

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

Friday, July 29, 2022 8:30 a.m. to (estimated) 10 a.m.

SUGDEN RESORT & HOSPITALITY MANAGEMENT, ROOM #114
FLORIDA GULF COAST UNIVERSITY

Indicated times within the agenda are approximate and are subject to change. Agenda items may be taken out of order at the call of the chair and with the concurrence of the committee.

AGENDA

8:30 a.m. | Welcome and Opening Remarks

- Edward Morton, Chair

8:35 a.m. | [Consent Agenda](#) (Action Item, Includes Public Comment)

- **Minutes of May 23, 2022 Meeting** – Edward Morton, Chair

8:40 a.m. | FGCU Presidential Compensation Assessment Report Update

- The Segal Group

8:55 a.m. | AGB Search

- [Revised Timeline](#) (Action Item, Includes Public Comment)
- Search Logistics

9:50 a.m. | Old Business

- Edward Morton, Chair

9:55 a.m. | New Business

- Edward Morton, Chair

10 a.m. | Adjournment

- Edward Morton, Chair

**Florida Gulf Coast University
Presidential Search Advisory Committee
July 29, 2022**

SUBJECT: Minutes of May 23, 2022, Meeting

PROPOSED COMMITTEE ACTION

Approve minutes

BACKGROUND INFORMATION

The Florida Gulf Coast University Presidential Search Advisory Committee met on May 23, 2022. Minutes of the meeting were kept as statutorily required.

Supporting Documentation Included: Minutes of May 23, 2022, Meeting

Prepared by: Director of Board Relations and Associate Corporate Secretary Tiffany Reynolds

Legal Review: N/A

Submitted by: Presidential Search Advisory Committee Chair Edward Morton

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
6

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.

23
24 **Item 1: Welcome and Opening Remarks**

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.

27
28 **Item 2: Preliminary FGCU Presidential Compensation Assessment Report**

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.

41

42 **Item 3: Consent Agenda**

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.

48

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

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.

62

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

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.

75

76 **Item 6: Marketing Plan**

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.

83

84 **Item 7: Timeline**

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.

92

93 **Item 8: Search Logistics**

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.

103

104 **Item 9: Old Business**

105 There was no old business for discussion.

106

107 **Item 10: New Business**

108 There was no new business for discussion.

109

110 **Item 11: Adjournment**

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.

114

115

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

**Florida Gulf Coast University
Presidential Search Advisory Committee
July 29, 2022**

SUBJECT: Revised Timeline

PROPOSED COMMITTEE ACTION

Approve revised timeline and recommend its final approval to the FGCU Board of Trustees

BACKGROUND INFORMATION

The revision reschedules the tentative semi-finalist interviews from September 19-21, 2022, to September 20-22, 2022.

Supporting Documentation Included: Revised Presidential Search Timeline

Prepared by: Coordinator of University Communications & Media Relations Pamela McCabe, and AGB Search

Legal Review: N/A

Submitted by: Presidential Search Advisory Committee Chair Edward Morton

Presidential Search



Proposed Search Timeline (as of 7.22.22)

April 13, 2022	Presidential Search Advisory Committee Meeting #1 <ul style="list-style-type: none"> • Introductions – Search Committee Members • Review of the search process • Charge to the Committee • Confidentiality • Discussion of Timeline, Listening Sessions, Search Profile
Late April-Early May 2022	AGB Search Conducts Listening Sessions with Key Constituents
May 23, 2022	Presidential Search Advisory Committee Meeting #2 <ul style="list-style-type: none"> • Segal Presentation • Review and approve search timeline • Review and approve leadership profile • Review and approve marketing plan • Overview of AGB Search’s candidate portal • Discussion of interview format for semi-finalists and finalists
Late May 2022	Search Profile Finalized/Approved
June 15, 2022	OFFICIAL LAUNCH DATE FOR THE SEARCH
Late July 2022	Presidential Search Advisory Committee Meeting #3 <ul style="list-style-type: none"> • Application Review/Check in • Review interview questions Check in meeting to discuss state of search, market feedback, etc.
August 15, 2022	Best Consideration Deadline for Applications
September 1, 2022	Presidential Search Advisory Committee Meeting #4 <ul style="list-style-type: none"> • PSAC Selects Semi-Finalists • Finalized preliminary interview questions
September 20-22, 2022	Tentative Semi-Finalist Interviews with PSAC (two full days)
September 22, 2022	Presidential Search Advisory Committee Meeting #5 <ul style="list-style-type: none"> • Discuss due diligence on semi-finalists • Select finalists to recommend to BOT
October 11-13, 2022	Campus Forums for Finalists
October 14, 2022	BOT Interviews Candidates Advanced by the PSAC
November 9-10, 2022	President-Elect Presented to BOG by BOT Chair and PSAC Chair