

Minutes  
Presidential Search Committee Meeting  
February 12, 2020

Welcome and Roll Call

Beverly Seay, Chair of the Presidential Search Committee, called the meeting to order at 8:34 a.m. in the Student Union, Key West Ballroom on the University of Central Florida's Main 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 January 16, 2020 meeting minutes, which were approved.

Presidential Executive Compensation Analysis

Maureen Binder, Associate Vice President and Chief Human Resources Officer introduced Jason Adwin, Senior Vice President, The Segal Group to discuss the Presidential Executive Compensation Analysis. He presented on the method, executive summary, and variable compensation alternatives.

Committee member Barbara Jenkins made a motion to accept the presidential executive compensation analysis report as presented, establish the range of compensation as the lowest total remuneration and the highest total remuneration as established by the report and for the report to be submitted to the Board of Trustees for their approval and use in negotiating the employment contract with the final candidate. Committee member Timothy Cerio provided the second. The motion passed unanimously.

Search Update

Alberto Pimentel, Managing Partner of Storbeck/Pimentel & Associates, provided a search update. He indicated they have been aggressively speaking with potential candidates across the country for the past month.

The goal is to have a quality pool of candidates for the search committee to review by March 2, 2020.

Presidential Candidate Evaluation Criteria

Pimentel said the Leadership Statement, approved by the Board of Trustees, was used as the guiding document to develop a series of evaluation criteria that could be used to assess the broader goals outlined in the Leadership Statement. Pimentel shared the evaluation criteria with the search committee and requested feedback. The search committee made several recommendations to enhance the evaluation criteria.

Committee member David Odahowski made a motion to approve the presidential candidate criteria document with the suggested edits and for the amended document to be submitted to the Board of Trustees for approval. Committee member Kathleen Plinske provided the second. The motion passed unanimously.

### Online Survey Feedback

Pimentel said they received a total of 678 responses via the online survey. Pimentel summarized the following consistent themes that were submitted

- Build a vision and bring people together to support and implement it.
- More communication at all levels is necessary.
- The need to rebuild trust and reputation of the university.
- The need to connect with the broader community.
- The need to be student centered.
- The need to build a team.
- The need to enhance existing revenue streams and create new revenue streams.

### Closing Remarks

Seay thanked the campus community and friends of the university for their extensive involvement both through the in-person sessions and online surveys. She thanked the committee members for their time commitment thus far in the process.

The meeting was adjourned at 10:07 a.m.