

Minutes
Presidential Search Committee Meeting
December 9, 2019

Welcome and Roll Call

Beverly Seay, Chair of the Presidential Search Committee, called the meeting to order at 3:30 p.m. in the Dr. Phillips Academic Commons, East Building, Room 169 on the University of Central Florida's Downtown Campus.

Seay reminded the committee that the meeting was covered by the Florida Sunshine Law and that the public and press were invited to attend.

Seay called on Karen Monteleone to call roll and a quorum was established.

Minutes

Seay called for approval of the November 20, 2019 meeting minutes, which were approved.

Search Process Update

Seay welcomed Alberto Pimentel, Managing Partner, Storbeck/Pimentel & Associates (SP&A) to the search committee meeting. She also thanked the search committee members for their level of engagement during the listening sessions and open forums.

Pimentel indicated that SP&A has been conducting calls to a focus group of higher education leaders to ask questions and gather observations that will be helpful in sharing UCF's narrative during the active recruitment phase.

The findings from the focus group included:

- Individuals are more concerned with discussing UCF's successes, rather than its failures.
- Individuals have noted the number of interim positions and have stated their preference that those positions remain open.
- Individuals wished to see more evidence of what community partnerships entail at UCF.
- Individuals wished to learn more about UCF's strategy and intention regarding its current size and projected growth.
- Individuals wished to learn more about the level of engagement and support from the state and local community.
- Individuals wished to learn more about UCF's current research profiles.

- Individuals wished to learn more about UCF's vision.

In crafting the narrative, SP&A noted the highlights for UCF include:

- Diverse population
- Location
- Research profile
- The ability to develop a new, dynamic, and compelling vision for the future
- A tremendous opportunity to promote academic excellence

SP&A noted concerns include:

- Managing the exposure associated with open meeting (Sunshine) laws, the changing academic landscape, and the potential responses of current institutions when individuals pursue other positions.
- Concerns about available resources
- After developing a new vision for the future, how receptive would the Board of Trustees be to be taking a pause and re-assess the University's size and growth trajectory in the event a pivot is necessary.

Pimentel provided a summary of listening sessions to date and noted the overarching themes included the following challenges:

- Transparency on campus and in the community
- UCF needs a vision
- Morale – lack of direction or purpose
- Issue of growth – what growth is going to mean for this university
- Defining the partnerships
- Organizational structure
- How to maintain high-quality programs and a student-centered environment
- Resources

- Medical school – the cost and return on investment
- Academic excellence – how to achieve it
- Role of athletics

Pimentel stated the skills and qualities for the next president include:

- Teambuilding
- Sense of direction and vision
- Diversity and inclusion
- Strong interpersonal skills
- Working with the legislature
- Ability to inspire faculty, staff and students
- Community engagement
- Fundraising
- Good internal manager
- Integrity
- Transparent
- Ability to make the tough decisions
- Appreciation or respect for athletics and research
- Approachable and accessible

Marketing Plan Review and Approval and Draft Advertisement Review

Pimentel outlined the marketing plan and advertisement with the committee. The committee provided recommendations and highlights to add to the marketing plan and advertisement.

Chair Seay asked for a motion to approve the Marketing Plan with the committee's recommended edits. Committee member Barbara Jenkins provided the motion, Vice Chair Alex Martins the second, and the plan passed unanimously.

Closing Remarks

Chair Seay said a final round of listening sessions and open forums would be held on January 15, 2020. She also noted the next search committee meeting will be on January 16, 2020.

The meeting was adjourned at 5:14 p.m.