

1 **FLORIDA GULF COAST UNIVERSITY**  
2 **PRESIDENTIAL SEARCH ADVISORY COMMITTEE**

3 Monday, May 23, 2022

4 SUGDEN RESORT & HOSPITALITY MANAGEMENT, ROOM #114  
5 FLORIDA GULF COAST UNIVERSITY  
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7 **Minutes**

8 **Members:**

9 *Present:* Edward Morton – Chair; Grace Brannigan; Joseph Catti (virtual); Richard Eide; Darlene  
10 Jordan (virtual); Gail Markham; Tina McCain Matte (virtual); Luis Rivera; Rebecca Totaro; Arie  
11 van Duijn; Kristen Vanselow; and Charles Winton (virtual).

12 *Not Present:* Ashley Coone

13 **Others:**

14 AGB Associate Managing Principal Melissa Trotta (virtual); AGB Executive Search Consultant  
15 Sally Mason (virtual); AGB Executive Search Consultant Garry Owens (virtual); Segal Senior Vice  
16 President and National Compensation and Career Strategies Practice Leader Jason Adwin  
17 (virtual); Segal Vice President and Senior Consultant Linda VanDeventer (virtual); and Segal  
18 Senior Vice President and Senior Consultant Kevin Carrington (virtual).

19 *Staff:* Vice President and General Counsel Vee Leonard; Senior Associate Vice President of  
20 Administrative Services & Finances Sara Stensrud; Coordinator of University Communications &  
21 Media Relations Pamela McCabe; and Director of Board Relations and Associate Corporate  
22 Secretary Tiffany Reynolds.

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24 **Item 1: Welcome and Opening Remarks**

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25 Chair Edward Morton welcomed everyone and called the meeting to order at 8:30 a.m. Roll call  
26 was taken with 12 of 13 members present, thus meeting quorum requirements.

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28 **Item 2: Preliminary FGCU Presidential Compensation Assessment Report**

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29 The Segal Group represented by Mr. Jason Adwin, senior vice president; Ms. Linda  
30 VanDeventer, vice president; and Mr. Kevin Carrington, vice president, presented the  
31 preliminary presidential compensation report to the Committee.

32 Committee discussion included market rates and trends for both public and private institutions,  
33 budget sources for total compensation, and the monetary value of perquisites. The Committee  
34 requested the potential inclusion of the University of West Florida (UWF) as another member of  
35 FGCU's peer group, with the final document and peer group report to be updated by August 31,  
36 2022.

37 Mr. Richard Eide made a motion to approve the Preliminary FGCU Presidential Compensation  
38 Assessment report and to recommend its final approval to the FGCU Board of Trustees. Ms. Gail  
39 Markham seconded the motion. There was no public comment or further discussion. The vote  
40 was unanimous in favor of the motion.

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### 42 **Item 3: Consent Agenda**

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43 Chair Morton stated there was one item on the Consent Agenda: Minutes of the Committee's  
44 meeting on April 13, 2022.

45 Mr. Luis Rivera made a motion to approve the Consent Agenda. Ms. Markham seconded the  
46 motion. There was no public comment or discussion. The vote was unanimous in favor of the  
47 motion.

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### 49 **Item 4: Feedback from Listening Sessions**

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50 Chair Morton stated that AGB Search had been on campus last month and conducted several  
51 listening sessions with various university stakeholders to gather feedback on the professional  
52 and personal qualities desired of FGCU's next president. The feedback that was received will be  
53 utilized by AGB Search in seeking potential candidates. AGB Associate Managing Principal  
54 Melissa Trotta along with AGB Executive Search Consultants Sally Mason and Garry Owens  
55 provided an update on the feedback received during those sessions and from the online survey.

56 Ms. Trotta said that AGB Search had received excellent feedback from the various constituents  
57 focused on the following three areas (1) challenges and opportunities for FGCU's next  
58 president; (2) qualifications and attributes of FGCU's next president; and (3) what success looks  
59 like in the next 3 to 5 years.

60 Committee members requested to have individualized listening sessions with AGB Search to  
61 provide their personal feedback.

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### 63 **Item 5: Leadership Profile and Position Criteria**

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64 Ms. Trotta, Ms. Mason, and Mr. Owens presented the leadership profile and position criteria to  
65 the Committee. Committee discussion included order of information, academic credentials,

66 progressive versus innovative, emotional quotient (EQ), intelligent quotient (IQ), change  
67 quotient (CQ), research, servant leadership, dignity of human thought, changing landscape of  
68 higher education and the local region, business community, and sustainability. Committee  
69 members discussed their desire to have their comments included in the final document prior to  
70 a final vote.

71 Mr. Rivera made a motion to approve the Leadership Profile and Position Criteria and to  
72 recommend its final approval by the FGCU Board of Trustees, subject to the incorporation of  
73 Committee feedback. Mr. Eide seconded the motion. There was no public comment, or further  
74 discussion. The vote was 12-1 in favor of the motion, with Ms. Kristen Vanselow dissenting.

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76 **Item 6: Marketing Plan**

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77 The marketing plan was presented to the Committee. Ms. Markham made a motion to approve  
78 the Marketing Plan and recommend its submittal to the FGCU Board of Trustees. Mr. Eide  
79 seconded the motion.

80 Discussion included clarification on The Council for Advancement and Support of Education  
81 (CASE) and the budget. There was no public comment or further discussion. The vote was  
82 unanimous in favor of the motion.

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84 **Item 7: Timeline**

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85 Ms. Trotta presented the timeline to the Committee. She stated that the best date for  
86 consideration for applications is August 15. Discussion included setting the meeting date for the  
87 Committee meeting noted in July, and the importance of remaining on schedule as outlined  
88 due to the Florida Board of Governors' meeting dates.

89 Mr. Rivera made a motion to approve the Timeline and recommend its final approval by the  
90 FGCU Board of Trustees. Dr. Rebecca Totaro seconded the motion. There was no public  
91 comment or further discussion. The vote was unanimous in favor of the motion.

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93 **Item 8: Search Logistics**

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94 Ms. Trotta, Ms. Mason, and Mr. Owens discussed the pros and cons of conducting the semi-  
95 finalist interviews in-person and virtually. Committee members discussed their preferences for  
96 semi-finalist interviews, the logistics of hosting interviews, and how the new law provides an  
97 exemption to the Sunshine Law and Public Records to ensure candidates are kept confidential  
98 until finalists are selected. Chair Morton stated he would like to seek further clarification from  
99 the Florida Board of Governors before deciding on the format of the semi-finalist interviews.

100 Ms. Trotta discussed the private portal hosted by AGB Search and informed Committee  
101 members that each will receive a unique log-in to access candidates' materials. Ms. Mason  
102 stated that they have already started to receive interest in the position.

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104 **Item 9: Old Business**

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105 There was no old business for discussion.

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107 **Item 10: New Business**

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108 There was no new business for discussion.

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110 **Item 11: Adjournment**

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111 Chair Morton stated that the next meeting will be in later July.

112 With no other business to come before the Committee, Chair Morton adjourned the meeting at  
113 10:25 a.m.

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116 Minutes prepared by Director of Board Relations and Associate Corporate Secretary Tiffany  
117 Reynolds