especially engineering)	Bigger career fairs with big companies, programs in partnership with industry	Find someone who is as passionate about USF as Judy
Someone who is upbeat, willing to help all departments, and someone who will make great connections with the student body	Some of our facilities need some updating and parking is becoming a bad issue.	USF is a great school some of the important strengths have to be keeping good traditions and helping everyone achieve their goal of higher education.	:)
We MUST have a President that the students can relate to. Dr. Genshaft is very good and has done many great things for USF, but most of us view her as an overpaid goddess who rules from her office piece in the Patel Center. We need a President that the students can get behind, one we see walking around campus from time to time.	In an effort to draw students, USF - like many Universities - have embarked on an elaborate building boom. This race to have the best features, is not really needed and puts extra financial burden on USF students. Case in point, the Village. At over \$100 million, the Village residence area has spiked dorm rents to sky high prices. This forces many students to look elsewhere for living and in turn either makes living on campus a luxury or places additional debt burden on our students.	The feeling at USF is one where we're on the offense. We have consistency risen in rankings year over year and schools like FSU and UF who once considered us to be a non player are now playing defense. It's the feeling of we can do anything. It's the feeling that maybe FSU isn't the other "flagship" university.	As a university, we are on the upswing. But progress isn't always linear, we could slide if wrong decisions are made. With decisions like these, I think of what mission control told Alan Shepard before NASA's first manned launch - "Don't f*ck up, shepard." I wish the committee the best of luck.
have detailed plans and procedures for students' success, especially academically	How professor guides the PhD students efficiently, with minimum delay of email response and check their papers timely and provide timely comments on that	Maybe we will become better, but I do not know what exactly those chances will be.	Will all the students be able to elect the president?
Alumni of USF Successful after college Younger (40s)	Student input is ignored, we ask for more parking spots, nothing is done. Another is professors not listening to students feedback.	With our new status, graduating classes can now compete equally with those who graduated from UF or FSU for jobs	
Inclusive, fair, students interest in mind and not money, one who will decrease tuition, gives more funding to grad students, transparent.	High cost, students in debt.	Diverse and inclusive campus.	
I would like for the new president of USF to be a product of a public university, as I feel they will have a better understanding of what it is like for students. Additionally, I think it is important for the new president to be open to new ideas.	I think the biggest challenge facing USF students especially is the sense of favoritism on campus. There is a clear bias towards STEM majors and students who come in with titles like national merit.	USF needs to focus on the future, opening up to the idea of a greater athletic presence, as it's really the only thing holding us back from being equal to the likes of UF	Instead of such an inflated salary, perhaps the money could be used for scholarships?
Research focused. Not so much on sports. Sports brings good money but USF has a claim as a research University and that is how it grew. We should do what we are good at	Loans, loans, loans. Student debt is a national problem and things will change cause it's unsustainable, it's just a matter of who does it first. USF can lead.	RESEARCH, keep at it. eventually the university will have a "gatorade" breakthrough and collect it's rightful earnings. USF is one of 5 institutions in the State that can do this, it's our duty.	Be politically savvy but don't get lost in the rhetoric, politics has a way of creating the worst in people. Science and facts are at the base of our beliefs, politics come and go
A president with a stronger passion for Greek life and athletics. To continue our academic growth and international appeal, but also determined to improve the amenities around USF to give it a more college town vibe and to increase bull pride throughout.	USF Athletics, though improving substantially in the past 15 years, is a weak point at USF. Students aren't encourage to get hyped up for the games since our team isn't consistently good. We can't compare ourselves to UF and FSU since they've had an established athletics department previous to the development of USF, but UCF, a younger university than USF, has stronger athletics and a strong school pride than we do. We should look to them when it comes to athletics.	USF is already breaking barriers when it comes to what a young University can do having one of the strongest academic standard when comparing to other University. We shine in academics and diversity, but we need to focus on athletics, Greek life, and making Tampa a better college town. We aren't attracting the type of students we need to be successful all around, not just in academics.	We need someone with a fresh perspective and a passion to turn this school from an academic powerhouse, into a school where we are respected for our athletics, our presence on an international scale, and for being a bull.
Honest, Ambitious, highly interested in the development of Medical research and Morsani College of Medicine.	Pricing too high and not enough opportunities for undergraduate students to perform outside the classroom. Funds wasted in non-academic goals rather than developing research and graduate programs.	Morsani College of Medicine can be top-ranking in the country if enough effort is put into it.	
Bring tradition and spirit to the school. Someone who values Greek life, athletics, social organizations, and all non academic outlets.	Having no identity besides a research school. No students have a sense of community or pride in USF as so little emphasis is put on anything other than academics. There are few reasons to keep alumni coming back once they've graduated.	The diversity and unity of the student body. Additionally, the quality of the teachers is also a strength. The 'front desk' so to speak needs improvement. The people in charge of making decisions need to listen to the student body and take into consideration the tradition and spirit of those who attended. This is an important opportunity to build a school with a legacy and a reason to send your kids again and just an academic institution to spend 4 years learning if you don't get into UF.	
Be in touch with the students.	The cost of higher education, and the number of students unsure of their career options after or during college.	The inclusiveness of the student body.	Please pick someone who will put students over investors.
Passionate, charismatic, and open minded	African American/Black student and Professor rapid population decline. Also the steady increase in student tuition.	Strengths- Diversity, Sports, and campus clubs. Future Opportunities- HCC merge with USF, USF nonprofit organization branch Opportunities-	It's the perfect time to bring in the first minority president.
USF's community's well being should be Person's Agends. Should strive to nurture the USF's Holistic Growth.	Opening up more distance learning programs and making education affordable and online. Decreasing the unnecessary expenditure by cutting down age-old systems in favor of the latest affordable state of the art solutions; and increase the funding for library resources (especially digital literature). Collaborate with community colleges to uplift their education standards and there-by increase Student count for USF.	Should utilize the Information Age solutions for all it's difficulties.	Find passionate individual with energy.

Presidential Search Committee

Community Input Survey Results - Students

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1) Considerable time spent as a university professor, in addition to administrative and executive roles. 2) Time spent early in their career as an adjunct and/or assistant professor. 3) Track record of working closely with federal and state governments. 4) Strong record of progressive stances on social and environmental justice issues. 5) Modest net worth.	1) Undue and destructive focus on the generation of profit to support unnecessary and overpaid executive administrators. 2) Anti-intellectual, and anti-science pressure from state and federal government policies and actions. 3) Poor training of STEM students, who do not receive a balanced education and leave universities unequipped to write effectively or function as historically, politically, and socially informed citizens. 4) Automobile-oriented campuses.	Strong research generation. Potential for transdisciplinary research and education. Interaction with City, county, and state development programs to facilitate smart, sustainable development (this would require change - as of now USF is part of the problem in this respect, e.g., downtown water street collaboration).	The new president will have to deal first/ foremost with the problems inherent within the campus consolidation plan that president Genshaft left USF to deal with. Extant programs, department, etc. MUST NOT BE COMPROMISED by the consolidation, and the process must not involve fiscal or political disenfranchisement. The current plan leaves USFSP and MS faculty exposed to exploitative reapportionment of work, and creates undue barriers for students. The new president must have an equitable plan!
A transparent person with STRONG moral values. Who cares about all peoples. That includes; all religions, all races, backgrounds, and all socio-economic status. Who is sincere and humble. Also, someone who is willing to speak to/reprimand or fire, bad or lazy professors. Some who is hard working and consistent in their work.	Some teachers/professors do not seem to care about the students.	Perhaps to lobby for immigrant students who study at USF on VISA or other US immigrant programs. These students should not be asked to pay TRIPLE tuition for their immigration status. Perhaps make it 30% more than regular tuition or equal tuition as a U.S. Student. It is not fair to immigrant students from Asia, India, the Middle East, or Mexico) to have to pay exorbitant amounts of tuition. Some may feel crushed under the weight of so much pressure. A LOT of work that needs to be done.	Please search for someone who will offer more scholarship opportunities for poor students. Someone who is willing to WORK HARD for the students and not simply get a bigger paycheck. Someone that is experienced and is willing to serve the students at USF.
Must be aligned with USF values and know USF community really well. Must be aware of the challenges faced by international students	Undergrad first level courses are too crowded, not encouraging individual attention from professor to student. Terrible parking experience.	Great research labs. Clubs must be encourage, they are a great part of the community.	Don't change USF colors and logo
Passionate, logical, helpful spirit, patriotic, sensibility and humanity (that students aren't just money-makers that the university needs to churn out like a machine, but actually take the time to get to know students)	Access, affordability, inclusiveness, community outreach, public programs, and academic services (library SMART lab tutors).	Research opportunities, career resources, guidance/advising staff expansion, focusing on a holistic approach to education.	They should obviously have experience as a leader, and show high return on what they said they would do for where they were. They shouldn't be too old though that they can't relate to the students and professors that are on campus and are affected by their actions.
Various leadership experience, not limited to just education. Proven track record of successful endeavors. Knowing their vision of where they want to take USF. Highest ethical standards. Ability to provide financial stability to USF and the community.	Cost of tuition, text and other learning tools. Accountability toward students and there education achievements. Staying relevant and keeping up with technology.	Community engagement and partnership. Real diversity, not just to comply with AA etc. People from all walks of life, representing USF to the students and community. Staying ahead of the curve.	The new President should have a proven record of achievement, with out of the box thinking, more relevant to the new generation.
Futuristic mindset, ability to incorporate diversity into the faculty and student body, emphasis on sports as a multi-faceted element that drives funding, diversity, inclusion and national pride.	Research prioritization. Diversity of the student body. Enrollment ratios.	Our location in the Tampa Bay area attracts a lot of transplants from other parts of the country and the state.	
Progressive, inclusive, innovative.	High tuition costs	Diversity of class and programs to follow	
A USF president must be trustworthy, considerate of the students and faculty, and levelheaded in order to make the right decisions that will affect this university. The new president should also be accepting and inclusive of the many cultures, religions, and gender and sexual identities of the people who call USF home.	One major challenge facing USF is the parking situation. This may seem unimportant, but resident parking is a mess, especially near the Village.	One of USF's biggest strengths is its diversity. Through the diversity of the students and faculty, there is ample opportunity to learn about different cultures and experiences people different from yourself have had.	As mentioned, diversity is one of the strongest qualities of this university. I would like to see that appreciation and acceptance of diversity reflected in the search for a new president.
I want the next president to seek feedback from students regularly and in person. I would be nice to also have a system like the White House has for this where online petitions with a certain number of signatures are guaranteed a response from the president. I want the president to be a visible leader to both faculty AND students. In my experience, students are not treated as customers and peers, but rather as children who should be grateful to the faculty.	I think school spirit is a big downside (at least in engineering where I am both a student and an instructor). Eng. students (approx 75%) view USF as a hoop to jump through rather than as training for their careers. I do appreciate the help with resumes and job searches, but these efforts try to address the symptom rather than the cause. Students need to feel proud and confident in their education at USF. We need more things like the DFX lab and more focus on careers DURING the degree/training.	USF has a strong medical program/surrounding community, and I think this should be taken more advantage of. In engineering, there is some crossover with the College of Medicine, but certainly not as much as their could be. Another important opportunity is the large population in Tampa Bay USF could facilitate more outreach to grade schools through USF students. This would help USF's image, give students useful experience, and benefit the community. However, execution is EVERYTHING here.	I have been a student at USF for six years, and I have taught large undergraduate courses as the instructor. I never felt that Judy Genshaft (nor the board of directors for that matter) cared about me or any of the students: hence my first reply. I think the widespread feeling among students of us vs them (them being USF) is very harmful to both parties, and I hope this is strongly considered in selecting the next president.
	USF will always be a commuter school unless they build an on-campus stadium and create other way for USF students to have school pride		
he/she should make decisions based on what students, faculty and other employees actually want and only based on what donors want. he/she should be willing to talk to students at any time (within reason) and should conduct some type of meeting so that students can voice their opinions about the things they want to change within the university. He/she should also realize that while engineering and business have the most students, other majors need funding desperately for students to succeed.	You are not preparing students for life. They should be an optional or mandatory class called Adulting 101 or something similar teaching students the basics of adulthood. We need to know how to pay taxes, how to handle credit, what it means to have student loans, the pros, and cons of taking loans, what is credit, savings and retirement and many other things that most business majors learn but others do not and are necessary to succeed in life regardless of your career.	USF strengths lie with the importance it gives to being a research-focused university. The ability for all students to participate in research as undergrads are crucial and an excellent resource. The university also has many resources such as Suit-A-Bull, career services, bull2bull and other workshops that teach students things that can be applied to any career regardless of major.	I honestly think that you should focus more on other STEM majors that are not engineering and biomedical sciences or majors whose focus is a medical career. As an integrated Biology major, I think that my advisor does not know how to advise me, and can't do their jobs properly so I normally just ignore their advice. The facilities in which we take our labs are also severely underfunded, training future researchers with proper lab equipment should be a priority as well.
Integrity, care for the Tampa community, care for the students and their academic experience and success, honesty	"selling out", losing integrity and core values of our University to political and financial persuasion from those outside of the University and those not thinking of USF's best interest	The upward direction USF is travelling academically and athletically. The professors doing amazing research that allows USF to stay relevant internationally. Outreach programs USF participates in to assist the surrounding community and the youth in Tampa.	Please choose someone of good character with a desire to improve the University (not just for their own personal gain) and not someone with just personal connections to those choosing the new president or the past. Thank you.
kind, caring, good with budgets, willing to fund every aspect of a university rather than just the sports teams and STEM majors, willing to listen, dedicated, respect for students and staff, willing to stand up for disadvantaged populations on campus (and off), someone who cares more for the job than the money	Fighting for the disadvantaged communities and those who cannot necessarily speak for themselves. I think one of the most important challenges of this era is providing an inclusive and safe place for education and learn of all peoples, regardless of sex, gender, race, sexual orientation, immigration status, legal status, etc.	To become a top university not only for academics but also for inclusion and diversity. We have the ability to shape generations of global citizens and, rather than simply facilitating student tracking in education and promoting the discrimination of different strengths of individuals, USF can create an equal opportunity environment for all people and the future generations.	Please check the backgrounds and references of these individuals. USF has recently had three cases of legal trouble with individuals using positions of power to hide troubling power interactions, specifically several faculty members who partook in sexual assault (i.e. Herbert Maschner). Someone who uses their position to take advantage of others is not the type of person we need as the head of the university. The president must be evaluated for positive and proper behavior and credentials.
Over the top school spirit, exuberant, good public speaker, embodies integrity, honesty and truthfulness. Will support minorities.	Political issues of being a safe zone, and standing for what is right (not supporting private prison).	The opportunity for growth. In the years that I've been here I've had the pleasure of experiencing the ever changing environment and growth at USF. I believe it will be one of the most important factors of USF to continually grow as a university.	Pick someone that is with the people for the people. Not in it for the money but in it to help the next generations grow and thrive.
One who supports Greek life and athletics	We are one of the biggest schools in the country and the majority of our students are commuters	USF FOOTBALL IS CONSISTENTLY A TOP 25 TEAM YEAR AFTER YEAR AND THE GAMES HAVE LESS THAN 10K PEOPLE SHOW UP	WE NEED A FOOTBALL STADIUM ON CAMPUS
Adaptable. Flexible. Rolling with changes to society that social, political, and climate-based.	Courses that are friendly to non-traditional college students are vital. The population at USF has an increasing amount of these people, including myself, that want to work for their educations, too. "Ambition over Tradition" is what the billboard says on I4 near downtown Tampa. I expect USF to follow through!	Research and implementation of renewable energy. Supportive alumni societies.	
Someone who focuses more on academics than athletics	Lack of funding for STEM departments	Research and real life applications	
Someone who would put the needs of the students first, who focuses on the expansion of the school in a way that benefits all, not just the trustees.	Miscommunication between professors and students.	Research and academics	Please do not put someone who values money over education.
A future president not only would recognize the importance of education but of extracurricular activities and encourage them. Someone that is not anti-Greek life would be nice, this makes up a good portion of our student population.	USF is still struggling to stand in the same arena as some of the larger and more well known schools such as UF and FSU. I partly believe this is due to our lack of enthusiasm when it comes to athletics. A president that cares not only for our academic rigor but the success of our athletic teams is a must.	In the light of our recently awarded preeminence, it's important for USF to make the application process more challenging. If we want to compare to schools such as UF, we must raise our standards.	Please someone that is not against Greek life. This is a major part of life at USF and it lacks in potential because as a community, we have not been allowed to grow. This does not mean to not have restrictions and strict guidelines, but to realize that these are amazing organizations that do great things.
A person who cares less about retaining power and more about streamlining processes for students. A person who wants students to receive a superior education and cares less about maintaining status quo with faculty favorites, even when they are inefficient.	USF is not connected to what is happening at the other institutions and colleges. Online classes are declining. Programs are cutting back and it is making the running of student services, such as academic counseling, almost impossible. Individual colleges are making their own changes without processes being in place to manage the change.	Strengths? A diverse student population with bright students. Opportunities- room for lots of improvement.	In order to push the limits, you need to provide the University with the means. You can't expect to get "A" students graduating in 4 years time getting fantastic jobs by providing C- efforts and funding. We need to fix the many broken processes here, including: HR; and improving processes between institutions.
Passionate about students and traditions, present on campus instead of in an office	A heavy focus on changing with preeminence which leads to changing the wrong things (the logo, the mural in msc) instead of the right things (accessibility for all classrooms, availability of required resources)	Athletics, business partnerships with the Muma college of business, internship partnerships	We need someone who will take down the new logo and reinstate the old logo before too much money is sunk into the new logo.
Transparent, knowledgeable, open-minded, can make USF a better school in the field of ACADEMIA	Tuition prices that are sky-rocketing. We don't need a football stadium, what we need is affordable education. There is too much emphasis on college sports. I know the alumni love the sports but the students are here for the degree.	Preeminent research school, primarily research and product development. Business oriented as well, MUMA is coming along.	do what's right not what gets you the money. Think about the students that make up the school and fund mostly everything. Also, naming the sun dome after an alcoholic beverage company, really?

Presidential Search Committee

Community Input Survey Results - Students

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
Our new president should not only be intellectual with great communication skills, but as well approachable, centered and above all having humanistic qualities knowing that the position or job is bigger than themselves. A president should be accountable to the institution, the students and the community. The president of the university should also be a thought leader, meaning that their ideas and insight must be effectively communicated to faculty, students, and researchers. TEAM PLAYER.	Economics from a students point of view. The cost of higher education continues to increase which puts a strain on current and perspective students. There seems to be some disparity among colleges within the USF system.	Strengths are its geographic location and diverse teaching faculty and staff.	The world is moving and changing fast, USF needs to keep up by keeping their ear to the ground and maintain its community, and global involvement.
The new president of USF should have an open mindset, especially regarding community voices and opinions on matters such as say, a new university logo.	Rising tuition costs and stingy financial help in terms of higher education, such as graduate programs.	The opportunity to consider community and popular opinion regarding the new logo.	N/A
Ambitious, someone who prioritizes school rankings, someone who cares about the career prospects/future of USF graduates, someone who wants to help make USF more walker/biker friendly	Competing against students from schools with better reputations, increasing the library/food store hours on campus	Our mayor/city government is passionate about increase public transportation and walking/biking options and USF should work with them to increase the number of sidewalks in and around USF and build more sky bridges to cross large roads on foot/bicycle.	The biggest areas I think USF could improve on is doing everything to make us competitive candidates for whatever lies ahead of graduation and increasing the number of sidewalks on campus (walking decreases stress and is more environmentally friendly than driving)
A dedication to efficiency and sensibility.	The overall lack of efficiency and communication between various groups.	The strength, for me is the closeness to my home, the opportunities of a major university right nearby.	I would greatly appreciate a president who introduced less fluff and unnecessary programs.
Fiscally responsible, business background, not a career academic/administrator, high level of education attained in STEM field	Area the university is located in is not student-centric, traffic/parking unmanageable due to the need to commute via vehicle (rather than safe roads/pathways available for scooters, bikes, etc. from housing areas), excessive spending on facilities in lieu of investment in technology and distance learning, poor/dangerous neighborhoods located too close to the university, high level of crime due to location, not a real 'college experience', excessive administration	Focus on academics, investment in academics rather than facilities, hire good professors from the U.S. that speak English well, pay competitively and less reliance on adjunct faculty, lower the number of administrative staff by making support operations more streamlined, focus on student life inside and outside the classroom, focus on the neighborhood surrounding USF, fix the commuter situation that will ultimately cripple USF if not solved.	I would like a highly educated outsider that understands that the college needs to be run like a business. They need to know how to prioritize and set initiatives, achieving important milestones before moving on to others. They need to have ties to Florida (preferably Tampa). They need to fix the commuting, student housing, and lower class neighborhood situation that causes danger for students and makes the school less attractive for incoming freshman instead of building more facilities.
The individual needs to have a PhD. They need to have a good record that indicates their support of the rights of minorities especially students in the LGBTQIA community. They need to have a good financial record personally and in their work life. They need to be ethical and respectful if the environment.	Parking. Parking is horrendous. Besides that I have no real critiques. I'm getting my master's and I did undergrad and that is my only real complaint. Obviously it is quite minor.	Become far more green in our electricity, recycling, technology, what we do for the state of Florida's environment needs to be assessed basically our environmental impact and how we can improve it. We are doing a decent job already, and I praise my school for that, but we can ALWAYS do more. ALWAYS. We have an opportunity to go greener.	
Compassion	Cost of education	Community involvement	
A commitment to fix the art program and humanities which are underfunded and overshadowed by STEM.	Spending money in the wrong places. Football stadiums shouldn't be a priority while the Art building keeps finding asbestos and parking is so nightmarish.	Art. Hear me out. Ringling charges over 30k a year to go there. If we can get to a level of competitiveness with them we can pull students and make a hack of a lot of money. Ringling is full of affluent students from around the world. If our art program can adapt and expand, we can have a self sustaining art program that really can help students get jobs as artists in Animation, games, and vfx.	Listen to me. Fund the art program with the same passion you will fund repair on the Ind. Sci. Building.
Improve student and graduate quality	Quality of input students	Licensing team, city of tampa	We need a president who'll ramp-up the game in admitted students. There is great faculty, funding opportunities and everything, but the quality of input students is limiting the output quality, hence the reputation
Trustworthy, honest, of the people, caring, efficient, impactful, earth conscious.	Cost. Parking cost. Is my degree worth it?	Focusing on our academic schools and not our sports team.	I think most of the students can say we don't want someone who is going to be using dirty money. We want someone who shares our morals and aren't profit driven.
Transparency and a lot of it. Be transparent, if something is wrong let the student body know.	Cost and efficiency. E-Books for the future!	Honesty, Strength, and Nurturing	I wish them the best of luck in their search!
Honest, strong, driven, determined, charitable, representative, open minded, global perspective	The biggest challenge is incorporating real life experience into the curriculum. Education needs to be more than lecture halls, there should be more opportunities for USF students to connect to the community in which they want to have a career.	I think it is extremely important for USF to establish a sort of tradition to develop a culture around the University. The student body needs to feel more connected to each other and to the community. I think if USF had this kind of culture it would be more appealing to prospective students because they will want to join the USF community. It will also bring the USF name to higher prominence in Florida, like other schools that have cultural bondages such as FSU and UF.	
I believe that the president should follow the strong academic tradition that USF has set and continue to support academic scholarships for students. Additionally, I would like to see a president that is not overly concerned with sports. USF should not become another UF or FSU	Parking is a disaster, but I'm sure you already know that.	USF has built a reputation as a school focused on academics over ego or tradition. That is what resonated with me most when I chose to come here.	
A president that wants to SUPPORT greek life	Money for attending college classes	We are now a preeminent state university. That is a major strength and doors open for different opportunities	I really just want to emphasize a good president that want to support and encourage greek life
The next President of the USF System must be energetic, brash, exciting, and have just as much tenacity, pride, and ambition as I do. I believe the spirit of this university is feminine in nature.	As our university gains much deserved recognition for the completion of an array of accomplishments, our identity as a system MUST be determined single handedly by our students. The largest challenge facing USF today is our branding, our message, our vision, and how students' voices by the masses need to be heard when creating new symbols and slogans for our university, and not from the opinions of a few in focus groups. We are all in this together.	We have used our youth as a university as an advantage for us, and in many ways, it has served us well. No other university in the Florida University System has nearly as much excitement and potential as our USF has now, and I believe that this university must now shed its image of being the young, but fiery school and instead transform into the Tampa hallmark that has a history of tradition, success, and rigor, and nothing but!	This new President must be determined to hit the ground running. We've accomplished so much, but we are still far from where we need to be. This new President should not be afraid to get down and dirty and make any necessary changes that need to be made the minute they are announced as our next President.
GOOD HUMOR	LOTS OF DEPRESSION	Changing the logo back and getting rid of the new ugly one	GO BULLS
Someone who will continue our momentum but is still visible by the student body. Judy is a strong lady who earned our respect and, as such, could command influence.	Specific training programs to be incorporated with the degree process, similar to internships, to really help students bridge the gap to getting a job after college. Really encourage licensure and other desired qualifications. We excel and our known for our medical programs - let's expand to aggressively become a top 25 business school too.	The talk in Tampa is all about Mass Transit capabilities. USF is uniquely positioned to undertake the tasks associated with researching, planning, and testing out a new system for Tampa.	I have full faith in the search committee that is tasked with locating our next President. Should you need the community's help, we're only a shout-out away. Thank you for allowing us to be a part of this process.
USF needs a president who is compassionate toward faculty, staff, and students and who is engaged with the local community in meaningful ways. We need a leader who understands education and the demands of academia. We do not need a professional politician at the helm. At the same time, our president should be active in Florida politics and be prepared to best represent the needs of the university.	Politics and funding. An increasing number of universities in Europe are offering free education. As tuition rates in the U.S. skyrocket, we are going to lose quality students and faculty to more affordable quality options overseas. We are on a precipice and U.S. Dept. of Education is suffering from weak and inexperienced leadership and price gouging. Many of our undergrads can't afford textbooks, let alone food and rent. Funding, we have a funding crisis.	I grew up in Florida before USF was a school with a community presence. It was there, but it wasn't an integrated part of the community. I've watched that change. It's a Bull Nation out there now and our alumni are active in building a name for the university. We are fortunate to have a local community that is engaged and interested in the university.	USF has been fortunate under the guidance of President Genshaft. We've grown as a community during her tenure. I am concerned that her replacement come from within academia not the political pool in Tallahassee.
Someone who values the importance of the College of the Arts.	PARKING	Location	I hate parking at USF.
Caring, present, a leader, friendly, open			
Equality, health conscious, environmentally conscious, academic focused, loving, caring, respectful, mental health conscious	Tearing down all the trees and rising college tuition	Strong academia	Please save the environment and keep us kids healthy
We need someone who is fresh, new, incredibly intelligent and young. I believe these characteristics embody the future of USF as we try to become a more innovative, non-traditional and unapologetically effective university. What I do not think is right for USF is to slot in a cookie cutter candidate that will try to get USF to follow the same strategies as it's peer universities in Florida and around the country.	I believe differentiating themselves from other Florida schools is and has been a challenge for USF. In a state with so many good undergraduate colleges, USF should focus on improving its partnerships with the organizations in Tampa that can help differentiate it. This would include strengthening ties with the many affiliated hospitals and with the community of downtown Tampa. Gaining a greater foothold in true South and Downtown Tampa would be very beneficial for USF.	USF's strengths: Has incredibly good hospitals surrounding it and on campus, committed to a culture of innovation and change instead of tradition, infrastructure to support many areas of graduate studies. Opportunities: The campus location is less than ideal for taking advantage of the incredible growth occurring in a Downtown Tampa finding ways to gain a foothold in Tampa and improve relationships with important community leaders and business owner there should be of great interest to USF.	Someone needs to come in and fulfill the vision of CAMLS that was imagined when it was first built and has since been abandoned and forgotten. CAMLS has the opportunity and infrastructure to serve as an incubator for innovative medical startups in Tampa and make this city a place for biomedical innovators. This would offer support to intelligent physicians at all of the world class hospitals to make their ideas a reality, while improving the name of USF and Tampa.
Male, likes Greek life.	Increase in diversity	Football, Greek life.	Please choose someone who will support Greek life it's the backbone of the university.
Someone who does not pay their own salary and bonus, cares about the students along with the bottom line, is willing to actually make the university contribute to an on campus football stadium as they will likely be the body actually supporting and receiving money from it rather than make it an additional and rather unnecessary fee to USF Tampa students who already pay quite a bit in fees. Lastly, someone who is approachable and who actually has a soul.	Parking	Innovation and a warm Floridian climate which attracts good aging professors	Best of Luck to you

Presidential Search Committee

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What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
Honesty, focuses on student and faculty well being, not all about the money, wants to bring our school to the next level	PARKING	Usf has a lot of good research going on and it differs from other big schools because of its faculty who care about students. We should keep that as our top priority	
Determined, energetic, BULL PRIDE A MUST, engages with USF and Tampa community, unbiased	COST, high expenses, LIMITED TO NO PARKING, if you are going to build more dormitories and more buildings that will create more traffic, build more parking lots or garages. You make students and faculty pay for a parking decal, yet, we cant find parking and risk getting a ticket. WHAT IS THE POINT IN BUYING A PARKING PASS IF THERE ARE NO AVAILABLE SPOTS	Research, DIVERSITY, Community Outreach, job opportunities for students	Please follow in Judy's footsteps with her levels of energy she brought to this community. As well as, all the new innovative and groundbreaking initiatives she has made for USF
preferably in a fraternity or sorority so that they are not biased against greek life like President Just Genshaft is	monetary reasons for most students - college is expensive	academics, football, and campus involvement such as clubs, sports, and greek life	n/a
Having focus on student's education and comfort above all things	High rent will lead students especially freshmen to find housing elsewhere. Lowering rent for students, at least for freshmen will definitely improve their transition.	Continuing to invest in undergraduate research and mental health of students.	Don't rush the process and keep in mind who would be best for the students
A strong commitment to the environment and make our campus more sustainable. Transparent and honest leadership that is communicated to the students and faculty of USF.	It is still considered a commuter school for the most part. Breaking that barrier down and creating a stronger community of Bulls is needed.	It is important to continue to build our academic standing amount the other Florida Universities. Hiring and keeping top professors in their field would be a good start.	Communication with students needs to be improved. Events and campus activities needs a dedicated vessel to communicate to students with, instead of every department trying to reach out. Getting student more involved on campus will lead to a stronger community.
I believe a great president is someone who is connected with the students and faculty at USF. This candidate should have high regards for higher education as well as an understanding of the financial restraints that affect higher education. This candidate should support faculty and staff in supporting research and creative, new ideas that make USF the amazing institute it is.	Major challenges facing USF are cost of tuition and expansion. USF has an average tuition cost but, in order to attract new students, new facilities and programs are created which can raise the cost of tuition. This double edge sword is a major challenge that the new president will have to tackle.	I think USF has a great opportunity to become a sustainable (or close to it) university. USF is an innovative institution that has a high number of STEM programs and students that could work together with faculty to help create a sustainable university.	
forward thinking, committed to diversity and inclusion	budgeting/funding, title IX, diversity of students, staff, and faculty	Hispanic Serving Institution(HSI) classification, keeping preminent designation, consolidation that does not strip other campuses of culture they have created.	
A commitment to equity and inclusion for students, staff, faculty, and administrators.	Rising cost of tuition, devaluation of education generally, and skepticism about the production of knowledge.	A continued focus on research, and creating accessible pathways for underrepresented students.	
Inclusivity of persons with disabilities, LGBTQ+ persons, veterans, and immigrants (AKA non-discriminatory towards special populations and cares for them) Understands how it is to be a student/faculty/staff and the trials and tribulations Treats faculty and staff fairly and gives them good pay Doesn't want to use/endorse places with discriminatory backgrounds/human rights violations	Accessibility for persons with disabilities/testing services for persons with disabilities Protections for those sexually assaulted on campus and a speedy, non-discriminatory legal actions for those using Title 9. Thefts on campus Parking issues Better transportation for on campus and off campus Safety on campus and around campus The lack of funding for other programs that aren't STEM-related	I'm not sure; probably our community? Our willingness to donate to good causes?	Please make sure the person you are hiring isn't going to discriminate against the diverse population of USF. I want to leave this university knowing that all persons are respected and cared for. Please make sure they care about students with disabilities and veterans and immigrants and LGBTQ+ persons.
Our next president should be smart, inclusive, and ambitious. Basically another Judy.	The rising cost of living on campus. I was originally planning on living on campus this year but I saw how much more it cost compared to the older dorms and I decided to live off campus for this year. Although I spend most of my time on campus, it's much more difficult to be a part of the activities on campus when you live off campus.	Strengths: Diversity, undergraduate research, A faculty that isn't satisfied with the status quo, and a commitment to student development.	In the past 19 years we have come such a long way from being an average college to becoming a Preeminent University. The most important thing that our next president should possess is the drive and ambition to pick up where Judy left off.
Desire to take strong progressive initiatives. Desire to take chances in environmental and technological research to propel USF as a leader in those fields.	Careers after graduation, they require a lot of experience that students don't have. The entry level field is saturated and is extremely competitive.	We are a young school which we can use to still establish and gain recognition in new and emerging fields and research.	We have come a long way as a young university, I think those initiatives to green technology and research should remain in the leaderships views and ideals.
Involved and friends with the students, qualified, with a vision to make USF an AKA university and continue our streak of successes.	Continuing to further ALL aspects of education- STEM should continue to be a priority but also prioritize other areas of education that will make USF stand out to ALL students not just STEM students. Such as arts programs (Theater, Dance, Music), education, and behavioral sciences.	AAU opportunity, preeminent SYSTEM, big athletics program with an on-campus stadium.	I trust you will find someone as passionate and as dedicated as President Genshaft.
Visible, visionary,	At USF specifically parking is a huge issue for students. Additionally, retention and retainment. As budgets get tighter and tighter less faculty are available and they are allocated and more interested in research activities which in turn short changes undergraduate education.	Funding for graduate students. Rising prominence. Preeminent status.	
Open, inclusive, respectful, willing to hear new ideas, cares about higher education, will advocate for students and teachers at the policy level	Budget cuts from the government, a political climate that is against higher education, anti-Semitism within the student government	Research opportunities, new medical school, new president of the university could change the culture	Dean Eric Eisenberg for President!!!
Someone who will make more stringent admission requirements, bolster USF's reputation, create more parking by admitting fewer students, and prioritize CAS student success rather than just STEM. I would also like them to consider a USF law school.	Inaffordability	Strengths: diversity of students and faculty, diversity of opportunity Opportunity: capitalize on making USF a regional powerhouse by becoming more selective with admissions without sacrificing diversity.	Someone who prioritizes student desires over financially preferable options is ideal. We don't want Aramark.
Someone who is an advocate for the St. Petersburg and Sarasota campuses. We need someone who knows the importance of sharing resources, funding and responsibility. Tampa took all of that before, which led to the campuses wanting separate accreditation. Do NOT let it happen again.	Instilling a love of learning in students. There are some fantastic professors and departments here at USFSP, but I fear they will be cut or undervalued under accreditation.	The journalism department at USFSP, for the first time in its history, is gaining ground. It's becoming respected in the field. Let us have control over the department and don't let us be swallowed by the Tampa Zimmerman school.	Find someone that is not a dictator like Judy Genshaft.
male			
Fairness, ethical behavior, and environmentalism are desired in a new president. This person should be well educated, a champion of academia, and concerned with the well being of our community.	The major challenges facing USF include many related to economics. Academics and research have at times taken a back seat to social concerns. Teaching faculty should be better paid. Adjunct faculty, graduate students, and TAs should not be abused as cheaper teaching options. Academics should be at the core of this institution.	USF should continue to champion academic achievement and outcome for its students. We should strive to graduate a high percentage of students with a truly quality education. We should students graduating from USF moving into successful careers in their field.	
positivity towards greek life	upper end		
The president needs to have enough experience to run a university well, and efficiently.	The primary challenge is that, students from many high-school do not feel appreciated to apply here. Also, the end-of-semester surveys are not stressed enough I think.		
Someone who is dedicated to bettering the school as a whole.		USF is a powerful school with vast opportunities. Very helpful all throughout the school.	Very great experience here so far.
Charismatic youth and determination. Forwarding thinking ability, curtailed with an appreciation of the past.	Changing the national opinion of the university and continuing the progress that past university presidents have made.	Diversity, location, and ambition. Increasing and reaching educational milestones is paramount. But it must include the dedication to an athletic superiority as well. The university is always "getting better." The university should change its thinking into "We're great and continue to excel."	Find someone who can connect with the community, the alumni, and the student body. This person needs to be a Bull, not just someone looking for their next opportunity after this one. This is so important.
someone who is strong, dedicated, passionate, and supportive.	parking	Greek life	
Not to invest in weapon industry, sweatshops, and the tobacco industry.	Sending the money to STEM and ignoring social sciences. Not caring for its staff, adjuncts, and students. We have homeless adjuncts and students on campus.		
Someone that will listen to the student body and see what they're needs are instead of following what they believe is best for the school	We are one of the newest universities in the state of Florida. Because of this I would like a president that will make the university exemplary in the eyes of our government so that problems that happen with preeminence does not happen again.	Uphold the value of diversity on this campus. This would include diversity in our staff and faculty members.	
A president that understands college is a place of learning and while college sports are valuable- especially monetarily- American universities need to prioritize producing students who are engineers, doctors, teachers and mathematicians over producing professional athletes. I hope the next president will allocate more resources towards updating science facilities and higher more advisors for ALL majors, as they are a vital part of our education and right now, their accessibility is limited.	The overwhelming majority of professors and staff at this university as well as most others are extremely far leaning to one side. They use classrooms as a way to spread their extremist ideologies and I think that's extremely dangerous. Classrooms should be politically neutral. Suppression of free speech is also a MAJOR concern in my opinion. Colleges speak about allowing other opinions and ideas but most don't actually show the willingness to hear both sides, again, very dangerous.		I hope the committee will choose a candidate who is most qualified for the job and I hope all decisions will be based on MERIT and track record and not influenced by political correctness or some sort affirmative action. Please do not let race, ethnicity, or any sort of identity influence your decision. Also, please select a candidate who is 100% focused on academics and sees athletics as a secondary to education. The STEM graduates of USF are what- ultimately, make the world a better place.
The new president must be a capable politician who can work with legislators in Tallahassee and obtain the funding and whatever legislation that USF needs. Finally, I think it will be very useful if the president has a strong understanding of local and regional businesses and government institutions for which relationships can be made or strengthened leading to better job and internship placement.	First, USF has to work on it's branding. I have loved most of my classes here and have had the privilege of learning from some fantastic professors. In spite of being an R1 university, a degree from USF doesn't have a lot of cache. Second, I think we need to improve the professional skills of the graduates. Curriculum should include critical thinking training. But also, students should also be trained as to what jobs are out there and the skills for which these employers will be looking.	I think the research and the USF connect incubator are some of our best selling points. Interaction with the entrepreneurial and research facilities should be more aggressively worked into the curriculum. Relationships with local, national, and even international businesses should be cultivated for internship opportunities. If we can prepare our graduates to be ready to hit the workforce and actually be useful, we can really start to address our need for rebranding.	

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Self-proclaim transformative leader, established connections within academia, focused on building upon on what USF already stands for	Lack of community relationship outside of USF Health, young university not considered competitive by many possible students	As a young university, there is room to build relationships and grow as an academically competitive state university.	Consider a plan to remarkably establish the university rather than to continually transform it.
A president who is pro Greek life and would like to further not only academic tradition but build upon a rapid increase in USF athletic success. Preferably continue this momentum of athletic success with a on campus football stadium.	Having enough faculty to expand the programs USF has to offer.	We have an athletic dominance currently and we have an opportunity to grow exponentially with this.	Please someone who supports Greek life and athletics. All candidates for presidency will have prestige and success.
Someone that is a democratic leader, who is open to suggestions and will listen to students and staff.	Quality of education. I know we see our professors for a limited amount of time and most of the learning is put on the student. Is that really effective learning? I think all professors should be required to have their lectures recorded so a student can go back and hear things they might have missed. Not everyone learns the same way and the point of teaching is to teach. Lectures should be accessible outside the classroom.	Strengths - helping students network with companies	The candidate should be an advocate for the school and not come in with their own agenda. Look beyond the resume and discover the person. Anyone can polish a resume but can they deliver? I personally would like to see a former USF student become president.
a president who is willing to worth with greek life and help make it stronger. Some of the best school in Florida (UF, FSU) have strong greek life and large football attendance. They also are strong academic schools. USF has already proven it's academic strength.	I think USF is great. one challenge is that the competition in florida is getting stronger. To me i think we need to focus on athletics to start widening the type of college students that come here. Obviously academically we are strong but diversifying and getting people that value school spirit is important to me.	Stengths: acadmeics, school beauty opportunities: athletics are becoming competitive we have to make sure we don't let that go to waste	nothing
Outgoing and the desire to know the students	Cost of school books	The flexible student schedules - classes can be taken in the earlier morning or at night and there are plenty of online options!	
Find a strong, visionary leader from outside academia, preferably someone who is an innovative risk-taker. Find someone whose vision for USF challenges your belief and makes your vision feel embarrassingly small.	There are only opportunities. Changes in education mean the old order is about to give way to some new order. Find a way to democratize information and to demonstrate the value of a university education beyond the acquisition of facts and credentials. Figure that out and become the Harvard of the next century or so. Keep trying to become a “recognized“ university by the metrics of the past and we'll be left behind.	USF is still new enough and growing with enough recent momentum to credibly redefine the impact of higher education on society and the way citizens continue to rapidly gain higher levels of productivity.	Take a risk. Do something bold. DO NOT hire someone who rode Judy's coat tails. This hire is not a reward for a deserving individual. It is a post from which a singularly driven visionary can impact USF, Tampa, our nation and maybe the world. If you feel safe about your choice at the end of the process, start over. Don't be a chump. Be bold. That's USF.
Strong leadership, ability to fundraise and work with legislators.	Some older buildings, future declining enrollment, attracting the best professors, assuring graduates obtain good jobs upon graduation.	Urban location means networking opportunities with industry leaders.	Please find someone who can build on the strong academic foundation and can assure USF retains eminence regardless of the challenge the university faces.
Someone who is driven to continue the success of USF is a must. Preferably someone with a higher education background would be preferred as well. The new president must be open to cross-campus collaboration and willing to be a focal point of the university.	Title IX, political climate, racial injustices happening across the country.	Continue to build on what USF is doing now and find ways to continue that progress. Align the three campuses and make them one,	
Someone who is willing to receive feedback from students. Someone who truly values diversity, and acknowledges the unique challenges that minority groups face (minority groups include women, disabled students, racial minorities, and members of the LGBTQ community).	The cost of education (tuition, fees, and supplies) are too high. It's impossible for students to pay off the cost of college education without scholarships, financial assistance, or pulling out loans. Employment alone is not enough to to pay a full-time student's fees.	I love USF's focus on diversity and promoting diversity. There are also many opportunities to be involved on-campus through clubs, organizations, volunteering, and research. The student body at USF is, in general, very cooperative. Students help one another, and competition is not cutthroat.	
Charismatic, good judgment, proactive in the community, fun, outspoken, pro-Greek life in order to further value our alum	Parking, no football stadium, too much censorship	Athletics!!! With athletics comes revenue, comes exclusivity, comes selectivity, comes passion, comes Bull pride, comes engagement in the community.	Please reconsider the new logo. If not the new logo, please reconsider the slogan to go with it. “Ambition over tradition“ genuinely upsets me. Without tradition, how can we feel as if we're a part of something bigger than ourselves? Also please consider a football stadium at mosi. That way, the large pedestrian bridge crossing Fowler could be used a large foot traffic area for all the students deciding to come to the game. Call it the “stampede of bulls“ as the entire student body walks over
someone who can keep the momentum going	the quality of the relationship that senior professors have with their students	the amount of multicultural involvement and the rapid pace at which the university is growing	please pick a good president
Focused on equitable resources and services for all types of students.			
Being willing to listen to the student body and implement what they are asking for. Also taking time to get to know students on a personal level by interacting with us on a day to day basis not spending all their time in the patel center.	Affording school/living expenses, parking, and having professors that are great researchers but have no experience teaching and do not know how to interact with students and actually teach them.	It's connection to the community and vast variety of majors to choose from. USF has opportunities to educate it's professors more and give them tools and strategies to create more effective teaching strategies.	The president should try to get to know students on a more personal level. What if you required them to go to one student organization meeting a week? It would allow students to get to know the president and allow the president to see the individuals needs of students and what clubs are doing first hand. There are a lot of smaller clubs, doing great things that go unseen by a majority of the school.
Someone who does not have a party affiliation. This university should not base its decisions and ideas on politics.	Once again USF needs to stay away from politics. I feel as in my years here, administration has started to express their bias toward political ideology. The University should focus on its students rather than what it's trustees want.	USF needs to continue its growth and fund programs that acquire recognition. Sometimes I feel as if we are still not recognized as pre-eminent. USF needs to build its own football stadium and continue to advance athletic programs which will acquire a better global recognition.	The new logo sets this university back a great leap. There should be a legitimate democracy style vote on logos not one thrown in our faces. It's hard to accept new ideas when you had no say in their adoption.
Someone who can improve our image and connect us to a greater network of employers. Ideally, our president is someone who is well versed and well known in the state of Florida.	Growing our image as a top university. Growing the number of programs offered by the different colleges.	Being in Tampa, we have an abundance of professionals looking to connect with students. This greatly helps us and improves our image in the professional world.	USF has been a great experience for me. I would love to see it grow and help future students get into careers that legitimately interest them.
Humble, great speaker	Employees (GAs, Adjuncts, and Instructor, not faculty) paid fairly low which result in a lower education quality.	Research accomplishment is on its good way but education is getting worse over the year. Accepted students are of a lower quality each year.	I would recommend Dwayne Isaacs. Give him an interview and will demonstrate why you should choose him. He cares about USF and has the quality to make us move forward.
Not being the 7th highest paid US University President	Correct allocation of money	Money to be invested in students and infrastructure, instead of other sources.	
Ideally, the new president would look to continue the advancement of the university as President Genshaft. I also would like a president that works closely with student leadership.	The obvious challenge is funding, how can we make college more affordable for the students. The second is the legitimacy of the system are colleges and universities teaching worthy subject matter that is helpful towards cultivating better citizens.	Strengths-Student friendly environment. Hopefully the school does not outgrow this. -Spirit of innovation. We don't have a long history that we are beholden to, I think this spells opportunity inherently.	Whoever becomes the next president of the university should be open and willing to advance the plan set forth as an ever-growing university. I liked the fact that we were historical, it led us to discovery and necessary change, both of which provide a spirit of excitement on campus.
Empathetic with students, especially undergraduates; considerate and caring; maintaining financial aid and opportunities for students	Expanding the satellite campuses to provide more for students living at home	Internship and research opportunities; keeping costs low for students is a strength	
I think a president who listens to student's concerns. For instance, about the new logo, about parking, and about the overall success of the university.	I think the major challenges facing USF are the class sizes. I am in both major specific classes, which some only have 9 students, and I am also in science classes, which have about 300 students in them. I think this is a challenge because I am more comfortable in my classes that have few students.	I think an important strength and opportunity would be to add more parking, particularly in the college of nursing area. The college of nursing building is home to many students, faculty, and staff at the university. More parking would mean that more people are able to come and see what the college of nursing has to offer, which is a lot!!	I think finding a president that is more involved with the university, and cares for his/her students would be ideal.
Innovative, traditional	NO PARKING	It's the largest and most important university in the Tampa Area, May it continue to make itself relevant. A part of this is investing in the arts: music, dance, theater. This way the community is more involved.	
Someone who is proactive, engaging, and determined. As a student I think a president who makes themselves available and actively involved in the university is important.	High tuition (USF is more affordable than other universities, but still financially draining for many students). In addition, limited parking/transportation options on campus. Also, recruiting well-trained and accomplished professors.	I love that USF is diverse and promotes an environment that welcomes all. I would love to see more collaboration with the community & opportunities for students to gain internships and build their skills outside the classroom.	
Transparency, Activism, Communicative, Fair and Balanced in Priorities, Background in Education, Sustainability Focused (Environment and Social Issues), Supports Universal Education, No Corporate Interest Ties.	Student Loans. Sustainability on Campus.	Diversity. Progress over Tradition. Open-mindedness. Teamwork. International Studies.	Good luck!
Anyone but a liberal. Please right the ship	Students without health insurance	R&D	
'open to hear the people's voice kind, a recent, YOUNG alumni -someone who knows the faults of the education system and puts school traditions, academics and athletics over making money	-allocation of money isn't going to correct resources: for example, USF approved to establish a building on campus for 'promoting and selling tickets for tourist attractions near USF' which i believe isn't a smart way to distribute money; instead the money could've gone to a parking garage -focus on affordable e-book sharing website/platform from previous students' books -students/alumni who fuel this university were not given a voice about the new university slogan/logo	'opportunities: USF's networking and emphasis for career success through job fairs -information sessions for freshman on "How-to's" on campus: for example: how to use the bull runner, how to make the most of your college experience, how to score free food, how to be more involved on campus -more team building/educational volunteer services for faculty and students together -USF's diversity and urban area is a strength	I think the new president should be someone who is a recent alumni who knows the weaknesses and strengths of USF through a first-person perspective. Maybe someone like me.

Presidential Search Committee

Community Input Survey Results - Students

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
The qualities, characteristics, and criteria that I desire in the new president of USF are empathy, flexibility, integrity, confidence, and persistence. President Genshaft possessed all of these and I hope our next president will as well.	Fulfilling the dream of higher education many people have is very difficult nowadays, for many reasons. Cost is the primary one that affects me, and it also affects most of my peers, whether that be minimally or drastically.	Important strengths and opportunities for USF lie majorly in STEM. I would love to see more females involved in STEM - more female professors and more opportunities for female STEM majors to succeed. I would like to see more women in general involved in USF, because they are a huge part of what makes this university so great.	N/A
This person must understand that racism and gender discrimination, in all its forms, is detrimental to society. This includes the overt discrimination that I have experienced in the past at USF because I am a straight white man.	The primary and secondary schools in Florida are measurably failing the future adults in our society. USF should raise its standards to those of the past so that it brings everybody up to speed. There is no point in spending thousands of dollars on an education if it does not prepare you for the demands in the workplace.	We have a strong science department at USF. Science degrees generally result in high paying jobs. We need to incentivize degrees that are in high demand and remove incentives for degrees that result in you becoming an overqualified cashier.	The selection should be made by considering who the best qualified person is for the job. If gender and race are considered, then you are part of the problem.
The new President should be well educated in leadership, academia, and most importantly a strong record of diversity.	Funding and student fees. The biggest concern for me is parking at USF Campuses and the exhorbiting costs.	Involving more students in community initiatives to help make our society thrive especially around the areas of the immediate campuses.	
a president for the students. proving that they will fight to improve the educational and social life at USF.	sub-par facilities and housing.	building a stadium and allowing greek life to grow without being held back by USF and IFC.	If greek life is left alone, it will grow faster than it ever has before. this will lead to more admissions and more improvements to the school.
I'd like to see someone who focuses on student ACADEMIC success, not the university's reputation as a commuter or residential school, or how many people show up to football games. A president who emphasizes USF's role in educating and training students for their futures. A person who will keep in mind the wide variety of paths that different students take through college (humanities vs hard science paths, research vs practical applications), and who will understand the value in that diversity.	An expanding bureaucracy and decreasing funding. I imagine the two are interrelated in some ways, but could not suggest any solutions. Colleges are expensive to run, but they are also getting too expensive for students, so a balance will need to be found. Handling the re-consolidation of the two satellite campuses is going to be a challenge, but hopefully it is a short-term one.	USF is in a great location to make a lot of contacts with local businesses, hospitals, schools, and even arts scenes. We also have beautiful open areas of campus (not saying to use them for anything, just like walking through them).	I don't have a lot of school spirit. It's just not important to me to wear school colors or learn an alma mater. But I take my education seriously. Given the choice between a candidate that will increase social engagement within the campus community and a candidate that will make sure our curriculum is appropriately challenging, I will throw my entire support behind the second option. Universities are places of higher education, not social parties, no matter how much "fun" that might be.
Commitment to equity, diversity, and challenging the systems of oppression that exist in higher education.	Changing too quickly and not taking time to evaluate repercussions of those changes. It's important that we assess what we're doing, not just do something, assume it helps, and move on.	The novelty of USF is a strength they possess. There's an opportunity to use this to be able to address important changes - most notably those of oppression toward minoritized communities.	I think it's important that the next USF president feels a desire to connect with the student body and works to show donors that the students are central to their role in the university. I also think it's important the future president isn't afraid to comment on goings on on campus with honesty in a way that ensure all members of the student body are represented and heard.
Appropriately spending funds, interacting with students more	A science department lacking in efficient teaching strategies	Research, organization and club opportunities	
Cares as much about building up our football program as he/she would care about building our academic notoriety.	Education here is great. Infrastructure improvements would be nice such as the parking and roadway conditions on campus.	Maintaining our academic prowess that president Genshaft has built over her years here.	I would like a president who would be supportive of the Greek community on our campus. Help fight the stigma around greek organizations, while making sure that all members live up to the values that their organizations were founded upon.
Caring. Kind. Friendly. Focused. Non-political. Traditional. Understanding. Professional.	Political oriented professors that try to rub their views off onto students that are easily impacted. I pay for the class I sign up for, not to hear my professors liberal, and biased opinions about how they think the elections "should" have gone. I know that the university wouldn't have stood for this had professors spoken out against previous president Barack Obama. It's not right that it be accepted for President Donald Trump.	Strengths: The business connections that the institution carries as well as research opportunities for students of any major. Weakness: An over-focus on being diverse. I've been applying for jobs for a year on campus and am constantly rejected. I have 6 years of professional work experience and I do my job well when I do it as well as with a smile. There is NO EXCUSE for me to be declined constantly when the employees that I encounter every day are on their phones, giving dirty looks, etc.	Just find someone that cares for the students and not their personal motives. Judy was amazing, finding someone to fill her shoes will be tough, but we know you can do it.
The new president has to be good at connecting with students. Not just an old person who's out of touch, but someone who understands that college is a mix of fun and studying. The new president has to have the energy to show up to campus events so students feel connected to them.			
Aiming to continue what J. Genshaft has done would not be bad. Beyond the fundraising, the candidate should have a clear vision of what USF should be striving to become in research and education. The two goals should be equally emphasized at all time. An ability to effectively promote the needs of the University both locally and at the national level would entail also working well with the state legislature to ensure the level of support needed to grow our mission as an institution.	The University must continue to offer research and degree programs relevant to the current and future needs of our state, country, and world. Legacy programs must continually be evaluated and, if necessary, restructured to achieve this goal. We must offer both an effective online program as well as a vibrant in-person educational experience to all students. Resist the temptation to over indulge in adjunct instructional positions since this will not help create a strong collegial atmosphere.	The university has shown its potential in the phenomenal growth evidenced over the last several years. Our increased local and national presence in both athletics and research should allow us to draw in a greater percentage of high level students on both the undergraduate and graduate levels. Increased ties to local research firms will only enhance our opportunities.	
Someone who cares about the student body as a whole. Someone who isn't going to screw greek life over like the school as a whole likes to do. Someone who understands what it's like to be in greek life and not just some overpaid person that has never experienced how much you get from being in greek life. Also continue with the progression of an on campus football stadium to take the school to the next level	The price of housing and the price of a meal plan.	Continue to renovate the campus and continue to make it a great campus to be on.	
Transparency; no criminal background; the ability, willingness, and WANT to stand up for your students, staff, and their rights; eloquence (e.g. not speaking like Donald Trump); no scandals; respect for people of all genders, religions, ethnicities, and backgrounds.	The price of tuition, parking (specifically lack of handicap accessible parking in student lots but EVERYONE has trouble parking), crappy professors that can't teach and barely speak English with horrible ratings that pride themselves on crying and failing students yet are allowed to stay, lack of community, needs more programs/degrees (BS in genetics, biomedical technology, psychology, a bunch)	Being the underdog, good transportation system, good student services, nice and clean campus, cool architecture.	I genuinely don't think you care what we have to say. But still, I implore you to find someone who will come here and genuinely care about the students and staff, not just the money. At the end of the day, you are nothing without us. I've met a lot of kids who came here when they could've gone to UF (myself included) despite there being less opportunities due to scholarships, good student care, and good professors. Don't lose that. Or lose your good students to UF. Your choice.
Above all, an egalitarian mindset. Someone with a personal connection to typically marginalized groups, such as the LGBTQIA+ community, would also be ideal.	I fear that USF, like most American businesses, cares more about profit and growth than caring for their student body and doing good in their community.		
-openness -transparency -experience -diversity	-parking -parking -parking	Inclusivity and the funding for organizations	
Experience in education.	Expansion of the administration and athletic departments at the expense of quality, permanent faculty.		Don't pick some "business leader" who is respected by the "community" (of wealthy campaign contributors). Pick someone who has a lot of teaching experience instead. Education, not sports or recreation, is the purpose of a university.
Must care about the environment and continue with Judy's pledge to make this school carbon free. Also give the old logo back and get rid of the new one.	Parking availability. Residents and students both.		
The new president should be welcoming, open for change, inclusive to all, and with the goal to make USF as amazing as possible academically. I believe the next president should not support excessive Greek life because of the atmosphere it accompanies. They should support academic groups, study abroad, honors college, and opportunities for those who strive for their best.	Finding the best professors in certain fields. From my experience, the Math department is lacking in the lower classes. I also think another challenge is getting students out to make connections.	The strengths and opportunities are study abroad and shadowing opportunities for med students. Also study abroad for anyone else from all fields.	No excessive Greek life. Also, please improve our local pharmacy. We are lacking in important medications.
Someone that is focused on the students benefits rather than their personal benefit or the benefit or faculty and staff	I hope to see more transparency in the USF community and for there to be better communication	I would like to see USF become more sustainable, inclusive, and focused not only on the Tampa campus but also the St. Petersburg and Sarasota-Manatee campuses	
I think a really good president who cares about the students well being and including themselves in events and in the student lives should be a requirement. If the president can actually talk to start and care about them and what they need is the most important thing. Also not just to focus on one specific major like pre med but also business, foreign language, mass communications.	Higher education is important but everyone should have a chance to go to college and not just to look at there ACT or SAT scores but also to meet with the applicants and see what they are like in person. What there personality is like. Do they have goals? If so, what are they?	Anything with education and not just focusing on athletics. I think athletics is great but not the most important thing. I hope we make more strides with education and all the majors. And not just medicine	
Integrity, care for students and not just business, love of education, school pride, interactive ness and approachability on campus.	Tuition costs, quality of education, diversity of degrees offered	Increasing visibility as a top college in Florida and the US. Increasing opportunities for students to pursue their degree.	One of the reasons why I chose to go to USF despite being accepted by universities like UF and FSU was because I felt that USF cares about students and their success. I hope the new president values its students as more than just a number and a potential for financial profit.
Cares about students' well-being genuinely	Cost of attaining a degree	Increased focus on making the educational experience better	

Presidential Search Committee

Community Input Survey Results - Students

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
NOT PRONE TO CORRUPTION. Please pick someone who is truly a good person at heart. Then, we can let them make the decisions that are best for the students first and school second.	Some professors are just not fit to be teaching at higher education. We need a more vigorous evaluation program that is designed to find the right professors that will benefit the STUDENTS first.	USF is a large school, it has potential to achieve notoriety nationwide, but we will never be able to get there by putting on a facade, we need to improve from within first.	PLEASE PLEASE PLEASE Pick an individual whose purpose and morals align with doing what's best for the USF community, and NOT for the money. It's more important to us that we have a president who genuinely cares for our well being and not just for the prestige of the school. A bad president can ruin the face of the entire community-- take the president of the US for example. Corruption will kill us slowly but surely.
I believe that the new president needs to have a greater sense of what the students want. I believe that the new logo and slogan made it evident that administration was not in tune with the students wants or opinions.	The major challenge facing higher education is student involvement and passion. Kids are going through the motions opposed to viewing it as a learning opportunity. There needs to be a recognition of passion and a focus on growing the mind opposed to overwhelming it with knowledge.	I believe the strength to USF is its commitment to creating global citizens and its network with Tampa Bay area professionals which provide opportunities to students.	The slogan needs to change. It is embarrassing that USF is rejecting its tradition and distinguished alumni. It should be changed to Tradition of Ambition. The fact that this was missed in the initial process is ridiculous in itself. It much better speaks to a culture of success, greatness and a promise to continue it.
I think the president of the university should have an academic background rather than a business background. Other universities have taken that route, and I think the students and academics suffer.	Higher education is not well funded and is transitioning to a business model in some cases. The focus should remain on students and their success. I also think the professors should have flexibility in their classes, rather than have a strict syllabus. They know the material and deserve autonomy.	The strengths of USF include the research focus and broad opportunities for students. USF's diversity is also a strength. The support of diverse students on campus enriches the education of all students.	USF is an academic institution and Dr. Genshaft is respected by students because of his care for the students. I hope the new president of USF has a similar perspective.
confident, personable, kind, and relate-able	Black student retention and graduation rates	We need to work harder on our faculty and staff diversity.	
Someone that cares less about the sports and more about academics (like the first president of USF intended the university to be.)	costs as well as resources such as clubs that have active participants, lack of access to professionals in the industry	To strengthen the academic clubs as well as create research	
Someone interested in a more internally sufficient university	Maintenance of the facilities in older buildings and quality of grounds keeping	divestment	If you want money from large corporations, instead of ideologically selling parts of the university off fill the empty acres of our "research park"
To care, and make changes to help and benefit minorities. Create more parking. More food choices. Tuition and everything else we need to pay for is a lot, free things should be offered to students. Make the office of multicultural affairs bigger, with more resources. It is under appreciated.	Curriculum, and program possibly.	Diversity is an important strength, but we still need to eliminate racism and prejudice around campus.	Someone who will provide opportunities for minorities. Make more parking spaces. Especially timed spaced. It is week 9, and there are still students who arrive to campus an hour early and still can not find parking.
Someone with a desire to grow our community with bull pride. I think our next president should want to build a stadium which would increase student happiness, turn outs to games and overall community support. Our new president should have a positive outlook on Greek life and help it grow. It is proven that being a part of Greek life will help students thrive given their higher GPAs, connections, leadership roles and philanthropies. I would also like to see a president interested in fixing parking	USF is an amazing school for academics but a huge weakness is the surrounding community. Their isn't much bull pride even though our football team is killing it. Another weakness is communication barriers between students and teachers. Some of the teachers do not speak English as well as they should to teach a class. This hinders the students learning.	The amount of leadership is amazing as well as study abroad options and how much the school is growing not only physically but in popularity and academically.	
Communication, open-minded, more included in the USF community		The strengths would be the outreach that USF has and the inclusive opportunities that would invite students of all types.	
Inclusive wholehearted transparent strategic innovative	Student Loan Debt Careers pathways that will allow students to payback school loan debt and live a comfortable life.	Strengths: Research Cost of attendance Post-Graduate Offerings	
Integrity, Intelligence, Ambition, Honesty	The watering down of curriculum in the interest of passing more students. A normal bell curve is an artificial construct, and should not necessarily represent a grade distribution. Fail students that do not understand the material.	USF is a very diverse and inclusive campus, our strength is in the caliber of people we recruit.	Placing value in meritocracy leads to a more successful organization than when prioritizing anything else, whether it is hegemony, diversity, or other.
Open minded, creative, relatable, progressive	Cost of tuition	Community, diversity, and welcoming	
Frugal, focused on what is important, not concerned with being efficient as much as being effective, that is, to truly educate students, and further artistic and scientific discovery on all fronts.	You worded it perfectly, challenges are facing USF, not the other way around.	Research, a large pool of applicant ants to choose from.	Would love to have a genuinely good person for president of this organization.
More than anything, I hope that our new president gets to know our campus inside out and watches over the health of all students, faculty, staff, and other patrons of USF by implementing policies and initiatives that will benefit all. I want her/him to be a respect to every member and practice tolerance for every identity possible. She/he should also be open to suggestions for improving the campus, no matter how "crazy," "ridiculous," or outright wrong they may be.	I think one of the main issues with our campus is that most students are not really pushing themselves to get involved; Bullsync is not all that effective at getting students to go to organization meetings, which worries me a lot. I wonder if students are just too stressed or too "lazy" to go. Perhaps we should also reconsider the grading system in place, because I feel like there is too much emphasis on getting good grades, instead of meaningful, hands-on learning.	I encourage USF to continue stressing health and wellness as much as possible; needless to say, it means a lot to the long-term success of students. And do encourage students to make good use of the helpful resources on campus, especially the Counseling Center; they helped me personally. I'm also very impressed with USF's athletic programs; we have one of the best recreation centers in the state of Florida. Our facilities are very well-maintained, including the MSC.	In my experience, students tend to be focus too much on their grade. I'm not sure what the president could do about this, but it's just something to consider; it could simply be because students have poor ways of coping, but it could also be due to the policies or system in place that is interfering with meaningful learning in classrooms. We need to come up with a solution to this. I want what's best for all college students!
Someone who welcomes people of all different races, ethnicities, genders, religions, and backgrounds. She has a lot of prior experience.	I think USF is succeeding through adversity. I think now more than ever we are many a lot of progressive advancements!	We are becoming leaders in the academic field. We will have a new honor society next semester!	Hopefully, we hire someone that has progressive thinking and wants to continue to modernize and better our school!
1) Need an academic with strong management skills. 2) Should be empathetic and willing to listen to student problems and have an open and broad perspective for people of different race, religion, sexual orientation and who have disabilities. 3) Should be willing to balance university progression with student well being. 4) Must be more accessible to the 40000 or so students who are enrolled in the Univ 5) Help departments redesign curriculums and remove some existing obsolete testing practices	Lack of funding for arts and other non-STEM or business related degrees. Emphasis on hiring professors who have both research and teaching skills. Emphasis on better departmental policies that consider the well being of the student. Emphasis on research and research-oriented project with real-time applications. Increases transparency between students, staff, and faculty. Industry oriented campus projects. Better services for international students (advocacy, information, and support)	I think we can do great research project when collaborating with other universities and companies. Departments should be incentivized for such collaboration. I think we already excel in this area however we have a lot of untapped potential. We are a strong loving community that embraces people from different walks of life and that should always stay true to this University. We embrace diversity. (ADDING HERE FOR NEXT SECTION: We also want someone who believes in global warming and climate change)	We would like a President who challenges the univ to greater heights, who is able to assess how we differ from other ivy league or strong universities and develop best practices for all departments to make students feel more rewarded to earn their degree. We would want someone who is keen on taking feedback and implementing it. somebody who earned his/her way from the bottom and is able to relate to the struggles of hard-working students and faculty and change things around. We also want some...
Charisma, transparency to a degree, passionate, innovative, forward thinking with enough Appreciation for the past and tradition.	Grading systems, tuition, USF shuffle and not getting concrete answers because you feel rushed out of an office	Diversity, inclusion, care, and opportunity for students to get internships and jobs	Make sure they have plans for the future of USF, they want to make real change, and appreciate all types of Student Life affiliation and activities
I would like a president that treats all aspects of the university equally and does not blantly look down upon certain groups of students. I am so proud to attend a research university, however, so much of our resources are put into that, rather than some of the other great things at USF yhat can be expanded. Also, Dr. Genshaft very openly and vocally disliked greek life, which has greatly improved our campus and student life.		Athletics, research, and our involvement in the Tampa Bay communitf	
Firm, dedicated, innovative, quick-thinking, collaborative, endearing, fair, experienced, motivated, aspirational	Standing out among powerhouses like UF and FSU. While we know our programs compete/exceed their programs, we are still not at their level just yet. USF is also growing and is experiencing growing pains- i.e. lack of parking, lack of living space, etc.	Continuing research is very important. The partnerships USF has with the DoD, Tampa General, Florida Hospital, Moffit, etc. are important to help students get involved beyond the university and become global citizens.	Whoever becomes the new president must PLEASE not fall victim to the vitriol spewed by the democratic party of late. The last thing USF needs is a president like that of the University of California who is willing to silence opposing viewpoints to create "safe spaces" for their students who cannot stand to hear opinions different from their own. USF breeds functioning citizens and mature adults. We cannot give in to the whims and cries of children.
Integrity, trustworthiness, school spirit, attention to students, intelligence, experience, connection to community	parking, spread of the tampa bay area, too many students	connecting to the community, connection with other top universities, research in other countries	
transparent, genuine, community leader, defender and of minorities, strong leader.	tuition cost, book cost, class limited scheduling options for the working/independent student (science programs)	health careers at the graduate level.	a person willing to think outside of the box.
Greek Life needs to be more excitement to the school	Greek life	new oppurtunities and greek life	
Someone who will take an interest in graduate school education and programing, liberal-minded, focused on not only STEM education but taking an interest in the liberal arts and social sciences as well.	Lack of funding opportunities for graduate students, lack of healthcare opportunities for students, Not enough focus on social sciences.	It is important to continue to focus on diversity and the quality of education available to students as well as continuing to devote energy to school spirit and traditions.	Someone who will help get back to time honored traditions (and with that the traditional logo).
Dynamic and Enthusiastic. The new President should be able to make USF the top school in Florida. Mrs. Genshaft has done an incredible job in putting USF on the map. The next President should be someone who can carry forward the legacy and continue to support the growth of the university	Kids taking up STEM courses. The quality of STEM education and research must move up several notches. That will require competent Professors and an array of cutting edge courses.	The university is young, with a lot of kids. Huge campus. State university tag are some that help USF	Subra Suresh did a fantastic job at the famous Carnegie Mellon university. Our new President should be someone like that
An open mind, vision and a desire to put students and faculty first.	The erosion of funding for and appreciation of the humanities. We're not all STEM or MBA candidates.	USF's greatest strength is its faculty. Please select a leader who understands this.	The Legislature let us down when it mandated consolidation--as boneheaded a move as we would expect from those duncesheads. Please work with more enlightened representatives to safeguard the strengths of each USF campus and their autonomy.

Presidential Search Committee

Community Input Survey Results - Students

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
Authentic, Student-Centered, Motivated	Money. We need to make sure we are putting student funds and tuition towards the best investments for the students.	Building upon our athletics by getting a stadium closer to campus. Building up the community around campus to make it a safer and more attractive area for incoming students.	
Energetic, committed to tradition, communication of plans	Parking and cost of education	Using preeminence money to update buildings and professionalism of professors	
Inclusivity, fairness, and a constant consideration for the students of USF.	Maintaining preeminence while keeping prices down.	End consolidation.	We need a female president again. A white man leading the university will make us indistinguishable from the rest.
One that actually cares about the current students and not just bringing more in without thinking of the other ones.	Parking and the facility. The facility do not care about the students and them being late after an hour of searching for parking.	Not many strengths, I like the football team but even now they're not that great. But the facility is by far the worst, even than my public high school	I have loved this university since I was a little kid since my parents went here and it was always a dream of mine to come, but after a year of being here I see how little you value your students. All USF unfortunately cares about is getting more students and making housing for them. You build the capacity to almost double the students going here but put no new parking in? Makes me seriously wasn't to transfer just because it shows me how you value your students and it's disrespectful
Understands what is and isn't good use of resources.	A major challenge facing USF is wasted funds. A great example is spending millions for an Honors College building. Huge waste of money. Pay adjuncts and professors more, or buy healthier food for the dining halls. Don't waste it on a building to hold classes when there are already classrooms for the Honors college courses.	A great strength and opportunity for USF would be to not waste money on building a new Honors College building because that would free up funds to do something productive.	Pick someone who doesn't want to waste money on the Honors College building.
Dedicated to success, honest, hardworking, mindful of others, wise	This is a preeminent university, meaning that it is still growing into its strengths and prestige. Right now, it may not be ranked or represented as a top university of the country, but it will get there given time.	A low cost of tuition, allowing for a greater representation of families and backgrounds that are able to attend the university.	
Integrity & Honesty	Working with competing agendas and reducing barriers to admission to diploma	Community, global and next generation learning.	I would like to see USF expand in Sarasota and to homeless families.
Not Judy Genshaft	Spending. Like spending millions of dollars on a new honors college building rather than infrastructure	Money, research, good degrees.	Make Richard Pollenz president
Leadership, Transparency, and Charisma!	One major challenge facing USF is the fact that more and more working adults/single parent like myself are returning to school and there isn't enough work around with certain online courses. However, I understand that's in the near future once all of the campuses become one. #GoodJob	Important strengths are camaraderie as a whole University. Opportunities would be to maybe develop or partner with more programs dedicated to the 27-34 aged students that aren't necessarily internships but more of developmental.	Maybe hire from within. There are so many talented professors on this campus and I am sure other campuses that I believe more than qualified to be the next President. Good luck search committee!!
Someone focused on the future and continuing momentum in the growth of USF's esteem and quality of education. I believe the support given to graduate students could use some work, as well as graduate school and fellowship counseling being made available to non-honor's college students. our next president should keep strengthening USF's academics alongside inclusiveness and diversity	limited funding and organization of the graduate student programs - grad research is a useful way to gain academic notoriety which is lacking. additionally the feud between the deans of arts and sciences and usf Health limits the ability of students to work and learn across both departments and leaves usf health grad students feeling isolated and unwanted	I think the university area could be a major opportunity or limitation of USF depending - investing time and energy into uplifting the local economy and surrounding university area through community service/outreach, improved public transit, collabs with Tampa government, public/private partnership, start-up investments, etc. could reshape the area into a healthier, safer place to live while avoiding gentrification	the next president should continue working towards USF's academic growth while keeping in mind the needs of the surrounding community and ensuring that the academic success of underrepresented/minority students continues to be a focus. also, someone that will invest time into building collaboration between usf arts & sciences and usf health.
Interactive with students, have students best interest in mind, and be competent, and kind.	Increase of prices, and more lit areas on campus during the night time.	more diversity	please let this person have previous experience as a president.
I would like to have a president that will push and support for more human rights groups. This is very important to me as it shows their compassion. As a compassionate president, I would like transparency of organizations they support-mainly if they support Zionist organisations, as I am against what they propagate to the students.	Transparent and easy guidelines to follow when applying. For me, as a transfer student, I faced many time wasting issues while applying. I would also say a major challenge is tolerance. "Accepting" students from many backgrounds is easy, but actually accommodating to them does not happen unless USF can profit from it.		
Honesty, integrity, transparency about professional matters, and friendly demeanor in order to be approachable.	Cost of living, traffic, and petty crime.	Student government and student integration through campus fellowships.	I appreciate the opportunity to contribute. This is a vital part of democracy. One voice, one vote.
Because of the low character limit I am going to answer question two using all four boxes, as it strikes me as the most important.	The usual slew of issues: Textbook prices, increasing costs of attendance, others commonly referenced. There is one thing though, that stands out to me as a mistake that USF keeps making. Increased privatization is not more efficient in my mind—it leads to more cost on the student's end, the influx of business into higher education (two worlds that should remain separate, let's be real), and distrust of the university. Correct me if I'm wrong, but investors don't tend to invest without —	1.—the expectation of profit. Usually the cost of facilities to run would be covered by the students, but an investment funded facility necessitates the collection of profit as well. Where does this burden fall? the students' right? We started this public private partnership the year before receiving enormous amounts of extra funding from the state for preeminence. This happens in conjunction with the outsourcing of the CVA. Who will victims be more likely to trust? A faceless company? —	1.—or employees of the university? USF has also received a lot of flak for the new logo, which I think is a trivial issue that I could not care less about. But I also think it actually reflects something. The logo looks like a design straight out of some stockbroking company. It doesn't LOOK academic. Neither does partnering with large businesses to take the public out of "public university". I don't know much about the ins and outs of the issues I've brought up, but I do know how they look.
"Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?"			
Be a woman!	Spending money on athletics rather than academics to compete with other schools in the state.	attracting undergraduate students and keeping them around for grad school.	Find a woman president.
An analyzer, knowing what's best from his or her own personal experiences of working with a team. This person will not initiate risky projects. This person will lead with experience and listen to correct people for guidance. This person must lead with humility.	The first issue is distractions. We must always stay focused on quality education and professors. Learning by doing is superior education. The second issue is the mental health of students in the college of engineering. The third issue is that students like myself need to understand the concept of progression. It is not wise to expect to win all the time. Our ambitions are too high and we are too passionate. We must focus on end goal jobs earlier. Students must be disciplined to get real.	Formula SAE is the most underrated form of education. USF does not realize the opportunities that engineering students have only in this organization. Students can only get skills and knowledge by practicing and making serious mistakes. Designing, manufacturing, testing and racing open wheel racecars is amazing and it is free to join.	Students pay for their own tuition for their own education. Therefore, student organization budgets should not be reduced in order for future asset building projects that current students will never benefit from. That money is not yours. It is ours.
An individual with an innovative and forward thinking mindset that prioritizes the interests of the students first. Not scared to take risks that the students are pushing for. Also, a willingness to continue to take USF to the next level - academically and athletically.	I think the low-quality adjunct professors and push for online classes is a great challenge. In my experiences, online classes are usually a waste of time and just facilitators of busy work. As for adjunct professors, I have witnessed them not really investing in the students' lives since they aren't invested in by the university.	A school that is in the middle of a trend upward. A school with a football team that is on the cusp of national relevancy. A school with a research oriented approach that values innovation and the pursuit of knowledge. Also, the locations of the Tampa and St Pete campuses places the school in a unique area that is very attractive and filled with great opportunity.	Please make the best decision for the students. No private interests. Dean Watson of the College of Education to me embodies the values of this school and the future direction we hope to take.
A president who is pro Greek life and would like to further not only academic tradition but build upon a rapid increase in USF athletic success. Preferably continue this momentum of athletic success with an on campus football stadium.	USF has achieving many things academically but socially, USF has known to be a little under average compared to universities in Florida (Ex. UF). We need to be able to have more leniency socially (Ex. Lenient on Greek Life) while still striving academically. College 90% education but there are many memories to be made that don't require education.	Our football team, our medical program, our engineering program, and Greek Life.	Must focus on not only trying to make USF the #1 school in Florida (Maybe USA), but also listen to all the students. Actually use the feedback.
A president who supports the student body and the student organizations on campus, in particular, Dance Marathon (Bulls For Kids). UF and FSU have declared dance marathon to the official philanthropy of their universities and this is not the case at USF. By supporting organizations, such as dance marathon (Bulls For Kids), the future president will promote a larger and stronger USF community.	Not sure	The research opportunities in STEM is an important strength for the university.	Someone who, please, supports the student organizations on campus.
Willing to stand up against social justice warriors	The erosion of our public spaces and higher learning institutions by left leaning cultural marxists	Focus on research driven collaborations with Moffitt Cancer Center and Shriners Hospital for Children	
1. Integrity - Drive - Ambition - Honesty - Care for the students not just money. - School Spirit	- Parking (If I cannot get to class that's a problem) - The math department - Housing prices	1. Cutting edge technology - Good staff - Good opportunities and services for students	1. Someone who is looking to add a football stadium and more parking would be great - Someone with a diverse background and is an Alumni would be great. Would show the students you can do it.
Innovative and compassionate. I would like another woman to be president. #representation.	our new logo is super ugly, no offense to whoever made it. also transportation/parking is a joke. I cannot park ever.	focus more on international and environmental opportunities	again the new logo is bad and someone needs to fix transportation.
Characteristics I am looking for in a new president at USF is a person who is supportive of all people and someone willing to speak from an unbiased standpoint. I also am hoping to have someone with high management experience in the workplace but also in volunteering. A USF president should be a community role model. I value someone who knows how to properly manage monetary spending and informs students about such spending. I think very little gets resourced to the College of Education.	One major challenge I feel is facing USF is the biased tendencies of promoting certain political parties and ideologies over another. It is important to let all voices be heard and not shut down other voices and opinions because a person or group of people disagree with another.	USF has recently been deemed a preeminent university and for good reason, however, I believe there is much more still to do. In the future, I hope a new president at USF can manage where monetary spending goes towards. I would love to see improvements for students seeking degrees in education. I am not saying all spending should go there, but there needs to be a better balance.	Thank you for your time and openness to hear from students.

Presidential Search Committee

Community Input Survey Results - Students

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
As a USF student, I am expecting our new president to possess certain qualities that were in our previous President Judy Genshaft. A president who is supportive of all student organizations and communities. As an advocate for greek life, I would really appreciate seeing a leader who was affiliated during their time in college. Sorority and Fraternity members are constantly helping USF's good name with their dedication to philanthropy, scholarship, and campus involvement.	USF has pleased me throughout my college career because of its attention of student concerns and feedback. The students are truly what makes USF so wonderful so I think a major challenge that USF faces is accommodating to all of the different student views and perspectives. USF needs to focus on quality in all departments of student services as opposed to the quantity of services. USF has established many offices to meet students' needs. The whole school can benefit from the growth within all of	USF tends to focus many efforts in the field of STEM research. There are many amazing researchers at our school and USF is constantly achieving many accolades in many areas. I would love to see more focus on research in other departments such as the arts and Mass Communication.	
	Meeting financial aid needs especially with students with an EFC of \$0		
They should be able to improve our school's rankings in national comparisons to other universities. They should be able to support the growth of USF as a research institution and help acquire adequate funding for all or most programs. The new president should also be a figure that can be looked up to and serve as a role model for students. Most of all, they should be supportive of diversity and give support to programs that promote equality for all minorities including immigrants and LGBT+.	The major challenges are competing with similar schools, funding, focusing on student success and well being, and navigating an increasingly complicated political landscape.	The major strengths of USF are in its student-oriented and friendly atmosphere, its excellent research programs, its generous scholarships, and it's diversity. We should work to maintain or further improve in these categories.	Please pick a president who is LGBT+ friendly. There is a thriving support network for LGBT+ people here and that has been one of my favorite things about this school. USF is a place where my LGBT friends and I have all felt safe and accepted, which is a breath of fresh air from some of the less friendly backgrounds we come from. Please pick someone who will at least allow LGBT programs to continue doing the good work they do and who will foster a general atmosphere of kindness and acceptance.
It would be nice to have a President who focuses on fixing the "broken" at the University. If they would focus more on building parking garages and less on extravagant facilities for football players that would be a start. It would also be nice if they would address the quality of instruction issues within the University. Especially the Math, Physics, and Engineering departments and college.	USF needs to focus on getting professors who can actually teach the material in their respective courses. More often than not, the professors do a poor job and the students are left with little options to be successful in the course. All the while paying thousands of dollars a semester to attend USF.	USF needs to focus on the students. It would be nice to see a priority put on the quality of education the students receive.	
Open communication with community of USF and Tampa. Someone who can represent the needs of students first, then faculty.	Parking, Infrastructure, Marketability as a better institution than University of Florida		
More parking	More Parking	More parking	More parking
Someone who truly cares about the students. Someone who puts forth efforts for each study not just science.	Lack of funding for departments. PARKING. The library is old.	The strengths would be the increasing status of the school. The increasing rate of new and advanced buildings.	
Dedication to the betterment of USF and upholding the legacy; USF is a newer university than most and we have a growing legacy that I would hate to see tarnished through implementation of ideas that aren't us.	Professors, not all but some, are inconsiderate, rude, and are not understanding of the students they teach. For example, there is a professor of economics who doesn't even allow help to be asked for homework. We need better professors who actually want to teach and see students grow.	Sports programs and research, we are doing amazing in football and we deserve to have a \$600,000,000 for our team on campus, it would be a legacy and mark left. Also the research we conduct is so important and monumental.	Find someone worthy of saying they bleed green and gold!
	Getting a job right out of college	Don't become like UF who doesn't care about its students	
Someone who is compassionate, inclusive, and progressive. Culturally and ethnically diverse mindset, focused on caring for the environment, focused on keeping quality of education high, and focused on increasing campus culture and a community mindset. I also would like to see a president who really cares about the students as individuals, not just USF as a global campus.	I think USF is excelling in many areas, such as high quality of education (except in the physics department- that sucks), being pioneers in science and medicine, and setting and demising goals for ourselves. I think USF's biggest struggle is school pride- which does not sound like a challenge but this affects how people see our school and how many people want to apply and even fund our school (via games or fraternities, etc). We need to create lifelong connections to our alma mater.	Important opportunities continuing to come up as a leader in medicine as Tampa continues to grow as a city. Progressiveness and research are huge keys to leaders in any field, so it is imperative that USF places emphasis on research and using the latest research in classrooms, especially for medicine. Continuing to evolve and not be satisfied with the accomplishments we have will be huge as we grow as a university and a city.	Diversity, progressiveness (especially in research and growing our reputation) will play a huge role in how Tampa grows as a city, and how USF is impacted in turn by that growth. It is difficult to be a visionary while also focusing on the individual, but life is about balance and I think our next president should bring that balance to the table. Thank you for hearing me out and allowing me to use my voice to speak and give my input.
Determined, confident, understanding, compassionate about student life.	Money- it's very expensive to be a USF student. PARKING. Traffic on campus.	Diversity, research	
Someone who considers stereotypically nerdy events to be just as important as Homecoming. Someone who encourages scholarly people to be open about themselves. Someone who wants USF to be prestigious like an Ivy League school, not a party school.	Introverts being treated like they're not welcomed. The same thing happening to stereotypically nerdy people.	Its budget. It's time to make USF look prestigious.	
Well spoken, for the community, focused on what makes USF unique	Keeping the recognition for our scientific achievements, but needing to recognize that the humanities need the same level of support.	Opportunities to establish ourselves as a nationally competitive university. USF also needs to listen deeply to what the students want.	Try to pick someone that will focus on the success of the students.
Honesty and Integrity.	Not a lot of options for full time working adults. More night options or online access to Bachelor's degree.	Strengths- "bull nation" the diversity of the students is very amazing to see. I transferred to this campus as an online student but when I do get a chance to come to campus it is nice to see friendly faces. Opportunities- make schedule changes to allow working adults more options. I.E. Saturday classes	I hope you are able to find someone who understands what it's like to be a non traditional student.
Someone who puts the importance of the students education first, that is the most important quality. They need to be responsible, empathetic, and educated. But they also need to be strict and firm in order to be in such an important position. The president of USF has an important job, they have responsibility over all of USF so their decisions will impact the future of students. It is important for them to understand that.	Maintaining quality education with increasing number of students and increasing diversity. Current students and future graduate will face an increasingly stricter and competitive work force so USF has responsibility to make sure students are prepared and qualified.	Science, technology, and health are career fields that are expanding and advancing at fast rates. Focus on these aspects would help strengthen USF.	I'm sure all the students want a president who will consider students and their education first because that is the most important to us. We want to succeed, graduate, and find a job. A degree and higher education is the first step to get us there, please keep in mind the interests of the students.
Authentic, genuine, honest, trustworthy	Student debt	A strength is how diverse our campus is	
The president of USF should be aware of the diverse needs of students and faculty. They should celebrate diversity in terms of gender, ethnicity, class, and interest. The president should be modest and humble while remaining professional and should advocate for the rights of ALL students regardless of the consequences.	The main issue that many students of universities face is the cost of tuition and the lack of being able to track where their money goes (lack of parking and public facilities, hours of operation). USF also faces challenges in terms of its lack of Doctoral degrees despite their high graduation rates within Bachelors and Masters programs.	I view the high level of community support for USF to be important and its level of diversity in the student population.	
I envision characteristics such as integrity, honesty, & commitment. Additionally, USF's president should be solicitous about the welfare of the students and employees alike. A president who has actually had experience being in an undergraduate classroom or actively teaches, at least, one undergraduate class during their presidency. This will allow the president to more deeply understand the plight of students and professors.	The lack of information on homelessness affecting the population of USF. The lack of communication about major issues with the student body.	The ability to continue to carry out research and innovation and provide safe and effective learning spaces for all students.	Good luck with your search!
Positive, Hardworking, Approachable, Student-driven, Passionate, Dedicated Experience in Higher Education	Building of traditions as a new University. I would love to have more school spirit and a culture above academics. I would also like to see more recognition in the state. I also think an on campus football stadium would really improve the school spirit. I also think more educated advisors with experience in the subjects they advise would be beneficial.	A modern campus with up to date technologies. A diverse student population who interacts with each other. A desire to learn and excel everything we do.	Judy has been the face of USF for so long and change will be difficult. I want someone who is here for the long run and has experience with the culture of USF.
Experienced, traditional, cares about the academic and athletics program.	The fact that most people choose UF and FSU over USF because they are traditional universities and also well known. We are going in the wrong direction with eliminating tradition at USF. On top of that, USF is not getting a lot of out of state students attention because they don't know about us. If we advertise out of state and have better and well known athletics, we would attract attention.	Investing in the football program would be a big opportunity for recognition and create a bigger fan base. More advertising in other states would also create opportunity for growth.	Please stay on track with tradition and do not look to change everything (our new logo and font is not popular among students or alumni)
The new president should care about the students of USF and want to help them succeed in every possible way.	The major challenges that USF is facing is parking availability and healthy food choices.	Important strengths and opportunities that I consider USF has is allowing students to travel abroad and do research.	I want to have a president who balances out the finances of the university so that the price of tuition doesn't have to continue to increase unless there is no way around it.
Someone who will be open to building more parking, academic focused too	Besides parking? The PhD for history is only funded for four years while many other schools are five to six.	The biggest strength of USF is the small school feel when the school is huge. I did my undergrad at a private school less than two thousand students and USF has a similar feel and it is huge	Parking is a problem
USF has momentum. We need proven leader with energy and drive that matches USF's ambition.	USF needs to leverage its growing reputation. Many of the colleges that make up USF are leaders in their field - we need to leverage those strengths into a cohesive international branded university.	USF should be a premier university that is recognized for its specialties.	
a strong presence in the community, a want for diversity and inclusion, a stronger connection with USF Residential Education, strong communicator, listens to the needs/wants of the USF community, does not show favoritism, acts reasonably, appropriately, and professionally, bleeds green and gold.	communication - a lot happens on and around the USF campus (threats, abuse, violence, rape, student deaths, etc.) that is not properly communicated to students, nor is it communicated within a timely manner.	Stadium within 1 mile of USF.	
A president who will care for the student body while respecting the diversity within said student body.	Difficulty in properly addressing and fighting racism, sexism, and other forms of discrimination. Possibly updating some of the older buildings on campus.	I think infusing more technology into some of the buildings would improve the instruction and the achievement of students in all subject areas.	The Social Sciences and Cooper buildings are in desperate need of an overhaul. They look particularly bad when they are both quite close to the brand new business building.
Charisma, good fundraising abilities, intelligence, quick on his/her feet	Boosting online program for international recognition and advancing education	Online/distance learning is key (financially and for breaking the tired pattern of 15-year old slides and boring lectures)	

Presidential Search Committee

Community Input Survey Results - Students

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
Listens to students, works with SG, helps student organizations, no major controversies, intelligent.	Y'all run out of travel grant money 2 months into the semester. Please budget better.	I like the amount of opportunities for internships, lab positions, etc. USF feels like it has the individual opportunities of a small college with the prestige and variety of a large college. I also like the diversity of USF.	
Ambitious, non-traditional, student-focused, young, transparent, democratic, hands-on.	Rising costs, student outreach, student body cohesion.	Our wide variety of course material, inclusive atmosphere, amazing professors, good campus activities.	
someone who cares about equality, diversity, mental health, and keeping USF affordable. Willing to listen to student feedback and concerns about things like access to healthcare on campus, parking, etc.	Breaking through to become a top university in the country while still maintaining its own culture and unique character	The opportunity to grow and become one school system (i.e. with sarasota and st pete campuses), and the growth downtown of USF health.	Would like to see a system president that cares as much as Dr. Genshaft did about USF Health.
community oriented, does not risk safety of students when weather conditions are life threatening, very involved with students	material presented on exams is not the material professors teach	n/a	like most schools, usf students need fall break before midterms
They need to care about the students and listen directly to their concerns	Lack of parking , over priced housing, priorities in the wrong places (choosing a new logo over the needs of students)	More parking, more universal way for scholarship and research access	The needs of the students are the most important aspect
A well established and proven figurehead with experience at multiple institutions, open and transparent with students and no self determined agenda which would cost students their voice.	Outdated systems and being short on established professors. Some professors have admitted to just learning material taught in class...	More responsible branding, investments in owning our own football stadium like every other Division 1 football school in the state, student input reach outs, and continuing the tradition of low cost events for student immersion and enjoyment.	
Someone dedicated to continuing to grow USF academically. Understands the importance of STEM and community outreach and hangs out with students like Judy does. Most students don't know who their president is. I don't want USF to be like that.	Investing money in the wrong things. Making sure students feel comfortable. Accepting students that actually want to go to college	Preeminence. We have to hold that title. With the Tampa bay growing like it is it's necessary to focus on growing within it.	Find a president who supports student activities and goes to events. There's a reason students chant her name whenever we see her. Find someone who makes the big school feel small like she has.
	The focus on research research research is leaving many other areas of the university as second class citizens - demeaning the degrees in those areas. If the university offers a specific degree, it should be supported with meaningful instructors and classes.	Opportunities: parking. Students, faculty and staff cannot manage to actually BE at the university if they cannot find somewhere to park. It is very much a commuter school, even if the students are commuting from a five mile radius and many come from much greater distances. So, more parking garages where we already have parking lots would be tremendous improvements.	
Constant desire to add new services and listen to student feedback	Providing services to make students' lives easier	Expand and increase frequency of pet therapy and snack related services/events and increase the number of payment methods (i.e. types of credit cards accepted) available for adding bullbucks. Increase the number of energy drink vending machines.	
The new leadership role should be filled by an individual receptive to all different diverse views, political and all aspects. The person will be leading not just a group of individuals, but a university that is known internationally for its diversity. USF was built on a foundation of respect towards others values, everyone's values. Not just liberals or gays and not just Christians or conservatives.	A stronger voice for technology. Polytech should have not taken the opportunities that USF strongly deserved and had all the attributes to fulfill.	investing more in Education on Sustainability, Green energy, Technology, Regionalism, Globalism. Invest more in improving the condition of our campus.	More control on liberal agendas. More investment on our infrastructure and campus.
they were in greek life and also plan on changing the logo back	lack of support for greek life by judy and also she changed the logo	greek life and changing the logo	support greek life more and change the logo
One that wants to define the university by its academics, commitment to scientific research and innovation, and excellence in medical/graduate programs.	Missing outstanding candidates for admission due to screening standards and trying to have a class with a high GPA or standardized test scores. A holistic approach to candidate review and selection will sometimes reveal a story of a stronger candidate that would have been missed by hardline screening standards.	I am a proud graduate of the CMMB department and I feel my education due to the strength of the professors was well above average. Keep driving scientific research and attracting strong professors to produce highly capable and intelligent graduates.	Please revise or remove the new academic logo. The font looks sophomoric, the color scheme is an eyesore, and the bull looks too much like another logo. When I see it, it does not scream academic sophistication or prowess. It's not the proudest moment for USF, and I would love to see a new president who is willing to listen to the students and alumni, and find the right forward-looking logo for the school.
understanding of students knows about all the struggles that we go through (sexual assault, financial problems)	sexual assault and financial issues	give women more opportunities to get a job after college	someone who cares about USF would be ideal
Dedication to understanding the lived experiences of student teachers, graduate instructors, and faculty and staffs by advocating better health insurance coverage, fee waivers, etc.	One of the main challenges that USF faces today is in the understanding of community, diversity, and facing the interesting contradiction of being a R-1 institution operating as a preeminent research university in a predominantly poor area.	Taking care of graduate students challenges would be a major strength in the future Doing so will create opportunities for USF to encourage graduate students conducting action-based research within communities - like the one in which USF is located - to participate in addressing the challenges faced by USF today. I believe that GTA's have a broader understanding of challenges faced by the community than most administrators do. Yet, their voices is often dismissed, disregarded, silenced even.	Ask yourself the question what should education at the university today look like for the people you assumedly "work for" (i.e., students)? Pause for a moment and wonder, what kind of hardships are your students facing today? Hardships that may not even be perceivable from people like you, administrator, who sitting comfortably in leather chairs to "micro-manage" students, overpaid with enough student money already. Don't abandon the project of education just yet. Listen to your students.
A younger academic who can more closely relate to what current students may be going through		Student community, recreation and activities on campus are a strong point of usf and should be focused on more and strengthened and broadened	
A new USF president should be dedicated to furthering the status and prestige of the university itself.	For USF, the main challenge is a lack of recognition. Through strategic funding and advertisement campaigns, I believe we can become a nationally recognized university at the forefront of our field.	USF has great systems already in place, including the infrastructure development and the diversity and inclusion.	Judy Genshaft was relatively unpopular with most of the students that I have personally talked to. Her shady dealings with private prison companies and her immense wealth (in comparison to the relative poverty of many students) made her seem very disconnected with the personal interests of many. Please find someone who represents the young polarized generation and not someone who takes funding from such shady places.
Progressive, driven, worked in higher education/student affairs.	I think the biggest challenge is the lack of focus on student input. As student it seems our campus is slowly transforming into something that isn't USF which is concerning	Important strength has to be the research opportunities that are on our campus. USF definitely has the potentially to lead the nation in undergraduate and graduate research	
Promotes student unity, likes Greek life	Uniting the massive student body	The opportunity to pursue whatever major you want	
One that will replace the new logo with a better color scheme	The terrible logo	A great opportunity would be a better logo	While these answers may seem kinda troll ish. I really feel that this logo is not a improvement.
Transparency, patience, willing to explain why choices are made diplomatically, but also honest Experience in BOTH higher education administration and business (have an MBA)	Tuition cost, getting financial aid and scholarships, minimizing student loans Diversity	Opportunity - find professors that care about teaching and guiding students more than research, that have demonstrated superior teaching ability Quality online courses/degrees that earn the university profit	
Someone who truly cares about the wellbeing of each student of USF and someone who is able to lead us with bull pride, empowering us and helping to inspire us as we continue our education.	I see many students losing hope in their classes and wanting to give up on work with a lack of inspiration or hope towards their goals.	USF is very diverse in many ways and it truly allows for students to see many sides of life and grow within new knowledge in just a vital time (I know I truly came of age when I moved to USF and met so many different people from all walks of life) USF unites us all and definitely makes me as a student feel like I have a family here.	I loved president genshaft, definitely try to find someone who loves USF as much as she does! she was full of bull pride and strength!
As a student pursuing a BFA in Studio Arts, I'd like a president who puts more money towards academics in every field over athletics or decoration.	As far as I'm aware, we've been doing well.	Diversity and acceptance of all majors.	Improve the art building one day maybe? Would be dope.
The president should be compassionate, open to student feedback, and ready to make changes that benefit the student body			
Supporter of Athletics	Lowering cost	Athletics	
I believe our university is in need of a servant leader. We are in need of someone who will put that actual day to day needs of the students before how our university looks to the outside world. Our priorities are broken, placing financial favor in the wrong programs and in the wrong departments. Our new president should be ambitious, but value our roots in tradition.	One of the major challenges USF will always face in comparison to other schools is our lack of tradition. We are a young school compared to other universities whom have had decades to build character defining where they stand. Ambition is great. We should push ourselves to reach new heights, and defy the standards. Yet, despite this, we need to focus on building our traditions in order to connect alumni and future students to the family that is USF.	Our university is located in a city with an incredible amount of potential. Tampa has a large range of cultures and socio-economic divides, and is home to a rich history but still young and growing. I believe that our university should start a more consistent and stronger community outreach program to positively influence our neighbors in need. Instead of asking for money, we should stand out among other university and start giving.	
Socially responsible. Embraces change. Forward-looking. Innovative.	Needs a stronger alumni network. Developing students to be strong competitors in their field, finding jobs in their fields and making people feel connected to the USF brand.	Continue focusing on research.	
Respect, Compassion, Delicence. Someone who understands the life of the everyday student.	Expenses. Though USF is one of the cheaper schools, it does cost a lot to go here. On top of tuition, laundry prices and snack machine prices are increasing.		The thousands of dollars you spent changing a respected and beloved logo with beautiful colors, could've actually gone to helping the students. What a waste.
Supports more parking garages	Parking	Muma College of Business. It's the best college at USF.	We need more parking
The new president should have ties to the university. They should also be pushing forward to get a football stadium closer to our campus. (Haven't heard any updates regarding this in a long while)	There are too many golf carts, and not enough students present on campus. This is my senior year here at the Tampa campus, and each year I have seen less and less fellow students walking around our campus. At the same time, it has become increasingly hard to enjoy the outdoor facilities on our campus, due to the heavy amounts of gas-powered golf cart traffic.	Leaving the AAC, joining a tougher conference. In terms of research and priding ourselves on being a research university, we have done enough to put ourselves on the map. It's time to branch out!	A strong willed president can take us to the next level in athletics. Obviously the athletic director has a lot more to do with this, but I think USF is in a great spot to make the leap, we just need the right leader to head the charge.

Presidential Search Committee

Community Input Survey Results - Students

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
Determination, Supportive, Driven, Leadership, Engaged, Thoughtful, Sincere	Scholarships, Finances, Affordability	I consider important strengths and opportunities for USF in the future to build more connections with former professionals outside of the school, such as internships being mandatory rather than a option.	
Someone with a transparent agenda that will let everyone know of upcoming changes to the university such as a logo change	We are a growing community and as such we need more space for faculty and non-resident students. Even though more resident halls were recently constructed, as more people are brought in, there are less office spaces for faculty and less parking overall. Also, it would be helpful to give students guidance in regards to their field and interests without emphasizing one department or career field as the better option.		
Conscientious, ability to listen to students, leadership experience, Someone that isn't afraid to offend people for the sake of seeking the truth.	Too much focus on diversity and inclusion, too little focus on merit, and increasing the potential of our fellow students.	USF is very goal oriented and provides a multitude of opportunities to both its students and faculty. Watching the university blossom into something big has been a true blessing. For the future, USF should continue focusing on keeping the university centered around the student and researchers, and continue to welcome the valuable feedback that people provide.	Good luck, I understand this is a difficult endeavor.
Strategic leadership, budget conscious, politically savvy	Recruiting and keeping faculty with the knowledge and experience necessary to continue growing the university	Faculty need to be valued outside of the traditional "publish or perish" paradigm. As a student, there is value in both research based faculty and practice based faculty. Our strength is the power and knowledge of the USF community all over the world, but especially with those still living and working in the area.	
Someone who is forward-thinking and progressive is imperative to the nature and direction of USF as a research university.	Time wasted to find parking, having good professors in pre-requisite classes that motivate us to learn the content and also help us to become confident in our major selection.	Diversity and inclusivity, open-mindedness	
Someone who promotes Fraternity and Sorority Life			
- Transparency - Approachability - Integrity - Respect for people and their opinions, diversity, and tradition - Team-player - High goals - Creativity - Humility - Confidence - Goodwill	Balancing ambition and tradition. USF is a growing school, academically, athletically, reputationally. But we are also a relatively new school, meaning we are still making our way up in the ranks. It can be a challenge to find the balance between embracing our individualism and honouring our traditions versus striving for a place amongst the big name institutions and making improvements along the way.	I think one of USF's greatest strengths is our diversity - in our student body, faculty, programs, and other opportunities. Diversity is a breeding ground for creativity and innovation, and that is USF's greatest advantage.	I think that this idea of gathering the input of everyone who will be affected by the choice of president is a very thoughtful and brilliant one. Cheers to the committee for that. It shows honour and wisdom and gives me hope that the next USF president will be well-chosen.
Someone who is able to grow the University to be to the ranks of an Ivy League university. Someone who is able to secure more funding to be able to create new state of the art colleges. There is no physical building of the College of the Arts and Sciences, as an example. Older buildings need to go to make way for more modern facilities. USF needs someone like Kent Fuchs, one who is from Ivy League, interacts more with students, and is able to push for greater change.	Lack of top-notch professors. USF needs to poach top professors of Ivy League universities, and be able to build more top lab spaces to accommodate such researchers. It will be able to generate more research grants in the long run, and be able to bring in the best students of the country. In addition, USF should focus on the pre-med student experience, making sure their premed students get the best MCAT scores rather than bringing in the students with the best MCAT scores.	USF is very ambitious, I think it has the potential to be the top university of Florida. The campus needs a redesign. Old buildings should be replaced with more modern ones. Vehicular traffic should decrease significantly. I want to see more people than cars. There should be a huge parking garage behind the main library that accommodates cars already parked in front of ISA, Lib, Engineering buildings, etc.	Please don't hire a current administrator of USF. Please bring in a fresh face with a unique perspective and vision on how to propel the growth of the University.
Involvement with student issues, involvement with the community, marketing to increase funding through local and national partnerships, proven leadership with respect to setting the tone at the top.	Balancing the innovation, funding, access, neutrality of opinion supported by research	growing local and state business opportunities, increased quality of education with increased image of degree	departmental budgets, while needed, can restrain creativity of faculty and also reduce much needed mentoring/consultation opportunities for students.
Someone who will actually listen to students.	THERE IS NO PARKING. Literally can not attend my graduate school classes because I can't find parking. I pay \$250 per year to have to park at chick Fil A and take an Uber to get to class on time. And the new logo is terrible. It's gaudy and childish. Nobody is listening to the students who never wanted this æœœnew logoæœœ in the first place. Change it back, it's an embarrassment.	There were way more strengths at USF when I was an undergrad in 2012.	WE NEED MORE PARKING AND THE OLD LOGO BACK. Please fix the parking. Please. The university has the money, give us more parking so we can actually attend the classes we are paying for.
Proven record of keeping education costs down. While there is much discussion about student loan debt, there is little discussion about the cost of education exceeding that of inflation.	The pressure to dedicate more resources toward athletics and the proposal to build a football stadium on campus, both moves that can drive up school costs.	Strengths: Research recognition. Medical school. Weakness: Parking. Perhaps there should be discussion of replacing some of the parking lots with a parking garage. One lot that comes to mind is by the sundome. During times where there is an evening event and classes, it can be difficult to find parking. This also happens during large events (concerts, graduation, etc.)	While there is discussion of building a football stadium on campus, the funds would better be used to improve parking. This would serve the general student population and public, rather than a football stadium which would benefit only a part of both populations.
Transparent, honest and open. Willing to listen and meet with the students to understand their needs. Community orientated, and willing to grow and learn with the university.	Retention is a major challenge for the University. Some students view USF as a stepping stone for a larger University, instead of appreciating it for the University that it is.	The community on campus, the opportunity to get to know and learn from faculty, and the internships and jobs available that benefit future careers.	Search for someone who will be able to balance working with all three universities and the individual identities and communities in each.
Someone who is present at USF events and accessible to the students. Someone who is open-minded and puts the interests of the students as their priority in advancing the USF community and Tampa Bay. In addition, someone who has previous experience as an educator and served on leadership positions in the past.	Accessibility of education to all students regardless of socioeconomic status. I think the price of education is the most difficult aspect and more scholarships and opportunities are needed for students to diversify their interests. In addition, we need to focus on QUALITY of education over the quantity. At USF health, we need to look less at metrics and more at creating an enriching atmosphere for students and their future patients.	Integrating with the community is an important strength of USF. We are present in the daily lives of people and are playing an active role in enhancing the community. Opportunities for USF to grasp include cherishing the diversity inherent at USF.	Build a parking garage in the parking lot behind USF. USF is a commuter school for many students.
Someone who wants to build a parking garage.	Parking is a major challenge. USF needs a parking garage or two.		
Someone that isn't out to win a fortune off of students. No corrupt person	PARKING	The environmentally friendly setting	
Tampa Native or someone extremely familiar with Tampa Bay, visionary that still understands traditions and honors where the University started from. Can network WITHOUT appearing fake, slimy and a moneygrubber.	The decline of the MBA, the reduced demand for education as the economy improves, and the need to support the local population despite pressures from outside demanding more of a focus on diversity.	Continuing with growth of ties to local businesses. It is their input that is necessary to continue innovating the education provided to meet employer's needs, thus provide jobs to students.	A great President will be one who can lead the University to a place in the top 50, but does not appear to be only networking with the community to panhandle.
An active involvement in all of USF's programs, both academic and athletic. Also someone who is personable and down to Earth (someone who can interact with students on a personal level, and not just communicate with them through emails).	Competition and budgeting. There are two to three major universities in Florida (not including USF) that have more of a prestige and name recognition surrounding them, both in athletics and academics. USF does not have that to the same degree as the other schools. In addition, USF seems to use money on things not needed (i.e. a new logo).	A focus on athletics, but a gradual one. USF needs to really build the program up to UF and FSU level before spending that level of money on the program. USF's focus on academics is a strong one, so definitely capitalize on new academic equipment and structures. Many buildings seem outdated and do not have everything needed for this academic level.	Judy was a nice president, but she felt very distant. She wasn't seen around often, and also didn't show any interest in any of the USF athletic departments, even when they were doing good. I feel like our new president should have a passion for USF that matches that of a student, if not more.
Someone who will have economic impact on Tampa Bay. They need to ensure the curriculum offered is current and someone of integrity that young people can look up to.	Merit. Students are unsure if a college degree still has relevance in a stagnant economy. The future is uncertain and hard to plan for.	Community partnerships. I think it can really make a difference in Florida's future with the right relationships. Students want to attend a university that is involved in the solution.	
The next president has to have experience in higher education (managed a university before preferred). Needs to have a track record of his/her contribution to higher education.	Cost is rising, we don't have an environment where we can be more hands-on. Some of the Finance courses should be lecture and practical sessions. What do we with students who have a visual learning style? Flexibility and lack of professors - with that, Students should be able to take as many classes as possible in St Pete or Tampa.	Strength: Student-to-faculty ratio is great. Opportunity: Lack of resources - we need to have our own Library. Need more tutors and keep the campus open late. Graduate students faster.	We need resources to make all of the USF programs more hands-on.
Integrity, creativity, student oriented (reaches out and listens to student body), people person, previous experience matters.	USF needs another library	Strengthening partnerships in Tampa Bay	
Someone who will change this ugly new logo with the students input and inclusiveness	I would have to agree that getting our school known is a factor. But we also have no room to expand. I'm an architect major and while USF's program is highly accredited the actual building for the entire major is run down and falling apart. Some rooms the AC doesn't work and can't be controlled other things are just broken and need to be replaced. We love our school but only allowing 45 people per year due to space is difficult considering the increasing amount of applicant. USF needs to expand	USF is a great and inclusive community with a relatively diverse student body. With the exception of the new logo change, I usually feel a personal connection with the school, I don't feel like another number. USF is constantly working to improve themselves and be better. Though I don't agree that this particular new academic logo represents the students of the past, present, and future, USF is trying hard for our sake and their sake	Further elaborating on challenges USF faces, as far as the Architecture building goes, it's molded in some places and generally just in poor condition considering how much time we spend there purpose and aesthetic wise. We live there. USF definitely needs to expand but it doesn't help that the area surrounding USF is not a good one, this also affects our school and it's rating for those considering. again we are our growing the Architecture Building there's too many of us and not enough space.
Integrity, motivated, leadership	Parking Tuition costs	great staff, growing, location	
Integrity, relatability, vision for how to expand the reputation of the university's research capacity and teaching capacity, someone who values the quality of instruction as well as the quality of research, someone who is respectable, respectful, and reputable. A person who values a lateral management structure but who can be decisive for the betterment of the USF campuses.	The divisive nature of the current administration, to lack of quality for cost of education, overall cost of education, decreases in diversity of staff and students.	USF has been a leader in the research field, reaching preeminent status and commanding respect from the research community. It has also been a leader in our area in fostering and building on the diverse experiences of its students and faculty to create a well-rounded educational network.	Dr. Genshaft is a legend in her own right and has some very large shoes to fill. She has been loyal to USF, determined to increase its visibility, reputation, and funding. While I don't expect anyone to be the next Dr. Genshaft, I hope that the next president will stick with USF for many years to further advance us into a leading educational and research institution.

Presidential Search Committee

Community Input Survey Results - Students

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
One who will work on all parts of the USF system. Not someone who is one-sided on research. Belief that we have a lot to gain from new presidency. Ability to strengthen the overall ratings of the university.	Quality programs other than Medical and Engineering	Opportunities to become a better overall learning university without limitations of research.	Select someone who understands that preeminence and research do not qualify USF as a superior university and someone who is willing to make all programs not only viable, but programs that we should be proud of and not just fillers.
Proactive, focused on long-term solutions (rather than short fixes), fair, personable, honest, willing to listen to students and put their needs first	We need more parking on campus! It's getting to be ridiculous! Every semester students ask for this, and yet, every semester, nothing ever changes. I've heard that our international student enrollment is also at the lowest it's been in quite a while. We need to work on that.	I'd love to see us keep our focus on research, and I'd also like to see us continue to build strong international ties and relations.	
Someone focused on growing USF's brand and name recognition in the USA through sports programs and more involvement in the community. Someone who will be involved with the students and can relate to them in many ways.	The viewpoint that we are a local University and not a destination school, although we have the potential to be one very soon.	Football stadium, and the academic growth. USF needs to create an environment around this area that students want to come and live in. We are not there yet but can be soon.	
Cares about student, faculty, and staff's well being. Is engaged in university life.	The corporatization of universities and the continually rising cost of tuition.	The potential of the rising prestige of the university.	
Well educated with master degree or above. Possess an open mindset and embrace diversity.	Lack of research funding prevent USF from recruiting competitive researchers and high quality instructors.	Academic reputation is the key for USF success!	All ranking indicators used to determine an university rankings given by US news are relevant to it's academic activities. In order to let USF keep improving nationwide, the president of USF is supposed to facilitate all kinds of scientific research on campus, for the benefit of colleges and university.
Knowledgeable, wise, mentoring, transformational, curious, eloquent, professional, and approachable.	The political arena where costs are being counted versus the value of public access to education	Continue to evolve in professional arenas, especially nursing because of the upcoming crisis of affordable and equitable health care. Also, research is always important for progress.	
The new USF president should have demonstrated a concern for diversity and inclusion. It is important that this individual, through example, has shown an the ability to interact with the community. He/she must also be humble and honest.	It is important that we not forget why USF was created here in Tampa. It is something that has been placed on hold for some years now. USF must provide a higher education for those living in this area who may not be able to afford to go elsewhere. It was intended to provide a higher education for the "blue collar" worker.	USF's greatest strength is the community it serves and those in the community who are willing to support it. The greatest opportunity and obligation USF has is to incorporate and provide the expertise to the community with the best of the institution's colleges: Engineering, Education, Health Services (Medicine, Nursing, Pharmacy, Public Health), Business, Arts and Arts Sciences, Behavioral and Community Sciences, Marine Science.	USF must reach out to the community like its never done before. Unlike other institutions, USF was the first in the state to be built in a metropolitan area. Therefore, we should not look at other institutions, we must lead the way. As an alumnae with two USF degrees, a retired USF employee/faculty, and native Tampaian, I would like to see USF embrace the beauty of Tampa.
Someone who uses their position for educational advancements rather than sports and branding	Lack of funding, few options for professors at higher level courses, and more advising is needed for majors outside of BMS. At USF our major focus seems to be BMS majors but there's a lot more people in social sciences and just regular stem who are not going into medicine.	USF is a prominent research school with opportunities to grow. We need to focus on research for ALL majors.	Please pick someone who will use the budget of the school to better the lives of students.
I believe it is essential to have a qualified academic with a terminal degree in Higher Education or another related field as the university president. USF is not a business; it is an institution of higher learning and can be best helmed by an individual who will prioritize the values of our professors, researchers, and educators.	USF, like educational institutions across the country, is seeing skilled scholars depart academia in droves due to low pay, few or nonexistent benefits, and apathetic university administration. This includes the abysmally low pay of adjunct instructors. These issues must be rectified if USF is to remain a top-tier research university.	USF has the opportunity to set a higher standard for how Florida universities treat their educators. It's essential that the university offer more full-time faculty positions with appropriate salary and benefits rather than placing the majority of USF's teaching load on highly qualified but grossly underpaid adjunct instructors.	Scholars love USF. We love academia. We want to contribute to the university and to our respective fields, but we need to be properly compensated in order to do so.
Dedicates funding toward initiatives that promote research and intellectual diversity rather than ideology or dominantly hard left views.	Lacking intellectual diversity; hard left professors dominate classes and teach postmodern ideas as fact rather than A view of the world		
Not a f***ing lobbyist or politician. Do not install a republican politician as president of the university unless you want to see enrollment plummet.	A corrupt board of trustees and politicians stripping money away from the humanities. We are struggling in the humanities and not a single individual on the board of trustees cares enough to save our programs including our faculty and graduate students. There is no excuse why our money keeps being given to STEM when we perform and conduct research for our fields too.	Diversity. We need more of it.	First of all, f***k the new USF logo. It is a literal duplicate of Merrill Lynch logo which is highly suspicious. Is USF not an educational institution? Is USF in bed with lobbyists and corporations? USF has sold its soul to corporate dark money that benefits the oligarchs. Judy Genshaft was a horrible USF president. She has done nothing for us except sold us out. It's the students that hurt the most by these outrageous actions by the board of trustees.
I think that it is important for the new President of USF to have experience in the field of education and have an academic background. As a leader of a university they need to be able to listen and understand the needs of the students and focus on the quality of the academics and not about branding.	One of the major challenges I see facing USF is a focus on image and branding and not focusing on the quality of the academics, and the lack of parking allowing students to make it to class on time.	Growing research opportunities will be an important strength at USF as it will allow for stronger academics and allow us to be academically respected.	I strongly hope that you put the well being of USF's academic programs, the student body, and necessary improvements to the campus before profits and branding.
The qualities that a new president would need to have is experience on being a president of another organization, have a vision to where USF should be in a certain amount of years, have an inclusive perspective not only about the students but also with the curriculum, staff, and members of USF.	As a foreign learner, USF would need to have their website better organized and make sure that teachers, professors, assistants, etc. have the qualifications for classes that are in person and online.	Partnerships with other organizations would be a huge strength for USF because it would not only provide benefits to the university but also expand it's horizons into the community.	
someone who will stand up for students and faculty against austerity and anti-academia slander from politicians	Too many online classes that require students to avoid interacting with other students. Less funding for programs and colleges that aren't related to "business". STUDENT LOANS!	diversity and student body	please push student loans, not at the usf level but the national level.
Open-minded, honest, plz dont let it be a fascist or a racist.	it's expensive.	to be more open to new ideas, and be more open to new ideas (like new logo designs for example)	please hire someone that is kind to others, and diverse.
The new president should change the logo back	Not listening to their students and alumni, change the logo		Change the logo back
If possible, be multi-faceted in the different disciplines of the school (the arts, the sciences). Besides that, he/she must be a person of the people, merciful, kind, in-touch, and modern.	The student debt situation, and the graduation/completion rate.	Research and opportunities to join activities or server in (leadership) roles.	I hope you can find the right candidate because I know the process isn't easy!
A president that takes note on the quality of the education given to students.	The quality of education appears to be a challenge. There are homework assignments, like math homework assignments, that appear to fatigue and discourage the learning experience. An experience that does not scold the intelligence of the student should be put in place. There is also essays where if one student can't reach a minimum word count, they would get a zero on the work. At least offer partial credit if the quality of the work is good.	USF would provide an excellent learning experience and environment tailored to students. The education material would never insult the intelligence of students with big prospective futures. Assistance in course assignments are to be offered, especially for those with social issues who are having issues cooperating with other students.	I would suggest bringing a president that cares about education; one that can foster in promoting an outstanding learning experience for students.
Positive attitude, listening to the changes the students want	Choosing the funding for what the administration believes will be helpful vs what the students believe the funding will be useful for.	Research opportunities, internship opportunities, community-based opportunities	
Open to diversity and inclusion as well as have a Global perspective and goals. The new president should inspire and help people to ascend in their careers.	Budget towards research and innovation by supporting faculty and postdocs projects. After all, rise to AAU status requires investments on growth.	The diversity is a major strength and opportunity to be explored by USF.	De search committe, please, do consider the candidates perspectives on international politics, immigration, and teamwork environment.
Brains and ethics Libertarian or more balanced	Need to focus on out of class opportunities	Strengths- area and student culture, support from community	
Willingness to change ugly logo	The new (and very ugly) logo	The strength of the student bodies desire to change our logo back to something respectable that reflects our achievements	Change the damn logo. We all hate it.
Someone with integrity, who is humble, and makes an effort to listen and obtain feedback from the students and the faculty on issues and solutions to issues. Someone who doesn't just want the title of President, but is looking forward to making positive changes at USF, and continue to move the university forward. Someone who is technology driven. And will help push the university forward in using more technology.	The rising cost of tuition, the lack of online courses offered at the Bachelor's and Master's levels. For example- the Master of Science in Management. Not all courses may be able to be online, but some can be. This is so professionals like me can take them on our own time. Parking is also a big issue at USF. Parking is expensive. I wish parking could be calculated into our tuition fees and therefore do away with parking passes.	Strengths- research. It seems USF is driven to continue to do research and I think that we should continue doing so. Research has brought in a lot of funding. The university is remodeling the library and making it more state of the art- this was LONG overdue but I'm glad to see it will be happening.	I think you should use a behavioral interview in addition to all the other interview questions you will be asking. Understanding this person's motivations and past behavior will help you in deciding if they are the right fit for us.
Ambitious, fierce leader, appreciative of diversity, inclusive, calculated, determined, hopeful and prideful, genuine concern for the well being of students, someone who will continue and even expedite the tremendous growth and success we have seen under the leadership of current USF system President Dr. Judy Genshaft	Alumni engagement, national rankings	Research investments, hiring world class faculty, student retention and success, strengthening student resources within the university.	No matte what, this position is a big one to fill. Dr. Genshaft has been a relentless leader and has fiercely fought for and protected the interests and well being of this university. Thank you to all of the members that sit on this committee for taking the community input into consideration. We are grateful to have a committee willing to represent the interests of its community. I hope that with any choice that is made, USF will be better from it. Thank you for your time and commitment to USF
The next president should build a culture that is inclusive throughout the ranks, especially in the decision making processes that employ Blacks & African Americans.	The tuition rates, aligning skills with existing and future workforce globally, safety on campus and inclusive of all students, and being more active with corporations that employ students with paid internship and competitive fulltime employment.	Strengths are: a variety of professions are offered, provides the university prestige, and visible in businesses throughout the city.	USF could do a better job at decreasing promotion of risky lifestyle such as excessive alcohol, credit card debt, racist and divisive behaviors, decrease cars on campus, have professors that encourage real academic support not scare tactics, and provide opportunities for more Black and African American be included for employment and as vendors. Be an university for all its surrounding citizens.
I would love to see someone who cares to see a change in the school, like greek life and create a larger support for greek life	The lack of Support from the students like at football games	The amount of research	I truly want to see someone who wants to extend greek life and see a change to allow for a more closer knit community between student, greeks should have mansions like at ucf or fsu.

Presidential Search Committee

Community Input Survey Results - Students

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
The new president must be a proven advocate for minority/disadvantaged students. Their background should not have so much as a WHIFF of having mishandled sexual assault allegations.	The disappearance of tenure, extremely poor treatment of adjuncts, overworking professors, the desire to weasel money out of students to fund projects that should be financed by outside donors, EXTREMELY overpriced dorms make living on campus financially punitive.	By far, USF's biggest strength is its faculty.	
reliable, easy to relate to, understanding of students needs and wants, easy to talk to, willing to listen	restrictive opportunities for everyone	Diversity is strong on campus, but opportunities are not equally available for all students.	
I would like to see a president who is interactive with the student body, not just on Tampa's campus but active on St. Pete's and Sarasota-Manatee's. I always felt that family connection when I saw how much Judy loved being with us.	The biggest challenge facing USFSP specifically, is the lack of diversity we have here. Most international students make their way towards Tampa because it's a huge array of programs and people but St. Pete has the ability to be just as grand as Tampa.		
Maintaining the momentum USF has achieved and continuing the momentum.	Balancing cost and funding improvements.	USF is important to the community. Keeping connections locally is important.	Please do not sacrifice the past to build the future.

Presidential Search Committee

Community Input Survey Results - Non-Designated

What qualities, characteristics and criteria are desired in a new president of USF?	Higher education is facing many challenges today. What do you consider to be the major challenges facing USF?	Focusing on the future, what do you consider to be important strengths and opportunities for USF?	General comments to share with the search committee.
Better dining halls and more in-Campus restaurants.			
An academic with experience in politics, not the other way around.	Cost of tuition and proper utilization of student fees (ex: USF Health students who operate exclusively at CAMLS still pay the same fees as main campus students, but do not have access to the same resources while downtown.)	USF is already well-known for being a military friendly university. It is important for USF to maintain this status and to constantly strive to improve and find new ways to support the military/veteran community on campus. The next President of USF should be committed to empowering our veterans on campus, not just accommodating them.	
prioritizing concern for students quality of education, salary stipends, and lower debt costs, provide a more secure, safe and inclusive atmosphere	low salary stipends, and behind in technology	budget for priority needs, higher salary stipends, and advanced technology	
someone who is open and honest with faculty, students and alumni, is respected by other university presidents, sticks by initiatives in long term (unlike current thing of dropping initiative after a year or so), and thinks the university is more than football and medicine, and st	funding, low tuition, poor support for faculty, no support for new initiatives, over emphasis on sports		current president was not well respected by other university presidents who vote in rankings, maybe good to alumni but really built her brand on backs of students and faculty
Transparency is key. A President who is familiar and involved with ALL departments within the university.	USF seems to be 'behind' in technology. More technological advances would help improve the campus.	Advances in technology will significantly help the campus.	
Cares about ALL campuses equally. Recognizes that in order to maintain distinctive and responsive programs and services, many decisions must be made at regional campuses and not centrally. Currently, too many decisions are handed down or dictated by Tampa, which confounds itself with the system. This breeds division, resentment, and distrust. Inclusivity and respectfulness are key to building trust and a healthy collaborative united university.	Responsible and equitable distribution of resources that will reflect the greater good, the good of all our students and not focus on benefiting those who are located in Tampa. Suggesting that faculty at the regional campuses travel to Tampa to be able to use lab space and research resources is an example of the attitude that seems pervasive. Yes, some will have to give up resources and share, but in the end, we all have to focus on the greater good and set an example for society to follow.	Expanding degree programs and leveraging faculty expertise across all campuses. Providing more choices for students seeking different environments and learning "homes". Different locations shine with different communities to serve and synergize with.	I hope all three campuses are EQUALLY represented on the committee and have equal voices. I hope that when candidates visit the Tampa campus that they ALSO visit Sarasota/Manatee and St. Pete. To not visit all three campuses affirms that the smaller two are not important enough for the candidate to visit, the employees and students don't matter. This would have been true without consolidation, but now, it is even more crucial for an inclusive process in which the three campuses are equal.
	Lack of faculty training on a global curriculum and working with international students. Lack of internationalization of the campus.		
You should hire someone with 20+ years of experience as a teacher. Not an administrator who will leave in two years for somewhere bigger and better. I know, you think that they won't leave. They will. Hire a teacher with 20+ years of experience as a teacher. Trust. Oh, and you shouldn't need to pay them 1 million dollars a year. Shouldn't they care more about USF than their bank account?	Performance based funding (is a terrible horrible thing). Affordable housing around campus, not just for undergraduates. Adequate parking. Hiring people who have no idea what academia is. If your candidate can't define "faculty governance," then you shouldn't hire them.	Let's focus on research by: 1) installing greater protections on academic freedom by amending policy 10-050 2) increasing fellowships available to high performing graduate students in all departments	
open-minded, transparent	lack of diversity among faculty esp. within the health colleges (nursing, medicine, pharm). we have a very diverse student population however this does not translate to our faculty pool. I have seen many qualified diverse candidates show massive interest in working for the university however this aspect is ignored.	community outreach is a big strength.	
On campus football stadium	Lack of an on campus football stadium	Building an on campus football stadium	We need an on campus football stadium
Energetic, committed to excellence. Visionary who has innovative ideas about how to keep USF growing in a challenging economy and funding environment.	Cultural resistance to change, reluctance to let go under-performers and inability to identify and retain staff talent. Silos with rigid hierarchy and decentralized operational workers rather than a more innovative, holistic approach to student success, research, etc.	Strong growth in research, academic metrics, etc. Our main opportunities could be leveraging more of our internal, academic resources to better improve our central services. Another opportunity is better relationships with our alumni community to better promote the institution.	
	Some people, including admin, want to hire and keep mediocre or even unqualified people, so that they can stay in charge and nobody can challenge them. This is the biggest challenge I see that keeps USF from moving forward. I hope the new president can address this challenge.		
High performance expectations, knows Florida politics, wants to embrace the community, is committed to creating a collaborative engaged work culture at the university, speaks like a well-educated person	Strategic positioning, acquiring sufficient funds to reach our aspirations, fixing a top-down and at times toxic organizational culture	Further national and international recognition, well defined niche strengths, growing with Tampa Bay, preserving our commitment to diversity, inclusion, and transformation	A shiny external candidate could work but is at best a 50/50 shot if they don't know Florida and the Tampa Bay community. Pay close attention to internal candidates who love the university and could take us to the next level.
The most damaging factor for the growth of USF is that some faculty members, including admin, want to hire and tenure low-quality people. I hope the new president can effectively deal with this, so that we can hire and retain highly productive and ethical faculty.			