

Minutes  
Presidential Search Committee Meeting  
November 20, 2019

Welcome and Roll Call

Beverly Seay, Chair of the Presidential Search Committee, called the meeting to order at 8:30 a.m. in the Morgridge International Reading Center 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 thanked the committee for their service, recognizing the time commitment they were making for this important responsibility.

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

Minutes

Seay called for approval of the November 5, 2019; meeting minutes, which were approved.

Storbeck/Pimentel Welcome and Comments

Seay welcomed Alberto Pimentel, Managing Partner, Storbeck/Pimentel & Associates to the search committee meeting. She also thanked the search committee members.

Pimentel outlined the process that will be used to recruit candidates. His goal is to tell the narrative of the university.

He noted there is four pieces to the search process.

1. The first phase is fact finding which will be identified at the listening session using four questions.
  - a. What are the challenges and opportunities both short and long term the new president will encounter?
  - b. What are characteristics and interpersonal skill the candidate will need?
  - c. Are there any large-scale projects the next president will need to see completed but will no influence on?
  - d. Why should someone come to UCF?

There will be two deliverables from this phase:

- a. Position Profile
  - b. Advertisement
2. The second phase is recruitment which will be all about Pimentel and his team. It includes two aspects.
  - a. Passive recruitment

- b. Active recruitment
- 3. The third phase is the assessment phase. This includes background checks of candidates and narrowing down candidates for first round interviews. Pimentel noted when a candidate is identified, a back-ground check will be completed four different times.
- 4. The fourth phase is the selection phase. The candidates come to campus and meet with a series of constituents. The Board of Trustees will meet with the candidates and make their selection.

Pimentel discussed target populations and the search committee members confirmed that a wide net needed to be cast to recruit candidates. Pimentel closed indicating he was also accepting nominations from the community.

Cyndia Morales Muñoz, Director, HSI Culture and Partnerships, noted that it would be important for the new leader to actively promote intentionality, inclusivity, and intersectionality through speech and behavior. She also requested that marketing and advertising materials be reviewed by the search committee.

#### Closing Remarks

The meeting was adjourned at 10:28 a.m.