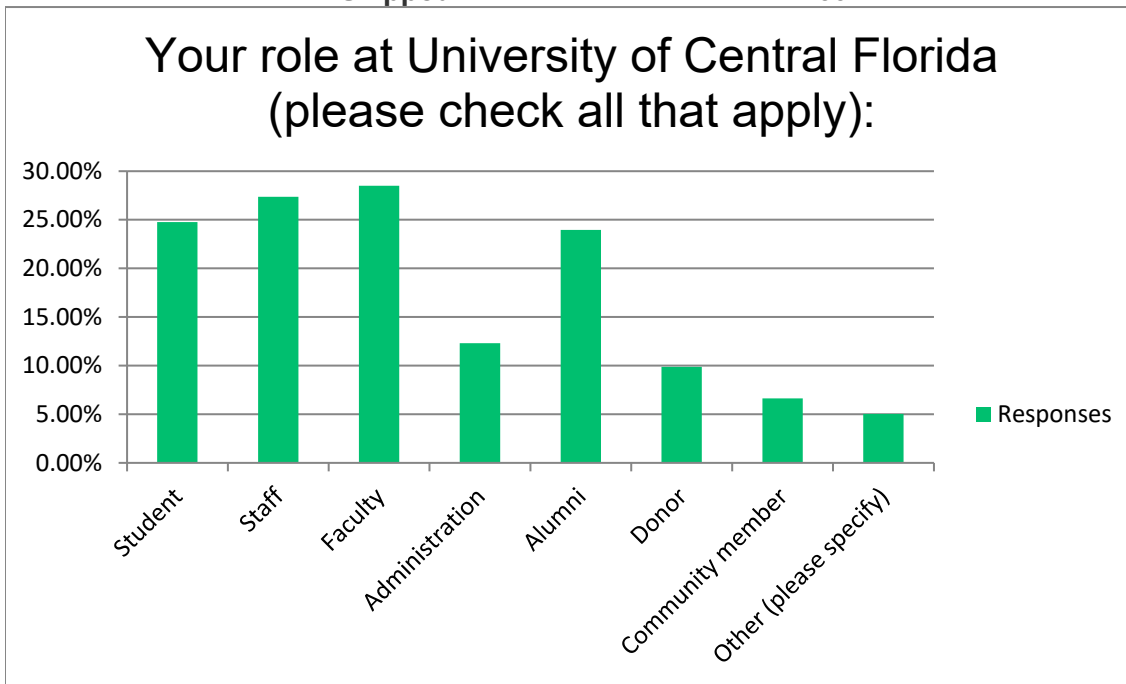


Presidential Search Stakeholder Survey

Your role at University of Central Florida (please check all that apply):

Answer Choices	Responses	
Student	24.76%	153
Staff	27.35%	169
Faculty	28.48%	176
Administration	12.30%	76
Alumni	23.95%	148
Donor	9.87%	61
Community member	6.63%	41
Other (please specify)	5.02%	31
	Answered	618
	Skipped	60



Presidential Search Stakeholder Survey

Based on your experience at UCF, what do you see as the short-term (immediate) and long-term (three to five years) challenges and opportunities facing the next President?

Answered	654
Skipped	24

Respondent	Response Date	Responses
s	2 Feb 06 2020 07:44 PM	<ul style="list-style-type: none"> - Work to counteract the perceived culture of self-dealing among UCF administration, and incompetent oversight by the board of regents - Support non-STEM research and education, in response to a narrow-minded conception of what a liberal arts education should be - Respond to stagnant funding for infrastructure and maintenance - Promote social justice and climate-resilient policies in the Central Florida community

5 Feb 06 2020 04:14 PM

1- 2 years challenges

- Redevelop the trust between UCF and the community, UCF and the BOT, and UCF and the BOG. We are being hammered due to that loss of trust and it adversely affects the ability to work at UCF. It also dampens the moral of UCF students, faculty and staff
- Create a diverse, inclusive and representative Vice President Cabinet.

3 to 5 year opportunities:

- be committed to creating and supporting an diverse and inclusive community at UCF
- Continue to grow UCF's leadership skills within the state of florida and beyond. We are primed to be competitive with many well known and regarded universities in the country
- Create an environment where faculty are not concerned to share their thoughts and feelings in CLEARLY adversarial or biased (racially, gender, ethnically biased, etc) environments without persecution from their administrators

7 Feb 06 2020 03:09 PM

Short-term challenges - (1) Boosting employee moral and (2) establishing priorities. Everything cannot be first, but everyone will want their thing to be addressed first.

(3) Another challenge is equitable representation at the senior leadership level. There are no Hispanics on the President's Cabinet. There are no Hispanics on the Provost's leadership team. Our Hispanic students do not see themselves in our leadership. Nor do they see themselves in our faculty (less than 10%).

Long-term opportunity - UCF's designation as a Hispanic-Serving Institution is a major opportunity that merits close examination and strategic planning. There are several federal funding programs that can enhance research and programming. This is a massive potential revenue stream that can result in millions of dollars if strategically prioritized.

Another opportunity is geographic proximity to Latin America. UCF would benefit immensely from establishing more formal agreements/partnerships with universities in Latin America.

8 Feb 06 2020 02:55 PM Short Term -

1. Keep the positive momentum behind our Brand that was created by the football team.
2. Run the University more like a business so there are not any more accounting surprises.
3. Maintain and/or increase the level of functional learning in core classes of major in order to continue to make our graduates attractive hires to employers.

Long Term -

1. We have to rethink are relationships with the local state colleges and determine the optimal mix between traditional 4 year students versus those that transfer with an AA. Our #1 goal should be producing a quality product for employers and setting students up for success.

Overall, we have had a great run. However, I don't believe the formula for our past success will necessarily work going forward.

9 Feb 06 2020 02:48 PM Short-term and long-term: rebuild UCF's image and stature (both a challenge and an opportunity).

10 Feb 06 2020 02:45 PM Navigating the university's financial challenges will be of utmost importance in the short-term (this will hopefully not become a long-term issue). In the long-term, the next President will need to address and repair the damage that has been done to UCF's reputation within the last two years. As far as opportunities go, UCF is in a critical position where the President can choose to be forward-thinking and innovative in the direction he or she takes the university. The new President can and should seize opportunities to do so.

- 11 Feb 06 2020 02:09 PM Immediate
- healing
 - reassuring students (and parents) that their university is on the right track
 - communication with direct reports, boards, faculty, administrators at all levels, staff
 - rebuilding confidence in administration
 - building a collaborative team culture and safe space for dissent and to share bad news or concerns, not just big ideas
- 3-5 Years
- priority setting, strategy, and communication
 - targeted investments and communication
 - encouraging innovation but assuring big ideas and partnerships receive appropriate feasibility studies
 - securing resources to fund strategic priorities
- 12 Feb 06 2020 12:59 PM I agree with the tenants of the search; i.e., innovation, research excellence, student success, diversity and inclusion, and strong community impact.
- 13 Feb 06 2020 12:13 PM Unifying distrustful staff with leadership. Gaining confidence that they will not lead employees astray by misusing funds.

14 Feb 06 2020 11:16 AM

1. bringing the UCF community back to being a community
2. to undo the negative press that surrounds UCF and make sure that the President is surrounded by professionals/staff that care about the university, it's missions and goals
3. valuing faculty and working on diversity and inclusion (really! not just a goal to appear that way)
4. stability in key positions - there is so much "exiting" in key positions
5. quality programs and quality teaching - while UCF wants to be a research university there are 70,000 students that need availability of courses and faculty that value students
6. opportunities for study abroad - broaden horizon of students and build partnerships that will enrich UCF programs
7. budget stability to build innovative programs and fund graduate education

- 15 Feb 06 2020 10:52 AM Based on my 4+ years at the university, here are a few opportunities for improvement that I hope our new President will address:
1. It feels like we have a lot of top-heavy management. Every other week, it seems like there is a new Director-of-this or VP-of-that, all with giant salaries. Meanwhile, it seems impossible to hire new staff for actually getting work done. And forget about raises for existing employees that deserve it. I would like to see a thorough review of all the leadership positions.
 2. A serious streamlining needs to occur, beginning with IT. There seems to be so many versions of the same thing being used around campus. This survey is a perfect example. It's using Survey Monkey. Meanwhile, the university has an enterprise agreement with Qualtrics. Every department and college is doing their own thing because there is no one in power enforcing efficiency. There is so much opportunity to reduce duplication and save money. Not to mention the time spent supporting all of these different products and services doing the same thing. It's time we take advantage of our scale!
- 16 Feb 06 2020 10:25 AM Restore reputation, Address growth and student to teacher rations, solve pay inequity, help restore and rebuild faculty and staff morale, reach preeminence
- 17 Feb 06 2020 09:36 AM Need to improve infrastructure on campus to include parking availability. Long-term we are lacking in quality instructors/lecturers. Hopefully we as a university can attract and keep top tier talent for our positions. The pay scale hampers this as there is little to no incentive to strive and work hard. Also leadership often overlooks personal achievement and the pay isn't here to entice personnel to stay.

18 Feb 06 2020 09:09 AM We need to quit growing and concentrate on quality, especially reducing faculty to student ratio. We need to greatly reduce our expenditures on administration. We have so many Associate, Assistant, bureaucrats! We spend a 50% greater ratio on administration/faculty than Florida and the rest of higher ed!

But most of all we need a scholar-president!

21 Feb 06 2020 07:49 AM Immediate Challenges:
1) Rebuilding Integrity and rebuilding the UCF Brand.
2) Low Morale
3) Poor Organizational Position - lots of interim positions, people spread too thin, poor leadership across the organization, including at the top.
4) Good/productive/professional community engagement is non-existent

Opportunities:

1) Bring in a strong servant leader who can rally the faculty, staff, students and the community
2) Cast a new & strong vision for the future and communicate it well
3) Clean house and bring in energetic, ethical leaders across the organization. (They are already here but are in hiding)
4) Engage and attach to the growth, energy and economy of Central Florida

22 Feb 06 2020 05:40 AM -Shore up the human capital and physical infrastructure. Our staff is over-stretched and fatigued
-Extend commitment to diversity and inclusion to the leadership ranks
- Find a way to successfully balance access and enrollment management. We have way more students than we can comfortably support with our resources.

- 23 Feb 06 2020 05:36 AM Addressing recent media coverage, getting to know all faculty and staff and listening to their goals and vision for UCF, creating a clear vision for UCF moving forward and disseminating that vision to each unit.
- 24 Feb 06 2020 05:33 AM I really would like to see UCF becoming less bloated in administration staff and bureaucracy (it seems like every day there is a new procedure and regulation invented by some administrator that faculty and students have to follow, with ever more paperwork to do; or there would be a new admin arm or a new admin initiative - it is extremely frustrating). Focus on the core: students, teaching, and research. Focus on academic programs that would benefit students, where they have a viable career path after that. I have students coming back for another degree at UCF because their first degree is not able to get them good employment - saddled with student loans. This is just not right.
- 31 Feb 05 2020 06:00 PM Short term UCF needs a President who brings credibility as a leader and who will make positive news headlines for the university.
Longer term the President should continue strengthening UCF's reputation as a quality and innovative research university. Set a goal and realistic path to achieve a top 50 (at least) status in national university rankings. The strongest programs should set higher goals. Use other universities' successful drives to reach top 10 ranking as examples.

- 33 Feb 05 2020 04:30 PM Short-term: solidifying an administrative team that functions well together and gains the support of other stakeholders; developing a vision of the future for UCF
- Long-term: re-establishing a UCF brand and pulling all groups in the institution together to support his/her vision by outlining goals that are relevant and can be translated into actions for each internal unit; measuring and tracking progress toward goals
- 34 Feb 05 2020 03:53 PM Organization
We're too big.
Legislation hates the SUS, outcome: we don't have resources or money
- 35 Feb 05 2020 03:46 PM I believe the presidents short term goal, would be addressing faculty and their concerns with salaries.
Also, moral & Support to faculty
- 36 Feb 05 2020 03:39 PM Short term: Redeem our reputation at the state level.
- Support the downtown campus with enthusiasm. People there are trying to be optimistic but at times they feel isolated.
- Long term: Develop us into a stronger powerhouse with respect to research and grant funding.
- 37 Feb 05 2020 03:05 PM Balancing the ability to continue the role and legacy of being the partnership university with the complexity of current landscape of negative perception and financial situation that impacts university ability to fully honor prior commitments.

39 Feb 05 2020 02:10 PM Short Term: Repairing the integrity of the school should be the #1 priority. Rebuilding the trust with the students, employees and alumni at UCF and the community as a whole.

Long Term:

Investing in it's existing programs and growing new ones to ensure continued access to quality and cutting edge educational opportunities for it's students.

Continuing to support public/private partnerships that bring the community together and help support vibrant economic growth for the region. Building on existing partnerships and growing new ones to ensure UCF stays connected to their community and helps to meet the needs of our employers/students within our region.

Continue to build up Knight Nation and invest in a strong sports program!

40 Feb 05 2020 01:39 PM a) increase the amount of money spent on instruction (i.e., hire more full-time instructors and pay adjuncts a more reasonable/less exploitative wage)
b) reduce administrative bloat, which would help free up more resources for actual education
c) promote the importance of the humanities among students and the community at large, because without the humanities the university is just a trade school-- and our country will cease to be a functioning democratic society!

- 41 Feb 05 2020 01:22 PM Short term recovery of the image of UCF's integrity of higher-ups, re-connection with both students and faculty to understand where problems lie and being able to take action.
- Long-term: Ensuring integrity is upheld, setting standards for what can and cannot be done and systems to make sure such things are kept.
- 42 Feb 05 2020 01:00 PM The short-term challenge I see the next President will face is getting all the derelict bikes gone and away. The long-term challenge I see the next President facing is more student housing.
- 43 Feb 05 2020 12:39 PM Rebuilding trust with students and presidency, and UCF and the health community.
- 44 Feb 05 2020 12:33 PM Growing recognition and respect for the university
Creating a sustainable housing system that adequately meets the needs of the student body
Improving quality of instruction
- 45 Feb 05 2020 12:28 PM Short-term: Moral among employees; wage and title discrepancies resulting from the compensation study and the long process to address them; understaffing; bicycle/scooter and pedestrian safety on and around campus.
- Long-term: lacking in our ability to prepare students for an evolving job market which outpaces updates to the curriculum; operational cost related to growing cost of utilities; public perception of not taking climate change and pollution seriously, particularly with energy use, waste operations (very underfunded and staffed), and food services. Our contracts with vendors often prevent other offices from adequately carrying out their missions.

- 47 Feb 05 2020 12:25 PM Short term: restoring the goodwill and faith of the legislature and public on the integrity of the university. We have had a series of change in leadership and events that did not bring UCF into good light.
- Long term: increasing the excellence in research and teaching in order to bring up the reputation of UCF in the nation. I believe that we wanted to be known for "quality at scale". The scale is there, but the quality needs to catch up. The university should encourage quality to be rewarded, instead of quantitative targeting.
- 48 Feb 05 2020 12:00 PM Keeping up growth while also keeping the university running smoothly. Another area that is important is diversity and inclusion. This was a priority of the previous president and I believe it must continue to be a priority. If the candidate does not emphasize this aspect, I don't think they should be considered.
- 49 Feb 05 2020 11:57 AM Hiring experienced managers not friends or family. No leadership!
- 50 Feb 05 2020 11:44 AM Short term:
Challenges: fiscal constraints, repair relationship with state leaders, support employees at all levels to navigate change
Opportunities: Refined vision for the university, strategic growth, building on what we already have
- Long term:
Challenges: Improving public opinion/credibility, building a leadership team
Opportunities: New partnerships to enhance experiential learning, increase online programs to reach more prospective students, moving university forward in transparency and trustworthiness.

- 51 Feb 05 2020 11:43 AM - Accommodating needs for the consistent growing student population
- Addressing and facilitating two-way conversations with professional staff and students
- 52 Feb 05 2020 11:39 AM Improve our tarnished reputation
Raise our international presence
- 53 Feb 05 2020 11:22 AM The new president should have the forethought and courage to clean house in the Administration. All, if not most, of the senior administrators should be replaced. Why? Because they have been trained in the Hitt / Whittaker / Dooley / Shumaker school of arrogant, deceptive, corrupt administrative practices.
- 54 Feb 05 2020 11:15 AM short-term (immediate): The next president needs to figure out how to provide good quality education to the undergrad and grad students. Many depts/colleges are cutting corners in the education area.
- long-term (three to five years): Reduce the salary gap between the faculty and administrators at UCF. This gap is very large compared to other universities.
- 55 Feb 05 2020 11:14 AM There needs to be focus on transparency in all areas that impact the university and efforts to improve where we have flawed as it seems every other week someone is involved in an internal investigation. I also feel that everyone is on the edge and ways to increase morale or implement merit increases should be of consideration.
- 56 Feb 05 2020 11:10 AM Immediate - unite the UCF community enduring many transitions.
- 3-5 years - Managing growth

57 Feb 05 2020 11:08 AM

In the short term, the president needs to regain the trust of the students and especially the faculty. The faculty is jaded by the various ethical issues that have occurred recently, especially because we (the faculty and I as a grad student) have been prompted to do multiple ethics trainings, when, in fact, it is those in positions of power that are the ones who appear to need the trainings. The president needs to establish a culture of ethics by leading by example and by approaching ethnics not from a fear-based perspective, but from a constructive, people-centered model. The new president can regain trust but demonstrating humility and a willingness to genuinely hear from the educators and staff who work closely with students. We have good insights and solid experience, and we want to be heard. The chasm between the higher administration and the faculty feels very large right now. This relationship can also be improved by improving pay; I know this has been an effort for a while, but portions of the faculty (specifically adjuncts and graduate students) remain drastically underpaid, with few means of advocating for the value of their labor. The new president in the long and short term needs to invest in sufficiently compensated faculty who feel appreciated for their work. Faculty who feel appreciated and adequately compensated will pay huge dividends; we can't imagine how much better off students will be if their teachers feel appreciated. Another long-term goal needs to be investment in/emphasis on the arts and humanities. If the national (and international) political polarization we experience

58 Feb 05 2020 11:01 AM

In the short-term, our President needs to be able to "search & rescue" so to speak through all UCF departments and make sure no more scandals are being actively covered up. In the long-term, our President should have a team that they trust, have the "ego" to turn UCF into the image of real integrity that we strive for, and be transparent in every way they can.

59 Feb 05 2020 11:00 AM Challenges (immediate) - social media posts that give a negative light to UCF's inability to address management issues, particularly those that have to do with nepotism, harassment, bullying, bigotry and racism.

Opportunities (immediate) - bring someone who is aware of conflict resolution strategies, not only face to face, but with cyber bullying. Someone who is not just going to put a band aid but that will use every challenge as a learning opportunity for the community.

Challenges (long term) - there are too many VPs that are here bringing in their friends and are not willing to change the culture of making this the largest university with the skeleton crew of staff. Time to clean house.

Opportunities (long term) - make UCF a large university with quality staff; reinvent the top and then go down. The top management is the problem, they have no realistic view of the future and have no sense of what the new generation needs. They also have no respect for their staff. When there is a lack of respect, no one will give it their all.

60 Feb 05 2020 10:59 AM Short-term - continue to clean up the mess the previous President, Whittaker, made, i.e. elevating the communications/marketing team, reporting structure for some of the president's divisions..

Long-term - change the culture to be more fiscally responsible including looking at his/her own team and the research office...why are we still supporting BRIDG?

- 61 Feb 05 2020 10:55 AM Short-term need is to establish relations with legislators/BOG; long-term focus on being the best metropolitan university in America. Nobody cares if you are a "research" university and we are never going to compete with the established elite there - partner with local companies, provide great employment candidates and interns, then mine those relationship for corp support. The local students looking to attend college want careers, not a research lab or some expensive anchors of focus. Be UCF, not UF
- 62 Feb 05 2020 10:51 AM Restoration of the reputation of UCF as an institution with integrity
Financial stability/resources
Faculty recognition/retention/respect and value
Slowing growth
Quality over quantity
Communication
- 63 Feb 05 2020 10:50 AM Increase confidence in leadership. Regain trust.
Repair and improve national reputation of the university.
- 64 Feb 05 2020 10:40 AM Reputation, parking, us being way to large for our own good.
- 65 Feb 05 2020 08:17 AM Building relationships
- 66 Feb 05 2020 07:51 AM Five short term goals:
1. Get us into a Power 5 Conference
 2. Continue Increasing Athletics
 3. Get the naming rights deal approved for our Football Stadium
 4. Continue our growth towards preeminent status
 5. Keep growing (student population growth)!!
- Three to Five Years
1. Achieve Preeminent Status
 2. Be in a Power 5 Conference

67 Feb 05 2020 07:34 AM

Short-term challenge is re-establish credibility in leadership. Integrity, accountable, innovation should be galvanized to re-invigorated UCF spirit and credo. The challenge and opportunity is to allow leadership to be more accessible to transparency, new ideas in thinking about higher education as a whole, to be innovative in inclusion and diversity to re-establish effective collaboration. To create a new framework, for established leaders and new ones to work at a singularity in reaching UCF goals and surpassing it.

Long term, a challenge and opportunity is to create a renewed focus in improving the quality of education through technology. By this renewed focus, there should be an effective leadership governance that are more involved in the process in the allocation of technological resources. This would position faculties and students for greater success by empowering them with technological efficiencies. This allows for continued success beyond the class rooms. It will allow new tools and streamline innovations for research, create digital footprints that are transparent and clear.

- 68 Feb 05 2020 05:49 AM Short term goal : To rebuild the public's trust in UCF as an organization. Perhaps helped along with projects designed to assist and involve neighborhoods in need. Either by student lead volunteer assistance, (think disaster relief) Or by directly providing training specific to an areas needs. It probably is not enough to get out of the "Bad news", we should see UCF regularly in the "Good News"
Long Term: Help control run away spending in construction and rehab, and promote better stewardship of our current property. (Better maintenance = longer life) Hopefully this will contain costs to students at current levels, which already burden many of them well into their middle age.
- 69 Feb 05 2020 04:27 AM Short term, the biggest challenge will be to engender trust with the State, the Board of Trustees, the general public, students, and most importantly (to me) current staff.

One of the bigger challenges that I see long term is finding a way to get the entire university to work through silos with all being on one accord in the way we do business, problem solve, administer resources, and interact with one another.
- 70 Feb 05 2020 04:13 AM Budget

- 75 Feb 04 2020 03:04 PM Challenges
Short-term - competitive industry of schools (especially online colleges) gaining enrollment market share; increasing partnerships in the healthcare tech sector, keeping talent and intellectual resources in the Central Florida area.
Long term - providing the experiences (academic and social) that keep alumni engaged, even if they move out of the area

Opportunities: supporting healthcare solutions by making Central Florida THE place to get healthcare needs met, including research
- 76 Feb 04 2020 01:30 PM Short-term: filling the positions that currently have interim people in them.
Long-term: working on getting the UCF name/brand back to where it was, and allowing students, staff, and faculty to be proud to be a member of the UCF community.
- 79 Feb 04 2020 10:11 AM Healing the culture in central administration, stabilizing the institution, and repairing and strengthening relationships with the BoG and the legislature.

Improving the 4-year graduation rate.

Increasing research power, funding, and excellence.

Increasing funding, diversifying revenue streams, and fundraising.
- 80 Feb 04 2020 07:09 AM Public trust. There have been too many scandals regarding top officials and staff.

81 Feb 04 2020 06:42 AM

Obviously, the biggest is continuing to restore the relationship and confidence of the legislature and building UCF's relationships with state federal and private funders. Beyond that, I think it will be key to really position UCF nationally and internationally In a few key areas of research and expertise. I'd also really like to see UCF develop some strategic partnerships that would position the university in the arts, political and civic engagement, global and foreign affairs. I think UCF's size, capacity and location, coupled with Florida's demographics and population trends make the University an ideal place to augment the engineering and technical areas for which UCF is already well known with broader areas that will attract both media interest and an even more national applicant pool.

87 Feb 03 2020 03:40 PM

In the short-term, a new president has to understand whatever systemic problems led to the current scandals/ousters. In the medium term, the president needs to identify how to address these problems. In the medium term, the new president needs to also review recent senior level hired positions. The interim president chose Rhonda Bishop without any input from the Deans or faculty and elevated that to a VP position. That is unacceptable and Dr. Bishop seems to care less for faculty than she does for overly stringent compliance. She has a risk-averse mindset that stifles motivation. Although compliance is important, a competent leader would be there to help faculty and not assume faculty are always guilty of failing to comply (a perspective she seems to hold). Similarly, UCF leadership used to encourage entrepreneurial faculty. Those faculty need the support of senior level administration and they need to help faculty succeed rather than hinder faculty success. The single-minded and heavy handed oversight by compliance head, Rhonda Bishop, does not motivate faculty to pursue innovative ideas. Second, the current single position of Dean of College of Graduate Studies and VP for Research should be separated into two positions. Former Provost Whitaker created that combined position against the suggestions of many. It is too much for one position/person. Currently, Elizabeth Klonoff holds that position. She is unable to manage either position well as simply being a VP of Research demands full time attention. But she even lacks the

88 Feb 03 2020 02:20 PM

Short term challenges and opportunities:

a. Evaluation of the overall organization and structure of the university: With the sudden retirement of President Hitt and the sudden removal of Provost Whittaker,

1. (the latter) whose decisions regarding reorganization of the university should be reviewed and revised,
2. (the latter) whose selection and promotion of a new Provost was poorly vetted and lacked important skills for such a high level position at a major university;
3. it is imperative that the new President have a grasp of the administrative structure and climate in order to be able to help the university regain its stature in Florida and national academe.

a. this would include examination of decisions and behaviors of the new Provost who now is embroiled in management and other questionable issues, including promotion and hiring of staff/administrators not well suited to the university's needs, possible errors in judgement

4. it is imperative that the new President consider major changes in how the university's financial advisers and budgets are organized and maintained.

Longer-term challenges and opportunities:

1. Given the rapid growth of UCF over recent years, a consequence of such growth has resulted in a poor faculty/student ratio which ultimately will boil over as faculty are more and more stressed and burdened with large class enrollment and pressure to quietly accept these changes with little recompense.

89 Feb 03 2020 01:29 PM

Short term challenges - continue changing the image/perception of UCF in the wake of the misappropriated funds incident that has dominated the headlines of our university.

Long term - structured growth for our university.

Build/expand smarter. Recognize

the hard work and contributions of our staff throughout all departments and invest in our staff.

90 Feb 03 2020 11:45 AM

I think the new president will have the opportunity to grow UCF to a premier research University. UCF was founded to support the US space program. I think the University should focus on returning to those roots, expanding the science, engineering, technology, physics, and mathematics programs. Recruiting core faculty excellence for these departments, expanding courses offered and frequency of these courses. A basic first step would be to have a library open 24 hours or at least open past 7pm on Fridays and Saturdays. A library that is open during football games and during breaks. This seems like a basic need to provide to students as a research University. A large number of students on campus are low income and do not have the resources needed at home (internet, computers, etc). Not making the library accessible to them and all students during prime study and research times of weekends, game times and break times is crippling to them. Give EVERY student the opportunity to succeed. No student should be at a disadvantage because the resources included in their tuition are closed off and inaccessible to them. What a wonderful legacy to President Hitt, that the library named in his honor could serve all students, when convenient and necessary to them.

93 Feb 03 2020 08:15 AM

UCF is now a huge university, but grew so fast that the administration still has a small, regional-school mindset. The university admin need to mature into leaders fit for the institution UCF has become.

95 Feb 03 2020 06:39 AM Short term:

- exhibiting transparency and clearly articulating steps taken to embrace transparency
- briefly, quickly addressing recent challenges in the news and putting those in the rear view mirror; using these challenges as lessons learned moving forward
- highlighting school and student accomplishments more and better
- sharing community outreach stories (how UCF is giving back to the community)

Long term:

- state of the school addresses to gauge progress over time; opportunities for Q&A, possibly with a school press secretary to help ensure UCF has it's finer on the pulse of the community, faculty, and student body

96 Feb 03 2020 06:30 AM Change the organizational culture. Clean up all past issues and start anew.

- 97 Feb 03 2020 05:56 AM Short term challenges & opportunities:
-Addressing major funding shortages in IT (the University grew so fast, and funding did not increase adequately to ensure technical debt can be addressed; your teams are playing catch up and it's very difficult to support innovation and research initiatives when the limited resources are trying to clean up or replace aging infrastructure built in various ways by separate units across the university)
-Implement a more central decision-making process for major initiatives and Capital Projects so that various business units are not putting in redundant or conflicting systems, creating more technical debt, and project funding decisions are made in the best interest of the entire University rather than just one unit.
-Create an Enterprise Project Management office to provide Portfolio management support, facilitate org-wide prioritization, and assist business units with implementing the work. This could also be a resource for the business units and their project management folks (where applicable) on best practices, process improvement help, etc.
-Address funding deficiencies related to phase 2 of the compensation project
-Find ways to energize all units in the University to support the organization's strategy (currently performance goals and initiatives within the units are not consistently aligned to overarching organizational strategy)
- 98 Feb 03 2020 05:19 AM Focusing on quality instead of quantity. We have too many people, causing our classes to balloon in size and leading to drop outs.
- 100 Feb 02 2020 07:16 PM The most significant challenge facing the university is regaining the trust of the community. There are significant challenges in the academic integrity of the institution and the overall management.

- 101 Feb 02 2020 06:44 PM There is likely to be more terminations and struggles with ethics in the coming months. The new president must be willing to endure that and help bring it to a close.
- Long-term of 3-5 years, managing Downtown will require creative fundraising and interesting challenges with Valencia. Now the economy has strengthened again, make-up pay raises for staff below the VP level is in order. Many large raises have been given the last few years to the upper echelon.
- 102 Feb 02 2020 06:27 PM Immediate challenges:
1. Restoring UCF's reputation after the recent scandals, firings, etc.
 2. Establishing leadership at all administrative levels that inspire confidence rather than suspicion from faculty
- Long-term challenges:
1. Ensuring that faculty are supported as UCF tries to become a preeminent research university
 2. Providing more resources for UCF's very large and very diverse student body (i.e. transfer students, first-generation students, working students, etc.) pertaining to issues like mental health, substance use issues, writing skills, etc.
- 103 Feb 02 2020 05:10 PM Parking
Support for students whether it's counseling services for mental health or career guidance
Making it easier for students to access services and opportunities
Better transfer student orientation

- 105 Feb 02 2020 01:55 PM Short term is restoring the trust and reputation of the school with State officials. Continue, expand and advance the downtown campus. Improve the relationship with alumni.
- Long term to make UCF less of an island and become more of a regional partner. Continue and build upon the athletic successes. Enhance the schools academic reputation to make it not only the biggest but the best.
- 106 Feb 02 2020 01:47 PM Biggest issue is cost. Recognizing UCF doing better than most is positive but confusing that with good is a mistake. Never forget the roots, creating an educated work force and don't try to be all things to all people. Frankly, the administration seems bloated. I see announcements for a lot of overhead positions. Many more so than existed during my time in school and question the need.
- 107 Feb 02 2020 12:42 PM Trying to deal with the bad rep that the ridiculous length of time it's been taking to get any and all construction projects done, not to mention the overspending on their budgets.
- 108 Feb 02 2020 12:22 PM A challenge that not just UCF but almost all universities face is the increased emphasis on diversity and inclusion. Rather than allowing diversity and inclusion to be the natural result of pursuing smarter goals (such as a rounded education), colleges are making diversity and inclusion a goal in and of themselves. If UCF is going to not only survive but thrive, it needs to foster a culture where difficult ideas can be raised and discussed. Free speech and academic freedom MUST be paramount. Teach students how to react to uncomfortable situations or information; do not coddle them or their feelings.

- 109 Feb 02 2020 12:08 PM - Restore thrust to administration and improve morale of UCF community
- Restore the image of UCF to outside world
- Fix the inefficient Office of Research administration, which is a hurdle to UCF's prestige as a research university.
- 112 Feb 02 2020 06:54 AM Short term: restore confidence in the University with alumni, students and staff. Engage with State leaders in Tallahassee and the BOG to restore and build trust in University leadership to make sound fiscal and strategic decisions. Ensure that those in University leadership positions and the Board are committed and effective.
Long term: increase UCF's rankings nationally and attain the status of preeminent university.
- 113 Feb 02 2020 06:20 AM Short term:
Rebuilding public trust in leadership
Securing Athletic Director Dr. Danny White to long term contract
Continue expansion of downtown campus/partnership with Valencia college

Long term:
Increase access to study abroad opportunities
Increase community partnerships
Successfully negotiate the transition into a power conference in athletics
- 115 Feb 02 2020 04:20 AM Given the challenges UCF has faced in the last year and a half or so – with the legislature, presidential turnover, PhD scandals, and senior staff turnover, the incoming president will need to return stability to the administration and credibility in the eyes of the legislature, the academic world nationally, faculty and staff, and alumni and the community.

- 121 Feb 01 2020 05:00 PM
1. How to gain back our reputation in the community after the issues we have had with past leadership scandal
 2. Ensuring we maintain a strong online academic presence to keep up with the change in what students are looking for in a college experience.
 3. Staying on top of the political climate in relation to legislation and support for funding academic education
- 122 Feb 01 2020 04:24 PM
- Restore confidence in the integrity of UCF and its administration while continuing the inclusive, diverse, innovative, excellent and hence incredible programs, research and degrees that I like to brag about.
- 123 Feb 01 2020 01:22 PM
- Image rebuilding and enhancement; repair the university's image across all lines.
Community engagement.
Faculty recruitment.
Faculty and staff morale building.
- 124 Feb 01 2020 10:36 AM
- Short-term: gaining trust from the UCF community (students, faculty, parents, donors, and alumni) so we can have confidence that the president is representing us with integrity.
- Long-term: building the culture at UCF that moves everyone—no matter what campus or program—to be involved and have pride and want to call UCF HOME
- 127 Feb 01 2020 07:57 AM
- Housing affordability & cost of living increases for students resulting in greater student needs. Rising commercial construction costs to support a growing student body/growing scope and scale of need, significant wage increases (fixed cost increases for the university) to attract/retain best in industry faculty, and other large costs that Mu not he offset by higher tuition if student lending tightens.

128 Feb 01 2020 07:33 AM I have become embarrassed to even say I am an alum or former employee of this University. There is very obviously a huge problem with ethical standards, which continues to land the University in the news. The next President could, potentially, bring this university to the greatness of which it is capable but it is going to have to start with training of ALL faculty and administrators in ethical standards.

129 Feb 01 2020 05:30 AM Immediate:
1. Assemble a strong leadership team that is representative of the student body.
2. Focus on college affordability.
3. Address Campus Climate
4. Gain trust of students and alumni

Long-term:
1. Gain preeminence status by developing a strong plan and making appropriate decisions.
2. Begin a major capital campaign.

133 Jan 31 2020 08:21 PM Short term, the new President is going to be faced with building back confidence in supporters and the community in continuing to be loyal donors. Long term, new President will be faced with how UCF evolves moving forth in terms of growth, student retention, continuing programs, research and keeping a cohesive relationship with the community.

134 Jan 31 2020 04:21 PM Better student safety and campus life.
Improve focus on academics and less on research.
More transparency with academic spending. The tailgate VIP pool nonsense is a WASTE of Alumni/University Funds. I'm embarrassed by the approval of that project.

- 135 Jan 31 2020 01:04 PM The budget cuts to the university will have ramifications not only to the inner mechanics of resources which were already running way too thin, but will cause an exodus of experienced staff to leave as no salary increase is in sight. What UCF was so greatly known for, expansion, did not implement appropriate/sufficient measures for support staff through the years and no with no pay increase insight (but C.O.L.A. rates still rising) the university will see good people leave for the private sector. A new President will need the skills to go to and navigate Tallahassee and fight to secure appropriate funding for staff. They are consistently overlooked and treated as expendable.
- 136 Jan 31 2020 12:56 PM Challenges: faculty and staff morale, political perception, operational organization and a "do the bare minimum" culture
- Opportunities: great programs that have the potential to be among the best in the nation including space, coastal, defense
- 137 Jan 31 2020 12:52 PM Minimizing the consequences from scandals. Continue to be innovative and striving to improve
- 138 Jan 31 2020 12:20 PM Controlling spending and growth. Getting back to the basics of Higher Education, and having qualified and honest employees with high levels of integrity.
- 139 Jan 31 2020 12:18 PM Short term,
Confronting systemic financial abuse of the institution, dealing with groups that promote violence like white supremacists and Antifa
- Long term,
providing a growing roster of programs and becoming globally competitive in each program. I'd prefer to see further business learning opportunities and partnerships with cutting edge organizations such as SpaceX and the ULA.

- 140 Jan 31 2020 12:10 PM Change the focus from being the biggest university to being the BEST. Repair relationships with the college of medicine and Orlando Health as well as Advent Health. A high quality college of medicine needs the large tertiary care centers for excellence in teaching and training.
- 141 Jan 31 2020 11:54 AM Short term: Provide stability to the organization. We have so many key positions filled by 'interim' people. Trust and confidence in leadership doing the right thing for the right reasons is low to non-existent.
- Long term: This university has so many issues with the primary one being a lack of integrity and ethics. No one trusts administration or the offices whose mission is to ensure that we comply with our ethical standards. There are so many double standards concerning policy and procedures it's almost comical. The infrastructure is fragile and hanging on by a thread.
- 142 Jan 31 2020 11:50 AM Re-staffing UCF's executive levels with hard-working, ethical, intelligent, and thoughtful people.
- Long-term - strengthen HR and Facilities or this place will collapse

143 Jan 31 2020 11:23 AM

Short Term : Making certain that we have people in place working in and with the Florida legislature that can make certain that UCF is receiving the support, funding and respect that this university deserves. Based on our numbers of talented graduates that we are sending into the Florida workforce each year we are a force to be reckoned with. Too often it seems that there is an effort to keep UCF in its lane. We need to repair and re-energize this relationship.

Long Term: Monitor the growth of the university. I am concerned about the academic programs that depend almost exclusively on "on-line" learning. The College of Business is one of those. The relationships that students build with professors that they have in class has always been such a wonderful part of the overall UCF experience.

Continue match the Presidents leadership style to the culture of this young, cutting-edge university. I believe that the welcoming, friendly and fun nature of both Dale Whitaker and Thad Seymore were so perfect for our school. It was obvious to all that Dale and Thad truly enjoyed the students. They liked talking with them and enjoyed their company. Students could tell that they were an important priority. I certainly hope that this is one of the characteristics that we are looking for in a new leader.

144 Jan 31 2020 11:06 AM We are still rising above some of our past mistakes with Integrity and unethical behavior at higher level positions, and recently we have gotten in trouble with other issues on campus that could continue to hold us back from full recovery for a while. We need a president that will stand firm on what helps keep us together, stronger and moving forward. That requires some hard decision making at the very stop; decisions that may create some waves on campus. We need someone who can see the big picture and always choose the path that will help UCF as a whole in the long run. It's too bad that Thad Seymour isn't interested in this position. I think that he has great potential to be a great leader for UCF.

The downtown campus is still in the process of getting wings to fly just right. There are issues that will continue for a while. Our next president is going to have to figure out how to connect all of our campuses, so that we all feel as one UCF campus. Shuttle busing is a great idea, and having our people teach and train here and there is another, but I feel in the long run, we will need another steady connection.

In the future, our president will have to focus more on safety at UCF. We feel safe, but are we?

145 Jan 31 2020 10:56 AM Keep track of building project costs. Don't get screwed like Dale did. Dale became the scapegoat.

146 Jan 31 2020 10:53 AM Dealing with challenging faculty issues that seem to be appearing. The student population is too high for the current facilities. There is an immense shortage of parking, class rooms, work spaces and professors. Often, sections of a class fill up quickly leaving students behind due to a lack of professors. There needs to be more student housing that is a reasonable prices as well as improved university provided transportation.

- 148 Jan 31 2020 10:12 AM At a tactical level, the biggest need I see is an expansion of STEM labs (ex: Chemistry and Biology) to accommodate the large numbers of students who are majoring in Health Sciences and Engineering / Computer Science. Labs need to be a hands-on experience so online options won't work and UCF does not have enough seats in these classes to meet the demand.
- At a higher level, I want to see UCF continue doing its best to accept students in the STEM majors rather than limiting those acceptances and instead taking students in less marketable fields just to fill classes that would otherwise not be in demand. In other words, help our State and our Country meet the needs of the marketplace and at the same time promoting STEM majors. I see other schools like UF turning down very good students in STEM majors while accepting less capable students in other areas where there is little demand or career potential. That is a huge mistake.
- 149 Jan 31 2020 09:14 AM New construction and too many stakeholders wanting to claim authority over construction, funding and appropriations.
- 150 Jan 31 2020 09:01 AM Put the students needs before the needs of Corporations, staff, Administration, or Public Servants.
- 151 Jan 31 2020 08:50 AM Repair UCF's reputation damaged by missteps and mistakes in recent years. Focus on excellence, quality. Establish clear, identifiable direction. Eliminate "muddiness."
- 152 Jan 31 2020 08:20 AM Hiring people who have a track record of working with others and bringing solutions that all the community appreciate. We have a problem of hiring people who have a "superstar" mentality. Such people are very impressive but they don't seem to come up with solutions that work well in the long term. They also don't tend to work well with others.

153 Jan 31 2020 08:18 AM

Short-term challenges:

- Addressing the perceived corruption within upper administration.
- Winning back the trust of the student body.
- Aligning all Colleges/Schools under a singular strategic vision - needs to be a diplomat and able to navigate bureaucracy.

Long-term challenges:

- Addressing the need for increased internal staffing (particularly within the advising community) and structure to support the growing/changing student population.
- Addressing commuter/web-based student populations to provide excellent/same standard of support as on-campus students.
- Addressing the need to promote internationalization efforts as the world becomes more connected.

154 Jan 31 2020 08:15 AM

short-term
rebuilding trust
creating mechanisms to listen to the voices of diverse stakeholders
developing a vision that reflects the needs of the region

long term
reaching preeminence status

- 155 Jan 31 2020 08:13 AM Short-term the new President will need to establish integrity, while long-term they need to focus on more than diversity. Our school has prided itself on diversity which is fantastic, but we need to be known for our brilliant students and alumni. The reason why other colleges are thought to be prestigious is because of who they have as alumni and how proud they are of being an alumni from that school. The new President should focus on endeavors that help bright students network their way to the best jobs and how to instill school pride in all students so they want to talk about their school in the office.
- 156 Jan 31 2020 07:50 AM Short term-Cleaning up our tarnished reputation
Long term-Restoring morale and trust among employees
- 157 Jan 31 2020 07:47 AM Stability and setting up higher ed leadership who will stay and move the university forward. We need someone who is innovative and has a track record of being able to handle chaotic environments and making them stable without losing the innovative portion.
- 158 Jan 31 2020 07:36 AM Making sure that rules are being followed and that we do more to make sure that everyone at UCF is following the ethical guidelines. to make sure that the faculty and staff is properly compensated for their experience and work and give them a path of growth or loose some of our most valuable assets due to lack of recognizing their contribution to the success of UCF.

159 Jan 31 2020 07:32 AM One of the long and short term challenges for the next President is earning the trust of the UCF community after the scandal that came to light during the last President's term.

UCF has a huge challenge to address very serious problems with the College of Business Administration. The students are unhappy, and the quality of education has dropped below what most people feel is the UCF standard.

160 Jan 31 2020 07:22 AM In the short-term the new President should provide his/her vision of the future for the University, it's staff, students, alumni, and contributors. To implement programs that serve the community, city, state, and nation. To represent the University in matters of education, outreach, and research. To continue to insure that UCF is seen as a Premier educational partner in every facet of education and research. To attract the brightest and best Professional and support staff. In the long-term, to continue to be at the forefront of large Universities in "cutting-edge technologies" and research. To insure that UCF maintains it's exposure as the "Number One University" in Central Florida for Florida's residents as well as all others who wish to receive an education recognized throughout the nation and world as an achievement to be highly valued and pursued.

162 Jan 31 2020 07:14 AM protect our athletics , athletics's is shining the spot light on who we are

163 Jan 31 2020 07:10 AM Short term: someone who understands our position in the community, I think with our medical school, partnering with local area hospitals, children's hospitals and alumni with children who have special needs is important. I want our campus to be inclusive of those who have disabilities

Long Term: Understand we are becoming a football school, but that we won't sacrifice academics either. Continue building our reputation as the premier Florida public university.

164 Jan 31 2020 07:09 AM Immediate challenges are equity and inclusivity.

Long term challenges are those and also positioning UCF as a premiere university.

165 Jan 31 2020 07:03 AM Articulating a Vision for the University that is focused on improving the value of a college education is the greatest immediate need.

The longer-term need is creating a culture around that Vision and then building both an academic and administrative team that can implement that culture. That will likely take new talent.

I strongly believe UCF needs to change its culture from just graduating students to graduating students who are fully prepared socially and academically to succeed in this changing world.

166 Jan 31 2020 06:48 AM This person needs to see the people who are still causing issues and deal with them appropriately. There is an old guard still who is responsible for a lot of the issues that have happened recently. People still need to be let go and that's in the President's Office and Provost's Office. That's a huge challenge -- to find out the truth and quickly. The long-term 3-4 year will be building back our reputation -- I see that as both an opportunity and a challenge. This person can shape what UCF's next chapter is.

167 Jan 31 2020 06:41 AM Short term challenge: Establishing trust within the community, the BOG, and legislature enabling the university to move forward without severe financial penalty that would harm current and future student's education and experience at UCF.

Short term opportunity: Filling interim leadership positions with people external to UCF thereby increasing the likelihood that current issues of fraud, misconduct, etc. are eliminated.

Long-term challenge: Size. Size. Size. The infrastructure is stretched to its max. Students need faculty focused on teaching, not a multitude of activities.

Long-term opportunity: Separate research and teaching. Hire faculty whose sole focus in research so the research funding can increase at the university. Hire faculty whose sole focus is teaching students so they students can be taught by people dedicated to helping them learn and succeed.

168 Jan 31 2020 06:22 AM Restoring the public trust of our university. Improving/changing the culture at UCF. Hire top administrators who are authentic and possess integrity and a moral compass.

169 Jan 31 2020 06:19 AM

UCF needs leaders that understand technology and how it's shaping the way the world operates. UCF is being left behind in the technology race, not in the research sense, but in the systems and processes that are used to operate the University's business. IT is not structured to keep up and is falling further behind every year. Just about every University project uses IT resources in some form or fashion, and it's vitally important that the next president recognize this and start us down a path to catch up and become a leader and innovator in this area.

170 Jan 31 2020 06:19 AM

The leadership team needs to be stable, too much turnover recently.
Long-term, the biggest challenge is going to be addressing UCF's size. We are a large population school with a small town feel. Even though we are large, EVERY academic program/degree should get the attention it deserves.

- 171 Jan 31 2020 06:01 AM In the immediate future, the president will have to deal with members of this university who are part of the old regime and way of doing things. There have been a number of misappropriation of funds due to lack of transparency in this higher offices. It is true that the state does not give enough money to the universities to improve the infrastructure of college campuses in Florida, but it is also true that the money used for the building of Trevor Colburn Hall was supposed to be earmarked for faculty raises. It is also true that for the last 5 or so years, the faculty and staff have only received 1-2% raises, which is less than K-12 teachers in many counties, and significantly less than the it's counterparts at UF and FSU.
The University of Central Florida has grown exponentially over the last ten years and the President Hitt was not suited for that expansion. The next president will have the long term challenge and opportunity of ensuring it's faculty and staff are paid adequately and each department is funded as it should be. We are losing vital members of this campus due to the lack of salary compensation, and if this university wants to excel as a research campus, it needs to pay its faculty and staff accordingly.
- 172 Jan 31 2020 05:56 AM Short-term, building a quick relationship with city, county, & state leader. This includes those elected & leaders in business and others that are influential. Developing a great working relationship with Academic leaders and Athletic leaders at UCF. Also continuing to sale 'Orlando's Hometown Team'.
Long-term, maintaining the level of excellence UCF has within many fields.
- 173 Jan 31 2020 05:49 AM Due to the large scale of the university, I feel that re-establishing a good national reputation s critical. Due to recent scandals, the next president needs to shift the spotlight back to positive academic achievements.

- 174 Jan 31 2020 05:48 AM Too many students at university and maintaining top notch facilities. Need to raise GPA for direct connect from 2.0 to get better quality transfer students in and raise prestige. Long term securing funding to continue to expand the facilities
- 175 Jan 31 2020 05:42 AM Short-Term Challenges and Opportunities
- Establishing recognizable credibility as both an academic leader, recognized scholar, and experienced college administrator for the UCF campus and community at-large
- Long-Term Challenges and Opportunities
- Continuing the legacy and mission of UCF 5 main goals
1. Offer the best undergraduate education available in Florida
 2. Achieve international prominence in key programs of graduate study and research
 3. Provide international focus to our curricula and research programs
 4. Become more inclusive and diverse
 5. Be America's leading partnership university
- We have made remarkable strides with all 5 goals
- We should continue to strive to achieve these stated objectives
- 176 Jan 31 2020 05:04 AM The new president will need to address the University's lack of a formal academic continuity program which would be necessary in the event of a large-scale natural or man-made disaster.
- 177 Jan 31 2020 04:59 AM Getting all of the high level VPs and Directors aligned and on the same page. There are way too many of these individuals who don't contribute near what they should and sponge off of UCF.

- 178 Jan 31 2020 04:53 AM short term-keeping tuition affordable
Long term-continuing to expand, afford opportunities for students to continue off site and distance learning
- 179 Jan 31 2020 04:41 AM I believe the "Mission Statement and Creed" should be adhered to and this is the responsibility of the next president to ensure all of the leadership is in full compliance.
- 182 Jan 30 2020 09:33 PM Short term - rebuild UCF's image as it has taken a hit last couple of years. Clean house-get rid of staff, faculty and administration who just don't produce. Don't worry about the tenure because sometimes, many times, better to hire from the outside than someone who has been at UCF and has sat for far too long.
- Long term - beef up internal audit and/or hire outside watch dogs. More audits need to be done yearly. Hire new internal auditors. Establish a true place where whistle blowers can share information with a non biased committee, perhaps a law firm outside UCF.
- 183 Jan 30 2020 07:54 PM Overcoming the legacy of Dr Hitt will be a challenge. Overcoming the very quick turnover of the next president gives the impression that there are issues that need to be overdone with the Existing University administration.
It's a large University with a great reputation but it's more like running an extremely large city or company, restricting the search to academia could be a mistake.
- 184 Jan 30 2020 07:21 PM Short term: cohesion with faculty.
Long term: consistent graduate rates and acceptance flow.
- 185 Jan 30 2020 06:26 PM stability

develop/implement strategy to become educational model for the future

- 186 Jan 30 2020 06:19 PM The short-term challenge is to deal with a state legislature which cuts education budgets and which short changes elementary and secondary schools in favor of unregulated charter schools. These students enter or attempt to enter college unprepared. The opportunity, but also a long-term challenge, available is to address the issues of the children and education in order to develop students that enter college ready to learn and to be taught so they can graduate and contribute to the improvement of society.
- 188 Jan 30 2020 06:09 PM Embracing the challenges of students who are social media dependent and tech savvy with less tolerance to sit in class rooms for education. UCF must be able to attract students with new methodologies for learning, building on the experience of education and tradition, yet being bold to break old barriers and routines of the past. Additionally, UCF needs to increase its international presence both for students and faculty. Lastly, UCF needs to establish more partnerships with corporations so that there is a better mix of education and business for both students and staff.
- 189 Jan 30 2020 05:55 PM Positive image is important and I feel like UCF has taken some knocks lately. I think UCF needs to get back to providing an excellent education as well as a safe positive environment for its students.
- 190 Jan 30 2020 05:21 PM Making good decisions that will benefit students (eg. financial, parking, etc.). Also, making an effort to bond with the student community, instead of being an executive of the school (I believe that's why so many people loved Dr. Whittaker).
- 191 Jan 30 2020 05:08 PM Improving student to teacher ratio and reducing online instruction for those on campus. Longer term I would like to see UCF achieve pre-eminent status in the University system and continue to increase research grant monies and endowment funds.

- 192 Jan 30 2020 05:03 PM Rebuilding credibility because of scandal. Improving quality of education and limiting enrollment.
- 193 Jan 30 2020 04:52 PM Manage the challenges associated with growth, budgetary needs, supporting a diverse student population and reestablishing credibility within the state government system associated with new construction needs/projects and ongoing operational \$\$ needed.
- Overall we need to establish UCF as a premier learning institution with a focus on the quality of our programs.....not so much on being the largest!!
- 194 Jan 30 2020 04:48 PM Lessening the student population so our resources don't get depleted. Having a stronger budget control. The spread of the campus might cause some issues with downtown and lake nona.
- 195 Jan 30 2020 04:43 PM Re-establish the integrity the University deserves. This is applicable to the business operations, academic and athletics (inaccurate graduation submissions).
- We continue to establish a strong athletics brand because that has a broader impact to the university.
- Match the brand the athletics has created as an underrated program, to the academic side and begin to establish the academics as world class and underrated as well.
- Continue to be on the cutting edge for majors, programs, etc.
- Continue to grow a balance and diverse faculty and student body.
- 196 Jan 30 2020 04:30 PM On campus housing.
- 197 Jan 30 2020 04:03 PM Holding to the initial values established by Dr Charles Milligan is crucial.

198 Jan 30 2020 04:02 PM Short-term: Leadership and trust building. With the amount of turnover that has occurred in the senior ranks, the campus community will be looking for stability and continuity.

Long term: Enrollment and campus planning will be important. We have pockets of curriculum where the student demand far exceeds the facilities and capacity to meet that demand. It isn't across the board but in some areas, such as chemistry, the facilities do not support the number of students and demand. This becomes a significant hurdle to graduation rates.

199 Jan 30 2020 04:02 PM I would consider three-five years as short-term. Continued success positioning the university as a preferred state university. Continued success in attracting high-value students and continued focus on athletics, specifically football. John Hitt was a great example to follow.

200 Jan 30 2020 03:37 PM The university's finance and accreditation.

201 Jan 30 2020 03:22 PM Finishing all the building currently under construction as fast as possible.
Fixing the disastrous parking situation.

202 Jan 30 2020 03:17 PM

The short term goal of the new president should be to stabilize the chaotic situation that UCF is in after the multiple scandals resulting in the loss of our president, provost, and those within the simulation and training institute. The new president must exhibit strong, stable leadership without bowing to external or internal pressures to maintain the administrative cultural status quo, which for too long has ignored accountability from within. He or she must regain the trust of faculty, smooth things over with the state and legislature, and work to rebuild confidence both within and without the university that our leadership is ethical, competent, and willing to set an example by playing by the rules.

After the fires are out, the new president must dedicate their full effort to improving UCF's quality in existing programs rather than always reaching for the newest, shiniest, or most trendy thing that comes along. This includes reining in UCF's unsustainable student growth and developing a plan to support faculty efforts to teach the too-many students we already have in a way that leverages faculty strengths without diluting the educational experience with ever-more students in online and mixed classes. More teaching facilities must be built. Sufficient office and research space must be provided. Existing infrastructure must be modernized. In short, the new president must develop a tangible 3-5-7 year plan to give faculty the resources we need to do our jobs so we can TEACH the enormous student body we already have.

203 Jan 30 2020 03:02 PM

Maintaining the vision Dr. Hitt had for sports. Improve UCF's standing with legislatures in the state.

Building relationships with power five presidents to get UCF into the P5.

Enhancing UCF's academic profile and achieving preeminent status.

204 Jan 30 2020 02:47 PM Slow down the growth. UCF has grown too fast and too big. During this growth, the university seems to have gotten lost in how to provide a quality education. Sacrifices have been (perceived as) made to quality in the quest to grow; not a good thing. I've spoken with and seen quite a few recent alum and they just don't seem to be the sharp UCF Grad I am used to.

205 Jan 30 2020 02:47 PM First and foremost Growing funding under the circumstances of: (A) limited ability of state to grow higher ed funding given pressure of other critical costs such as Medicaid (e.g. nursing home cost for baby bombers with dementia) Infruatuctue needs and state employee benefits, and (B) resistance to raising tuition given desire to reduce student debt burdens. Second, the key WHY of UCF of Accessible Excellence for the large number of students of opportunity (a better term than students at risk). This is a very worthy WHY but not easy or inexpensive. A new a President cannot abandon this WHY. And she or he must understand it is a myth that access will diminish excellence.

206 Jan 30 2020 02:44 PM Keeping quality high school students in the state of Florida while enticing diverse and inclusive students to come to UCF to study

Keeping educational costs in check and affordable while being leading edge in research

Keeping the campus and its students safe from both physical and data protection risks

207 Jan 30 2020 02:38 PM nobody gives a flying fuck about any form of leadership at a college. Our nation is divided and nobody gives two shits

- 208 Jan 30 2020 02:29 PM - Need immediate focusing on improvement on the institutional commitment to TEACHING rather than such a strong emphasis on research.
- 209 Jan 30 2020 02:25 PM To keep the needs of the individual in mind while also thinking of the greater good.
- 210 Jan 30 2020 02:22 PM Short Term: overcoming a lack of trust from all parties who were watching as the university suffered through the controversy of incorrectly allocated funds. The new President will have to justify themselves for the first few years of their Presidency due to recent historical events.
- Long Term: Building a lasting impression on the community. Dr. Hitt had built a legacy for the Presidency of UCF which was not carried through by Dr. Whittaker. Although the details are unclear to the public whether Dr. Hitt was involved, his legacy still stands. Overcoming that barrier in the community and attracting new TALENT (not students, key difference) is going to be a long term challenge the new President will have.
- 211 Jan 30 2020 02:20 PM immediate- transparency, rebuilding community relationships, integrity, and trust
- long-term- continue to expand programs and reputation of the university
- 212 Jan 30 2020 02:15 PM In the short term, the next president needs to restore confidence in the UCF board and UCF staff after we've been rocked by several scandals, both financial and academic. Long term, the president will need to work on improving our academic stature in the eyes of the rest of the nation, increase research and funding, and continue to build and support our athletics program.

213 Jan 30 2020 02:13 PM

Short-Term

Normalizing UCF's relation with the state legislature and Board of Governors.

Positioning UCF as an inclusive higher education institution whose leadership embodies and reflects the spirit of equity and inclusion.

Long-Term

Attracting and retaining top notch faculty and researchers.

Realizing the promise of UCF/Valencia Downtown Campus and transforming the Campus into a model urban campus.

Catapulting UCF's Lake Nona Campus as hub for research and physician training.

Leveraging DirectConnect Partnership to ensure the access mission of the university.

214 Jan 30 2020 02:12 PM

Challenges (Short-term): To fix the image of UCF which has taken a severe beating.

Opportunities (Short-term): To build upon the fantastic academic/sports excellence reached by the students and faculty of UCF with support from staff at various levels.

Challenges (Long term): (i) To make UCF more prominent Internationally.

(ii) To have active collaborations and centers of excellence with Industry (Govt. & Private).

(iii) Ensure commercialization of the applied research being carried out by UCF.

(iv) Ensure a start-up friendly Eco-system @ UCF. We need to sustain More and More and More Entrepreneurs.

(v) Ensure the protection of the core values of UCF.

Opportunities (Long-term):

(i) Propel research in smart manufacturing with BriDg/imec/Qualcom etc.

(ii) UCF has the capability to build an unique Eco-system towards creating enormous job opportunities in Florida.

(iii) UCF has to be more than an University. It has to be create a sustainable knowledge assimilating and dissimilating culture.

215 Jan 30 2020 02:10 PM

Short Term:

Restore integrity of school in the eyes of students, faculty, alumni, community and state legislators.

Long Term:

Continue Danny White's efforts into getting UCF Football into a Power 5 Conference.

- 216 Jan 30 2020 02:08 PM Long-term:
*re-establish relations with the Florida governors board and legislature
*increase funding for teaching labs and facilities in core physical sciences like Chemistry and Physics
*shift short-term programs out of UCF to state schools or community colleges that also handle bridge programs like Valencia
- Short-term:
*finish all current building projects
*appoint a provost
- 217 Jan 30 2020 02:08 PM Increase the stadium size, enhancing the Medical Studies, Getting into BIG TEN, SEC, or ACC by hiring one of their top retiring coaches.
- 218 Jan 30 2020 02:08 PM A President that can relate to both the students and the Alumni. A person willing to meet with the Alumni (who are probably your best donors) and listen to their views on the past and present future of the school. A person with integrity and personality, not just an academic but one who has also worked in the business world. The next President will have security issues of all types, a huge job managing the scale of our university and the continuance of maintaining our high scholarship and athletic programs. When I attended no one knew who UCF was, now when I wear my sweatshirt all over the country someone always stops and talks to me about UCF.
- 219 Jan 30 2020 02:05 PM Need to strengthen relations with alumni. If possible, become a member of a power 5 conference in sports (probably Big 12 is most likely). Need that kind of presence to be able to have communication with alumni and donors.

- 220 Jan 30 2020 02:03 PM Short-term, slow the growth of the undergraduate population so the university can add adequate faculty and classroom facilities to serve them.
- Long-term, increase outside donations and funding from research. Develop a long-range plan to attract more National Merit Scholars. Focus on building a strong academic reputation.
- 221 Jan 30 2020 02:01 PM Short term challenges: overseeing an institution in a society where the cost of a college degree far outweighs the return, respectively.
- Long term challenges: continuing to keep the option of a four year institution a viable option post high school. I think the next president (of any university, really) should innovate ways to adapt to the current job market and economy. Finding ways to remain relevant and effective in contributing to American society with a degree from UCF should be a major factor.
- 222 Jan 30 2020 02:01 PM ST-that courses are available for students to complete degree requirements in a timely manner.
- LT-University continues to offer the quality of education it has with little if any tuition or extra fees increases. Student debt is too daunting already/
- 223 Jan 30 2020 02:01 PM Cleaning up the scandals.
Increasing research

224 Jan 30 2020 02:00 PM eradicate all the corruption; restructure all of the leadership incentives, procedures, and likely - manpower.
reverse all the horrible financial decisions and investments UCF has made, including numerous company holdings and the downtown campus. Bigger can be better, but bigger for the sake of bigger is NOT better. especially not if the central campus is paying for that growth.
once they do that, they can have more money to fix these 2 things:
1. salaries
2. Increase resources for research. More grants internally. More connections externally with industry. If the university wants us to produce more- it has to give resources.

also, we need better support for female faculty, better rules around childbearing years, expectations, tenure extensions, family leave. and much better attention to issues of gender and other discrimination.

225 Jan 30 2020 02:00 PM Maintaining the balance between academics and athletics while striving toward a preeminent status to remain competitive among other research universities and also achieving a Power 5 conference affiliation.

226 Jan 30 2020 02:00 PM Get rid of the corruption and remove all those involved.

227 Jan 30 2020 01:59 PM Re-gain credibility with fiduciary responsibilities - short-term; need to turn around the tarnish from the prior administration and gaps in accountability
Long-term - focus on the UCF difference; not just the sports programs but the degree efforts and how Knights are making a difference

- 228 Jan 30 2020 01:58 PM To make the university better known to the local community and to stress the high-level programs, graduates, standards the university offers. Some people in Orlando still do not know much about the university and only hear negative news stories involving fraternities, funding issues, cheating, etc.
- 229 Jan 30 2020 01:56 PM Short Term-
Restore Order
Be inclusive of diversity
Add value to my degree
Partnership University
Invest in Athletics
- Long-Term
Diversity of programs
Stronger Alumni program
Value of degrees
Investment in athletics
- 230 Jan 30 2020 01:54 PM Short-term: ensuring the restoration of trust in the integrity of leadership.
Long-term: identifying a mission and vision for UCF that is not based on growth.
- 231 Jan 30 2020 01:54 PM I feel long term we need someone with the vision to bring our athletic program into a major conference.
- 232 Jan 30 2020 01:51 PM To keep UCF from losing some of the qualities that made it great when it was smaller. So many highly successful alumni got in who wouldn't have otherwise.
- 233 Jan 30 2020 01:48 PM Short term is to keep athletics moving in a positive direction and get into a "power" conference. Long term is to keep academics improving and keep UCF heading in the right direction academically.
- 234 Jan 30 2020 01:48 PM Leading UCF out of the mismanagement of multiple areas of the University over the past 4-5 years.

- 235 Jan 30 2020 01:45 PM Short term - stabilize all departments with clear goals. Insure spending is within Florida law.
- Long term - One of the many the keys to public education is the students knowing that the staff, teachers, and administration will be there five to ten years down the road. Create an environment where incoming freshman have the same staff when they leave as alumni.
- 236 Jan 30 2020 01:41 PM Repairing the broken image of UCF
Managing the growth of UCF
Raising necessary funds
- 237 Jan 30 2020 01:40 PM Short term: Improving the public perception of UCF, which has taken quite a beating in the media lately. Long term: Improving processes and recruitment efforts to attract faculty that wants to be at UCF, not just "happen to want to retire in Central Florida".
- 238 Jan 30 2020 01:40 PM Fixing the distrust regarding financial handling. Making college sports a high commodity and allowing big money to fund a better stadium.
- 239 Jan 30 2020 01:40 PM Academic- The new President need to seriously focus on academic challenges at the school. Additional qualified lecturers are needed to reduce large class sizes.
- Facilities- School should focus on adding more academic facilities to help large student population
- 240 Jan 30 2020 01:39 PM Repairing UCFs image after the last president. Staying ahead in a competitive higher education market (especially in FL).
Advocating for higher ed to FL state legislature.
Planning for projected lower enrollment in mid-2020s.
Improving quality of academic programs
Engaging alumni
Keeping up athletics to raise UCFs profile

241 Jan 30 2020 01:38 PM rebuilding trust with the legislature, governor, and board of governors. securing additional state funding for all aspects of the university. building additional new construction projects to alleviate the extreme space shortage on campus.

242 Jan 30 2020 01:38 PM Our challenges are definitely the bad press UCF has received.

Definitely need fiscal oversight and great government relations

We have so many opportunities at UCF and really need to showcase this

243 Jan 30 2020 01:38 PM Extreme progressive thought. Graying of morals and ethics on campus. Moral deficit. Many collegiate institutions have begun a power struggle between the students progressive ideology and the faculty. I find this to be a great challenge facing the next President. Does UCF want to become another institution that does not develop their students for life?

244 Jan 30 2020 01:37 PM An image transformation will need to be done to ensure people trust the integrity of the university. There needs to be supports in place to ensure ethical action. Students need to be the focus again rather than numbers. Large sections anonymize the students and do not create a care between the professors and students.

245 Jan 30 2020 01:32 PM Diversifying faculty and staff is both a short term and long term challenge.

246 Jan 30 2020 01:31 PM Short Term: Work with experienced UCF personals (at arms distance) to clean up the ongoing issues related to financial mismanagement and other issues to gain the trust of the public.

Long Term: Move the university from being big to become a top and well-known university for quality education and research. As we all know Quality and Quantity do not go hand in hand...at least in this case. What I meant to say is, you can produce high-quality products by implementing mass production, that is possible due to technology and robots in the assembly line but the same can not be said with teachers and researchers, because they are humans (get tired).

247 Jan 30 2020 01:31 PM Funding, public transportation, athletics, Expansion of the university while improving quality of education and prestige, affordability.

248 Jan 30 2020 01:30 PM Enhance the integrity of the faculty and the highest levels of the administraors. Make the campus more accessible to alumni.

249 Jan 30 2020 01:29 PM Short Term: "Clean the House". Only clean business is UCF business. Remove from the organization any one that does not follow this minimum expectation.

This will also re-establish the credibility of high standards commitment and reputation of transparency on education, research and community impact.

Long Term: Spped up the organization into new digital revolution of AI, AR, Coding, Robotics and its impact onto HR, legal, human capital development and so many other areas.

250 Jan 30 2020 01:29 PM Bringing the university together and reestablishing our place within the higher education community.

- 251 Jan 30 2020 01:27 PM There is a clear culture of corruption in this organization. Their biggest challenge, if they are not already part of it, will be to change that culture from the top down. They need to bring in a whole new team.
- 252 Jan 30 2020 01:27 PM Short Term - Capitalize on student environment and growth of the university via initiating strategic construction and initiation of quality programs.
- Long Term - Develop more visibility to the University and its graduates. Branding for the university needs to improve so there is a strong base of recognizable alumni and value of the school degree in the job marketplace.
- 253 Jan 30 2020 01:27 PM Diversity
- 254 Jan 30 2020 01:26 PM Getting over the state legislatures trying to undermine UCF's impact in the Orlando community
- 255 Jan 30 2020 01:26 PM Gaining the trust of students and the public, upholding the standards of the university while moving forward in academics and athletics. Continuing to make UCF a standout school.
- 256 Jan 30 2020 01:26 PM An opportunity is to expand greek life and make it more involved on campus and not have such a bad light shine on it.
- 257 Jan 30 2020 01:25 PM Reviewing and re-committing to UCF's five goals is a significant process that should begin even before a campus interview.
- 258 Jan 30 2020 01:25 PM Continued growth of athletics program into a premier conference,
Increasing endowment, preeminent status, more freshmen enrollment vs community college transfers.
- 259 Jan 30 2020 01:25 PM Continue increasing the school brand. Athletics is a huge part of it, and this we shall continue. Academics is important as well, but we need to minimize the amount of scandals that has been tarnishing our school's reputation. My degrees become affected.

- 260 Jan 30 2020 01:17 PM I see the challenges of having to help solve all the problems that are appearing and ethical situations occurring. I also see the challenge of space developing as UCF is growing at such a large rate in students and faculty.
- 261 Jan 30 2020 01:17 PM I see the biggest immediate challenge to be replacing our interim leadership positions with full-time positions. The other major challenge will be restoring UCF's reputation as a reputable, responsible institution. The actions of a few unethical people have unfortunately tainted our image in the eyes of the public, and I would hope the new president would help restore that image. Long-term I think the president faces the challenge of maintaining our still growing body of students, faculty, and staff and managing future growth sustainably. The biggest short and long-term opportunity I see for the president is to establish new goals for the university. Although President Hitt's goals are great, it would be nice to see some of them revised or expanded on.
- 262 Jan 30 2020 01:16 PM Lot of staff is rude, unprofessional, mean, uninvoked, cold and one could even say unsympathetic both to their job and to students and parents of these. The president should care how students are treated and how the parents that send their children to this institution are treated. The president is also very inaccessible, there is no way to speak to him that is absent of hours of calling. UCF should do a better job at connecting with their students and what they are thinking, including what they want and feel is better for the university. It seems that, at a point, decisions are made regardless of student or even faculty opinion.

- 263 Jan 30 2020 01:15 PM Increase in faculty salaries
Budget models for all colleges
Stability--in leadership, changes in college structures
Revise top-heavy model
- 264 Jan 30 2020 01:09 PM He will be challenged with dealing with growth. The growth is with a diverse student body.
- 265 Jan 30 2020 01:03 PM Financial and budgeting structure. This university must become one. We need a president that has a plan and stands firm with the plan. We have too many operating units that think they are UCF, we have one UCF and everyone falls under UCF umbrella!
- This school has grown so fast that the school's business processes are not up to date. These processes need to be in place so when you place a person in their role that person is held responsible. No more trying to fix errors because you don't want to go back to the beginning and bother people who will know that you made a mistake. Ownership of a mistake has more quality than patching it.

266 Jan 30 2020 12:58 PM

Short-term: Fixing UCF's reputation as one of "corruption and fraud."

Long-term: Changing the culture and mindset among the leadership. For example, UCF provides online degrees, yet our leadership at the College of Research and the Office of Graduate Studies does not support work from home/teleworking for employees. There's a real disconnect there! If the future of UCF is to increase its standing as a progressive, innovative leader in education and research, then the new president should wholly endorse and support teleworking and other more efficient ways to make those goals happen. He/she should also emphasize that mindset throughout the entire leadership team as well. It is a great way to motivate your work force, attract the best talent, and retain them, too.

267 Jan 30 2020 12:58 PM

1. Flight of qualified personnel due to lack of advancement opportunities and compensation stagnation.
2. As demonstrated by recent events, remaining upper level staff are entrenched and consider conduct ranging from violation of MOU's and university policy and procedures to unethical or outright illegal conduct to be "mere discretionary activity" or "facilitation of job function."
3. Recurring violations and abuses of power, including retaliation for questioning or refusing to comply with management requests for questionable, unethical, or illegal activity are only brought to light by external initiation and investigation rather than internal checks and balances, making claimed adherence to processes and procedures cynical and unfounded.

268 Jan 30 2020 12:52 PM Short-term & long-term: Identifying those faculty/staff who participate in questionable behavior that directly goes against the UCF vision. I believe the new President should be as swift as possible in "cleaning house." We've become a media/public joke with all the scandals occurring, which is a shame because I have been employed here for nearly 20 years. I would like to be proud of my employer and my alma mater again.

269 Jan 30 2020 12:50 PM Immediate challenges will include gaining the trust of the UCF community and pulling together what has become a fragmented culture. With all the interim positions in the highest levels of admin, it is critical that whoever is chosen as President has the right vision for UCF's future and that the new infrastructure will be stable and unimpeachably ethical.

Longer-term: establish UCF's identity once (research 1? teaching? both? how?) and for all and STABILIZE this place! Explosive growth, followed by turmoil, combined with everything changing all the time (all the platforms/systems for every essential university function have changed at least once in the 3.5 years I've been here!) have resulted in collective burn-out.

270 Jan 30 2020 12:48 PM We have to have a performance space for the theatre department as soon as possible. This is extremely important to the UCF community. We need a president who values the arts.

We also need better resources for formerly incarcerated students and to we need to expand our classes taught to currently incarcerated students

271 Jan 30 2020 12:48 PM Short Term: Fix problems with integrity and accountability.

Long Term: Fix problems with integrity and accountability.

- 272 Jan 30 2020 12:48 PM Challenges: Dealing with the perception that UCF is an unethical school, and continuing to get funding from the Florida government.
Opportunities: Changing the way UCF is perceived, improving campus, rooting out racism and exploitation in UCF sports.
- 273 Jan 30 2020 12:46 PM We need a president (external to UCF please) with Experience in academia. Opportunities short term will be he/she will be able to hire their entire executive team (Provost, COO, CFO etc...). Building your team can have many advantages. These top positions search need to be focused on External Applicants, not internal. We need a fresh perspective.
- Long Term - After the president's team is in place, then he/she will have the opportunity of creating a new strategic plan. Hopefully, the strategic plan created will be one that is followed and resources allocated appropriately to achieve the new goals. I think we went off the rails with our current strategic plan and spent resources where they shouldn't have.
- 274 Jan 30 2020 12:45 PM Short term
Need to increase state funding and improve UCF's competitiveness in Tallahassee.
Reverse the negative image that the university has in the media.
Support and expand post-doctoral training.
- Long term
Create an identity for UCF that makes the university stand out in the state.
Facilitate COI and other policies that hinder entrepreneurship.
Refresh the aging infrastructure for research and education.

275 Jan 30 2020 12:44 PM

Greatest challenge, immediate and long-term: improve quality of education at UCF by limiting online education and investing in quality face to face teaching that engages students, fosters role-modeling by faculty, and allows students to develop relationships with faculty that are sufficient for us to write strong letters of recommendation for students' further educational and employments goals. In contrast, online education deprives students of much of what is truly quality in UCF teaching and leaves students isolated and without meaningful letters of recommendation. Therefore online education should be offered only as a last resort.
Greatest opportunity, immediate and long-term: commit and invest in improving quality of education at UCF so that we can rise within the R-1 category from near the bottom to higher levels of education, in addition to research.

276 Jan 30 2020 12:43 PM

Short-term: someone who is not afraid to stand up to those that are opposed to correcting the wrongs. If it mean's trimming "leadership", then they must have the guts to do so.

Long-term: someone who is willing to start from the ground up and rebuild. Stop trying to "out-do" other universities and build our strong base back up. Once the base is solid, all other growing will come naturally.

277 Jan 30 2020 12:42 PM

Short Term: Increasing availability for critical and/or common courses, so as to have an easier time enrolling in the courses we need.

Long term: Increasing the quality and prestige of UCF's degree programs
Increasing diversity while maintaining merit-based admissions

- 278 Jan 30 2020 12:40 PM Fully developing the Downtown campus through its next 2 phases. Tying the city of Orlando and UCF together for mutual growth.
- 279 Jan 30 2020 12:39 PM UCF is an academic institution using a business model focused on increasing scale and profits. This leads to a disconnect between leadership and faculty/students, and also creates a toxic incentive system that has led to many of the challenges that were recently encountered at UCF (e.g., president, director of IST firing this week). This needs to change. If "scale" is a primary goal/value being emphasized (which I have heard many, many times from top leaders since starting at UCF and within the past year), then it will continue to come at a cost in terms of mentorship quality, student learning, employee satisfaction, and the many other things UCF could be emphasizing over-and-above scale/profit.
- 280 Jan 30 2020 12:35 PM The greatest short term challenge is overcoming both the internal and external perception there is mismanagement and operating outside the rules. The next president would benefit from having a strong academic pedigree and experience at a well-respected university.
- 281 Jan 30 2020 12:35 PM Regaining trust and integrity (short), retention of faculty and staff with competitive compensation (especially staff) (long)
- Also, bringing back some sizzle to our university. We need a new paradigm (maybe an outsider, even non-academic)

- 282 Jan 30 2020 12:32 PM The short-term challenges have to do with the following:
- * establishing a new model for the higher administration that is more transparent and accountable to the university community and that treats faculty as valuable members of the university community
 - * dealing with the fall-out from recent controversies
 - * the negative budget environment in the State of Florida
- Longer-term challenges include:
- * working to re-establish the validity of higher education as something other than vocational training while balancing the economic needs of the state
 - * continuing to work to overcome the image and the truth of UCF as simply a technical college; trying to fulfill its potential as a full-fledged university
 - * facing the continued funding challenges in an atmosphere when education is often not seen as a public good but as merely a private privilege
- 283 Jan 30 2020 12:32 PM The short term is getting us back on our feet both financially and administratively. The faculty has lost trust in leadership given the many challenges we have faced over the past 18 months. Getting a strong leader who is committed to ethics, and can identify a strong provost is the first and most important matter. There is a great deal of administrative bloat at the top of the university and hopefully the incoming President can divert resources back to the priority of teaching. WE have struggled with flat budgets and rising costs making our jobs to serve our students increasingly more difficult.
- 284 Jan 30 2020 12:31 PM Fiscal responsibility and reputation of UCF with public and state officials.
- Demographic shifts in potential undergraduate applicant pool.

- 285 Jan 30 2020 12:30 PM The next President should be dedicated to public service and an advocate for diversity. Many universities want to claim it has a diverse population of students but little to nothing to actually nurture their diverse student groups. I wish I had a mentor professor as a graduate student who is a first generation college student and first generation American.
- 286 Jan 30 2020 12:30 PM The immediate need is to stabilize our internal community - students, faculty and staff. Each week it appears to be some new scandal and it is wearing on our morale and health. Creating a safe, secure, emotionally healthy work environment is critical to our success.
- 287 Jan 30 2020 12:30 PM TRUST, budget, transparency and giving support to departments that need it for the front line workers who are over worked and under paid. Cut the fat, too many non-essential administrators who spend way too much time in meetings and not really doing anything and not to mention they are over paid. Properly staff departments and pay workers well, you could do away with several over paid administrators. Communication/being transparent in what is going on and not keeping things secrets or what feel are secrets would go a long way. Allow input on issues from everyone and really consider it. It feels all too often that if an idea doesn't come from the immediate group of administrators, then it isn't a good idea. Listen to the front line workers, the ones who see the immediate issues and would better be able to suggest solutions rather than listen to an administrator who is so out of touch with reality. Better yet, have your administrators/department heads work like your front line, low paid workers so they can see and experience first hand the issues. (You can't understand anything for real unless you are experiencing it. C-Suite executives need to come on down and say hello, ask questions, work next to us to have real understanding (this does not come from a report from a manager/department head who doesn't work on the front line)

288 Jan 30 2020 12:29 PM

Short term challenges include onboarding in the new role (more so with an external hire), gaining the trust and familiarity of the university, and embarking on developing a relationship with stakeholders, reviewing and understanding policies and procedures, and adjusting to the position, as it's not only big shoes to fill, but the university and its leadership have been under fire by the community.

Long term challenges include building the UCF brand, realizing strengths and shortcomings of leadership, building improvement plans, and filling the numerous high-visibility vacancies in leadership. Developing a foundation of trust and reliability will be an ongoing, continuous process.

289 Jan 30 2020 12:29 PM

Immediate and long term, our issues are the same. I truly believe there will be more negative stories that arise over the next few years if we don't take a hard look at ourselves - mainly stemming from when Dr. Hitt was president, it is becoming very clear there were and still are individuals in higher ranking positions that were/are way too comfortable in their roles. I see a need for an audit on high ranking staff.

It is truly sad to see so much negative information come out and past disgruntled employees using social media to take down others around them. We need leaders at the top who are transparent (and aware of our state's transparency laws) and are not promoting colleagues for favors or because they feel a sense of loyalty.

290 Jan 30 2020 12:28 PM Short-term challenges would be having to put in place new policies that would enforce the transparency laws/policies we already have. Or, having to then still find out amongst the staff and faculty, who are the bad eggs. Long-term challenges, would be having to deal with trust issues from the B.O.T or B.O.G when it comes to major projects that the university wants to partake in.

291 Jan 30 2020 12:27 PM Immediate and long-term: Change the administrative culture, to one more engaged with the campus itself (rather than grand plans to change everything and make a mark). Change the attitude from chasing metrics to the promotion of quality (these are not the same thing). Treat the university as a university, that is, a comprehensive educational institution, not a vocational school, not a research park for the privileged few. Actually work to integrate knowledge from different disciplines together.
Immediate: Real communication with the campus. Stop the weekly embarrassing scandals - these are evidence of significant problems, not just bad actors or one-off mistakes, and they won't be solved through obedience training disguised as ethics training.

292 Jan 30 2020 12:27 PM Financial issues
Promoting diversity
Continued positive public awareness
Maintaining high quality educational standards
Tecnology

293 Jan 30 2020 12:25 PM Provide stability, and ensure that we are positive and intentional in maintaining successful students.

294 Jan 30 2020 12:25 PM I think we need someone who can focus on the business side of the house as well as the academic side. Business processes have been ignored and atrophied leading us into unending audits, criticisms and bad press. We need to modernize and align our business process to support academics. I know the focus should be academics overall, but we have a debt to pay to make sure the business runs well and clean. IT needs to be empowered and resourced well enough to output the data so we have transparency and ways to measure success towards our goals.

295 Jan 30 2020 12:23 PM We need better facilities, better pay, and better travel support. The student support is great.

296 Jan 30 2020 12:23 PM Immediate (first year):
1. Creating a reputation of integrity for UCF. One that legislators and the community can trust.
2. Build an ethical leadership team. One that does not provide any opportunity for misrepresentation of behaviors. Our current reputation will negatively affect the talent pool.

Intermediate (years 2-3)

1. Develop a strategic plan with achievable goals for each College. Understand that each College has a different national reputation. Match resources to the goals. The College of Nursing had a goal set for increasing the numbers of DNP students and research funding. No additional resources to achieve these goals were provided.

2. Biggest challenge is maintaining quality faculty in face of shrinking resources.

3. Having a faculty union is a negative. Being represented is demeaning. I understand this is not within the administration's control, just know that not all faculty are supportive.

- 297 Jan 30 2020 12:23 PM Growing quantity without quality. Enrollment in courses f2f and online.
- 298 Jan 30 2020 12:22 PM Instructors and lecturers work load and salaries.
- 299 Jan 30 2020 12:22 PM In the short term, the president will have to deal with the budget concerns as the university has to pay for the blunder of the last two presidents. Furthermore, several of the buildings on campus need to be revamped (the chemistry building is falling apart and the math building still feels like a horror film set). Long term, the president will have to deal with the considerable mismanagement that comes with having faculty hold key administrative positions with little supporting staff (those who actually do the tasks associated with said positions). Lastly, the president will need to restore the integrity of this university that has been thoroughly battered by previous holders of the title. When these issues are addressed, then we can ask ourselves about what opportunities are available for this institution.
- 300 Jan 30 2020 12:21 PM Short term needs are to establish a tone at the top of accountability and transparency. Their needs to be a strong communication strategy towards targeted audience to limit uncertainty and inhibit action.
- Long term the president will need to provide a strategic plan with metrics that will drive long term growth and sustainability of the university. Many times the strategy is too short sighted resulting in metrics that rewards middle leadership for focusing on their personal legacy rather than that of the college or unit.
- Largest challenge /opportunity is building relationships with Tallahassee and turning the tide in favor of UCF.

- 301 Jan 30 2020 12:20 PM building back UCF reputation. We have been in the news lately for items that do not make us look good. We need a president who will lead us back up to where we used to be. Total transparency.
- 302 Jan 30 2020 12:17 PM We are becoming scandal-riden. The next President will need to navigate these issues while ideally preventing our funding from being crushed.
- Long term, I would like to see the next President differentiate UCF from other universities by filling a niche rather than becoming Arizona State of the East.
- 303 Jan 30 2020 12:17 PM Short-term -- build moral and rebuild trust with students and employees. Build relationships with the community.
- Long-term -- develop the quality of the educational experience for our students. Bigger does not automatically mean better.
- 304 Jan 30 2020 12:17 PM Short term I see budgetary constraints as a major issue. Short and long term, I feel the morale here and continued ethics issues are a challenge. How has the university arguably had the biggest scandal in SUS history (Colbourn Hall)? Why was there no compliance safeguards in place? Why do upper administration continue to be caught up in ethics scandals?
- 305 Jan 30 2020 12:17 PM Establishing stability in a turmoil-laden university (immediate) and managing the transition from a growth model to a constant-enrollment model (long-term). The latter challenge will likely require consideration of some scheme for proportional allocation of departmental funding related to student credit hours, especially in relation to GTA lines.
- 306 Jan 30 2020 12:15 PM The President should be knowledge in the needs of a research institution and have a background in science.

307 Jan 30 2020 12:14 PM

Short-term challenges would be size and scope. Specifically parking. I know with the search for the last president, the committee prevented staff asking about parking and I believe that was inappropriate and I will hope the committee does not use this same perspective again. Other short term challenges is staffing, since there is an abundance of interim positions.

Long-term challenges would be the class and compensation project. Specifically in divisions like SDES, there is an inequitable process with compensation throughout many departments and it is challenging to retain and fill positions when we cannot compete with the market to pay employees fairly.

308 Jan 30 2020 12:14 PM

Meeting the needs of vulnerable populations of students to have equity, inclusion, and support of their needs, particularly the undeserved at UCF such as those in recovery from substance abuse and other addictions due to lack of allocated resources. Transparency and ethics of top level administrators. Building programs that are quality over quantity.

309 Jan 30 2020 12:13 PM

Short term: Turning UCF into an actual research institution, instead of just claiming this mantle. Significantly renovate the administrative structure and staffing in the Office of Research, and provide funding streams directly to departments to hire in-house grant managers.

Long term: Making UCF responsive to bad behavior by tenured faculty members who bully and otherwise mistreat fellow faculty. Currently, intimidation and retaliation by faculty against other faculty can only be intervened upon if the victim can prove the harassment is based on a protected characteristic (e.g., gender). Victims who cannot prove discrimination are forced to simply suffer the prolonged maltreatment. Policies need to be changed and administrative options need to be opened to adequately respond to bullying and harassment, and to hold offenders accountable.

Also long term, a budget model that allows departments to keep enough of their revenue to subsidize their own needs. My department generates a ton of student credit hours, but the college takes all the money and we have to fight to get any of it back. We are working on a very tight budget despite the fact that we are a major financial contributor to the college.

310 Jan 30 2020 12:12 PM

Short term challenges are the size of the student body relative to the size of the buildings and available faculty. Long term challenges are the quality of building, students, and faculty that may limit UCF from being a more competitive research institution.

- 311 Jan 30 2020 12:11 PM -Establishing trust with faculty and staff
-Establishing trust with Tallahassee
-Finding ways to provide raises to staff (only some received raises due to the compensation project). In a recent article, it was noted that as a whole Orlando residents received increases in salary. We haven't at UCF. Although the bonus was helpful, we haven't received raises for a few years. The housing marketing is steadily increasing and it is getting hard to live in Orlando when our salaries don't increase. It is also unsettling to read that staff in Millican Hall received very large increases. Yet, our budget doesn't allow the rest of us to receive an increase.
- 312 Jan 30 2020 12:09 PM Keeping UCF's infrastructure up with the ever growing population of the university. (Parking especially). And also introducing more educational programs (like the FinTech) programs to stay relevant and innovative as a university.
- 313 Jan 30 2020 12:09 PM I think the new President has to be able to realize how much UCF can literally hold. Open access may not be feasible, and I would like the next President to be able to realize what would be best for UCF in terms of growth instead of what sounds good to the public (like open access). The President has to be willing to work with students needs such as availability of classes. I don't think higher ups realize what a HUGE problem this is, and how much it delays student graduation.

- 314 Jan 30 2020 12:09 PM I believe now more than ever the new president needs to work on improving the image of UCF and securing increased funding.
- The new president should be an expert an building partnership and should make it a priority to re-establish the partnership with Advent Health and Orlando Health so UCF medical students can rotation at major hospitals in Orlando.
- The new President should show that he/she values the faculty and staff by continuing to provide annual across the board salary increases.
- 315 Jan 30 2020 12:09 PM A short term would be to clean up house and get us back on the track where we started as loyal, trustworthy employees. We have not been looked at in a since way lately. We need a strong President that can make the hard calls.
- Long term - to train the new ones coming in to maintain that trustworthiness and loyalty to doing to right thing.....Look at the President Hitt's UCF Creed - Integrity. It would also be nice to have a President that is passionate about having an employees wellness program for all the staff. We need the support from the top down and it is much needed and wanted by the staff.
- 316 Jan 30 2020 12:08 PM Short-term: Getting over our corruption charges and incidents.Improving our public image and reputation.
- Long-term: Maintaining a good public image and reputation.
- 317 Jan 30 2020 12:08 PM Short term: unifying a campus that is struggling
Long Term: Hospital/Medicine/Nursing

- 318 Jan 30 2020 12:06 PM Short term:
Finding/creating storage and workshop space for student organizations
Ensuring construction on campus progresses according to schedule
- Long-term:
Dealing with increasing tuition and housing costs effectively,
Dealing with inflated textbook prices to make classes more affordable
- 319 Jan 30 2020 12:05 PM Short term: Gain the confidence of faculty and staff, because there is "none" right now it is at zero. This includes confidence in the President and the BOT.
- Long-term: Opportunity to define what UCF will contribute to the community in the next 5-10 years.
- 320 Jan 30 2020 12:04 PM Ethical violations, fraud, and corruption that has been systemic needs to be rooted out and exposed. More and more come out each day. The new president must eliminate anyone associated with the administration of the resigned president. This includes Thad and his cronies.
- 321 Jan 30 2020 12:02 PM To clean house of all the problem people causing our university's reputation to be ruined. Long-term, I'd like to see a commitment to getting a new performing arts center built. I also would like to see faculty garner equal pay in all departments that aligns with their workloads.
- 322 Jan 30 2020 12:02 PM Short-term challenge would be to help UCF stay out of the news for a lot of negative publicity lately. Long-term challenges would be staying as a top school in the nation given how fast we are growing.

- 323 Jan 30 2020 12:02 PM In short-term, to reduce dramatically the student/instructor quotient. This is a critical for our University to thrive.
- 324 Jan 30 2020 12:01 PM In long-term to promote UCF as a leading research institution in the country.
the next president should be prepared to face consequences that are left behind by the old administration, and should be prepared to suffer these long term consequences as a result of the old administration.
- 325 Jan 30 2020 12:00 PM Short Term: Regaining stability. Embodying diversity. Reclaiming our pride among scandal.

3-5 Years: Serve our minority populations through not just students but also representation in faculty and staff. Continued excellence in research and academics.
- 326 Jan 30 2020 11:56 AM Immediate being someone that can earn our trust after several mistakes being made by administration. Long term would be correcting the mistakes.

334 Jan 29 2020 10:55 AM

Short term:

- Get rid of board members that have worked against UCF.
- Build up campus life/fight the stigma of being a commuter school. Maybe mandatory for freshman to live on campus.
- Improve relations with Greek life, when I was undergrad we never felt like we had the support of the university. Increase support and expand Greek park with real Greek houses, not dorms with Greek letters on them.

Long term:

- Get a law school. This will allow us to start getting alumni into power positions in politics, right now the state is overwhelming run by Gator and Seminole alumni many of which actively try to prevent UCF from growing and gaining prestige.
- Get a medical school. Orlando health and Advent health are huge industries in central Florida.
- Get our athletics into a power conference. Danny Whites current facilities project is great, the above goals will help with this as well. A law school & med school will bring in a lot of money and generate high paid alumni. Increasing campus life & Greek housing and relations will help to rid us of the commuter school stigma.

337 Jan 28 2020 02:17 PM

Short-term: Addressing systemic compliance and ethics concerns; rebooting the Chief Diversity Officer search and hiring process. Long-term: Ensuring that the infrastructure of the university grows to support the growth in student enrollment, including expansion of key support services such as the Office of Student Conduct, Student Care Services, Office of Institutional Equity, and Office of Diversity and Inclusion; in conjunction with Chief Diversity Officer, create a long-term strategic plan addressing equity, inclusion, and diversity with actionable goals and objectives.

- 338 Jan 28 2020 02:02 PM Short term - restoring UCF's reputation
- Long term - coordination between decentralized departments
- increasing the budget
 - addressing various compliance issues
- 339 Jan 26 2020 04:25 PM Need to improve UCF's reputation by cutting-edge innovative research and experiential learning. UCF needs to be a university where innovation can be found at all levels and which defines and distinguishes it!
- 340 Jan 24 2020 01:52 PM Maintaining UCF's status as a minority-majority campus, an accepting LGBT-Q campus, a source of strength for our veterans and nontraditional students, as well as Research I institution with important impacts in scientific thinking to solve our 21st century problems. Building and perhaps rebuilding trust and respect between administration and faculty.
- 341 Jan 24 2020 12:24 PM In the short term, the new president should work from the top down to improve morale and instill a sense of permanency and consistency. The biggest long term challenge will be to win back the trust of our legislature, community, employees and students.
- 342 Jan 22 2020 07:17 AM Acknowledge the gap between faculty, staff, and students. Find a way to bridge this gap so we are one university and not so silo. There almost seems to be a contest around the importance of each.... We are one institution with very key parts that make us unique.
- While it is important that the new president understand faculty and the importance of research, this individual needs to also understand how to run a company (this is the CEO after all). Business Acumen is key.
- 344 Jan 20 2020 08:01 AM Getting more teachers so more classes can be offered and wait-list is reduced.

- 345 Jan 19 2020 12:30 PM Over the long term the next President may engage in keeping alumni involved as that will benefit current and future students. Another opportunity is to increase the reputation and standing of UCF overall.
- 346 Jan 17 2020 11:29 AM I don't know
- 347 Jan 16 2020 02:08 PM In the short term, clean house. Get the right leaders in place to move us forward in alignment with the Strategic Plan.
- 348 Jan 16 2020 11:17 AM I think short term the President needs to focus on the advising portion of ucf. This is main contributor as to why the graduation rate is not higher.
- 349 Jan 16 2020 10:30 AM short term challenges-(i) reduced funding which impacts education (can't hire faculty or have the necessary infrastructure, research and also patient care/community service; and (ii) open key positions significantly slows down decision making; (iii) getting in the good graces of the legislature.
- Long term challenges-rebuilding the image and capacity of the university and filling the key open positions.
- 350 Jan 16 2020 09:55 AM The immediate challenge is to bring trust in UCF leadership, back to the faculty, students and citizens of Florida. UCF should aspire to be a leading partnership university (lifelong education, research and commercialization) with all employers of our students (undergrad and grad).
UCF should be NUMBER ONE in Energy (Research, Education, Demonstration and Partnerships with Industry) in Florida. We have the pieces but missing leadership at the VP level and above.
UCF should make a commitment to 100% Renewable Energy as has the City of Orlando for municipal buildings by 2030.

351 Jan 16 2020 07:14 AM Short-term: immediately have all ethics complaints investigated so that there are no new surprises along the way and begin to build trust with the community, the students/staff/faculty, and the legislature.

Long-term: continue to include ethics and integrity in all conversations and follow-through on this, which will be imperative in building and maintaining partnerships.

352 Jan 15 2020 07:07 PM I think one of the biggest challenges is handling the increased enrollment. There are a ton of students already and there is not the proper infrastructure. There is a major shortage of parking on campus, and the campus already has a ton of traffic on it and would potentially become a major problem with a new parking garage. I also think that the university should take in less transfer students to make room for more incoming freshman instead. I also think that athletics should continue to be emphasized as it helps make the university relevant to the rest of the country and should continue to be supported by the university.

353 Jan 15 2020 05:48 PM

We clearly need a president who can create a culture of ethics and transparency at our university. Unfortunately, our university has been plagued by a culture of contempt for the law and ethical standards, and this perverse culture has taken roots at the highest levels of the administration. For instance, provost Dooley recently spearheaded an ethics training initiative across campus, yet now she is on administrative leave due to what appears to be unethical behavior. What message does this type of hypocrisy send? We need a president who will lead by example. We need a president who is not part of the culture of contempt and corruption. We need a president who is not afraid to clean house. The scandals at the top of our university are undermining all the hard work everyone at UCF is trying to do. And this needs to stop.

As long as this unethical culture continues to be pervasive across university leadership, everything else we try to do will be in jeopardy.

354 Jan 15 2020 04:40 PM

I have never been more proud to attend any school in my life. UCF has become a second home for me. It has given me so much opportunity, but I can also say because of its size it has pushed me to get things done myself. I have waited for office staff and professors to respond to me but some never do. I've also had employers never respond to my emails or phone calls. This did teach me to be more headstrong and a little more aggressive for what I want for my future, however, I feel that there isn't enough 1-to-1 connection with the office staff and professors to the students. I feel that this can be improved within the next three years for a short term goal. As a long term goal, I feel that student housing needs to be improved. I suffered through troubling issues with my roommates, I reported it and no one seemed to care. I also struggled with getting housing in the first place and once I had it, I was miserable with my living situation. I feel that there needs to be more unique and comfortable living quarters that don't cost students an arm and a leg.

355 Jan 15 2020 03:18 PM

A short term challenge facing the next president will be gaining support and trust from students and staff members. This will require this person to stop doing things to gain the acceptance of those on the outside and start looking inward to do what is best for us. A long term challenge will be influencing a budget in a legal manner that benefits all student and staff, not just those that fall into a specific category. As much as the upper level employees of this university want to believe it, student satisfaction is poor unless you are an athlete, engineer, or profit sharing researcher.

356 Jan 15 2020 01:39 PM

Short-term: we've had lots of new buildings, new programs, and new campuses recently but maintenance and upkeep are sorely lacking, both day to day (such as sweeping and trash being emptied) and over the lifetime of systems (such as restrooms serving many times the number of people they were designed for and subsequently failing frequently).

Long-term: 1) Tallahassee has a grudge against UCF and it will take time and effort to win them over. 2) I think curtailing growth is going to be harder than anticipated (though it is necessary for sustainability.)

357 Jan 15 2020 12:14 PM

Challenges I have personally seen are of both a short and long-term nature. Examples include continued work to facilities in particular buildings and the availability of professors for extracurricular research.

In my own experience, while the main entrance to the Library is getting an overhaul, the bathrooms of the library are outdated and the drinking water in the Psychology building is clearly not part of the same system as other buildings, it tastes as though it is part of a reclaimed water system. Also, as a student pursuing research, it really feels as though the faculty, at least in the Psychology dept., are being stretched thin. It has been quite difficult networking with professors to discuss undergraduate research opportunities because of the workload they are faced with.

358 Jan 15 2020 11:18 AM UCF is facing a population boom that has already stretched its resources and infrastructure to the bursting point. Transportation, housing, and competition for classes is at an all time high, and the old systems for managing these problems as they appeared are not up to the task of adjusting. Transportation, specifically parking, is of particular concern. The shuttles to other campuses and outlying neighborhoods are notoriously late, infrequent, and of questionable safety. This forces many students not within walking distance to commute to campus by car, and at the very least main campus is not remotely up to the task of providing parking for its student body.

359 Jan 15 2020 08:41 AM Financial issues are short term, jump through the trustees' hoops and get the legislative monkey off our back.

Access and Excellence are long term and issues that are not only legacy but destiny.

360 Jan 15 2020 08:34 AM Short term- lack of trust with the faculty and building a real partnership for good governance.
Long-term- rebuilding the damaged reputation of the university at the state level, fighting for our funding to support the planned expansions, and working with the provost and faculty to ensure that we can fully support the rapid expansions of both teaching capacity and research plans.

361 Jan 15 2020 07:38 AM

Short term, there is the issue of making sure whoever is the next president brings integrity back to the office. As much as we love Hitt for the contributions he made, he was to blame the same as Whittaker. As UCF seeks to boost its reputation and become a household name, we'll be under increased scrutiny. On that note, I'd recommend an outsider; someone without any connection to the scandal. Long term, there's the issue of smart growth. The student population has boomed in recent years, though perhaps faster than the university can keep up with. Parking is often a struggle, especially mid day. On campus housing options are limited and nearby apartments are expensive. Our classroom utilization is some of the highest in the state, if not the highest. We're behind on the student to faculty ratio. UCF's next president needs to make sure that continued growth isn't for growth's sake, but can provide a benefit to the university and the community. These provide the opportunity to show that UCF can play with the "big boys" and is better than just a state school that people attend because it's inexpensive.

362 Jan 15 2020 06:45 AM Short term, cutting costs that are not pertaining to education. While also funding essential systems, such as transportation. The shuttle system has gone far downhill ever since the paid transit services like Lime or Spin came on campus, many are starting to notice the timing being too coincidental.

Long Term there is a clear trend that is sending this school to the wayside. Students are still paying \$100+ to park in a grass field far from the main campus, this is incredibly embarrassing. Yet school donors have funded a Lazy River for an incredibly small portion of athletic students and ticket holders.

363 Jan 15 2020 06:06 AM Short term: Create the necessary governance and processes to ensure transparency and accountability across the university. Restore confidence in university leadership - something Thad has done well in the interim.

Long term: Focus on growing UCF's research investments and include research as part of the university's strategy to increase prominence. Grow investments in partnerships and to ensure UCF is seen as a leader in producing graduates ready for the STEM workforce. More focus should be given towards creating partnerships that offer hands-on learning and internships within Central Florida to create a feedback loop of investment in our students.

364 Jan 14 2020 04:44 PM Sustainability! Reduce the campus waste.

365 Jan 14 2020 04:42 PM Challenges

Establishing his/her own vision for a large and dynamic campus
Earning the trust with UCF faculty, staff and students
Funding student success programs and key initiatives

Opportunities

Creating new opportunities to meet UCF's strategic plan and goals
Creating a comprehensive assessment and evaluation program
Diversity, Equity, and Inclusion training should be mandatory for senior leadership, supervisors, faculty, and staff.

366 Jan 14 2020 02:16 PM Immediate: Re-establishment of trust with FSUS BoG and legislature; Smooth completion/continuation of campus expansion; new CIO

Long-term:

Establishment of better/more relationships with businesses in the downtown area (for the downtown campus);
Next capital campaign for UCF Foundation;
Enhanced support for IT tools and systems;
Designing and maintaining curricula to deliver well-equipped graduates into the 21st century and beyond (I personally would like to see an additional professional degree, such as law, offered;
Advancement to FSUS Preeminent University status

367 Jan 14 2020 01:28 PM

Short-term and long-term, a singular problem (challenge) remains--lack of racial diversity among faculty--tenure-track, especially. The national average is 6% and UCF's percentage is 4%. This is not acceptable in the state of Florida in a metropolitan community that is Orlando. UCF needs to do much better recruiting and then retaining faculty of color in tenure-track lines. Our students deserve better. I have been teaching at UCF for 20 years.

A short-term challenge (also long-term) would be getting transfer students better prepared for UCF--some bring a vigorous background and work ethic; others don't have enough practice with upper level expectations.

Finally, both short-term and long-term, UCF needs to establish itself as a hub of Latinx Research--to that end, expanding the Latin American Studies Program to include Caribbean (Francophone, Anglophone and Hispanophone), and Latinx (US based Latino/a Studies) is crucial. A cluster hire of at least one senior tenured specialist and two or more tenure-earning specialist (different subject/content areas) would be essential. The expansion of the LAS Program would be able to attract students from Global UCF as well as students from all Mexico, Central America, Latin American and the Caribbean, especially Puerto Ricans migrating from the island.

368 Jan 14 2020 01:27 PM

Trust, trust, and trust. This includes the trust of stakeholders within and beyond our community. Specifically, the inability to move contracts of any type through legal is continuing to burn trust on all sides. It is motivating large companies only miles from our campus to work with out-of-state universities, and motivating our best researchers internally to look for outside options or employment.

- 369 Jan 14 2020 01:13 PM SHORT term
Lack of SPACE for research activities for faculty and student engagement.
Lack of Resources to support faculty research, including competent ORC and other support staff for pre/post award management.
LONG term
same things - lack of resources for research
Competitive sabbaticals
REPEATING collective bargaining gains when returning to the table for a new contract. Maternal leave was agreed, next bargaining session it is threatened to be removed, rather than just considering new concerns to improve quality of education by supporting faculty.
- 370 Jan 14 2020 01:06 PM Manage growth and the budget. UCF has grown unconstrained for many years with a focus mainly on size. Classes are over crowded, infrastructure cannot support, etc.
- 371 Jan 14 2020 12:37 PM A president who serves the students and has the courage to do what is right. In a time where the tenured professor can get away with whatever he likes, and student job security is at an all time low, we need a president who can discipline appropriately and demand excellence from professors that don't seem to take accountability.
- 372 Jan 14 2020 12:22 PM Immediate: Rebuilding the administration's reputation with stakeholders, including those in state government. Bringing a sense of stability and calm to the university after a very turbulent few years.
Long-term: Positioning the university to excel in the future. Perhaps finding ways to stabilize or increase state funding, or identify external revenue sources to increase the quality of our institution.

373 Jan 14 2020 11:54 AM keeping pace with needs of the business community. Preparing students to enter the job market out of college. This is very important in keeping pace with the needs of the business community.

374 Jan 14 2020 11:50 AM 1) Infrastructure to support the large student population

Potential improvements: More teachers and course sections offered, more classrooms to reduce lecture sizes, increased student parking or transit options, number/availability of advisors.

Initiatives like the REAL class format in the COBA are fine to experiment with, but if students continue to express frustrations and dislike with these reduced formats, the department(s) must be willing to explore other options and/or expanded budget.

2) Quality advisors

If quantity cannot be achieved, quality of professors and advisors should be encouraged. Some professors have a track record (surveys, student pass rate) of teaching well, such as Prof. Szumlanski and Prof. Tian Tian. Consider methods to retain top talent as well as teaching-only faculty.

3) Accountability in the Administration

With the misallocation of funds in Trevor Colburn Hall and recent events, administrative accountability is an immediate issue. There may be systemic and cultural pressures due to budgetary issues.

375 Jan 14 2020 11:40 AM In the short term, we need to consider our resources and allocate support as needed. This past year, our faculty has been asked to do more with less. This extends beyond our FTE count to include a lot of committee work to restructure among staffing changes, new procedures, etc..

In addition, our medical school partnered with HCA rather than one of our community partners who have supported our university for 20 years. Both faculty and community members have been bewildered by the choice and there has been a profound impact in our ability to provide educational experiences to our students.

In the long term, our President will be embraced by a diverse and active faculty and student body, strong community support and loyal alumni. We have continued to grow in our research and with the right guidance, we can change the narrative.

376 Jan 14 2020 11:33 AM Addressing the money hungry nature of the university (long term)
Helping the Community of Color at UCF (The 12 member rule at a PWI has put a strain on all minority organizations) (short term)

377 Jan 14 2020 11:30 AM They have to not take bribes, use money unjustly, blame others for their corrupt actions, and then use fear tactics to try to keep people quiet. Also constant turnover is not great either, so I think long term don't hire corporate scum that will get the school in trouble.

378 Jan 14 2020 11:21 AM The new president needs to be able to reinvigorate the leadership team and get them focused on providing a quality education to our students.
The university needs a change agent who can quickly make the necessary changes in administration, academics and community relations that will enable the organization to regain its momentum and restore the reputation of the University.

379 Jan 14 2020 11:03 AM Wow - that is a loaded question.
Based on recent events, I feel bringing the university back to a positive light is extremely important. All the secrets have got to stop. I have lost faith in this university. This is very hard for me to say as both an alumni and an employee. How to bring us back together and provide quality education for our students?
Being the biggest is not the best. Being the best is. Let us fill vacant faculty and staff positions when they retire or leave. They are needed and the quality of our programs is declining due to the hiring of adjuncts or just adding more people in classes because are not able to search for replacement faculty.

380 Jan 14 2020 10:50 AM

The ethics of the University leadership and management are in significant question, whether justified or not.

A wholesale house cleaning seems to already be in process but it should continue until those with ethical decision making problems are removed.

A culture of accountability at the highest levels is lacking. Those committing law violations should be disciplined and moved if necessary.

This cannot be lip service and result in just more training for lower level employees who are not the problem and didn't create the problem. The leadership at VP level and above need in person ethics and regulation training and afterwards when they violate policy and their oath are held accountable.

381 Jan 14 2020 10:40 AM

Short-Term: Unifying UCF under consistent leadership and regaining the trust of employees, students, and state representatives

Long-Term: Financial Transparency

382 Jan 14 2020 10:33 AM

Short term - Priorities. Make sure there is adequate funding for academic programs. We are experiencing one budget cut after another when the University has a huge budget. Ramp down the fear of audits and the chaos it causes in getting things done. Look internally to spend money more wisely. For example, don't allow purchase of costly software that is barely functional when a grad student in Computer Science could have produced something better for peanuts.

Long term - Reduce bureaucracy on the campus including eliminating units that constantly ramp up the level of administrative reporting and fill our email inboxes without serving a useful purpose. There are a number of these units. Also, directly reward faculty engagement with the surrounding community in merit pay/promotions etc.

1. Consider replacing existing administration (i.e. Dr. Elizabeth Klonoff) as they have irreparably damaged relations with faculty (inappropriate decision making to execute cyber compliance and CUI investigations, followed by hired attorneys; no resolution 17 months after the start) and created a hostile work environment for many faculty.
2. Office of Research inability to be responsive to business opportunities due to slow review and contractual/teaming/NDA practices resulting in the loss of hundreds of thousands of dollars if not millions. Need to revise business practices for expediting funding and building relationships in the community.
3. Need to immediately fund efforts to meet the DISA standards for "levels" of cyber compliance or the university will not be eligible for DoD and eventually all federal funding (NSA, NSF, NIH).
4. Address the need for equal treatment of non-tenured faculty and staff, especially when it comes to parental leave, maternity parking spaces, funded sabbaticals for professional development, etc.). Need to provide funding, benefits, and job security that are available for tenured faculty.
5. Address over half a dozen instances of retribution of women faculty returning from maternity leave.
6. Create a monetary incentives program for top performers who bring consistent and high dollar efforts to UCF, as well as highly visible and creditable programs/deliverables.
7. Push to be a leading university offering reformed

384 Jan 14 2020 10:32 AM Short/intermediate:

In a positive way (not defensive) the President will need to repair/rebuild our institutional confidence. That could be done as part of the President's essential (presumed) period of listening to/learning about UCF.

The result of that effort could be shared with the university community (it could be uplifting), with political leaders, with partners (current and potential), and with other thought leaders around the state and nation. I.e. the "listening tour" (listen and learn) would be a priority, and would be structured to try and build evidence and specific artifacts that capture greatness and potential.

Long-term (three to five years):

Challenge of keeping momentum, and actually implementing/realizing our current vision and plans, and turning "big" into "great".

Another challenge would be to build better relationships w/ the state legislature, if possible. I can imagine several mechanisms, but somehow help them understand and appreciate our role more, the economics, the direct and indirect benefits of reputation/stature, futures for our children, etc.

Become a role model for other universities in our culture, our practices, etc.

385 Jan 14 2020 10:29 AM

making ucf a more efficient, less bureaucratic, more one-stop-shop university for students already attending (allowing functional areas to overlap in abilities to help students, standardize 'grey area' policies and procedures, and removing institutional barriers to success for students

386 Jan 14 2020 10:25 AM UCF has become a major presence in undergraduate education. The president should be prepared to take the steps that will bring UCF into the national and international community of major research universities. This means fundraising for the internal structures that support research in every college in order to provide the research needs (library, tech, laboratory, publications, conferences, and sabbaticals) that will attract and retain the best faculty. More than fundraising, the president must be a public advocate for the research of the whole university. He/she must develop long-range plans that promote and support research and implement those plans.

387 Jan 14 2020 10:22 AM The immediate challenge and true necessity is to clean house and eliminate the corrupt and incompetent senior leadership both at the university level and within individual colleges. The more long-term challenge for the next President is to rebuild the public image and respect for the university and transform it into a truly innovative institution. Innovation should not only exist in research labs, the UCF as an academic enterprise should function as an innovative organization.

388 Jan 14 2020 10:21 AM short term - bring back respect to ucf due to recent news that drew negative attention to the ucf

long term - maintaining student excellence and student success. Retention of staff due to lack of raises from failed budgeting and appropriation

389 Jan 14 2020 10:15 AM Ensure UCF processes (HR, financial, travel, research, etc.) run smoothly and have ethical, honest, trustworthy directors leading them.

- 390 Jan 14 2020 10:12 AM --Funding from a state that no longer trusts UCF
--Regaining trust from the state
- Promoting minority and female faculty
- Supporting minority students
- Reducing the size of the administration
- 391 Jan 14 2020 10:10 AM Reputation will be a big challenge in the short and long term. There have been a lot of negative events as of late and turning the perception of UCF back into a trustworthy name is important.
- 392 Jan 14 2020 10:10 AM Managing the transition to have both a Legacy (a.k.a. main) campus and a downtown campus needs a great deal of attention in the short term if the downtown campus is to survive and thrive. As Assistant Director for the Nicholson School of Communication and Media serving as Chair of the Dept of Communication, we cannot sustain the efforts we are making right now to have faculty and courses on both campuses. Although I have tried to explain the issues to appropriate authorities, I have yet to see progress in our efforts here. I would appreciate an opportunity to visit with those that can help us and programs/students succeed moving forward.
- Obviously, the new president will need to have excellent PR skills to help "calm the waters" so-to-speak regarding mishandling of funds, etc. that have tarnished UCF's reputation among stakeholders.
- Secure philanthropic funds to support infrastructure (human and financial resources) to sustain positive innovative research, teaching, and service/engagement issues that will keep UCF in a place of distinction as one of the most innovative universities in the country.

- 393 Jan 14 2020 10:06 AM Administrative issues, due to the high number of students the computer systems and processes can't keep up. This is something that delays enrollments, confuses staff, faculty, and students. By the time that the system goes back to normal the classes have closed so students enroll to classes that may not be in their schedule, and academic advisors and professors are confused. It's a domino situation that has multiple consequences in different directions.
- 394 Jan 14 2020 10:01 AM Addressing public image challenges regarding financing
Placing sustainability (economic, social, and environmental) as a central part of its vision
A focus on increasing prestige and quality of education/research over increasing student numbers
- 395 Jan 14 2020 09:52 AM Funding and growth are major challenges over the long term while space is a major short term challenge. The new president will also face the immediate challenge of re-establishing a working relationship with our legislature and restoring confidence in the Millican Hall leadership. As faculty, I feel like there was a culture in upper admin of cutting corners that pre-dated Whittaker but that he got wrapped up in.

396 Jan 14 2020 09:44 AM Short term: Rebuilding our reputation, getting staff, faculty, and students back to a place where we feel secure in our direction and are working together for a shared goal, addressing some long term concerns from various departments that may have been ignored while there were bigger fires to put out.
Long term: Getting our stand-out professors and students in a national stage for recognition. Creating a more cohesive campus community where staff and faculty have opportunities to meet and have a better understanding of how their role fits within the greater goals and achievements of the university. Mending the dysfunctional relationship with state government officials.

397 Jan 14 2020 09:37 AM It's very important that the next president uphold the First Amendment and not bow to the leftist mob who wish to eliminate free speech.

398 Jan 14 2020 09:34 AM There is a wave of complaints and concerns that seem to be less founded that roil Universities in controversy. I want a president that can stand up to these mobs and not bend to ridiculous demands. That means they have to make good decisions the first time around and have the wherewithal to stand by their convictions.

399 Jan 14 2020 09:34 AM

Challenges:

Short-term: the University's reputation and everything associated with that topic

Long-term: growth of the university - population increase leading to classroom overcrowding

Opportunities:

Short-term: With the Ignite Campaign recently completed, the new president has the opportunity to forge a deep relationship with those whose principal contributions will make a huge difference for UCF going forward

Long-term: Seeing that UCF is a big player in the future of Central Florida and the areas that will make students successful.

400 Jan 14 2020 09:31 AM

First of all (short term), the image of UCF needs to be stabilized within the community and with our stakeholders. As a university, its very difficult to move forward when we have repeated outgoing and influxes in leadership, especially with the suspension of our current provost and the recent ouster of another leader Dr. Coleman. For this reason, President Seymor should remain for now until the admin is stable and we don't keep having these negative leakages to the media about leadership. The community and the stakeholders need to have confidence in us as a university before UCF can really stand effectively and I don't think that we are quite there yet. We can get there, but I think the Board of Trustees should discuss with Pres. Seymor about staying a little longer until things can be stabilized.

Long term (3 to 5 years), we need a president with a very similar vision as Dr. Hitt had in growing this university by leaps and bounds. I think growth of the Health Campus at Lake Nona is important to our community and stakeholders. But also ensuring that all the fields that UCF is involved in such as the arts, sciences, engineering and research, we need a leader to ensure that our Faculty and Students we are on the cutting edge of their respective discipline in regards research and academics, which UCF has always been known for since our founding in 1963. Furthermore, we need a leader that can ensure diversity in all our program and opportunity offerings. This will need to be

401 Jan 14 2020 09:30 AM

Immediately- the president needs to work on the reputation of UCF; things feel like a bit of a mess with the building scandal and now the provost being put on leave. it would be great to have someone who already has a history of effective leadership.

Long-term- there needs to be more oversight/consistency across colleges and departments. I'd like to see a president set up a framework for this. Within my own college, some departments operate completely differently than others and it doesn't make sense. This includes things like teaching load, the pay of the administrative staff, and the culture/social atmosphere. It would be great to have a president prioritize more unity across the campus. The social atmosphere matters more than a lot of leadership give credit

402 Jan 14 2020 09:29 AM

Short-Term: Fix the bureaucratic hurdles that are stopping UCF from growing and becoming a significantly better school (out-dated systems and processes that are making it hard for both students and faculty, often left in place due to the mindset of "It's just always been this way")

Long-Term: Fix the overwhelming population-to-academic-quality, which seems to consistently be declining. As we continue to add more students, we continue to disregard the infrastructure required to actually support the students (RWC is overpopulated, parking is a nightmare, nearby housing and student housing is becoming more and more financially burdening, classes are going more towards online which means lesser quality, etc)

- 403 Jan 14 2020 09:28 AM Someone who can restore the trust and faith of faculty and students at this university. Not only have we had financial improprieties but right now it appears we are playing "gotcha" politics with everyone. We really need to work on our culture and restore this university as a place that is run by faculty for the students.
- 404 Jan 14 2020 09:26 AM Short Term-knowledge of internal operating systems and building trust within current staff/faculty.
Having safeguards in place to ensure adequate staffing levels at new facilities being opened (hospital, downtown campus, Rosen)
- Long Term-connections with outside community.
Additional build out of facilities on all campuses.
- 405 Jan 14 2020 09:26 AM Cleaning up the image of the school and regaining the trust of the students and staff/public community, while at the same time overseeing all the forward progress projects we are undertaking right now. As well as trying to balance all of that with the growth of things such as the athletic department and graduate schools.
- 406 Jan 14 2020 09:23 AM To move forward away from fiscal scandal in he past...
- 407 Jan 14 2020 09:17 AM Immediate: righting the ship; re-establishing our previously strong reputation and getting us in good shape fiscally; identifying out-of-date practices and policies that waste time, energy, and resources (e.g., a "can-do" attitude instead of "but that's how we've always done it" attitude); fixing the many challenges/problems resulting from the Comp and Class Project
- Long-term: capitalizing on strengths of Medical City and Downtown campuses; promoting innovation; establishing ourselves as the premier university in Florida (and beyond)
- 408 Jan 14 2020 09:17 AM Alleviating traffic, more parking

- 409 Jan 14 2020 09:14 AM The Office of Research is in total disarray with the new Huron system, specifically in the post award area. There are no formalized standard operating processes available and the delay in award and account setup is too great. The contracts and general council office are in a tug of war and there seems to be a lack of communication between all the offices in the central offices for research administration. The colleges and departments have had to pick up more tasks without much say so in the matter.
- 410 Jan 14 2020 09:13 AM I would see the short term challenges facing the next president is clearing out those who are currently at the University and are abusing the systems and powers they hold. It is heartbreaking to hear all of this negative news about my Alumni and the creditability to which my degree has been diminished by the actions of those in charge.
- One of the long-term challenges will be to find creative ways to accommodate the rapid growth of not only UCF but the surrounding communities. Traffic and housing affordability and accessibility is becoming a huge problem and deterrent to those who attend the University.
- 411 Jan 14 2020 09:12 AM I see the teacher to student ratio needing to be improved.
- 412 Jan 14 2020 09:10 AM Creating a university with equal resources for all majors.
- 413 Jan 14 2020 09:08 AM Constructing a strong ethical foundation upon which to move forward.

414 Jan 14 2020 08:17 AM

Short term opportunities- Unite the university community and constituents. We have had a stressful year that has affected all of us. Stress our University Goals, Mission, Vision and Creed. Have a strong vision of how UCF plans to get to the next level of excellence and reiterate it. Let everyone know what the plan is and how we will be getting there.

Long term opportunities- Focus on the Downtown Campus and ensure everything that was promised to students is delivered.

415 Jan 14 2020 05:42 AM

Short Term Challenges:

- The culture of UCF is staggeringly terrible. Nepotism, sexism, and racism run rampant, but leaders are so careful and HR so overwhelmed that even the obvious violations go unaddressed. Even if reported, retaliation occurs by way of microaggressions. Sudden changes in work load for the employee, sudden change of treatment of the employee etc. Faculty are protected by their union, and some USPS have union and Staff council. A&P employees are without any recourse or any safe space to discuss their issues. People are terrified to talk to an HR professional or anyone that is supposed to be able to help.
- Inequity of salaries for USPS and A&P staff. There are employees with less years at UCF and lower degrees and lesser job responsibilities making the same, and sometimes more, in salary than those with higher degrees, experience, and years of service. Several of these situations exist where the employee with the lesser education/job responsibility is white and the one with the lesser salary is a person of color.
- Promote, live and breathe transparency. This is a public institution and all records are available to anyone at anytime. The actions of the leaders should emulate that concept.
- Lastly, UCF optics. It is likely that the new president will need to make very loud and visible changes to recover the community's faith in UCF. Equally important is the legislature's confidence in the university so that there will be better opportunities for funding.

- 416 Jan 13 2020 05:51 PM UCF is rising rapidly in STEM fields and has the potential to become a national/global leader with enough research and partnerships with corporate/government partners like Disney, NASA, Siemens, et al. However, with recent administrative issues (see: Provost scandal), the University has to make sure another scandal like this doesn't worsen the university's image.
- 417 Jan 13 2020 05:38 PM The next president needs to focus and making it a community. All the separate campuses make that a challenge to master. I have heard a lot of parents of other college students not want UCF because it is too big. It's size brings opportunities/ but that has to be balanced and maybe not the prime focus. Also quality of what is offered in all areas- especially faculty and advising for students to feel connected to their major and education/ it is the reason they are there. Offering professors that are not just intelligent but can teach- this should all be considered.
- 418 Jan 13 2020 03:52 PM Maintaining and increasing the collaborative nature of UCF across our physical and virtual campuses and with the communities which surround us as well as nationally and internationally.
- Strengthen collaboration among faculty/staff/colleges and other units.
- Thoughtfully grow.
- Expand programs which attract first generation students and support success of students especially those who arrive unprepared for college success.
- Don't forget the essential role of arts and the humanities in our lives.

419 Jan 13 2020 03:51 PM I think being more in tune with the student population and listening/doing things we like to do will be an opportunity for the new President. I think Dale Whitaker did a great job with this because he was at a lot of different events and was happy, fun, and willing to participate in student activities! Also inclusion of more campuses is a challenge. I live at Rosen and I definitely think people should be more inclusive of us.

420 Jan 13 2020 03:33 PM Reputation, reliability, quality within the quantity (large student and teacher base)

421 Jan 13 2020 02:02 PM Ethical behavior - strict rule follower

Focus on transparency and not social justice agendas - leave that to departments and Student Body

Appoint on qualifications and not affirmative action, this hurts those up and coming if they need more experience as well as UCF

Good financial stewardship

Repair our reputation and ethical standards

422 Jan 13 2020 01:35 PM Stabilizing personnel

423 Jan 13 2020 12:56 PM

Immediate:

-Work with faculty, students, alumni, staff, etc.. to develop a strategic plan for UCF that makes sense and can be implemented.

Long Term:

-Limit enrollment (UCF does not have the capability to handle more than 50,000 students)

-Improve the quality of education that students receive (overcrowded classes, part-time teachers, do not help the quality)

-Overhaul the Provost office (UCF needs a highly recognized accomplished scholar to run this office)

-Reorganize the office of Research (UCF should be able to attract a lot more research \$s than it is now)

-Work with the local hospitals to re-organize the college of medicine so that it becomes more research oriented (NIH). On its current path of spending COM will probably bankrupt UCF in 5 to 10 years.

-Work at improving the national ranking of UCF (UCF should be much higher ranked in all national and international rankings than it is now). Most 50-year old universities such as UCF (UC-Irvine, US-San Diego, Illinois-Chicago, etc..) are all ranked way better than UCF.

424 Jan 13 2020 11:59 AM

Get rid of the corruption and implement compliance with heavy penalties.

- 425 Jan 13 2020 11:28 AM I think the new president will have to re-build the confidence of faculty, staff, students, alumni and the Central Florida community after the turmoil of the last few years. He/she will need to show that they support faculty and staff and it's not an adversarial role. Additionally, the campus is very decentralized with each college feeling like it's its own separate entity. This creates challenges from an administrative perspective. It is difficult to ensure compliance with financial rules, contracts and have a unified IT system when the campus operates as many separate units rather than as one cohesive entity.
- 426 Jan 13 2020 11:11 AM Restoring the independence of the University from policial interference from Tallahassee is the only 'challenge' worth discussing.
- 427 Jan 13 2020 10:45 AM Our name has been tarnished by recent events. Our next president needs to undo and repair UCF's reputation.
- 428 Jan 13 2020 10:24 AM The short-term challenges facing the University are rebuilding credibility with the legislature, local leaders, and the community as a whole. Long-term, the University should continue to strive for greater academic excellence. We should strive to meet or exceed the metrics of USF, FSU, and UF.
- 429 Jan 13 2020 10:09 AM Cleaning up the corruption in the upper level administration, heal the moral of the students, faculty and staff. Find an appropriate way to distribute the budget fairly and equitably. Reduce the student population to a reasonable level. Focus on education quality. Foster transparency.
- 430 Jan 13 2020 09:57 AM Short-term: completing in-progress construction and improving the myUCF app
- Long-Term: Parking expansion is a must, as well as continued improvements in our collegian-level sports

- 431 Jan 13 2020 09:50 AM Recent leadership changes at higher levels (short-term and long-term) need to be addressed and stability initiated.
- 432 Jan 13 2020 05:38 AM New focus on education as well as research
- 433 Jan 13 2020 01:30 AM Short-term would be developing facilities that are in SAFE AREAS unlike the downtown campus where the college jumped at an opportunity that placed the students at risk. Immediate would be addressing the traffic and parking issues on the main campus and nearby areas. Long-term would be PLANNING satellite locations that would allow UCF to grow throughout central Florida. The opportunities facing the next President is focusing on UCF's growth management and ensuring the focus is on quality candidates rather than expanding the school as quickly as possible.
- 434 Jan 12 2020 08:05 PM Getting the bookstore to consistently have sufficient textbooks.
- 435 Jan 12 2020 07:32 PM .
- 436 Jan 12 2020 08:37 AM Quality of students need to improve in the area of character and American values.
Freedom of speech is challenged on campus when it comes to non leftist point of view. Instructors are ideologically lacking in point of view.
Maintenance and budget needs to be addressed.

- 437 Jan 10 2020 08:09 AM The biggest challenge for someone coming is the culture and climate they will be facing. We had a long term president that intentional or not created a kind of good 'ol boys club. Anytime anyone has been in a position that long there is always dirty laundry to uncover, I think we have seen that. A new president came in that absolutely didn't know what he was doing. He didn't listen to advisors and he had an elitist attitude toward staff. Many people lost their jobs based off remarks that were made based off his opinion of what kind of person is valuable. Throw in all the controversy from the last year or so with the misappropriation of funds and we now have a reputation that we can do nothing right. Add that all together and you have a hornets nest.
- 438 Jan 10 2020 07:07 AM Short-term: the ability to genuinely receive engagement for activities from the students. Most students are busy and have very little time to add events out of their usual schedule.
- Long-term: the ability to leave a lasting legacy where students will recognize them by name.
- 439 Jan 10 2020 05:16 AM In the short term the president will need to quickly understand the culture that was been in place for decades. In the long term the president will need to create a more honest and open culture that strives to be inclusive.
- 440 Jan 09 2020 02:16 PM Someone less focused on quantity and more focused on student learning outcomes and quality of education. Less worry about trying to be the biggest - try instead to be the best. Someone who doesn't foster complacency, mediocrity, or being bossed around by consumer-minded students.

- 441 Jan 09 2020 12:59 PM Internal and External perceptions. Fixing the perception of UCF externally in regards to the misuse of funds. Fixing the perception of UCF internally in regards to the funding issues (job class and pay).
- 442 Jan 09 2020 10:59 AM I am a student off of the main campus. I am deeply disappointed in the help and resources for students NOT on the main campus. I would like the next President make other locations besides just the main campus important. By the time you chose a president, I'll be gone.
- 443 Jan 09 2020 10:42 AM The short-term challenges and opportunities will be restoring public trust, establishing a new vision and understanding the most immediate needs of the University. The long-term challenges and opportunities involve improving the culture within the administration and addressing funding challenges.
- 444 Jan 09 2020 09:48 AM Challenges: Build a new relationship with the Legislature and establish new trust with state leaders. Try to build on the continued implementation of more ethical behavior all across the university.
- Opportunities: If the new president succeeds in rebuilding the relationship with the Legislature/establishing new trust with state leaders, then there is even more potential for UCF to grow and expand in many ways, in academics, research, community outreach, etc.

445 Jan 09 2020 09:27 AM

The lack of sufficient parking should be addressed; I travel an hour and a half to get to campus and it is beyond frustrating that I have to arrive 1-2 hours earlier than my class or activities to find a parking space. I am a cancer survivor and sometimes have trouble walking but also have limitations in being able to carry my books long distances making this even more frustrating because not all of the parking garages have elevators making my walk to class even more difficult when I have to climb several flights of stairs. There are students who live in nearby housing and drive/park on campus instead of utilizing the buses provided.

Short-term: Consider adding an express bus that only stops at 4 points on campus (Near the following Parking Garages: A, B, D/C, and the student Union). This will allow students who are forced to park in parking garages on the other side of campus to arrive at classes and

446 Jan 09 2020 09:18 AM

In short, everything. The internal culture has been significantly disrupted and external goodwill has been lost.

447 Jan 09 2020 09:09 AM

I think that some of the short and long term challenges and opportunities facing UCF's next president involve understanding how to grow UCF as a competitive school which is appealing and accessible to diverse and both traditional and non-traditional undergraduate and graduate students. The key to this without having to spend money on physically expanding the campus is to expand UCF's online degree program offerings, not just courses, but full online distance learning programs. UCF is deficient in online PhD programs offered. This is especially important for students who have the drive, intelligence, talent, work ethic, and financial means to get a higher education, but who have mobility, accessibility, carer, travel-based-work, time, or distance issues that prevent them from coming to in-person face-to-face courses on a regular basis. If the president does not agree on the many benefits of expanding program offerings online, the president should understand that offering non-traditional accommodations to help non-traditional students access classes on campus should be prioritized in order to continue to grow the university. These accommodations could be evening child care offered for graduate students whose classes are given almost exclusively at night, a change in the schedule of on-campus graduate classes to be offered day or night, a safe UCF-specific mobility-conscious transportation option to get students without access to transportation but whom don't live on-campus to and from the university campus and back, and a campus (for majors

448 Jan 09 2020 09:06 AM

Short Term - Overall stabilization within the university community. Stabilization of administration. Boosting employee morale. Regaining student and employee trust. Re-examine the promotions/demotions established by the recent position reclassification project as this has further deteriorated morale. Establishing an expectation of ethical and transparent behavior at all levels, starting with the administration down. Ensure that hiring processes are fair and transparent across the university, starting with administration down. Addressing ongoing parking issues for staff and students.

Long Term - Rebuilding the University's public image. Re-establish the public opinion of a University with ethical administration and staff. Re-establish public and BOG trust that the university is being a good steward of funds, so that additional funding can be re-secured.

449 Jan 09 2020 08:53 AM

Bringing stability back to the University. It's been a year and a half of upheaval, terminations, good employees leaving, and politics. The university needs a leader who can bring stability back and put good, capable individuals in key positions. There are a number of hurdles to still address in multiple areas across the university and new people can bring in fresh viewpoints and ideas. Longevity should not be a factor in promotions or retention. Long-term I'd like to see little to no growth of the size of the student body but better, more efficient use of the resources available.

450 Jan 09 2020 08:52 AM Main Challenges would be to reinvent the funding model for different units in case of no tuition growth. Also, the funding model should be equitable for the services that different units give. It is unrealistic to think that the social sciences can bring in grants as biophysical disciplines, at the same time, the social science have a wider student base than most biophysical disciplines. Further, all faculty does a similar job, hence differential in pay between units should be re-thought (after all, we all teach similar courses and are required to publish and bring in grants according to the discipline we are in).

Main opportunity: leverage the cluster initiative to increase the ability of UCF to recruit and retain high level research scientist, build new programs and new partnership with the wider Orlando and Florida community

451 Jan 09 2020 08:47 AM Establishing a positive work atmosphere and improving the undergrad graduation rate.

452 Jan 09 2020 08:08 AM Short-term challenges would be to identify areas that need immediate attention. Long-term would be to work administration in changing the culture within those areas.

Short-term would be to build relationships with community. Long-term would be to establish and earn the trust of the community in order to enhance the programs and the necessities of the university.

453 Jan 09 2020 07:50 AM

Accountability within departments. If a faculty member retired four months ago, ensure the websites and contact information are updated. If a student has a problem, don't tell the student five things they should have done differently, just apologize for the trouble they're experiencing and help them. Build a culture where faculty and staff not only do the bare minimum, but go beyond the minimum when time and resources allow.

Students cannot be lost in the shuffle of large numbers. We must instill a culture of true hospitality and care at every level, and that begins at the top. Being one of (if not already, THE) largest schools in the US means absolutely nothing if we do not have the infrastructure to support each student. We cannot tout our academia to prospective students if we do not provide for those currently enrolled.

This cannot be resolved in the short-term, but it can be begun immediately. Results may not occur until the long-term, but that doesn't mean they should be ignored. I'm a proud undergraduate alumna, and a current graduate student. I wouldn't spend my time and money to attend UCF if I didn't believe in it. But I know it can be better.

454 Jan 09 2020 07:44 AM

I truly believe that the most immediate needs are trust building and relationship building with both internal and external constituencies, of course with our national and state folks as well as our regional, local, and all internal stakeholders. In this continuing volatile and uncertain place, it will be critical to have an authentic, respectful, and honest approach to seeking information and an understanding of the complexities of roles, structures, and cultures of this incredible educational ecosystem in order to make decisive, strategic and responsive choices for our present and future. It is my hope that most of the way is cleared and operational structures are in place so not much time has to be spent on infrastructure so that productive and constructive relationships and work can be devoted to our position in this region, state, and SUS. True commitment to equity, inclusion and diversity at all levels is paramount! As a VERY large university ecosystem that compares to the size of some cities, it is critical to address the business systems to be able to support the communication, engagement, and innovative strategies that we are developing. These are immediate needs. Longer term, we need a visionary who can deploy initiatives that take our university to the next level, including accepting who we are as a community of scholars and researchers who can seek the greatest discoveries in making a difference in the world, while also providing access to our region through incredible partnerships with our DirectConnect state college partners and providing high quality education to our region's most diverse and

455 Jan 09 2020 07:13 AM

Informed all employees of salary compensation, benefits and other issues that might affect their positions and performance on the job and change the culture of providing the same low percentage every year. Staff salaries are not in accordance with other universities or the high cost of living in FL. Faculty receives higher percentages and additional raises/bonus.

456 Jan 09 2020 06:45 AM The unchecked growth of UCF. As one of the largest campus by student population, we as a school need to check the growth. Now we don't have enough parking to accommodate the students and staff. Class sizes are growing too large and too few professors. The school must make a decision on whats important academic or athletic.

457 Jan 09 2020 06:41 AM Short Term- Lack of advising accessibility for students. Many students have to wait a month or longer to meet with an advisor to discuss their academic plan due to the lack of advisors relative to the amount of students that needs advising at UCF. This leaves students feeling discouraged academically and frustrated with UCF as a whole. These outcomes do not foster a thriving academic environment, and should be address seriously.

Long Term- integrating communication efforts across the colleges of the university. This is extremely important, as many colleges are so siloed that common process efforts are inconsistent and inter-college communication is lacking. This leaves many students feeling ping-ponged across the university feeling confused about who can help them with their questions/needs. I understand this response is somewhat vague, however, the lack of specificity is intentional because the lack of communication and integration across colleges creates a multitude of issues for students, faculty, and staff.

Overall- I see a huge challenge & opportunity in the following two areas- integration between colleges across the university, and student access to advising personnel.

458 Jan 09 2020 06:27 AM

Faculty compliance. Students at this university do not have a voice. Students are not treated as customers but as subservient individuals. Students pay money to attend this university and yet they spend hours waiting on phone cues to speak to the financial aid department. Recently a graduate advisor emailed me stating I was taking the wrong courses toward my degree and gave me a list of classes to take instead. I had already taken all of those courses and only needed one course for graduation. Student needs are not met. I was recently denied student loans because of errors made by financial aid. I spent many stressful hours dealing with this issue to no resolve. A semester later, my loan institution contacted them regarding my denial and it was suddenly resolved. However, it was too late to receive assistance. My student status was misrepresented and my information was not sent to the clearinghouse. I am an adult learner and yet I have been talked to as if I'm a child by instructors. I never recommend this university to friends or coworkers. The next president has to run UCF as a business and not tolerate rudeness and incompetence by employees. Students should be treated as paying customers. We genuinely pay every salary on that campus.

459 Jan 09 2020 06:18 AM Short term
-Learning the culture of the institution
-Becoming familiar with units and individuals at the university
-Filling some key positions at the university
-Setting up an effective and knowledgeable team for the Office of the President
-Establishing trust and providing some stability after so much turmoil

Long term
-Identifying the direction and vision for the university
-Establishing trust
-Securing funding
-Ensuring continued success and momentum

460 Jan 09 2020 06:09 AM As we continue rapid growth in the area of sponsored awards and research, we need a President with hands-on experience as a funded researcher and possibly as a Vice President for Research in a Research 1 university.

461 Jan 09 2020 06:03 AM The major challenge is to repair the disconnects with partners in the community, the Board of Governors and the state. To not be viewed as one of the preeminent universities in the state is a bummer when the university was doing so well. The new President will have to gather support of faculty and staff at university and work to move our relationships forward. He/She needs to build trust with the internal and external stakeholders, and get us back to preeminence status.

462 Jan 09 2020 05:45 AM

Working with the state (Tallahassee) to not constantly get our hands slapped. Gaining funding for sorely needed projects, like the performing arts center.

Additionally, if UCF is going to be taken serious on a national level, we need to drastically raise the profile of graduate education. Additional funding for graduate students is desperately needed. We do not need quantity; we need better quality. Attract better faculty and support them with training in order to better mentor students. Put less emphasis on undergrads (we've grown there enough) and raise the profile of research.

463 Jan 09 2020 05:42 AM

The first crucial task the new president must undertake is to restructure the financial administration of the institution and establish transparent processes and lines of decision. There have been a huge number of financial decisions made by previous administrators that nobody is now able to track and explain the respective rationales behind adopting them in the first place, to the point that nobody seems to know now what to do with the result.

Certainly, there are other important tasks the new president should also undertake as high priorities.

One of them is to reconduct the General Counsel attitude towards supervision of research activities. In my point of view, and after 3 years of experience in research support for my college, GC stands as one of our major impediments against an efficient and healthy administration of research at UCF. Basically, they do not understand research, and what is worse, they insist in confrontational attitudes that are clearly undermining of efforts placed by faculty, colleges and the office of research. The new president may want to think about empowering the office of research (provided the undergoing restructuring of that office is successfully completed -an open question at this time), and perhaps transfer some trivial supervision tasks from GC to OR.

Another one that stands as a major impediment against efficient advance on research and education at UCF is

- 464 Jan 09 2020 05:39 AM Short term: Learn the UCF culture and gain people's trust
Long Term: from a staff's perspective, the compensation project is something that is long overdue and we are not even close to get paid what we deserve. We are losing many good employees due to this issue and there is a loss of trust on HR being there from the employee, I've witness this from staff members for years, and now I also hear it from leadership level administrators. The compensation process has not have any transparency on how the process has been done and when people will be compensated as the study recommends.
- 465 Jan 09 2020 05:33 AM Overcoming obstacles caused by our anti-education state legislature; creating a truly transparent HR environment (ours is extremely secretive and difficult to work with); ensuring salaries meet peer institutions' salaries; ending the practice of using OPS for anything other than temporary positions; increasing masters and doctoral programs--did you know we have the 2nd-smallest number of PhD programs among Research I universities in the US? That's embarrassing!
- 466 Jan 09 2020 05:13 AM Overcoming the negative press we received will be a challenge.
- 467 Jan 09 2020 02:53 AM Short-Term: Win
Long-Term: Don't lose
Long-long-term: Change your last name to TRUMP and you'll be president for life XD TRUMP 2020!!!!
- 468 Jan 09 2020 01:44 AM The university struggles to meet the needs of students with disabilities and follow ADA accommodation requirements, and the next President needs to prioritize improving this situation. UCF needs to work harder to retain students with disabilities so they are not forced to drop out due to academic discrimination or failures to accommodate.

469 Jan 08 2020 10:10 PM The biggest problem that the UCF president will face in the short term and long term is an over-emphasis upon political correctness, and too much diversity. One of the biggest problems in the school is too many professors who cannot communicate because they cannot speak English well. And yet some of these professors are in charge of over 1000 students a semester. This is a vast impediment to learning and a hindrance to education. Moreover, the emphasis upon political correctness and accommodating every single ethnic or sexual group means that there is no unity and an overwhelming bureaucracy. This makes the university completely unwieldy. There should be a greater emphasis on reaching out to Floridian students, faculty, and staff, and a sharp quota upon international students, faculty, and staff.

470 Jan 08 2020 09:41 PM I think the caliber of professors needs to improve. As an industrial engineering student many of my professors are graduate students and not necessarily qualified to be teaching upper level courses. Professors with more experience may not only teach better but they also provide invaluable connections for students beginning their career.

471 Jan 08 2020 08:39 PM Practical curriculum that will give students high paying careers so they will get a rectify their return on investment. and prepare students for what life is really like after formal education; personal finances, interpersonal relationships between friends, family, and strangers, personal mental and physical health, and overcoming hardships

472 Jan 08 2020 07:39 PM in the short term, making sure the Game design track is being taught cohesively between professors is a pretty immediate challenge. in the long term, ensuring that students and staff of the major are properly accommodated and effective in their roles by graduation is of a more case by case nature.

473 Jan 08 2020 07:26 PM Funding and over-crowding

474 Jan 08 2020 04:47 PM The short term challenges are the constant frustration to hire more professors especially in the science department in order for students to register for let alone the class but also the labs there is no reason there should be an issue with trying to get into a lab especially if for example a student is looking forward to graduating and cannot because they are unable to get into a lab class.

Although seniority is looked upon unfortunately it does not seem that way as even seniors are struggling to get into a lab classes. Long term challenges is the tuition and looking for professors who don't only know the subject for themselves but can actually teach a class to understand the material.

Everything is becoming more expensive, you never know a students situation so when there are apps that need to be purchased such as Math lab, chemistry codes, clicker, top hat etc. that need to be purchased besides a book it can be frustrating because all the financial aid you had that semester has gone to tuition and books.

475 Jan 08 2020 04:02 PM Modernization of the campus such as bathrooms. Filtering out the non caring professors who make classes harder than what they need to be.

476 Jan 08 2020 03:42 PM living up to Dale Whittaker

477 Jan 08 2020 03:40 PM short term: fight against mediocre leaders. Every thing about ucf experience is very poor and just unsatisfactory: the staff, the services, the professors. It is unbelievable how complacent an academic institution has become. I blame its leaders. Change leadership, quick. Work on this for the short term and long term, period. UCF is the representation of Orlando city as an academic institution and it is sad to see what we represent. Last word, mediocrity. Change it and change it fast.

478 Jan 08 2020 03:09 PM In the short-term, they will need to prove they will be able to last more than a year, as juniors and seniors are going on to having their third President here, and gaining the university's trust overall. If they last, their challenges will be that of the university: we need to reallocate funds to being able to affordability house students, provide them with as much faculty as needed in order to succeed by investing more in teaching assistants, and actively tell the student body how school funds are allocated

479 Jan 08 2020 02:59 PM construction and community building

480 Jan 08 2020 02:52 PM Short term Challenges: Knowledge of university potential, partnering, and keys to stabilization and restoration in order to move forward.

Short term Opportunities: If we get the right person, they will know of the university's potential, partnering, and keys to moving toward stabilization and future growth.

481 Jan 08 2020 02:44 PM Ensure that the push for diversity at UCF doesn't exclude conservatives, Anglos, straight males and females, Christians. That these students and faculty feel safe to state their ideas as much as anyone else. If we simply replace the privileged with a different privileged group, we do not improve our society. There must be real academic freedom. See Heterodox Academy website. Student clubs and activities must applaud diversity in thought as well as culture.

That the push for students to finish and get a degree (offering Basic General Studies?) doesn't lower the value of a UCF bachelor's degree.

Physical safety on campus.

Get a reign on costs to students. Get a reign on the faculty (union) who enrich themselves on the backs of the students and even the adjuncts.

482 Jan 08 2020 02:38 PM short term: evidencing an ethical culture, regaining public (and state governmental) trust, engaging faculty governance.

long term: sustaining faculty engagement and institutional responsibility, competing for "preeminence" against a deck stacked against the institution.

483 Jan 08 2020 02:35 PM What I see as a short term goal is ensuring that the technology and materials provided to the students remain up to date to our modern needs. A long term goal is keeping UCF at our current path of becoming a well known school across the country.

484 Jan 08 2020 02:20 PM Short term:

(1) The administrative side of the university needs considerable attention. This is not about scandal; it is about a neglected infrastructure. We have systems and leaders appropriate for a much smaller, simpler time.

(2) The academic side has weathered the scandal without harm. But the administrative side has become timid. There is a risk that we will lose the university's amazing forward momentum. We must continue to press forward towards prominent as a national research university.

Longer term: We have amazing potential to be a top university. We are a large, competent, and rapidly improving university in a major metropolitan area. We don't have regional competition. Demographics are hurting most universities. We are on an upswing. Continue to take advantage of this, and move towards prominence.

485 Jan 08 2020 02:12 PM Expanding the idea that UCF is not just a place to churn out students and make money but that it's a community dedicated to reaching every student on a personal level to help them build personal and professional connections.

486 Jan 08 2020 02:09 PM Student attendance with the collapse of colleges nationwide over the next decade. This will affect clubs and departments.

487 Jan 08 2020 01:58 PM Short-term challenges:
1. External relations with legislature.
2. Image management with all constituent groups.
Short-term opportunities:
1. Expand and support UCF Downtown as an innovative development.
Long-term challenges:
1. Change the faculty and staff culture of the university to reflect more robustly the diversity of the student population.
2. Engaging a faculty that has felt excluded from the decision-making processes at UCF.
Long-term opportunities:
1. Use size of institution as leverage for increasing external funding.

488 Jan 08 2020 01:58 PM Short term: Issue of perception - UCF is regarded as an undergraduate institution with, at best, good programs. How do we change this perception? How do we become a global University? How do we leverage our strengths of being in Orlando - a world-class tourist destination, next to the space coast, with access to a diverse cosmopolitan community.

Long term: We have a bloated administration that creates a bureaucratic quagmire. Institutional inefficiencies are hidden behind the "need" to stick to loads of regulations and policies. This slows innovation and our responsiveness to serve students. Does a large enrollment necessarily mean a large administrative overhead? How can we run a lean administration while not sacrificing the services we provide to the community?

489 Jan 08 2020 01:53 PM Staff Moral

Overcoming the financial issues of the past along with gaining credibility/trust back.

- 490 Jan 08 2020 01:35 PM Short-term challenges include rebuilding a strong ethical culture without being easily influenced by the historical side of the "the way we've always done things." Long-term challenges include maintaining a culture that is inclusive and ethical, as well as breaking down silos within the university to create a more collaborative learning environment.
- 491 Jan 08 2020 01:33 PM To continue leading UCF into the 21st century, with new academic ideas of excellency in new researching fields and enhance the experience that new students, faculty and staff can have, to contribute to members above mentioned, the Orlando metropolitan area, Central Florida and the whole community.
- 492 Jan 08 2020 01:14 PM For the short-term, I think we need to address transparency and allocation of resources. We also need to address compensation for staff. Although the compensation project began, more work is still needed.

For the long term, we need to address our identity in higher education. We are working to be large, innovative, leading in partnership, maintaining access to the community. I think these are too many to achieve at the same time. I think we need to focus on one and master that. Once we get there, we can add another layer. Staff having increasing workload without increasing compensation. There are less and less resources available, but more and more output is expected.

We also need to work on staff development and rewards. There a many opportunities for faculty (TIP, RIA, Excellence awards.) Many of these are by college. Staff awards are university wide therefore and not as available. Staff do not have opportunities to grow in their positions. Faculty have the P&T process. The only way staff can get a promotion now is by applying for a new job.

- 493 Jan 08 2020 01:14 PM 1. Funding
2. Improving quality and stopping massive growth of student population
- 494 Jan 08 2020 01:11 PM Short term - getting to know the campus and the people throughout the organization in order to understand how all the pieces fit together, identify pieces that can be combined or eliminated if the perception of duplication exists.
- Long term- engaging/sustaining the greater Orlando Metropolitan community collaboration, provide a strategic plan that encompasses stabilization, administrative space for those that work to support the UCF community so that we have central services not dispersed randomly throughout campus in hard to reach locations. Limit student growth, breakdown silos and create a community of caring and support regardless of student/staff/faculty
- 495 Jan 08 2020 01:08 PM UCF has significantly grown over the last 10 years in terms of number of students and faculty. We have been recruiting very talented faculty over the years. What is required now is a strong leadership that would focus on (i) significantly improving the quality of our students that we admit, and (2) providing space and research infrastructure for the talented faculty to succeed. the new leader must also encourage and facilitate collaborative culture within and outside of the university so that UCF can significant impact nationally and internationally. The new leader should also focus on incentives for the retention and recruitment's of quality faculty. This can be done by creating more chaired positions, hiring of star faculty etc. Without such strong leadership and strong vision, we may loose our high quality faculty that we have at UCF now.

- 496 Jan 08 2020 01:07 PM Overcoming the stigma attached to the misappropriation of funds needs to start in the short-term and will inevitably stretch into a long-term action item as well.
- Moreover, finding a stable and trusted individual who is willing and able to serve with long-term consistency is very important for the stability and confidence of the university and its students.
- 497 Jan 08 2020 01:04 PM Short term:Address facilities age and making sure up to code.
- Long term: Smart growth, not growth for the sake of growth.
- 498 Jan 08 2020 01:04 PM Short term: someone who can come in and understand the culture and what exists here. There's a lot embedded here with changes rarely occurring.
- Long term: Someone who can change the culture, have a new direction for UCF while allowing the University to continue to grow, and impacting staff/employees/etc. to stay. There are many in upper management who are awaiting retirement and not willing to change their departments/units, so much remains unchanged.
- 499 Jan 08 2020 12:57 PM I would say the president needs to focus on investing and building existing programs at UCF and increasing faculty pay, which still lags behind that of similar institutions. We also need to find more ways to fund our graduate students. These are both short and long term goals.
- 500 Jan 08 2020 12:52 PM Getting a handle on UCF's growth (stopping it or at least slowing it down) and raising enough funds (from the state and donors) to pay for enough faculty and staff to do a quality job in a sustainable way.

- 501 Jan 08 2020 12:50 PM Return integrity, make the environment more education centric, show greater respect for your faculty through the way you behave in face to face negotiations
- 502 Jan 08 2020 12:49 PM Acquiring and retaining top managerial talent, establishing an ethical culture, addressing conflicting positions from powerful and popular administrators, garnering the respect of the faculty. Rebuild administration and finance. Identify and jettison bad actors.
Addressing the shortage of resources, continued growth of research without sacrificing the quality of advising and educational delivery
- 503 Jan 08 2020 12:47 PM Rebuild confidence in UCF administration with BOG and constituents. To focus on UCF becoming a state Preeminent Research University in Florida. Reassess UCF's growth strategy (quality v quantity) to meet this goal.
UCF needs a President with all the recognized skills as a strong leader that can work well with politicians, administration, faculty, staff and students and the community.
- 504 Jan 08 2020 12:47 PM In the short term it is clear we must reinstate our good name with the various entities that play a role in decision making as it relates to UCF budget requirements and programs. In the long term it is critical that UCF become a school that produces quality graduates. I believe our reputation is greatly influenced by the massive growth that has occurred over past dozen years. If not first; it's great to be the second "largest" but it would be better to be the second "best."
- 505 Jan 08 2020 12:43 PM Make UCF as a major research-oriented University. The President should give much more emphasis on research and scholarly activities.

- 506 Jan 08 2020 12:38 PM Short and long term - Hire more faculty to reduce the instructor to student ratios
Long term - stop the increase in enrollment and focus on UCF achieving preeminence.
- 507 Jan 08 2020 12:37 PM -Maintain or better the formidable level of academic excellence already being realized here at UCF.
-Assembling a knowledgeable team of administrators, advisors, innovators & visionaries.
-Mastering the university's cultural learning curve.
-Cast a vision for the university's future.
- 508 Jan 08 2020 12:35 PM burdensome student debt and the push for free higher education
establishing a billion-dollar (or more) endowment
- 509 Jan 08 2020 12:33 PM Cement our status as an HSI, and show that we are actually doing the concrete things regarding diversity and inclusivity that demonstrate that this is not just a token achievement.

510 Jan 08 2020 12:33 PM

Short Term restore confidence in the leadership of the university

Long Term Dr. Self received both his B.S. and Ph.D. from the University of Florida, and then completed a 5-year Post-doctoral Fellowship at the NIH in the National Heart, Lung and Blood Institute. Bill was appointed as an Assistant Professor in the Department of Molecular Biology and Microbiology in the then Burnett College of Biomedical Sciences in 2003. He was promoted to Associate Professor with tenure in 2009 in the Burnett School of Biomedical Sciences which at that time was one of three units (departments) in the College of Medicine. Over the years Dr. Self was an elected member from his department to the faculty senate, and in 2015 he became its Vice- Chair, and in 2017, the Chair. Concomitantly, he served as a member of the UCF Board of Trustees and became Vice-Chair of the Advisory Council of Faculty Senates to the BOG in 2018. Within the department, Dr. Self was appointed as Associate Director in 2017 whereby he was the key educator, councilor and leader who represented the Director in all matters related to undergraduate education. Bill has been outstanding with his service to the university, college and school.

Bill has taught Microbial Metabolism since he was appointed faculty at UCF. It is a large class (over 150 students) and it receives high marks by the students. He has developed another course and is very involved in STEM activities via the EXCEL and COMPASS programs. Bill has graduated five MS and two doctoral

511 Jan 08 2020 12:27 PM UCF has grown exponentially in the 10 years since I started as a student here and there are many challenges in the short and long term related to that growth that a President would have to face, such as hiring more faculty and staff, building new infrastructure, and maintaining the academic integrity of our degree programs as their class sizes grow larger. A new President would also naturally have to deal with some of the fallout of the recent scandals surrounding funding and not let this inhibit future growth or restructuring. Also in the short term, finding a way to continue to promote diversity and UCF's recent identity as a hispanic serving institution in the current racist political climate is also a challenge.

Some opportunities for the next President would be continuing to take advantage of and expand our recent national recognition on several fronts and to decide what UCF's legacy moving into a new decade would be.

512 Jan 08 2020 12:26 PM The general growth of the Orlando area and the suburbs. Central Florida is exploding with growth population which will in turn mean more students utilizing the DirectConnect option. I feel it is important to service the needs of the student population in Lake and Polk counties. Not all students are seeking online degrees and it's important to keep in mind those students who desire a smaller school setting. I feel the new president should make it a point to visit the UCF Connect center campuses and realize the potential student population that could be reached.

513 Jan 08 2020 12:25 PM I would like to see more support for female faculty. Female faculty make less money compared to their male counterparts with equal amounts of experience. Female faculty are not promoted as frequently as male faculty, particularly females in certain colleges. UCF is not a safe place for female faculty to work without fear of sexual harassment and/or sex-based discrimination. Two of my male colleagues, who WERE FOUND GUILTY by the OIE of sexual harassment and sex-based discrimination of numerous female colleagues, staff, and students, are still employed at UCF. I would like to see the next president address the safety and inequity concerns of female faculty.

514 Jan 08 2020 12:23 PM look through the political conflict both immediate and down the road. Professors teaching subject matter and not expressing politics in their classrooms. Treat these students like adults, not 5 years olds-its not doing these students any favors..

515 Jan 08 2020 12:23 PM Building trust with the state.
Building trust with employees.

516 Jan 08 2020 12:21 PM student overgrowth without increasing the support system
let's think quality vs quantity

517 Jan 08 2020 12:20 PM

Short-term - ensuring that the faculty (including administrative faculty) are on board with the general vision of the president.

Long-term - building on or modifying the existing strategic plan to focus on quality rather than quantity. Establishing connections with academic, community, industry stakeholders. Raising the visibility and academic and research reputation of UCF to ensure that it is a force to change the lives and livelihoods of its students.

518 Jan 08 2020 12:20 PM

Challenges

- Keeping student engagement/ mentorship/ making a connection with online classes
- Hearing historically under-represented voices (e.g., women, racial minorities, LGBTQ), yet not ostracizing the "older white male" and making them feel "less" when empowering others
- We are a very "top heavy" school; there are a LOT of administrators
- Adjunct pay is atrocious (I tried to think of a less biased word... but it is...)

Opportunities

- Making the university "student-centered" across all avenues (e.g., why are the students in the end-zone & behind the backboard at athletic events? this is THEIR school & THEIR team... they should be front & center; see Duke basketball as an example)
- Communication in healthcare is the number one cause of medical errors (the 3rd leading cause of death in the use); with the Colleges of Medicine, Nursing, Social Work, there is a HUGE opportunity to develop a NEW way of communicating/ collaborating/ providing interprofessional care (instead of simply sticking a new hospital doing things the exact same way)

- 519 Jan 08 2020 12:18 PM Short-term: building trust between UCF and state, building trust between up-level administrators and faculty, fixing all budget issue.
Long-term: What is the future of UCF? Will UCF be research active?
- 520 Jan 08 2020 12:16 PM Regaining the respect, confidence and support of the Orlando Hometown Community, especially alumni.

Building partnerships within the community, especially at risk and marginalized communities (including LGBT, senior citizens, racial/cultural minorities, veterans and the physically challenged, to name a few).
- 521 Jan 08 2020 12:14 PM Short-term: increasing faculty hires and salary--faculty are over-worked and underpaid compared to our colleagues elsewhere. Also, increasing adjunct pay--it hasn't changed since I arrived here almost 20 years ago. Getting back in good standing with the legislature

Long-term: focusing on increasing quality, not size. Increasing support for grants and research and teaching. More grad assistantships. Opportunities for faculty to increase their professional development
- 522 Jan 08 2020 12:12 PM Collecting a radical movement in order to challenge the American government and end its tyrannical capitalistic rule.
- 523 Jan 08 2020 12:09 PM 1. Killing the over-emphasis on athletics (especially football) as the university's defining identity.
2. Redeeming the university's reputation for academic quality.
- 524 Jan 08 2020 12:04 PM Quality education for the students.

525 Jan 08 2020 12:03 PM Short term: rebuilding confidence in fiscal transparency and the budget model

Long term: managing state metrics while enhancing opportunities for first generation, nontraditional and first generation students; launching new development campaign; improving faculty:student ratios; increasing global engagement and study abroad participation by students

526 Jan 08 2020 12:03 PM Short Term:
-Better organization and use of already available resources, such as the unused shops that were taken from student clubs and now remain unused I.e. the SAE work garages, ASME building being unusable, etc.
-Machine shops being unavailable to be trained in for student use
-Parking issues and unavailable amounts of dorm space for students
-Shuttle service being dilapidated and always being behind and off schedules
-Spin Scooters not having enough units on campus for the number of people that want to use them at a time, and having restrictions not allowing them down to research road (still on campus)

Long Term:
-The lack of respect given to UCF and our name being directionally based and therefore further looked down upon by other schools
-The school not being as known as others even though our rising status academically and sports based

527 Jan 08 2020 12:02 PM Restoring faith in UCF.

Recruiting strong competent people in UCF's upper management

528 Jan 08 2020 12:01 PM Short Term: the new president will have to rebuild his/her executive team.

Long Term: the new president will have to work on rebuilding the trust of the BOG and of the UCF community. Things are a mess right now in the "trust" department.

529 Jan 08 2020 12:01 PM Re-establishing credibility and trust among the public and importantly with the staff. Saying is not doing. You can talk the talk, but, you must walk the walk. Have some respect for the staff (USPS) that actually do the supportive work. The President should re-think about having the same people in MH that have been there for years. Get new people, you need fresh ideas. As a staff member changing a President and not the VP's is stupid. You just have the same people who went along with the blatant violation of law. You may want to re-think why you have a General Council and Auditing department. Seems like they do not know what they are suppose to do or really don't care. This could have been stopped if people spoke up. What about the BOT? Really, saying they really didn't understand what was going on. Do they not know how to read or ask questions.

Personally, UCF will never have the same kind of trust ever again. You violated the UCF Creed.... Integrity. Too bad MH and BOT don't have that. You can fire who you want, but, 90% of the same people are still here, in fact, some of them got promotions. Really, fire the whole damn bunch.

530 Jan 08 2020 12:01 PM Providing adequate resources for the MYRIAD initiatives the university is supporting/pursuing.

531 Jan 08 2020 12:01 PM One challenge both short term and long term is regaining trust of the UCF community. The issues with fund distribution tarnished the upper administrations reputation and standing. Transparency and confirmation that money is being spent wisely should be a constant goal.

Some opportunities to the next president are the ability to reinvent UCF's reputation. UCF is known for offering high value for the tuition paid, but this could be even more pronounced. Easy to understand distributables could go a long way here showing students how their tuition is spent.

532 Jan 08 2020 12:00 PM SHORT TERM:
re-building our reputation in Florida
building community (faculty, students, staff) confidence in leadership
updating the infrastructure for the MEGA-University we have become

LONG TERM:
determining UCF's course
developing excellence in academic programs

533 Jan 08 2020 11:58 AM Dealing with the legislature.
Regaining the trust and support of faculty, staff and students.
Financial concerns-no raises this year and likely none next year (we are told)-why should I stay here?
Reputation in the academic community. I know many of you don't leave the ivory tower of Millican but we are not well respected in the academic world.
End reliance on marketing and communication and actually hire some academics in the offices of the president and provost.
Eliminating administrators who talk a good game--obviously winning over the BOT--and then accomplishing nothing. Hiring faculty and staff based on skills needed and not to meet some self-imposed standard.
Reigning in constant student growth while maintaining financial stability.
Stop the fake searches where it is known who will be hired long before the search even begins.

534 Jan 08 2020 11:55 AM navigating change into solid future path, financial support/stability, creating compliance culture

535 Jan 08 2020 11:55 AM Short Term:
-Reestablishing credibility with local, state and federal funding agencies
-Establish a competent chain of command

Long Term:
-Increase incoming research
-Reduce the student faculty ratio

536 Jan 08 2020 11:53 AM In the short term and long term, shifting to a new budget model and overall approach since the focus is no longer growth but is now increasing our excellence. There is also the challenge of continuing to repair UCF's relationship with the state legislature in a larger national environment that has become more critical and skeptical of higher education. Finally, UCF needs to continue to make strides in being an inclusive university, where all our students can find their place and be supported, regardless of race, ethnicity, socioeconomic status, gender identity, faith orientation, family background and culture.

537 Jan 08 2020 11:52 AM Raising enough funding to support the working talent at UCF. Being an open transparent leader. making a stronger Football team and all sports into higher classes.

538 Jan 08 2020 11:52 AM I think that a challenge in both the short and long-term will be to balance UCF's rise as a research institution with its focus on undergraduate and graduate education. Coming from an RI school that does not focus nearly enough on undergraduate education, teaching, and community involvement, it is refreshing to be at UCF and see the emphasis placed on these important stakeholders. I would hate to see that change in an effort to become a research school. I think there are many opportunities to focus on diverse, marginalized and underserved populations who deserve a quality education that, in the end, strengthens our community and all of Florida.

539 Jan 08 2020 11:49 AM

Short-term: Regaining trust from financial backers that are hesitant over the spending scandal and more importantly forming new fundraising partnerships with those that don't know that the spending scandal was an isolated incident in the overall good history of the school.

Long-term: Improving infrastructure (instructors, GTA stipends/amount of stipends, etc.) in a fast enough manner to save departments that are flooded with new students (more importantly those that offer classes required by majors outside of their department: e.g. chemistry labs) but are not given appropriate financial or staffing resources to handle the load for the whole university. Any additional funding that is found should be accompanied with direct oversight of department chairs and relevant persons to ensure the money is being well-spent on its intended purposes.

540 Jan 08 2020 11:49 AM Opportunities:

1. We have a great location. Orlando. EVERYONE knows Orlando -- or at least think they do but they have at least heard of the name, so advertising/promoting Orlando as a place to study is not hard to do. You already have a super busy airport here with lots of international and domestic flights.
2. Low tuition. Even with the out of state fees, Florida tuition is still lower than in some other states. Throw in #1 LOCATION, and an extra cost may not seem all that much.
3. International Students. What an underlooked and underappreciated demographic: \$\$\$\$\$. They have \$\$\$\$ or their family would not be trying to send them to study abroad. If you want to increase \$\$\$\$ and international recognition, international students are one good way to go.

Challenges:

With international anything, President Trump's policies have not been helpful. (Not trying to debate politics here, just stating facts.) International students are having a harder time getting visas.

541 Jan 08 2020 11:49 AM New educational environments and areas of study, a decline in students choosing to go to university, and adapting to a shift in ideals of a workforce (work/life balance, flexible schedules, working from home, etc).

542 Jan 08 2020 11:49 AM -Clarity in administrative processes
-More focus in helping current graduate students than taking more students
-Help students succeed after graduation by providing ample job opportunities by inviting companies for on-campus placement

- 543 Jan 08 2020 11:45 AM Reporting Structure, Funding/Budgeting, De-Duplication of services, centralization of activities, etc.
- 544 Jan 08 2020 11:44 AM someone who promotes diversity among the faculty population, and continues to uphold diversity among staff and student bodies
- someone who recognizes faculty who are NOT tenure earning and/or working on research as valuable members of the faculty body
- someone who recognizes the importance of mentoring all ranks of faculty members
- 545 Jan 08 2020 11:43 AM immediate:
- # of students
- size of classes
- instructor /student ratio
- instructors' burnout
long term:
solving the immediate as soon as possible so researchers have time to do research and UCF can become a one-tier university as it aspires to be.
- 546 Jan 08 2020 11:43 AM Short-term: reorganization/decentralization of organizational structure
Long-term: General Counsel overreach; rebuilding University policy and procedures to accommodate for a fast-growing institution
- 547 Jan 08 2020 11:42 AM Upping the quality of UCF. We have so many students but the quality of teaching is terrible

548 Jan 08 2020 11:42 AM The challenges would be streamlining processes and cleaning up inefficiencies. We are severely understaffed and because we don't have the funds to fill those needs, we need to find ways to strategically realign our departments.

Another challenge is the focus on alumni programming. 1/3 of our total alumni are under 32 (and that number keeps growing). If we don't invest in our alumni now, our growth could be limited.

The opportunity is that we have so many untapped alumni. We haven't quite built the culture for alumni to give back, but there is still time.

Lastly, the biggest challenge and opportunity would be establishing trust. It has been a tumultuous year and students, faculty, staff and alumni are worried about UCF's future. We need a president that can unite the campus and bring the positive energy back.

549 Jan 08 2020 11:42 AM Enforcing term limits of Chairs, Deans, Directors. Emphasizing actual student learning, not just research/dollars/growth alone.

550 Jan 08 2020 11:41 AM Parking
Solicitors
Budget management

551 Jan 08 2020 11:41 AM Bring more Hispanic Professors to this University
Bring better provost, vice-provosts, and vice-presidents

Increase Research
Increase Reputation of the University by restricting admissions to top students (freshmen and transfers)

Hire talented Deans

- 552 Jan 08 2020 11:40 AM Short Term:
Opp - Growing football program
Chall - Political tension and diversity
- Long Term:
Opp - Growth of technology and E-Learning
Chall - Managing growth and success at such a large university
- 553 Jan 08 2020 11:40 AM Making sure free speech (all serious viewpoints) are fairly represented on campus. No one ideology should act as a litmus test for all others, so the next president must make sure that a puritanical leftist ideology is held in check among educators. Critical thinking must outweigh any political agenda.
- 554 Jan 08 2020 11:40 AM Long term goal will need to address accessibility issues for online students, especially those online students who take course due to their disabilities.
- Short term goal: educate teachers that disabled students that take online classes really can have accommodations for "group" projects and that course attendance does not just apply to in person classes, but also online classes as well.
- 555 Jan 08 2020 11:39 AM Short Term-Budget issues, troubles with Trevor Colborn Hall, new building issues.
Long Term-raises for faculty, improving quality of education.
- 556 Jan 08 2020 11:38 AM Need to focus on the teaching mission of the University and refocus our energies to be less on research. Athletics success is also a major necessity to build our university brand. This is a MUST.
- 557 Jan 08 2020 11:36 AM Someone who can work with all of UCF's campuses and oversees all deans, especially the medical school and Dean German. Her ineffective work has significantly impacted UCF medical students who feel they've been put at a disadvantage due to Dean German's unchecked work.

558 Jan 08 2020 11:36 AM Immediate

1. Resources, resources, resources (money, etc.)
2. New buildings
3. More staff for all departments
4. Clinical (not just research faculty) to support teaching needs
5. Promotion of mid-career faculty
6. Increased use of technologies

Long-term
Same as immediate

559 Dec 21 2019 11:35 AM The short term challenges and opportunities will define the next president. They will inherit initiatives they might not support but will be required to execute.

Long term its important to partner with industry and the government to develop job opportunities for graduates. Turning UCF into a cyber center for excellence will help graduates obtain jobs due to the quality of their education. In addition government agencies and private business can provide scholarships to students that agree to work there after graduation. This can reduce the overall cost of education to these students but also allows financial aid money to be directed to other students. UCF is located centrally to several headquarters military bases as well in Tamps and Miami we should look at expanding internship opportunities as well as the ROTC programs

560 Dec 21 2019 11:12 AM

Immediate challenges are following through and finishing current short term and long term projects that are about to finish. also the university has grown a lot recently we need to ensure the quality of students we are graduating so UCF's reputation for quality education does not diminish to a "university of phoenix" like one.

Long term challenges will be to either continue current long term projects that have started to work to redirect them.

Short term opportunities are to advance the standing and # of graduates in the health sciences fields (e.g. MDs, nurses)

Long term opportunities are enhance the down town campus to increase access to education. Also to increase # of graduates in the MD program which would help the physician shortages in florida. The medical school could implement a rural medicine program which would not be a substantial cost to implement and run it off cycle form the current traditional program

561 Dec 19 2019 10:08 AM UCF enjoyed a couple decades of truly competent leadership at the top, by which UCF escaped many of the growing pains and problems that would normally beset a university of its age and rate of growth. Now it has suffered a season of administrative incompetence, and much of its success feels cosmetic. UCF now looks and feels more like a university that has, in reality, been in operation for little more than 50 years and has a long way to go to get its act together. The immediate challenge-and-opportunity for the university's next president is to restore UCF to a firm footing with a unifying vision for its activities and its reputation. We've been variously branded as a "metropolitan" university, a "partnership" university with "global" aspirations, and "Orlando's hometown university." What are we? The longer-term challenge-and-opportunity follows on directly from this: tame the proliferation of peripheral offices (e.g. Office of Student Involvement, Campus Activities Board, UCF Global) that do not directly, clearly serve the university's academic mission; ensure that these offices and similar entities support the university's academic endeavors; get them in line. There is a wealth of resources, but students are falling between the cracks -- students are lost amid a welter of offices and services and duplicated efforts and often-outdated acronyms. And there is a real sense of disconnect between curricular, co-curricular, and research/creative endeavors. A prime example of this is how UCF's internationalization efforts are fragmented among several entities with very little genuine

562 Dec 19 2019 09:38 AM Short term: creating an atmosphere for organizational integration and transparency to operational efficiencies.

Long term: create opportunities for diverse international staff members to be part of the university system on the long term with regards to immigration (UCF Global and UCF HR) .

563 Dec 18 2019 12:43 PM Short-term Opportunity (immediate) -- continued enrollment growth with DirectConnect to UCF and new and developing partnerships.
Long-term Opportunity (three to five years) -- A demographic population of Millennials and Post-Millennials that will drive change.

Opportunity for Growth, scale and resources to support future changes.

564 Dec 16 2019 08:00 AM Finances are a mess. Need a proper budget model and ERP.
Our growth has been a Ponzi scheme. We need a way to wind down to manageable level without going broke.

565 Dec 13 2019 06:12 AM Short term - Ensuring that UCF continues to make an impact on the economic stability of the region through innovative academic programs such as the Data Analytics program. I would be interested in a Data Analytics certificate program to help me advance in my profession.

Short term Maintain strong community partnerships/alliances with business, education, nonprofit and public agencies.

Long-term - prepare students for the future.

566 Dec 11 2019 03:30 PM Hiring and retaining as well as expanding the number of qualified staff that run the operations of this campus and maintain compliance with the State statutes and the rules/guidelines that must be followed. Recognizing that faculty are gifted in their area of study and should not be placed in positions/responsibilities they do not have experience in as well as following through with hiring qualified people in the identified problem areas. Developing and supporting a communications network between admin, staff, and faculty that identifies/documents the legwork needed to achieve the goals set out in the strategic plan and then take action on their findings, parking needs (including motorcycles), ability to cultivate additional revenue sources for campus.

567 Dec 11 2019 12:24 AM Immediate:
- restoring trust with FL legislature
- restoring key leadership at UCF upper administration
- balance budget
- talent acquisition and faculty retention
Long- term:
- double amount of external funding awards
- increase entrepreneurial role and start-up creation in regional economy
- hone research mission while maintaining high standards in teaching innovation and affordable education

568 Dec 09 2019 12:50 PM Short Term

The paramount immediate challenge is actually the future. With more and more students becoming discouraged with the traditional route and burden of student loan debt along with the simultaneous growth of non traditional routes offering successful opportunities, UCF and its President will be faced with the challenge of how to stay relevant. Not only is the academic and economic world changing, an even greater importance of climate change awaits every creature that hopes to live into the future. Talking about changing and fostering a growth mindset is not and will not be enough. UCF needs a President who cares enough to immediately step in as a bold leader of the university and beyond to exemplify what needs to be done at any cost.

Long Term

- Take action. Show that UCF does see the immediate challenges and opportunities and is going to address them rather than flush students into an ever changing society.

569 Dec 09 2019 12:47 PM

Short Term Goals

- 1) Create a focus for the university- we should know the direction the university is headed in and work towards moving in that direction
- 2) Gain knowledge and an understanding of UCF; the culture and populations served & begin round tables with staff, students, and faculty to better understand the needs of these individuals & what they are looking for in the president
- 3) Seek to boost staff moral in an effort to retain staff & be transparent with these individuals

Long Term Goals

- 1) Assist the provost with improving academic advising ratios
- 2) Seek to improve HR policies and procedures including hiring practices (i.e. the time it takes to interview, select, hire, and start) and issues with retirement such as the FICA Alternative Plan for OPS employees

570 Dec 06 2019 06:59 AM Both the immediate and long-term difficulties will be regarding the education UCF provides to its students. In the past three years, I have definitely seen the quality of my education and those of my peers dwindle down. We are an ever growing school and just like we are investing in new buildings to keep up with growing number students we also need to focus on the QUALITY of education. What does it matter that we are the largest school in the nation with an undefeated team if we don't have the education proficiency to back it up? We need to invest in our professors, and the tools they needs to TEACH; in our grad students so that rather than worrying about what they are going to eat, they can focus on the research they came here to do. We need to invest in our counselors so that undergrad students don't feel resentment towards their departments (particularly in the STEM majors). Students shouldn't have to be complacent with their education in an institution that is meant to champion their drive and ambition. All in all, the biggest challenge will be to bring UCF's quality up to par with its quantity!

571 Dec 05 2019 01:20 PM Short term - Re-establishing trust due to the redirection of funds to a use other than originally intended use; building

Long-term - keeping UCF top of mind throughout the region, especially outlying areas due to reduction in funds to support community efforts.

Keeping up with changing curriculum to meet demands of changing workforce needs.

572 Dec 04 2019 10:38 AM A broken system due to almost exclusively internal hires for years

- 573 Dec 04 2019 10:24 AM The biggest challenge is getting UCF out from under the cloud of the Colbourn Hall financial scandal and on solid financial footing. Next, the president will have to transition UCF from an era of huge growth to more tempered growth, including building the infrastructure that currently lags the size of the university. Finally, the President needs to continue to support and build the university's research enterprise. We have made progress, but there is much more to be done.
- 574 Dec 04 2019 08:11 AM Outside of the Colleges, every system, support unit, policy or procedure at this University is broken. The University's Central Administration is an incompetent mess. (To be fair, this is an improvement over the previous 15-20 years when it was a corrupt, incompetent mess.) Our lack of basic managerial and administrative talent in ANY senior administrative position is inconceivable for a major public university. As examples, the UCF Foundation and Athletic Foundation - although not technically/legally part of UCF per se - are both corrupt clown shows. We masquerade as a research intensive university when in fact we are just a giant, mediocre Community College (with a few small pockets of talented exceptions). Faculty and staff morale are at rock-bottom levels after 20 years of being lied to about the University's budget, and receiving annual salary increases far below inflation (in years when any increase is received at all).
- 575 Dec 04 2019 07:50 AM I think they should be more organized with the calendar passing the information needed in advance to the students
- 576 Dec 04 2019 07:00 AM short term, rehabilitation of our reputation in and outside the state legislature. Long term, make UCF a place people want to be through that reputation, but also valuing the work that people do here.

577 Dec 04 2019 06:47 AM

Short-term:

1. Work to make ammends with the state. Our funding has been cut. If this persists we will lose quality faculty and the remaining faculty will be stretched even thinner.

2. Ensure at least salary increases to keep pace with inflation.

Long-term:

1. Education is changing. How will the new President lead us to best match what we have as an institution to what can work going forward? It seems that much of the learning in K-12 in FL is migrating to Kahn-Academy self-learning style structure. How can we best serve students in this changing environment?

2. How can we thrive as a research institution? How will the new President work to make it easier to conduct research? Access to outside & in house funding, more sabbaticals, revamp general council office

3. What steps will be taken so we increase the diversity of the faculty?

578 Dec 04 2019 06:14 AM

I believe that investing in more diversity and inclusion initiatives is both a short-term and long-term opportunity facing the next President. I have had conversations with multiple individuals across campus and everyone states that our administration is not reflective of our diverse body of students, faculty and staff. Additionally, there is a clear split between the status of staff and faculty that needs to be acknowledged and changed. Staff do not feel as valued as faculty and I would hope that the next President seeks to do something about this.

- 579 Dec 04 2019 06:05 AM As an almost 20 year employee (staff) our pay especially Police need to be up to par with our counterparts. I am still not topped out in my rank as a supervisor since 2004. Some how we were left out of the pay compensation chart and now has us even farther behind.
- 580 Dec 04 2019 05:42 AM The reputation after the TCH building situation will take some time to get proper funding again.
- 581 Dec 04 2019 05:39 AM
- Student to teacher ratio
 - State funding
 - Internal research resources, including space and technical staff
 - academic excellence
- 582 Dec 03 2019 10:31 PM Translating the growth of the university into a stronger educational system that can provide for its students better and help with their experience and help the school rise in rankings
- 583 Dec 03 2019 04:21 PM The next 5 years will include the challenge of building equity and respect from legislators across the state. UCF needs to define itself as the large metropolitan university we have become. There are few universities of this size in the nation, so it's a unique challenge. Partnership university was always a good mission. We need to not ignore industries and communities, which legislators wish to please as well.
- 584 Dec 03 2019 03:29 PM
- Short-term: Get a handle on the budget so that colleges and departments can make informed decisions.
- Long-term: Build infrastructure that is supportive of a school of this magnitude including the documentation of policies and procedures and updating of key systems.

585 Dec 03 2019 03:29 PM Short-term challenges--managing the university budget needs to make up for all the funds being shifted during the scandal, raising faculty and staff morale, being introduced to a variety of internal and external stakeholders and making them feel comfortable and confident of the selection for our next president

Long-term challenges - maintaining faculty and staff morale, managing the university budget needs, ensuring that our position in the community is on solid ground and Medical City is prospering, and our relationships with the local healthcare industry is improved.

586 Dec 03 2019 03:06 PM I will not characterize the following issues as either short term, intermediate or long-term as I do not believe that that terminology is proper in this context; but rather, these are pressing concerns that any new president should seriously consider.

Face the challenge presented by the current high student to faculty ratio and find ways to reduce the ratio to a value closer to national norms. This is a key element in realizing many of the goals of UCF and will be a hard task for any new president to face. Achieving many other goals at UCF will be easier if this issue is properly addressed.

A second problem is to address the pressing issue of space. Buildings in the continued state of deferred maintenance are losing their ability to be properly operated. A much slower rate of building on campus has put space at a premium, even as the quality of that space is deteriorating.

587 Dec 03 2019 02:47 PM

Short term: promote the university as THE university of central Florida, find the donors and foundations with the deep pockets and bring home the bacon to UCF! Develop the downtown, medical, hospitality campuses and establish something at the Space Coast and the Gulf. Let's own Central Florida!

Long term: move us to the 21st century, disrupting traditional teaching and learning, increasing hybrid courses and using course capture in every class so learning can occur when learners want to learn not a 1pm, when faculty wants to teach... Develop workforce in-demand programs and degrees that transcend academic silos with degree tracks and modular training, certificate and degree courses...

588 Dec 03 2019 01:22 PM

UCF is in an interesting position. Unrestrained growth over the last decade-plus has created an enormous amount of pressure on traditional academic practices and norms. For example, the emphasis on sustaining enrollment growth contributes to dilution of academic standards in admissions, coursework, and degree matriculation. Metrics for these standards include MANY programs with low admissions requirements, huge student-to-faculty ratios, and overreliance on online education modalities. Importantly, these issues affect BOTH the undergraduate- and graduate-level processes at UCF.

The immediate goals should be to support faculty and existing students to the greatest extent possible. Involve faculty in more meaningful governance. Ramp up tenure-track hiring. Impose reasonable caps on enrollment growth. Long-term goals need to include a strategic plan that returns UCF to the fundamental tenets of academic existence: research, teaching, and service. Rather than chasing flashy objectives that lack substance and intentionally disregard the wishes of key stakeholders (e.g., UCF Downtown), the next President needs to make sound choices based on input from constituencies.

589 Dec 03 2019 01:22 PM

Short-term: Continuing to build trust and repair any lingering public relations challenges -- both external and internal.

Longer-term: Continuing to maintain/expand UCF's tradition of providing opportunity with excellence, especially in balancing first-time-in-college with Direct Connect/transfer students. UCF needs to continue to be a place of opportunity for first generation and underrepresented students while at the same time continuing to build on the reputation for academic excellence. Continuing to balance research and teaching and especially to reduce class sizes where appropriate. Continuing resource challenges and newly emerging demographic challenges.

590 Dec 02 2019 08:23 PM UCF is a great institution but in the short term their biggest challenge is to find someone who has a strong leadership background and business acumen to lead UCF into the long term. The next president will inherit initiatives that preceded them (a challenge) but will need to see them through which is an opportunity if they can build on current initiatives and make them even better.

UCF needs to move forward from the financial issues a few years ago and I believe the future president will be under extra scrutiny (a challenge because it adds additional work to demonstrate competency.) The opportunity is to win over the institution's community members, the student body, and the local community.

Also long term; opportunity. enhance veterans programs on campus! They are good but we should make them great; our service members and their families deserve this.

Opportunity (long term) increase medical school class size and class size for other health science programs to help with the physician but also ancillary medical staff shortages both in Florida and across the nation.

591 Dec 02 2019 01:53 PM We are clearly headed toward being an R1 university, which is great, so the next President will need to make sure that comes to fruition. This isn't just a matter of getting faculty to have more grants and encouraging programs to have more grad students. There has to be sufficient support for faculty from the university for them to do it. UCF has done a great job of attracting wonderful faculty, so let's make sure that we keep them by making it easier to do what they do best. I know that there has been a lot of progress in this regard, which is really, really good, but we got to make sure we keep moving in that direction.

592 Dec 02 2019 01:44 PM

The immediate challenges are the low quality of instruction caused by too many students per class, inadequate and insufficient classroom and teaching laboratory space, and the small number of faculty. In addition, research space and even faculty and staff office space are lacking. This is keeping us from developing better research and graduate programs and attracting more external funding. There is also too much of a top-down attitude, where faculty participation and opinion are not welcome or not taken into account seriously.

The long-term challenge will be to retain our top faculty. We hired a couple hundred new faculty in recent years, and most are doing well and becoming very marketable. Yet, space infrastructure is lacking, including staff support, space, and technical support. If we manage to keep these faculty happy and productive, we will show to others that this is a serious place where one can develop a successful career and be a player at the national level. So, the challenge can become an opportunity.

593 Dec 02 2019 01:37 PM

Short-term and long-term:

1. Enhancing research capabilities of the university: research in STEM is being considered to be the most important driver for education for the 21st century
2. Increasing partnerships: breakdown the administrative redtape to encourage faculty to interface with industry in STEM.
3. Reducing administrative staff that is not involved in research. There seems have been a huge explosion in administrative staff compared to faculty. This should be reduced.
4. Enhancing the quality of education by attracting the top of the line researcher/educators to the university.

594 Dec 02 2019 01:09 PM

In the short term a big issue is going to be the impression of the university... there are some issues with credibility, the scandal over the funds for the building, and an increased level of cheating observed that need to be rectified.

For the long-term, the university needs to improve its rankings in both teaching and research. There needs to be more funds and support for professors to be able to pull in larger and more prestigious grants.

595 Dec 02 2019 12:50 PM

1) Growth as a research-intensive institution - UCF has hired a large number of junior faculty over the last 5 years, many of whom have been very successful in obtaining external funding and establishing research groups that stretch the boundaries of what UCF has had in the past. However, the research infrastructure has lagged behind this growth. When I talk to my colleagues at other institutions (even peer institutions), I find that they have more and better resources available to them (e.g., automatic pre-award funding for grants recommended for award and internal funding for equipment). One of the major challenges that the next President will face is retaining the high-quality junior faculty that the university has attracted. In recent years, the Office of Research and College of Graduate Studies have initiated several programs which are helpful (e.g., postdoctoral funding and new internal funding initiatives), but they don't put us on par with the resources of peer institutions.

2) Improvement of reputation as a reserach institution - In order for the perception of UCF as a mid-tier (or worse - unknown) institution to change, we need to do more to attract prominent researchers to campus. The main ways to do this are to host public lectures and conferences. In 2021, UCF will host the 2021 edition of the International Conference on Attosecond Physics, which is the most prestigious conference in attosecond laser science (a recent area of focus for junior faculty hires). Many prominent scientists from around the world

596 Dec 02 2019 10:46 AM The next President needs to be a high-character, high-integrity person who can win back the lost trust of state leaders and community members. He/She should have a proven track record of restoring broken situations and have a solid plan for revitalizing community perceptions. In the three to five year range, the challenge will be managing/limiting growth while maintaining/growing academic excellence. Part of that must also include leveraging the downtown campus with the business community.

597 Dec 02 2019 06:35 AM Short-Term: Get a comprehensive handle on our finances and what needs to be repaired in order to deliver a robust curriculum

Long-Term: A leader who understands the past, can focus on stabilizing and cleaning up main campus and knows where the growth will be, which is Medical Affairs and Research.

598 Dec 02 2019 05:30 AM Reaching steady state and control admission in selected disciplines like Engineering. This will facilitate attaining excellence in these disciplines.

Recognize your retired faculty and staff.

Draw on your Alumni and seek their feedback

599 Dec 01 2019 03:01 PM A President who is honest with faculty and help faculty earn with justice whatever they work for.

The President must clean the administrative site. How faculty must have degrees from top universities... but we have a vice president with degrees from the University of Phoenix.

UCF is a Hispanic Institution without Hispanic Professionals in top positions.

600 Dec 01 2019 01:11 PM The need for stronger faculty in core graduate courses in the College of Education. These are professors who teach online courses poorly, and are not available enough to meet the needs of their students. Training in instructional design and eLearning delivery need to be enhanced for these professors.

Long term challenges are integrating into the Orlando community while still maintaining a strong faculty to student connection.

601 Nov 29 2019 06:37 AM Both short- and long-term: transparency, trust, integrity and being more student-centric to help erase the reputation the school's leadership has developed after the scandals.

602 Nov 27 2019 05:39 PM Both a short term and long term challenge is to keep the cost of high education down and not let it increase dramatically causing increasing student debt.

An opportunity would be to create more partnerships with businesses in critical skill areas to create additional scholarship opportunities or other funding avenues to keep tuition down.

603 Nov 27 2019 11:14 AM
Lack of respect for faculty and staff by administrators
Lack of trust towards administrators
Low salaries of faculty and staff
Lack of vision

604 Nov 27 2019 09:47 AM Short Term is the challenges of taking over already existing projects/initiatives that are already in progress and the future president is simply in the execution phase with limited ability to influence or make changes. Opportunities short term would be to continue UCF's innovation and enhance currently partnerships/collaborations with Industry/Business and the government.

Long Term - it would be to continue to further develop these partnerships/collaborations.

605 Nov 26 2019 12:02 PM Short-term:

1. Faculty recruitment and retention, especially underrepresented ethnic/minority and women faculty;
2. faculty morale and salary compression;
3. managing UCF's image after the scandal;
4. Demonstrate open and public support for the faculty union at all levels of engagement.

Long-term:

1. Prioritize campus "family" concerns over Board/corporate/business interests;
2. manage over-growth: pull back from "bigger is better" ideology--reduce class sizes to manageable levels based upon direct feedback from faculty and the recommendations of respective disciplinary (MLA, APA, etc.) organizations;
3. lobby vigorously and publicly in support of the humanities and the arts--reject either/or debates where STEM is pitted against the humanities;
4. Demonstrate a humble, eco-conscious "presence" in the position.

606 Nov 25 2019 05:55 PM Short-term: It is imperative to be a visible presence on campus. The new President should be involved with student groups and visible at athletic events to show the campus community that he/she is not just a "suit." It is also very important to continue to actively build community partnerships.

Long-Term: Guide UCF to achieving preeminence!
Continue to grow our endowment. Continue to grow our national brand and slow down enrollment growth.

607 Nov 25 2019 03:32 PM The challenges and opportunities for the short and long-term are the same in as much as long term has been defined as only 3 to 5 years. In academic life, 3 to 5 years is short.

The challenges are stopping the growth and abolishing a business model for running a university. What business folk do not understand is that a consumer first, quantity first model hinders quality and efficiency. Apart from the obvious problem of packed classrooms and online classes, there is the overarching problem of the constant pressure to "keep the numbers up." This pressure leads to the design of frivolous courses that are tantalizing to students but are without real world substance. It causes other departments to develop the same popular courses to compete numerically with other departments (i.e., overlap) The pressure for numbers also has a chilling effect on rigor. Anytime we propose a policy or practice that would increase standards and quality, such as GPA or GRE requirements, a master's thesis, etc.... it is squashed under the threat of losing students and therefore money to the department. Additionally, there are students who are simply not equipped for college. Like it or not, there are differences in cognitive abilities that can not be made up at this point in a person's educational life. To require that these remedial students (primarily those from Valencia and other state colleges) be accepted without conditions is to reduce the quality of the academic environment. Classroom discussion and

608 Nov 25 2019 02:16 PM Short term: Decide whether quality will continue to be sacrificed to quantity in terms of the student population. Increase faculty & staff support in terms of salaries & benefits. Listen to the voice of the faculty in all colleges. Recognize the differences among colleges and not hold all to the same standards in terms of research output & funding models. Improve communication up & down the organization. Provide opportunities for faculty & staff to review college leadership regularly & take action when problems are apparent. Create a strategic plan that is more than just words on a page.

Long term: See above.

609 Nov 25 2019 02:06 PM More resources for faculty and staff (financial and non-financial incentives); better faculty and staff recognition.

610 Nov 25 2019 01:53 PM UCF faculty are frustrated. The size of our classes continue to grow while our resources to provide the best education to our students continues to shrink. The research expectations continue to increase in order for UCF to achieve pre-eminent status yet the resources available to assist us in conducting the best and most impactful research continues to shrink. The faculty's work life balance is in jeopardy. Further, we are not financially rewarded for our hard work. The University failed to meet a 1.25% raise for faculty on 9/20/19. This scheduled raise was less than the cost of living increase. Faculty are losing their summer classes, which significantly impacts the amount of money they make a year. The immediate challenges include: finding a budget model that works that is not dependent upon an enormous undergraduate population. Include within that model increasing faculty resources and deliver upon those resources. And, to address low salary issues. The long term challenges (3-5 years) include improving the UCF culture. Enhancing the institution's reputation. And, deciding upon a direction of IF we are a teaching institution or a research institution. We CANNOT be both!

611 Nov 25 2019 01:33 PM An interest in faculty support, recognition and development. The University continues to pursue philanthropic and media-worthy initiatives that overlook what faculty must due in response and to continue our annual efforts at teaching, research (much of which generates funding for the University -- not the faculty) and service without any recognition or compensation for increasing cost of living. The fact that faculty must continue to bargain for raises that are less than or equivalent to cost of living increases is ridiculous -- AND it sends a strong message to faculty that they are not important.

- 612 Nov 25 2019 01:31 PM Be transparent and communicative and build trust with all stakeholders: students, faculty, staff, community, government, donors.
- 613 Nov 25 2019 10:15 AM Our next president will need to continue to build back confidence in the university and administration, with the BOG, legislature, and faculty.
- The next president will need to get us back to a more firm financial position, to better use the resources we have and to get more.
- 614 Nov 25 2019 09:43 AM Short term: Quality of education; focus on student success after they graduate; budget focus on primary mission of university (i.e., education and research), not on administration of education and research; amend relation with state government;
- Long term: national reputation for academic excellence; move beyond and/or away from "we are big" with student enrollment;
- 615 Nov 25 2019 09:01 AM SIZE - UCF has reached critical mass, and needs to seek a sustainable level.
- Short-term: Cap UCF enrollment, and reduce classroom sizes.
- Long-term: Spend the next 3 years downsizing, reducing class sizes, and find a sustainable level.
- 616 Nov 25 2019 04:31 AM Politics. Trust. Morale.
- 617 Nov 24 2019 06:39 PM Growth management.
- Ethics seems to be a short-term need. Following through on commitments, making sure money is spent as it is intended, and ensuring others do the same. On a longer term, raising academic standards and improving the academic reputation is an important challenge.

618 Nov 24 2019 05:22 AM faculty morale- many faculty are upset about the uncontrolled growth of UCF and the subsequent workload burden. For faculty, there is no way to provide a quality education for masses of students. Good faculty are leaving or planning to leave due to the superhuman expectations for research, service and teaching. The standards are impossible. UCF has amazing opportunities, but people need to stay long enough to reach them.

It is tiring to be told you have to make due with less. How can we be in such financial dire straights with 68,000 students and no increase in resources and faculty? it is mind-boggling.

619 Nov 23 2019 04:30 PM In the short-term, there is a need to reconcile with state officials and continue to path of innovation set forth by Dale Whittaker. In the long-term, UCF needs to emerge as a leader in academic quality and embrace a new approach to instilling confidence in the more academically motivated staff and student. Working hard to be recognized as an academic leader and not the conveniently located, affordable in-state option will benefit the reputation of our university.

620 Nov 22 2019 02:38 PM Short term: To replace the Provost with someone who has a far broader scope and capacity. The current Provost is narrowly focused, ineffective in so many areas, and unable to manage the scope of her job. While the honors college and some graduate programs have a quality reputation, the mass of undergraduate junior transfers of marginal quality and indiscriminate emphasis on number at graduate program level has overwhelmed educators resulting in a dramatic drop in quality. Further she is rapidly losing the confidence of the faculty.

Long term: Re-establish strong relationships and gain the confidence of the faculty and the Florida Legislature.

621 Nov 22 2019 12:57 PM Short Term: Continued growth of Downtown Campus and Academic Health Sciences Center. Capping student enrollment moving forward. Follow through on commitment of staff salary compensation and classification adjustments. Continued investment in faculty retention efforts.

Long Term:
Serving the Central Florida community by: aiding in the development of new jobs and opportunities through start-ups, partnering with high schools and state colleges to better prepare students for their transition to UCF, continual scan to determine demand for programming (keeping up with trends) and adjusting numbers/skills/research of faculty and staff to keep up with the demand. Transparency and re-building trust with faculty, staff, community, and state leaders.

- 622 Nov 22 2019 11:23 AM Short and long-term challenges would be the size of the university. Also, the university will need to address the balance between teaching and research for faculty. As it is, faculty teach more courses than at a typical research institution.
- 623 Nov 22 2019 10:42 AM improve the teaching quality of the school. Improve the research reputation of the school nationally and internationally.
- 624 Nov 21 2019 08:40 PM Short-term: having to deal with and overcome the challenges that have been going on with the controversy that has happened. Also, having to deal with the mistrust that has been established in the eyes of the students, faculty, and staff. Also, having to deal with the lack of acknowledgment that has been given to the veteran population and the other diverse groups of individuals.
- Long-term: having the challenge of keeping the University in the right direction toward the stars with excelling in all aspects of the University in all departments and colleges. Challenge of changing the University from a military-friendly school to a military-inclusive school. Making more veterans want to come to this school and not another university.
- 625 Nov 21 2019 05:50 PM Short Term: Reestablish the Universities good reputation with the State.
- Long Term: Continue to grow UCF and its impact in the community. I would also like to see if we can establish a Law School.
- 626 Nov 21 2019 04:32 PM Funding. Getting back to having support from the legislature. Stopping the extreme growth in enrollment and allowing staff/faculty to catch up, expand resources.

627 Nov 21 2019 04:31 PM Providing for the growth in prominence and need of the fine arts at UCF including fulfilling the previous promise of expanded, modern facilities. (long-term)
Providing for transparency of funds and uses. (short-term)
Providing stronger support and aid to parents and other non-traditional students (long-term)

628 Nov 21 2019 01:52 PM

Challenges

- .Addressing the low morale and working with burnout from employees.
- .Revamping our central HR and providing them with the right tools (such as an online payroll system).
- .Addressing the class and comp mess.
- .Looking at the large class sizes and quality of instruction issue.

Opportunities

- .Setting the tone with the desired inclusive culture.
- .Challenge the current deans to really engage with their colleges AND across colleges. We need true interdisciplinary collaboration.

629 Nov 21 2019 11:44 AM The greatest challenge will be to strengthen the position and reputation of UCF following the Trevor Colburn debacle. Second, re-establishing a proportionality that is reasonable to the faculty:student ratio: Currently, the student population has grown uncontrollably and the faculty are barely instructing, much less innovating or advancing their disciplines. Third, the area that has become a great concern in the past 2-3 years is the medical college - through a combination of errors in execution, and executive decisions, the college has become a risk to itself and possibly the whole university (major problem in my opinion).

630 Nov 21 2019 11:39 AM Short term - we need to get control of growth. We have too many students, not enough classroom space, courses, faculty or staff. We should immediately require transfer students to have completed an AA before transferring to UCF.

Long term - building new classroom space, hiring faculty and staff to accommodate the growth of the past.

631 Nov 21 2019 11:08 AM The College of Medicine has lost support from the largest hospital systems in the area, and is partnering instead with a for-profit community hospital chain ranked lower than all other hospitals in the area. The vision of an innovative medical city is slipping away with loss of millions of dollars in a poorly functioning clinical enterprise. The Sanford-Burnham building sits empty, labeled as a "cancer center," with not a single employed oncologist, nor vision for a cancer program at UCF. There needs to be a Board of Trustees for the Medical school with experience in and knowledge of health care and health care systems as there is currently little to no oversight of the COM functions, and UCF leadership has not been actively involved in its oversight.

632 Nov 21 2019 10:35 AM Cleaning up the image of UCF as an ethical and financially responsible state university. Pressures of plateaued growth now that we are enormous. Also, the impending failure of the unneeded, underfunded, and poorly managed Downtown Campus.

633 Nov 21 2019 10:27 AM Short-term: trust and transparency
Long-term: trust, transparency, funding, and retention

634 Nov 21 2019 10:11 AM

Short- term:

Ensure new policies are not excessive and hinders the day to day tied to the misuse of funds issue

Institute an annual survey to get a pulse check from staff

Establish an improved process to review major initiatives before roll out - compensation survey, downtown campus dorms

Ensure market salaries and raises for the non faculty staff and promotional opportunities

Long term:

Manage growth and academic excellence

More efficient processes for setup and management of research dollars

Less decentralization of technical application and resources

Value diversity with real measurable results

New initiatives have the proper resources - infrastructure and staffing

635 Nov 21 2019 09:59 AM Short Term

Continue work of Dr. Seymour of building public trust
Being approachable and connect with students and staff
Finalize hiring decisions at high level VP roles at the University having transparent and open search and not just hiring internal candidates.

Long Term

Bring strong student affairs perspective
Focus on student well-being by highlighting prevention prior to just treatment.
Defining role of Equity, Diversity and Inclusion
Development of Employee Wellness Program
Bring up salaries of staff to match levels of experience

636 Nov 21 2019 09:04 AM class sizes, quality of teachers, PARKING AVAILABILITY AND SHUTTLE RELIABILITY!!!!, racial biases

637 Nov 21 2019 08:10 AM Short term, I see issues with the legislator and recent turnover as a challenge for a new candidate, but also as an opportunity to shape the future of UCF and establish us as more than just an innovator in the state, but also one of the long term staple institutions.

In the long and short term, environmental issues should be a top priority of UCF. UCF has the opportunity to be a leader, not just in the state but in the country and world as a whole, by taking climate issues seriously, and acting without delay.

- 638 Nov 21 2019 07:58 AM Need to reduce the huge class size.
Increase student participation in research.
More money donated to student work, not football.
That's becoming outdated.
Increase the number of student tutors - particularly in the sciences.
- 639 Nov 21 2019 07:39 AM I think in the short term, and even in the long term, it will be rebuilding trust with our community. Thad has done a wonderful job so far in doing this, but the new president will need to continue to demonstrate that this is a new administration and direction UCF is going in. I also think that the new president will need to build trust within UCF also. Since this is a new person (and most likely coming from outside of UCF), we won't know them or their leadership style. That uncertainty will be difficult at first. Sharing a clear vision with us will be important, and I would add perhaps acknowledging the "good" traditions we have built here at UCF. In summary, I think the new president will need to come into UCF as a surgeon with a scalpel and not a lumberjack with an axe.
- 640 Nov 21 2019 07:22 AM Short-term: Fixing any optics issues regarding the financial situation with the universities financial sources (donors, BoG, etc)
- Long-term: Scaling back admissions and instead focusing on leveraging our already large size into a quality education campus-wide.

- 641 Nov 21 2019 07:17 AM Short term needs include looking at our relationship with consultants and whether we are adhering to fair practice in choosing vendors and services, and whether services are actually needed. We are under scrutiny for construction spending, and we should ensure we're being good stewards of all monies. Three to five years focus should be on change management as we get new procedures, new systems, and focus should be on collaboration between areas, rather than single focus.
- 642 Nov 21 2019 06:43 AM Short term - adjusting to help manage an institution of such a large population
Long-term - an opportunity to make the campus even more beautiful and welcoming than it already is, as well as better known to out-of-state students as well
- 643 Nov 21 2019 06:42 AM Increasing employee morale.
Building up trust amongst employees and administration.
The focus should be on the quality of education and not increasing enrollment.
Lower class sizes. Increase the quality of online education.
UCF's reputation with the BOG and Florida legislature needs improvement.
Don't say you will be transparent when you only tell us a portion of the truth.
How to increase enrollment at the downtown campus.
Programs are suffering because of the move.
- 644 Nov 21 2019 06:18 AM Managing our growth to date and cutting through the bureaucracy to achieve the best positioning in the state and country.

- 645 Nov 21 2019 06:12 AM short term: Fixing the comp and class to bring staff's salaries up appropriately for the number of years experience. New hires are coming in higher or at the same level as an employee who has been here 10-20+ years.
- long term: ENG funding for Telecom's Network Services. Outside of Phone service, new building construction and Tech Fee projects there is no funding for UCF's Network to replace switches etc. on a refresh cycle.
- 646 Nov 21 2019 05:58 AM Short term - rebuilding the public's trust in the university administration
Long term - managing the growth/space issues
- 647 Nov 21 2019 05:38 AM Budget. Overextending UCF resources to fulfill the downtown campus has burdened the colleges' budget, reducing resources, thus made it more stressful to meet the mission of student success.
- 648 Nov 21 2019 05:32 AM Short-term challenges should be to lift employee spirit and return a sense of pride to being a UCF employee. The past year has been filled with stress, negative press, reorganizations, and many departures. The new president should also strongly evaluate those individuals who probably should have retired when Dr. Hitt did.
- 649 Nov 21 2019 05:16 AM Increasing UCF's reputation
Mending the relationship in the Florida Legislative Circuit
Not mishandling any more funds
- 650 Nov 21 2019 05:00 AM Supporting faculty with salary increases, not just empty words in trite email communications and publications
- 651 Nov 21 2019 04:50 AM Flack from TCH.

652 Nov 21 2019 04:43 AM Short-Term our President needs to focus on operational efficiencies. Over the last 20 years UCF has grown exponentially and much of our operations has suffered to keep pace with that growth. Many departments have band-aid approaches to solving common and redundant problems because growth was the priority at the expense of developing sustainable and efficient processes. Our next President needs to focus on stabilizing the university budget and investing in automation processes that allow our departments to operate with efficiency to save costs, reduce manual mistakes, and improve student administrative experiences.

653 Nov 21 2019 04:03 AM Challenges: revamping how contracting is done at the university and implementation of an effective financial compliance program.

654 Nov 21 2019 03:04 AM Paying staff what they are worth
Getting rid of Mike Kilbride
Not trying to become a school where football is more important than anything else
Not existing at the whim of Tallahassee

Presidential Search Stakeholder Survey

Given the opportunities and challenges you have described, what professional experiences and qualifications must the successful candidate possess? What personal qualities must the new President have in order to be a strong cultural “fit” with the UCF community?

Answered 636
Skipped 42

Respondents	Response Date	Responses
	2 Feb 06 2020 07:44 PM	<ul style="list-style-type: none">- Personal integrity- Ability to meaningfully connect to the community and advocate for justice & equity- Ability to make the case for the value of a broad liberal arts education

5 Feb 06 2020 04:14 PM I think that the new president should possess the following qualities

- Be an science based academician, considering the numerous stem disciplines conducting research at. They should be intimately familiar with the challenges there are to brining in funds and supporting students and equipment.
- Be an advocate for UCF
- Knowledgeable about all of the legal issues that are at college campuses
- One who has CLEARLY demonstrated that they can move the needle towards inclusive practices at the highest administrative positions in a university
- One who appears to be a genuine person when they speak and they mean it based on the work that they do.

7 Feb 06 2020 03:09 PM This president must be culturally responsive and emotionally intelligent. (S)he must also be bold and authentic. Someone who has a commanding presence (charisma) and is not afraid to make hard decisions and do the equitable thing.

It is critical that these candidates that have a demonstrated record of success at a Hispanic-Serving Institution or another type of Minority Serving Institution. This President must celebrate/embrace our HSI-ness, while continuing to create opportunities for all.

8 Feb 06 2020 02:55 PM Someone that is up to speed with UCF's strengths and weaknesses and how to right the ship both in the short and long-term. A person that has demonstrated success at one of the colleges.

From a cultural standpoint, they should be easy to approach, yet hold people accountable. Being a good fundraiser is also essential.

9 Feb 06 2020 02:48 PM They must be honest, transparent, and ethically above reproach. They must be unafraid to challenge the system to right the wrongs and restore trust in UCF's administration.

10 Feb 06 2020 02:45 PM The new President must both possess and value integrity and transparency. He or she must be determined, persistent, and willing to follow through on his/her commitments. Given the complexities of the university's past, I also believe the new President should not have any prior connections to UCF.

11 Feb 06 2020 02:09 PM We need more than big ideas. A culture of innovation is important but I believe we need someone with significant experience at the highest levels of higher ed - demonstrated track record at dean's, provost's, or president's level and experience engaging with governing boards. We need an innovative spirit with practical and tested wisdom. And please, a real team builder.

12 Feb 06 2020 12:59 PM The next UCF president must be representative of the community the university serves, have high integrity, have a strong, attainable vision, and understand the UCF historical landscape so that decisions can have the best chance of success.

13 Feb 06 2020 12:13 PM Transparency is key. Dr. Thad Seymour is a great example of the transparency needed.

14 Feb 06 2020 11:16 AM candidate should have integrity; be transparent; able to have courageous conversations; be able to understand mission and vision of UCF and have the vision to change course, if necessary; have a sense of humor; be able to build community;

have the self-confidence and self-awareness to recognize the value of others without feeling threatened (willing to take the perspective of other stakeholders)

Understand what it means to be a "Hispanic SERVING institution"

strong communication skills (would be great to be bilingual)

understand the Florida landscape (e.g., Orlando) and yet be "global" enough to understand the importance of preparing our students to compete internationally

15 Feb 06 2020 10:25 AM Inclusiveness, Transparency, Personality, Enthusiasm, Long term goals, Vision for our future, Patience, Kindness, Ability to Work with BoT and BoG, a focus on the STUDENTS

16 Feb 06 2020 09:36 AM Professionally we need a true negotiator who has been involved in outside business that can help us get the funding we need to become a true leader in the education market. We are big but not current top tier. The local areas growth is the number one factor the university grew to its current size not the quality of the curriculum. We just need a true leader that cares and is approachable by all. Intimidation isn't what we need right now.

17 Feb 06 2020 09:09 AM We need a scholar president! We have too many people in administration that have little or no experience of top level scholarship. Only a scholar president will understand what is needed to change course from slogans and increased enrollment to true quality.

20 Feb 06 2020 07:49 AM

- 1) Ethical
- 2) Collaborative
- 3) Inclusive
- 4) Open Minded - (If you express disagreement or concern today, you are excluded from decision making)
- 5) Communication Skills
- 6) Student/ Community focused
- 7) Creative

21 Feb 06 2020 05:40 AM - Know how to build a leadership team that is competent, open-minded and contains new people that can bring a fresh perspective and look at the work ahead of us with clear eyes.

- Charismatic and engaging
- Business acumen to lead us through this difficult time
- Decisive
- More invested in doing the right thing than focused on doing the thing that looks good or plays well in the news

22 Feb 06 2020 05:36 AM Must have experience working in a large university, faculty and administrative experience would be incredible, open minded and willing to listen

23 Feb 06 2020 05:33 AM Someone who has integrity and courage to do the right thing for students and faculty. Someone who understands the importance of funding research, and supporting students and faculty in academic programs.

30 Feb 05 2020 06:00 PM The President must have strong academic credentials, and preferably has Presidential experience and improved the academic ranking of their current/prior universities. Given the impressive growth and success of UCF's athletic program, the President should want to be a part of continuing that success and taking it to even higher levels.

32 Feb 05 2020 04:30 PM Professional experiences/qualifications: creating a cohesive vision and plan for achievement within a large institution (preferably academic), communicating that vision to a diverse group of internal and external groups and stakeholders, thorough understanding of the functioning of higher education institutions and the political reality of education funding in Florida; can balance equally important aspects of providing quality education for all students, enhancing research that can lead to innovations, and funding considerations.

Personal qualities: forward-thinking and innovative; persuasive; ethical; strongly valuing diversity and promoting educational opportunity to a diverse population; not elitist regarding economic, student, or faculty status hierarchies; committed to making a positive impact on the population and institutions within Central Florida

33 Feb 05 2020 03:53 PM We need someone who cares about students, who thinks like a practical intellectual, and not a business person.

34 Feb 05 2020 03:46 PM The president needs to have a lot of experience. Experience in tough situations

35 Feb 05 2020 03:39 PM Individual must be a respectable scholar. Must be adept at working with government officials. Must convey enthusiasm and charisma.

36 Feb 05 2020 03:05 PM Having a strong sense of integrity and acceptance of a diverse and growing community. Someone of embraces innovation and is bold in vision.

38 Feb 05 2020 02:10 PM UCF currently has a lot of internal power struggles going on in the various departments across the university. What I mean by that is with all the uncertainty and "interim" positions people seem to be trying to take advantage of their "reach". Most of these positions are staffed with unqualified or inexperienced personnel vs conducting proper searches and finding people that are best fit for the job. This is costing the university good quality experienced people. It's going to take a strong leader to bring stability to the university and repair the morale among its employees and faculty..

In my years of being with UCF I have never interacted with so many people that have little to no guidance on their reporting structure. The candidate's ability to lead and bring people together will be CRITICAL! They need to be skilled at building strong teams with like-minded leaders sharing their vision. A president is only as strong as their cabinet and UCF needs to clean house and start fresh in order to initiate real change. This president will need to be a natural collaborator and innovative thinker. Someone skilled at building partnerships and teams that last. Lastly but most importantly they need to be a person of the highest

39 Feb 05 2020 01:39 PM a) recognize the importance of the humanities, obviously
b) appreciate diversity and the value of dialogue among different kinds of faculty and students
c) value efficiency and quality of educational experience, not just reputation and appearances

40 Feb 05 2020 01:22 PM An understanding of both student and faculty/staff aspects of the school, strong, clear communicative abilities with a unifying factor. Strong problem solving, community connections as well.

41 Feb 05 2020 12:39 PM Culturally Competent and honest

42 Feb 05 2020 12:33 PM Sitting deans should be given stronger consideration, including deans from within UCF itself. Promoting from within is an effective way to retain highly qualified members of staff and faculty. Additionally, experience in academics is paramount and a successful president will have experience as a professor and/or member of a national academy.

43 Feb 05 2020 12:28 PM Experience unifying teams with varying priorities. Proven record of promoting equity accountability (not just saying diversity and inclusion matter). Understanding of the implications of the climate crises and the university's role in contributing to problems and solutions. They must be an active listener and an advocate.

45 Feb 05 2020 12:25 PM Integrity, honesty, transparency, vision, ability to execute vision and rally UCF around it.

New president should understand academic research, how it works, how it gets funded, and how innovations happen.

46 Feb 05 2020 12:00 PM For me it is essential that the president have academic experience and background to understand the unique challenges that the university experience presents and to understand the experiences of the faculty and the students. While I understand that perspective from business is desired by many board members, I think that a candidate with purely business experience will not be able to achieve the success that one with diverse academic experience will be able to.

47 Feb 05 2020 11:44 AM Prior successful experience managing public turmoil, staff changes, and large student/staff populations

Demonstrated experience with fiscal management, academic excellence, construction and expansion, public relations
Possess a solid understanding of the politics of public education in Florida and laws regarding funding, human resources, ethics

Must be innovative, creative, willing to listen to others, empower staff to do the same.
Ability to bring diverse groups together
Foster inclusion and establish quality training for faculty/staff to explore what this means and how to be a more inclusive community
Relatable to "traditional" college age students (someone who's willing to tweet, go to sporting events, hop in the fountain, and engage with students in informal ways)
Willing to have an open door policy and listen to concerns from students, parents, faculty, staff, community members

48 Feb 05 2020 11:43 AM - Previous experience working at a University similar to UCF

- Passion for a University that has it all!
- Open to forums and conversations about issues that need to be addressed that are brought up by students

49 Feb 05 2020 11:22 AM The new president should have substantial experience as a president. This experience should be a a large, diverse university with high academic standards, not just in terms of faculty research, grants and publications, but also in terms of undergraduate and graduate student learning and performance. The president should have experience showing he/she can manage during a growth boom but also afterwards when the boom goes bust.

In terms of cultural "fit", I suggest he/she like or get to like football, basketball and state/local politics..

50 Feb 05 2020 11:15 AM 1) The president should have a Ph.D. degree, must have experience in carrying out funded research for many (at least 15) years, graduated at least 15 Ph. D. students and published impactful papers in academic journals with numerous citations.

2) The president must have experience in vice president/provost positions in other good universities.

2) The president should be honest, bold to speak his/her mind and willing to fire or demote deans/dept heads/administrators in millican hall.

51 Feb 05 2020 11:14 AM Th ideal candidate would not be discriminatory. UCFs population is comprised of students, faculty, staff, and stakeholders of many cultural backgrounds, ethnicities, and sexualities. The new leader must also be transparent and accountable.

52 Feb 05 2020 11:10 AM Experience leading a large, diverse university.

Leading with integrity, wisdom, humility, and forward-thinking.

53 Feb 05 2020 11:08 AM They should have experience being a scholar/researcher and teacher themselves (they should hold a PhD). They should have humility and good listening skills. I would also like to see a more diverse gender and racial composition among the finalists. It was disheartening in the previous presidential search that the finalists were almost all white men.

54 Feb 05 2020 11:01 AM Government relations (Florida BoG connects), identities with the UCF Pillars, transparent & experienced in politics/fundraising

55 Feb 05 2020 11:00 AM Bring in someone who is not afraid to change the culture of this university, even if it means getting rid of many people on the top. Admissions needs more capable people of going through transcripts and admitting quality students. They need to stop admitting people that are not worthy of being a knight just for the sake of numbers. The registrar's office needs people that are focused on students not on themselves and how much work they have to do. If they are already tired of their job, then its time to move on. Faculty should appreciate their jobs too. A new vision, new mission and a view for the new decade we are on.

56 Feb 05 2020 10:59 AM *long history working for higher ed institutions (west point does not count)
*serious administrator not afraid to make tough/difficult decisions
*excellent listener and doesn't give just lip service but acts
*values compliance

57 Feb 05 2020 10:55 AM They need to know the community (Florida) and unite. Don't bring in an outsider - we need someone who can make a difference in 3-5 years. We were lucky that Dr Hitt has such a long career. That is an anomaly.

58 Feb 05 2020 10:51 AM Person of integrity who will make ethical decisions swiftly and appropriately
Person who values quality
Person able to relate well and communicate well so that faculty and staff feel respected and valued

59 Feb 05 2020 10:50 AM What is the UCF community?
The next president must be a representative of the community's diversity. A person who has led a diverse life - not just read about it.

60 Feb 05 2020 10:40 AM love disney, themeparks, students, be a democrat, and want to lower tuition aggressively.

61 Feb 05 2020 08:17 AM The ability to listen to those who are not represented and feel they do not have a voice. Humility and willing to listen and learn about others concerns.

62 Feb 05 2020 07:51 AM Have a strong Athletic support background and understand that Athletics are a big part of who we are and where we want to be. Top 25 in all sports year after year.

WE WANT DALE WHITTAKER REHIRED!!!
HE WAS PERFECT!!!

63 Feb 05 2020 07:34 AM A history of innovation, transparency and accountable in their resume. One where their leadership lead to scalability, education efficiencies, integrity and an experience where they displayed a pragmatic disposition that took action that was immediate and thoughtful.

64 Feb 05 2020 05:49 AM Candidate should be able to hit the ground running, get involved in physical planning as well as academic planning. He should be willing to lead, not only direct. He should be fair, but hold up a high expectation of performance from all of his employees. At this point he should be a "superman" of morals and integrity. He should direct, expect, and inspect tasks completed by his underlings. On top of that he should be someone that everyone can respect.

65 Feb 05 2020 04:27 AM

1. Ability to engender trust
2. Ability to create and cultivate relationships
3. Courage to hold all to the same standards regardless of title
4. Acumen to deal with the State and local governments, board of trustees, and other constituents.
5. Sensitivities to the needs of students from all backgrounds, genders, sexual identification, race, creed, culture, age...etc.

66 Feb 05 2020 04:13 AM Business and financial

71 Feb 04 2020 03:04 PM Analytical skills, courage to push the vision forward, leadership skills to get people wanting to follow him/her, relationship building skills. Belief that higher education is a pillar/foundation in moving our civilization forward.

72 Feb 04 2020 01:30 PM must have integrity, and be an honest and open President. One of my favorite things about our interim President is how transparent he is with everything that's going on.

Also, must be able to embrace our traditions, and have good ideas on how to help us grow.

75 Feb 04 2020 10:11 AM The new president must be comfortable celebrating and thriving in a diverse, forward-thinking community.

The new president must be up for a challenge and looking for an opportunity to accelerate progress and make transformations where needed.

The new president must have a successful track record in and experience increasing research funding and diversifying revenue streams.

The new president must have experience and a plan for improving undergraduate student success, namely 4-year graduation rates.

76 Feb 04 2020 07:09 AM It should be someone with a history of good ethical behavior, good morals and that is proven to have led large organizations successfully.

77 Feb 04 2020 06:42 AM The next President needs to have vision, political savvy, diplomacy, and the kind of public leadership style that pulls people in at all levels - from hourly staff to Fulbright faculty. While the academic credentials are important, I'd love to see the search be open to a PhD or JD with a national platform in a perhaps non-academic setting like a national organization or senior government executive who understands and can speak to a university's capacity to spark the imagination of a generation, fuel discovery and inspire economic vitality through knowledge.

83 Feb 03 2020 03:40 PM The new president has to have a PhD and come from an academic background. Ideally, that person would have already been a Provost or President (at least VP). The new person needs to have a truly interdisciplinary mindset and appreciate that a university is more than just STEM education and more than just STEM research. That person needs to have the courage to fight, at the state level, for fair representation of UCF's needs and needs to fight at the state level against any small minded view that universities should be like vocational schools and merely engage in job training. Last, the new president also needs to understand how to improve the UCF Foundation. They have had too much turnover and have never seemed to be successful. So some experience with improving a university's foundation would be a plus.

84 Feb 03 2020 02:20 PM

1. First and foremost, the successful candidate should hold the highest academic in his/her field; have several years experience at the college level and including administrative experience at the university level.

2. The new President should have strong experience and knowledge of research and academic funding, possibly including having served as Provost, Dean, Research Vice President, etc.

3. Universities are NOT businesses even though they have large budgets, and include complex academic structure with commensurate funds; therefore if a potential candidate says he/she would primarily apply a business model to a large Level One Research and Academic organization, it would be a major problem.

4. Re the above topic of union/faculty/staff/administration relations, it is imperative that the new President be conversant in addressing an institution that has collective bargaining and that he/she supports their administration representatives to bargain on behalf of the institution.

5. While 'fitting in' with the UCF community, the new President should bring experience in working with various groups in the community. They will need to be able to

85 Feb 03 2020 01:29 PM Our next president needs to be compassionate, humble and driven. Respectful of the groundwork laid before them while also adding their own touch to it. Acknowledge the many talented faculty, staff and students and utilize these resources to it's potential. Be a good listener as well as a leader.

86 Feb 03 2020 11:45 AM I think the next president must have strong moral character and integrity. I think the candidates should embrace diversity, unity, acceptance and growth.

I think that it would be nice if the candidate would have personal understanding of a struggle to overcome obstacles and achieve something for yourself. To maybe come from an underprivileged background (regardless of race) and value the opportunity of a higher education.

They should have a strong support for the US Space Program and research. I would love to see someone with a military background as the next president.

89 Feb 03 2020 08:15 AM Someone with experience administering an elite research institution.

91 Feb 03 2020 06:39 AM - leadership skills overall
- leadership working with diverse and multi-faceted teams
- innovative and open-minded
- understanding of the job potential and job growth sectors in the community
- invested in the community, member of local organizations (Team Orlando, etc.), awareness of Research Park and Tech Corridor liaisons and current and potential relationships to leverage
- academic credentials (business background, teaching background, research background, etc.)

92 Feb 03 2020 06:30 AM Must have experience in operating a large organization. Good leadership skills. Hope he has management experience with a diverse educational operation.

93 Feb 03 2020 05:56 AM The new President will need to not only be a cultural "fit," he or she will need to improve the culture, helping employees across disparate units with their own cultures join together on a common mission. There are significant gaps now and units are not aligned toward the central goals. Many employees don't know the Collective Impact Strategies and when these are revisited to see if they need to be adjusted.

The new President should have the following personal qualities:

- Passion for students and education
- Ability to improve organizational culture
- Ability to make tough decisions and make significant changes
- Consider someone who is not a former President from another university. One of the challenges we have is that too many people have been here too long and come from the Education Industry. We need some new and different thinking to take us to the next level.
- Willingness to question the status quo and listen to others' ideas

94 Feb 03 2020 05:19 AM Be comfortable increasing qualifications to enter UCF, and stop accepting classes so large.

96 Feb 02 2020 07:16 PM A strong leader with experience in oversight and cultural change.

97 Feb 02 2020 06:44 PM Less focused on superficial PR and more focused on ethics and managing problems and people directly.

98 Feb 02 2020 06:27 PM The next president must have an intimate understanding of what it is like to work at a university as a faculty member. Without that understanding, it is impossible for a president to comprehend the difficulties that faculty face when it comes to teaching, research, or balancing and excelling at both. The next president should also know what it is like to work directly with students. Only with that knowledge will the president understand the challenges that both students and faculty face in an educational environment.

UCF does not need a president who is a business person. UCF is an institute of higher education. It is not a business, and it should not be run like one!

99 Feb 02 2020 05:10 PM Enthusiastic
Empathetic
Driven
Understanding

101 Feb 02 2020 01:55 PM A track record of collaboration and of big thinking. Academic is important but not the only quality. Ability to bring people together and have bold ideas and vision.

102 Feb 02 2020 01:47 PM Business operational as well as educational operations experience is hugely beneficial. Need a pragmatism that recognizes all good ideas can't be done and need to focus on most beneficial and ability to successfully implement.

103 Feb 02 2020 12:42 PM The next president should be someone with a lot of connections with blue collar companies in the Orlando area, so that they can actually get construction products done on budget and on time.

104 Feb 02 2020 12:22 PM The new President must be someone who is committed to academic freedom and free speech. She or he should not be a "diversity hire" or have any other transient cultural appeal. These fads will come and go, but a commitment to higher education should hearken back to America's founding, if not ancient Greece and Rome. The Founders placed a critical importance on understanding civics and the responsibility of a republic's citizens.

105 Feb 02 2020 12:08 PM - Should have academic background, coming from the ranks of academic administration as a faculty
- At least Dean, VP or Provost experience from a reputable university.

108 Feb 02 2020 06:54 AM A substantial amount of leadership experience at a large university, preferably in a major MSA. Experience working with State leadership and major gift fund raising should also be a priority.
The new president should be open, honest and approachable.

109 Feb 02 2020 06:20 AM The next president of UCF should have experience in academia preferably at the executive leadership level. Ideally the president would have a terminal degree. Personally the next president should be focused on equity, justice and inclusion.

111 Feb 02 2020 04:20 AM I believe the new president will need the ability to articulate verbally to many different audiences their vision for UCF and how the challenges I've noted above will be addressed.

An individual whose past work experience indicates their ability to listen, understand, and deal with major challenges is a critical skill for the new president, I believe.

117 Feb 01 2020 05:00 PM

1. Knowledge of how to pick the right people to run the operations end of the university while being able to enact the vision of the community and university goals
2. A respected reputation in the financial aspects of how to run a business ethically
3. The ability to be a visible presence in the community of Orlando and surrounding areas to garner support for this university.
4. The ability to bring back UCF pride to the university by re-engaging past alumni to be a part of this legacy
5. The vision to be on the cutting edge of academics and be prepared for what the next few generations will expect in higher level education

118 Feb 01 2020 04:24 PM Before I knew of the financial debacle I had admired Dr Hitt.I Now I am disappointed. considered his qualifications and experience to be a major reason for UCF's developing the way it has.

119 Feb 01 2020 01:22 PM Extensive leadership experience with large organization(s).
Personable individual.
Spirited.
Educational credentials.

120 Feb 01 2020 10:36 AM I think the next UCF president needs to be vetted thoroughly with a string track record of financial integrity and smarts, and also a track record of ambition, inclusion and diversity. It would be nice to find someone of a cultural scholar with strong principles. I would stay away from someone who just has "nice ideas" but someone who is more practical and passionate, and results driven.

123 Feb 01 2020 07:57 AM An educated and seasoned business professional that has significant experience building/scaling teams and infrastructure for profitable growth within a highly competitive, highly regulated and commoditized environment. This individual may or may not have an educator/education background.

124 Feb 01 2020 07:33 AM The University needs someone who has ample experience in administration at a sizable institution but who has also taught and, thus, understands the needs and difficulties facing faculty. He/she also needs to understand why it is wrong to divert funds from intended purposes and that degrees should never be for sale. Educational standards must be as (or more) important than having a winning football team.

125 Feb 01 2020 05:30 AM

1. Have high cultural competency
2. Strong record of collaboration and relationship building.
3. Proven ability to be a fundraiser
4. Experience from more student-centered roles, VP Student Affairs, student success, chief diversity officer

129 Jan 31 2020 08:21 PM

Honesty, goal oriented, effective leadership skills, ability to connect with the community and alumnus and strong knowledge of the educational system

130 Jan 31 2020 04:21 PM Humble

Non-institutional

Proven record of improvement in a company culture or educational facility

Not money hungry... Salary should not of any matter when students are the important part of the University.

131 Jan 31 2020 01:04 PM High levels of business acumen from the private sector, political savvy about Florida, ideally have some sort of academic background, and knowledge of how to run a health services industry unit, all the while knowing the limitations of being a state school and not a private one with deep pockets.

132 Jan 31 2020 12:56 PM Academic background with some common sense. Need to know operations of a university from finance to tenure so they know how to fix and select the best people to lead these efforts.

Need someone who can communicate as well so he or she can rally the faculty, inspire staff and students and manage the politicians.

133 Jan 31 2020 12:52 PM Good communicator, someone that holds others to high standards, someone who has had administrative positions in the padtc

134 Jan 31 2020 12:20 PM Honest
Truthful
Transparent
Sympathetic
Fair and Balanced

135 Jan 31 2020 12:18 PM Integrity, ingenuity and honesty.

136 Jan 31 2020 12:10 PM Highly academic and less sports focused.
Understanding of the medical community
environment in Central Florida.

137 Jan 31 2020 11:54 AM Professional Qualities: No doubt the person must have progressively responsible experience in higher education.

Personal Attributes: Given the current dysfunction within the UCF community, we don't need someone to 'fit' into this insanity. Rather we need a strong, fearless leader to come in and disrupt this community. Someone who is brave enough to do some housecleaning. This person must be fearless and unafraid of making decisions that might not be popular but is the right thing to do for the university. Lastly, they must be free of selfish ambition and a hidden personal agenda.

138 Jan 31 2020 11:50 AM Be thoughtful, intelligent, hard-working, ethical, decisive, a good listener, tolerant but firm, understand tenure and unions, get rid of the dead wood.

Not be afraid to ditch BRIDG or other initiatives when they don't work out. Either build a train to downtown, airport, med school, Rosen, and the attractions, or bring the resources back to main campus.

139 Jan 31 2020 11:23 AM

He or she needs to be someone that enjoys students. Enjoys being out and about on campus with them and is energized by talking with them.

It also needs to be someone that can attract strong leadership in support roles around them. If they are not a great person to work for, we are going to have difficulty recruiting capable deans, vp and provost positions.

It needs to be someone that is not intimidated by the legislature and understands how to make that relationship work while standing up for UCF. I definitely want someone that has a fierce allegiance to UCF. Someone that wants to be a Knight and understands how truly incredible this great University is.

UCF is a global University. The culture is very inclusive and diverse. UCF is a leader in forging support for marginalized communities and students.

140 Jan 31 2020 11:06 AM The next president has to be focused on our technology, on cyber security, and campus security on our downtown campuses will be very important. More danger downtown than on the main campus, but danger can be anywhere and we have to always be prepared for anything that may come our way.

I absolutely love our campus police. They are everywhere, and they take the time to sit and talk with faculty, staff and students. They go out and are stationed all over campus. The president must understand their important role on our campuses, and make sure they are included in important matters and have the budget to help them with their needs.

A cultural fit is important. UCF has come a long way to help train and open the hearts and minds of our campus community about diversity and inclusion. If we get someone who doesn't see culture and diversity as important, we would be going backwards. That would be devastating to our campus. We have to keep moving forward, and it takes all of us to do that. Our leader must lead in the right direction to help and protect all who come to UCF.

141 Jan 31 2020 10:56 AM Tough skin against the bureaucratic elite of the campus. It's a dog eat dog world, this campus is no exception.

142 Jan 31 2020 10:53 AM

The new President needs to tighten some things down; run this university more like a business, without cutting too much necessary spending. They also need to be aware of what is put in front of them to sign and to be more transparent about issues affecting the university. The new President needs to be a team player, and experience in running large operations and managing people. Finally, the new President should frequently interact with students and get to see what life is like for every type of student at UCF.

144 Jan 31 2020 10:12 AM The most important qualities are humility, flexibility, and a willingness to collaborate with public and private partners in the community. The new President should strive to serve students and other stakeholders rather than come in with an elitist attitude and preconceived notions of what UCF should be doing.

145 Jan 31 2020 09:14 AM A good team of experts who can protect UCF and its stakeholders and constituents. The president must know what skills (s)he needs from the people on the team and how to put them to use.

146 Jan 31 2020 09:01 AM Empathy for student cost of getting a higher education.
Compassion for students who want a safe environment on campus to live and study.

Make Academic achievement just as important as the athletic achievement when budgeting funds for scholarships.

147 Jan 31 2020 08:50 AM Demonstrated leadership ability. Willingness to accept input. Ability to listen,

148 Jan 31 2020 08:20 AM We need a president that recognizes that UCF has room to grow and improve. I see a clear gap in the quality of faculty and education between us and UF for example. A president who accepts our level and gently pushes us to higher grounds is a good fit for UCF.

149 Jan 31 2020 08:18 AM - A diplomat
- Excellent written and verbal communication skills
- trustworthy
- visionary
- diverse!!!
- truly passionate about helping students achieve their academic goals (focused on retention rather than timeline to degree completion).
- transparent

150 Jan 31 2020 08:15 AM Integrity
Knowledgeable
community bridge builder
advocate for the institution
effective communicator
academic background
business savvy

151 Jan 31 2020 08:13 AM The new Presidents should have an understanding finances, laws that affect his office, and legislature in Florida that will affect the college as a whole.

152 Jan 31 2020 07:50 AM Integrity
Transparency
Strong moral and ethical principles
Resilience

153 Jan 31 2020 07:47 AM Significant amount of leader a university that has also had turnover and then seen stability. We need someone with a research focus and background as well. The next part of UCF is to build its reputation nationally. This is hard to do without understanding how to build research infrastructure and mentoring of new faculty.

154 Jan 31 2020 07:36 AM Ability to lead and inspire. to listen and understand. to realize that a university is about people more than numbers. anyone can fill a spot, but it takes skill to accomplish the tasks.

155 Jan 31 2020 07:32 AM The personal qualities that the new President will need is decisiveness and willingness to listen. The biggest problem with past presidents is that they did not get involved with things that were important to the students (the actual community of UCF).

The new President will have to be open to feedback, and honest.

156 Jan 31 2020 07:22 AM A record of excellence in a long career as a Professional Educator. One who has excelled in Educational Leadership at the highest echelons of University life. A person who understand "Spread-sheets." A person who's peers and and community extol his/her Professional accomplishments and attendant accolades. A person who has shown by deed and demeanor his/her ability to get out of the office and interface with all those who are at UCF in whatever capacity. A man/woman who can travel without an entourage and who see's the University and all it's assets as a living, growing entity to be nurtured and cherished. A person who can actively show that they care about each and every person he/she meets.

158 Jan 31 2020 07:14 AM must get us in a major conference to protect athletics

159 Jan 31 2020 07:10 AM

A cultural fit would be someone who understands Orlando, that we are not only a commuter school, but have huge national recognition, thanks to our AD and football program and National Championship. There are strong opinions about UCF if they are not alumni or current students or Orlando residents. We have a large alumni base and a lot of pride in our school, the new President must understand that and adapt that level of loyalty in their new role.

The candidate has to be a strong decision maker and ask themselves, "what would the alumni want?" B/c it's the alumni that makes our school bigger than the attendance itself. They need an understanding that "This is BIG" That's our motto. We do everything BIG and we are moving our world forward with medicine, science, our business school, our football program. Everything. They need to think big, while not forgetting where we came from.

160 Jan 31 2020 07:09 AM It's so hard to qualify in a few bullet points. But essentially someone who understands the heart and soul of UCF, it's quick growth, and it's trajectory.

I also think it's important to find a president who will last many years into the future. Someone who is female or otherwise representative of a minority group.

161 Jan 31 2020 07:03 AM

First, I think it is very important to look internally for qualified candidates. A qualified internal candidate already knows the University and the Community. They will have a grasp of the changes that need to be made and not have to spend time learning the issues and familiarizing themselves to the Community.

The person must be a leader and a good communicator. They must have a good network within and outside of the University. They must have hands-on managerial experience. They must be able to understand the needs of the student. The students are the customers of the University. UCF's success will be measured by how ready our students are to enter the world and be successful. We need a President who has a history of getting things done.

162 Jan 31 2020 06:48 AM This person must be able to bring people together -- find something to unite students, staff, faculty and our local community, including our legislators. I would hope this person has dealt with dysfunctional and rebuilding culture and business in the past. This person must have an academic background, otherwise, they will not be respected by our faculty, or will have a lot more winning over to do. This person must be a visionary who is willing to do the hard work of paving UCF's new future.

163 Jan 31 2020 06:22 AM Integrity
A moral compass
Trustworthy
Familiar with the public university system
Familiar with the State of Florida/laws, regulations, etc.

164 Jan 31 2020 06:19 AM

I believe this individual needs to come from a public institution that has experienced rapid growth. Additionally, they should have experience with a student population of probably at least 30,000+ across multiple campuses.

This individual needs to be able to handle, support, and address the athletic program momentum (especially football, basketball, cheerleading) that we are experiencing and not "take their foot off the gas."

In general, a school's reputation is built on A) academics, B) athletics, C) Both. UCF is REALLY trying to be both, we need a President that can handle that.

165 Jan 31 2020 06:19 AM An understanding of technology is what I would say should be a hard requirement. Someone that comes from a background in IT, especially in the tech industry with modern ideas about how technology affects us, would be ideal.

166 Jan 31 2020 06:01 AM The new president needs to have experience with large colleges. They need to be open to a diverse and emerging population on this campus. UCF is still a college of locals and we need to attract more students from out of state or other cities in Florida. We also need a president who has the foresight to guide this college in the proper direction so we can avoid an "urban sprawl" development. Lots of growth, but no guidance.

167 Jan 31 2020 05:56 AM This person must possess a strong and successful experience in academia, business, and possibly politics or interacting with politicians.

168 Jan 31 2020 05:49 AM The next president needs to embody the 5 aspects of the UCF Creed: Integrity, Scholarship, Community, Creativity, Excellence (in that order). Therefore, I would want someone with unassailable integrity and academic reputation, who is interested in continuing to build the UCF community. Perhaps a West Point graduate or some other background with a foundation of "honor" and leadership.

169 Jan 31 2020 05:48 AM Great educational experience or business knowledge. Knows funding process well. Had high standards

- Academic scholar
- Administrative experience
- Recognized national/international academic leadership experience
- Recognized national/international administrative leadership experience

Personal Qualities

- Integrity
- Committed to Diversity
- Impartiality

171 Jan 31 2020 05:04 AM The new president must have a strong understanding of the importance of public safety programs and be willing to provide support and resources to keep University faculty, staff, and students safe.

172 Jan 31 2020 04:59 AM Proven leader who isn't afraid to shake things up and "Drain the Swamp".

173 Jan 31 2020 04:53 AM

I believe the UCF president should have a business background along with experience as a community leader. Please fully vet a future candidate! Promote from within if possible and DO NOT waste a vast amount of money on a search for a new president like what was done previously

174 Jan 31 2020 04:41 AM Proven leadership that encompasses knowledge of the governance of a major university with proven business experience. This includes but is not limited to outstanding academic credentials, working with the community which includes relationships with business and local government.

177 Jan 30 2020 09:33 PM

The person must be strong and thick skinned as UCF needs change. He or she cannot be scared to clean house or stand up to the clicks. Must have good experience in managing people of different ages, education, intelligence, etc. I don't think there is such a need in a cultural fit as many people have lost faith in UCF. The president needs to focus on change. Hire people that are qualified to do the work not people who fit UCF culture as the UCF culture needs change.

178 Jan 30 2020 07:54 PM

The candidate should have the drive and ambition to make this University the best in the nation at everything, not just the biggest but the best. We've done an exceptional job of doing that with sports programs and should continue to but I want to see our University in the top 25 Engineering Schools, Business Schools, education Schools, etc. Only those with credentials will apply, I think you should be searching for that fire that makes a person never give up, never surrender and always be an Advil aye to UCF.

179 Jan 30 2020 07:21 PM

Experiences: large student body participation

Qualifications: general management of business, committee chair of organization

Culture: for the students, for the families, 110% sustained

180 Jan 30 2020 06:26 PM capable of righting the institution, create a team environment, and provide institutional vision

has to have leadership skills and fit within the UCF culture. No radical change from culture enabling UCF growth and recognition to include sports.

Keep Danny White.

181 Jan 30 2020 06:19 PM

The next president needs to be energetic, charismatic, and inclusive able to deal with the many personalities of politicians, community leaders, students, faculty, and alumni. They need to lead the university in order to have the influence necessary to achieve the goals of the university.

183 Jan 30 2020 06:09 PM I am always partial for an alumni to take the role, but I do not believe that is a requirement. I believe candidates must possess both educational and business experience. Probably 60/40 respectively. Additionally, having lived overseas for a period of time would be an additional positive attribute.

184 Jan 30 2020 05:55 PM The person qualified to take the helm should be 100% dedicated to UCF and not looking at the job as a stepping stone to a wealthier university.

185 Jan 30 2020 05:21 PM

First, they should be experienced in the college realm and understand the college lifestyle. They should also be willing to hear the voice of the students, teachers, and others; as well as actively get involved in the community. A President of our university should be more than a President: he/she should be a friend. They should have just as much passion about the school as the students and teachers do, and they should care about EVERY aspect of the college. They should support every individual school and major, and provide assistance when necessary.

186 Jan 30 2020 05:08 PM The ideal candidate would possess outstanding administrative skills necessary to manage such a large institution; but equally important (if not more so) they would be an inspirational leader, visionary, fund raiser and expert navigator of the Florida political system. As an added bonus they would also understand and be supportive of the positive benefits an outstanding Athletics program brings to the University.

187 Jan 30 2020 05:03 PM Previous academic experience, along with administration. Mindset that UCF is one of the best colleges in USA, and fight to make UCF more prestigious.

188 Jan 30 2020 04:52 PM Previous success with growing an institution the right way.
A "leader" who can inspire the faculty and staff to greatness.
Someone who can navigate the "state government" and establish credibility.
Someone who is able to focus on a very diverse student population and can lead initiatives that drive collaboration.
Someone who can keep the role of college athletics in perspective and check.

189 Jan 30 2020 04:48 PM Past experience in a high leadership position, maybe President of another college. Needs to be accepting of all people.

190 Jan 30 2020 04:43 PM Many universities pick from other academic universities or in some cases the political sphere. I think an interesting idea would be to consider a strong business leader who has been involved in academia. This could be someone who is a strong administrator, can built and maintain strong teams to surround themselves with people who have the expertise needed for a broadly skilled leadership team.

Drive Integrity, Advancement, Inclusiveness and Results.

191 Jan 30 2020 04:30 PM Honest and ethical. Willing to investigate all faculty such as conflict of interest. Willing not always put the dollar first

192 Jan 30 2020 04:03 PM Dr. Milligan was the one and only perfect “fit”. Reviewing his file will reveal the challenges he faced, and even though times have changed are pretty basic. He faced special challenges of starting up a university., but basic values are basic values.

193 Jan 30 2020 04:02 PM MUST BELIEVE IN ATHLETICS, SPECIFICALLY FOOTBALL, AS INTEGRAL TO THE SUCCESS OF A PUBLIC UNIVERSITY.

194 Jan 30 2020 04:02 PM A candidate with an academic background will be important.

The next president will be particularly strong if she or he can articulate to policy makers where some performance metrics may have competing goals and/or have opportunities for revision to facilitate excellence.

195 Jan 30 2020 03:37 PM The candidate must have had a leadership role overseeing operations.

Personally, he must be benevolent and generous to fit with the UCF community.

196 Jan 30 2020 03:22 PM Get a no nonsense type of person who won't be swayed by emotions and just wants to get things done.

197 Jan 30 2020 03:17 PM The new president must be an outsider who has deep experience managing a large organization with highly diverse people and objectives. Some retired politician is absolutely what we DO NOT need. Rather, an accomplished administrator with deep experience at both the undergraduate and graduate levels, who has demonstrated success in balancing the many (and sometimes conflicting) demands and missions of a huge, complicated university is required.

This person also needs to be a strong, independent leader who will not let the next trendy higher-ed "must-have" program or department or administrative office distract them from focusing on UCF's many current strengths. This person needs to have the sand to say "no", the wisdom to say "enough is enough" and the backbone to stand up to those who want to distract us from our core mission by jumping on the latest bandwagon just because other universities are doing it. Hitt was a great leader, but he was terrible about this. For him, it was always "what can we do next" instead of "what can we do to make the things we do now even better".

198 Jan 30 2020 03:02 PM Strong academic network and relationship builder. Ability and network to play in Florida politics.

199 Jan 30 2020 02:47 PM Just do the right thing. Don't succumb to politics or pressures from BIG donors. Do what is RIGHT for UCF.

200 Jan 30 2020 02:47 PM Experience at a University that has delivered on Access with Excellence. He or she will have insights and experience in seeking and gaining new sources of revenue which also match the UCF WHY. Those sources would include sponsored research, foundation grants, online programs (especially graduate programs and certificates which can go to material scale) for county-wide and world-wide nontraditional working folks seeking new opportunities, donor "investments" in entrepreneurial new programs (especially online), and translational activities to commercialize UCF IP.

201 Jan 30 2020 02:44 PM A native Floridian with connections to the area with both educational and financial experience.

A UCF Alumni would obviously be ideal, but not sure if that is possible.

A leader with cutting edge technology experience and exposure would be helpful too.

202 Jan 30 2020 02:38 PM who cares the candidates still have milk on their breath

203 Jan 30 2020 02:29 PM Needs to appreciate the important of athletic programs (especially football and basketball) on the overall reputation of the University.

204 Jan 30 2020 02:25 PM To support the arts, and other fields that are not necessarily big money interest.

205 Jan 30 2020 02:22 PM

The new candidate must be ethical. Measuring ethics is not an easy task, but actions speak louder than their words. We must look at the candidates history and carefully vet them as to ensure we are placing the students, faculty, and staff in the hands of someone who will not abuse their position.

To be a cultural fit for UCF, the new leader will need to understand the needs of the community as a whole. I feel the university focuses on their students and neglects faculty and staff. This needs to change. The new President must remember that they are leading a city, they will sit at the table in community meetings and be making decisions that affect the community, not just their students.

206 Jan 30 2020 02:20 PM previous experience as a successful university president is critical

able to communicate on behalf of university

young and vibrant spirit that will connect with both students and alumni

207 Jan 30 2020 02:15 PM I think the new President needs to have experience at a high position level of administration at another major university, or have been president already at a smaller but successful university. They need to demonstrate growth at their previous position and a commitment to both academics and athletics. The new president should be bold, confident, and unafraid of growth. They need to buy in to the massive potential of UCF.

208 Jan 30 2020 02:13 PM Must has served at a senior leadership role within the academy (provost, dean, vice-president) with a minimum of ten years experience at the senior leadership role. Experience as a faculty member who has risen through ranks to the professor level. Experience in leading campaigns and securing donor funds to a higher education institution

209 Jan 30 2020 02:12 PM Professional Experience:

(1) Past experience in leading decentralized administration.

Qualification:

(2) Engineering qualification maybe beneficial, but open interdisciplinary mindset is crucial.

Personal qualities:

(1) Good human being.

210 Jan 30 2020 02:10 PM Understands the uniqueness of UCF and wants to push us even higher academic and athletic accomplishments.

Must be willing to engage with the students, alumni, faculty on a DAILY basis.

211 Jan 30 2020 02:08 PM I feel the candidate should have been an upper management person in a business as well as have academic degrees. This person should be willing and open to any student or alumni with constructive ideas.

212 Jan 30 2020 02:08 PM Honesty, Straight forward qualities

213 Jan 30 2020 02:08 PM Experience

- previous provost at a medium-sized or large (min 15k students) university
- experience with highly technical undergraduate and graduate (emphasis!) programs
- experience handling multi-million dollar budgets

Personal qualities

- energetic
- adaptable
- open-minded
- exploratory (essential for the unique opportunities UCF creates)
- excellent science communication skills

214 Jan 30 2020 02:05 PM I don't live in Orlando now but this is critical. Communication is key.

215 Jan 30 2020 02:03 PM Professional experience, the candidate should have been a Provost or Vice President at an established, academically respected institution. No more academic incest! The next president should not come from within the UCF community. That really didn't work well last time.

Personal qualities, personable, out-going but strong willed with a firm hand. Must be able to take on long-established faculty and administrators who need to get with the program or get gone.

216 Jan 30 2020 02:01 PM Someone who can get UCF to preeminent status in the state. Can't fall behind UF, FSU and USF in funding forever.

217 Jan 30 2020 02:01 PM Professionally, I believe the candidate should have experience in taking a traditional institution and maximizing it's potential. Finding ways to expand services and relevant educational opportunities for students that will help them in the long run. Not just following the status quo of "tradition" for the sake of it. UCF, to me, has always been about plausible, relevant, innovation and the candidate should be very comfortable with that.

Culturally, I believe the candidate should have a keen sense of camaraderie among the UCF community. They should have a good idea of where the school is now and a vision of where it can be within a realistic time frame. In addition, the candidate should be comfortable with change and, again, innovation within reason.

218 Jan 30 2020 02:01 PM A Native Floridian would be nice - if not someone who understands the unique challenges of colleges there such as lots of university level competition for monies & student choice of education providers. Its not all about sports.

219 Jan 30 2020 02:00 PM they MUST be from an academic background
they should NOT be from the hard sciences/engineering, which tend to have a very narrow view of academics and the world.

rather, it should be an academic with some kind of business understanding.
they should also have extensive fundraising experience and success.

they should NOT "fit" in the sense that they would be an unrepentantly ethical person so they infuse a new culture into the leadership of this school.

220 Jan 30 2020 02:00 PM Someone young and enthusiastic who is excited to break boundaries and continue UCF's meteoric rise to relevance.

221 Jan 30 2020 02:00 PM Must be transparent and take immediate action against scandals.

222 Jan 30 2020 01:59 PM credibility, forward thinking, high accountability

223 Jan 30 2020 01:56 PM Engaging personality
someone like Dr. Whitaker
Understands who we are and who we are not
Apparently has to be someone who knows the political system as well.

224 Jan 30 2020 01:54 PM Demonstrated ability of boosting organization morale, restoring trust in an institution, and forming an ethical and capable leadership. Experience building innovative partnerships in the 21st century. Both academic and non-academic experience.

225 Jan 30 2020 01:51 PM While I cannot truly speak for professional experiences and qualifications, I do think I am able to justify what personal qualities are important.

Just as this question states, "a strong cultural fit"- we need a president that culturally reflects the diverse student body. White, straight, cis men have predominantly held the title of President at UCF. Our next leader should be an individual that contributes to the conversation of Culture. They should know what the struggle is like. They should know what it feels like to experience the world as a minority. It is our intersectional differences that make us stronger as a community. We need a leader that understands the student body through personal, cultural experience.

226 Jan 30 2020 01:51 PM Appreciate the self-made backs of the people from which the school is built upon. Recognize the pioneering and independent spirit which emanates from the self made collective who put themselves through school. With all the added responsibility they weren't always able to keep their grades up but many are more successful than the ones who didn't put themselves through. These students often worked extra hard to overcome the challenges of getting in despite a subpar SAT or ACT score. Don't neglect this population. Please keep opportunities open for the younger generations of students just like this core group and don't base their entrance on scores alone.

227 Jan 30 2020 01:48 PM The person must be willing to become part of the UCF family and be a hard worker.

228 Jan 30 2020 01:48 PM Must be multi-faceted. Must be able to balance the obvious academia requirements with the major sports programs which bring big dollars to the University.

229 Jan 30 2020 01:45 PM The candidate should be someone who knows and is willing to be at UCF for ten plus years.

The candidate shouldn't be picked because of what they are but more of who they are and what they have accomplished. Let them not be judged by their outward appearance, but by the content of their character.

230 Jan 30 2020 01:41 PM He/she should be honest with a completely untainted background. He should be apolitical. He/she needs to be "down to earth" and available to the students, faculty and all alumni, not just big donors. He/she MUST have an academic background - not a political appointee. The president should show up at sporting events not just donor/fundraising events.

231 Jan 30 2020 01:40 PM President must have

1. Several years of management experience
2. Very good listener
3. High integrity

232 Jan 30 2020 01:40 PM Firstly, the new President should be charismatic. This has been lacking in UCF's administration for years now. UCF wants to create a name for itself in athletics and become respected in academics, yet the only person speaking up and out is Danny White. Maybe he should be the new President!

233 Jan 30 2020 01:40 PM Be another Danny White charismatic driven individual who believes UCF deserves more and one that preserves UCF's natural landscape. No more cutting down trees!

234 Jan 30 2020 01:39 PM They need to be an academic with extensive knowledge of higher education trends.

Integrity & transparency

Good at fundraising and attracting new stakeholders.

Helping UCF standout

Able to adapt to changes quickly

235 Jan 30 2020 01:38 PM the qualities of Thad Seymour

He has done a great job.

We need an experience candidate with strong governmental and fiscal skills

No one promoted from within UCF

236 Jan 30 2020 01:38 PM political respect and connections. be able to passionately articulate the goals and objectives of the university, in particular the resources needed to achieve those goals. uncompromising integrity.

237 Jan 30 2020 01:38 PM Strong morals and ethics. Leadership through adversity. Strength of character.

238 Jan 30 2020 01:37 PM The new president must have a strong understanding of student-centered practices and change management. They must also have PR experiences to understand how to restore the image.

239 Jan 30 2020 01:32 PM I believe the new President should have an understanding of the benefits of diversity in an academic community and a commitment to improving it.

240 Jan 30 2020 01:31 PM We need a leader who does the right thing regardless of how challenging or difficult it is. It is my opinion that it is easy to know what is right and what is wrong, choosing the right thing to do needs courage. we need a leader who thinks bold and puts students/faculty/staff interests before the outside influencers.

241 Jan 30 2020 01:31 PM Former academic, familiar with state politics, from UCF,

242 Jan 30 2020 01:30 PM Fund raising skills and honesty.

243 Jan 30 2020 01:29 PM Operational Applied Visionary.

Meaning: Needs to have a strong hand on ethics and operations. A strong staff that can execute. Creative people to re-think the university and truly really care for community and students.

244 Jan 30 2020 01:29 PM Must be a true leader and must be able to interact with the students as well as our rather young alumni base. The new president must embrace UCF's athletic aspirations. We have come so far over the last 20 years, we need to keep pushing forward. Dr. Whittaker was a great blend of all that UCF needs. It's too bad he had to leave.

245 Jan 30 2020 01:27 PM You should like at Dr. Michael Rao, currently at VCU.

246 Jan 30 2020 01:27 PM

They need to be from out of state. If not that defiantly form outside Orlando. The majorly of professionals went to UCF so the is this friend of a friend kickback culture that can happen. We saw this with the last president and construction thing.

The new president needs to have professional integrity and lead by example when it comes to following ethical guidelines. I think someone with an HR background may be perfect.

247 Jan 30 2020 01:27 PM I think a cultural fit is requiring a very dynamic individual. They need to have awareness of campus life, technology, and building partnerships with strong tech incubators. Would love cross learning opportunities with major organizations such as apple, google, Space X Amazon, Advent Health etc...

248 Jan 30 2020 01:26 PM Younger guy/girl, someone who understands the generation of college students better

249 Jan 30 2020 01:26 PM - Willing to be face-forward with students
- Be involved in campus events
- Understand the culture of students and the importance of an approachable president
- Someone everyone can trust to be the President behind closed doors as well as in the public eye

250 Jan 30 2020 01:25 PM The president must not neglect Athletics, and have a strong moral compass.

251 Jan 30 2020 01:25 PM Growth-minded

252 Jan 30 2020 01:25 PM As the largest set of students, the next president must continue the ability to engage the Humanities. Even if their career is not in the Humanities, a capacity to speak with Humanists is critical. A previous Presidential candidate's complete inability to talk on any subject of the Humanities called the process that brought them to the finalists round into question.

Also prioritizing the University emphasis on Partnerships is likely to be an important step to leverage resources from the the State.

253 Jan 30 2020 01:19 PM The new President must be a person of integrity.

254 Jan 30 2020 01:17 PM

The chosen candidate should be innovative, compassionate, and open-minded. We need a leader who can both move us forward in new directions while at the same time remain sensitive to those who are more resistant to change. I think there is a sizable portion of the university faculty and staff who are change-averse. If we want to continuously evolve and improve ourselves, we need leadership that can gently but firmly move us in new directions. I think having a positive, creative, approachable president who can both relate to and guide our university community is critical. Dr. Seymour seems to epitomize these qualities, so I think using him as a model would be a good start.

255 Jan 30 2020 01:17 PM

I feel as though our next president needs to have a clear work ethic, that there is open communication and transparency as to what is going on with UCF, to help build up the trust that was lost previously and to help with all the new situations that are coming up to the light from the past years. I feel that the president will need to be approachable to students and staff, but also have a strong work ethic to do what is right for the University.

256 Jan 30 2020 01:16 PM The president should've been a professor. He should know what it is to communicate with students and other faculty. He should care, about more than growth and expansion, about what the students feel and about the kind of community they are creating. He should be caring about the different situations of the different communities that overall make UCF what it is. As a Hispanic, I have suffered from uncommon situations and found that nobody in the campus cares.

257 Jan 30 2020 01:15 PM A moral compass

258 Jan 30 2020 01:09 PM It must be someone that values cultural diversity. It must be someone that move the university forward with ideas from different cultures. He. she must be able to work with those from different cultural and ethic backgrounds.

259 Jan 30 2020 01:03 PM

This president needs to be business and cultural savvy, entrepreneur, organized and most of all a leader who is confident in his plan and ability to achieve it! This president needs to be able to communicate to all levels of the organization. Too many people are not communicated with the right information to keep the plan rolling and making all parts of the plan stay in sync! This university needs to have one main plan, with multiple sub plans that roll up. No variations from the sub plans to the main plan.

I have been here for 3 years and I have seen plans override the main plan, sub plans change because no one takes responsibility or a change in responsibility because one operating unit thinks they have more rights than the other. UCF is the parent and everyone else are children.

260 Jan 30 2020 12:58 PM

The new President should come in prepared, both professionally and psychologically, to initiate full-scale reviews of all upper level management, down to the Director level, of personnel with more than five years experience with UCF. Particular emphasis should be placed on investigating:

1. key players not removed as a result of the Colburn Hall scandal - i.e., General Counsel and GC's office, Office of Internal Audit, and Facilities Operations;
2. Athletics' consistent unethical fiscal, housing and athlete facilitation of unethical conduct;
3. SDES fiscal abuse of auxiliaries for funding of non-State-funded initiatives such as management compensation, deals with third party housing partners.
4. Student Financial Aid's default response that problems are the students' fault and therefore don't justify attention or assistance by the department.

261 Jan 30 2020 12:58 PM

--UCF may be a university, but it is also a large business. So an ideal candidate would be a person with a Ph.D. and corporate-level experience, with an understanding of accounting, finance and analysis.

--An honest and fair person with a proven track record of progressive leadership(flexible work schedules, teleworking, job sharing, etc.) and a reputation for open communications and transparency.

--Experienced in running a public university and enforcing adherence to government rules and regulations.

--Someone who is truly concerned about each and every student and is committed to ensuring that they have the resources, guidance and pathways to graduate.

--Someone who knows how to build and maintain partnerships inside and outside the community

--Someone who is not already employed by the university.

262 Jan 30 2020 12:52 PM I think the new President has to be strong in order to make the necessary changes, starting with administration and working down. They can't be afraid to make the hard decisions. The candidate should have the ability to engage with students, staff, faculty, community in a manner that evokes sincerity and expectations.

263 Jan 30 2020 12:50 PM MUST understand academic institutions at all levels and from all angles. Must have an academic background in combo with pragmatism and a feet-on-the-ground approach to getting things done. MUST be fully aware of, and sympathetic to, how initiatives will play out at the level of the people who have to make them work or are otherwise affected by them. No more deadline combos that make no sense, for example, because various parties and interests do not work cohesively and/or do not account for the realities of academic work cycles.

264 Jan 30 2020 12:49 PM I would like to see the next UCF president have a strong background in academic leadership. As UCF is an academic institution, our leader should also be an academic.

265 Jan 30 2020 12:48 PM

The new president must be willing to listen to students. They should also be informed and well-versed in dialogue surrounding the social issues of today, including issues surrounding race, gender, sexuality, and ability. They should also be able to make UCF look good to our state congresspeople in order to ensure continued funding and support from our state government which apparently has little regard for well-funded public education.

266 Jan 30 2020 12:48 PM Professional Experiences: The ability to fire people and clean house. Then build an administration from the ground up.

Personal Qualities: The ability to say out loud to other people: "Is this really the best way to spend money?"

267 Jan 30 2020 12:48 PM Must be a diverse candidate. We can't have another white able bodied straight man. We have to appeal to a wider demographic.

268 Jan 30 2020 12:46 PM Must have a BROAD Leadership resume (chair, Dean, Provost, COO, CFO etc..). President must be well educated and be able to relate to the educators of the university. Must have business experience with creating strategic plans, hiring, and raising money. Experience with interacting with government officials would be nice. The president must be a person of high values, zero hint of impropriety, no matter how trivial.

269 Jan 30 2020 12:45 PM The next president needs a strong "presence" at the state and national level. They need to be politically savvy and effectively use social media.

Basically we need a "hero" as a leader that in a short time turns the university around to be the pride of the Orlando community.

The next president needs an engaging personality and effective communication skills and also have a strong record of integrity in their decision-making process.

270 Jan 30 2020 12:44 PM Must possess a PhD level education and have been a successful tenured faculty in sciences or/or humanities.

It's critical to avoid businessmen looking to run UCF in a commercial manner, and to avoid politicians who are looking to boost their record without much care or experience in teaching or research.

Most important in a cultural fit are dedication to: diversity, inclusivity, and highest ethics.

271 Jan 30 2020 12:43 PM Professional Experiences: Be a "People" person; Not afraid to say "No"; Not afraid to "stand-up" to peer pressure.

Personal Qualities: Be a "People" person; Approachable and easy to talk to, not behind a "glass wall"; Open door policy from ground keepers up to Dean's.

272 Jan 30 2020 12:42 PM A person with strong leadership and management skills is a given. Our president should have a team he/she can trust to hire quality professors and other staff members. Someone who can set aside any bias they may have and look towards solving problems with an open, logical mind.

As for the cultural side, UCF is a very fun and playful university. It would be amazing if our next president will join in on some of the traditions and activities we carry here. I would like to see a president who can maintain professionalism in their job and have a casual relationship with the student body outside of work.

273 Jan 30 2020 12:40 PM Come from a research university that is closely tied to an international city

274 Jan 30 2020 12:39 PM The next president should be a successful academic, mentor, and teacher, not a "suit" or business person.

275 Jan 30 2020 12:35 PM Not the same old academic slate of candidates. Many universities are now looking to ex-government, ex-military selections. They bring a different view. Structure, integrity, political savvy, connections, etc.

Should be someone from a solid family background, and young enough (or young thinking enough) to fit with faculty, staff, students, legislature and community

276 Jan 30 2020 12:35 PM

It would be nice for the president to reflect the diversity of central Florida. And more importantly, the president would benefit from strong social skills using social media to engage with the students and build a strong Knight identity. Additionally, the person would benefit from being an ambassador to the faculty and visible in meaningful ways. Finally, the person would benefit from building strong relationships with other schools in the SUS, primarily UF and FSU who hold a great deal of influence in Tallahassee.

277 Jan 30 2020 12:32 PM

The new president doesn't merely need to "fit" with the culture of UCF. The current culture needs to be changed for the better. Anyone who looks around at all the ongoing controversies ought to be able to see that. And I don't blame individuals that have been targeted for culling. No doubt some of them deserve it, but it's hard to know in the current atmosphere of paternalism and secrecy. The new president needs to pay more than lip-service to the intelligence, dedication, and hard work of the faculty. The new president needs to establish a policy of openness and increased faculty governance, to respect that the university contains many fine brains and experts in fields relevant not only to their own careers but also to the success of the university itself.

One example of where previous administrations failed such openness and involvement is with the new downtown campus. In a variety of ways, faculty suggested that we create a nexus of faculty who would bring urban studies and planning expertise to the endeavor, but they were all denied, and instead the entire project was handed over to real estate developers. What a waste.

278 Jan 30 2020 12:32 PM Strong leadership
Commitment to all aspects of a university
community
Good fundraising skills
Ability to work well with state government
officials
Commitment to Diversity and inclusion
Ability to envision our future

279 Jan 30 2020 12:31 PM A tenured professor in chosen academic field
with a deep understanding of research and
teaching. Experience with managing financial
obligations during change.

280 Jan 30 2020 12:30 PM Must have a get it done attitude. Ability to say enough with long meetings, lets be pro-active and problem solvers.

281 Jan 30 2020 12:30 PM Ideally, the new President has experience at a diverse institution similar in size to UCF. Having a similar experience with our scale will show an ability to coordinate, collaborate and communicate with not just any institution but with a large institution. This requires unique skills.

282 Jan 30 2020 12:30 PM I believe the next ucf president should embody change and diversity.

283 Jan 30 2020 12:29 PM The culture of UCF is one of massive student population. Understanding that the interests and endeavors of the student body span anywhere from gardening and sustainability to robotics and jousting, the new president must be transparent and active in the student community.

Transparency in decisions and visibility (being out on campus and participating in student-led activities) will lead to a personal relationship the students will value in a president. The candidate must be able to work with strongly opinionated faculty and staff members, as it is common in higher ed that faculty are very particular and those with seniority are set in their ways and will defend those ways.

Having an air-tight procedure regarding funding and funding requests, as well as a refined methodology regarding granting funding and publishing those awards will help with transparency that has been obscured in the past.

Value needs to be placed in the IT department, as we are under-budgeted and over-allocated. I would place precedence on a candidate with understanding of this value.

284 Jan 30 2020 12:29 PM I feel the right fit would be an individual who is outside the university. Higher ed experience is of course crucial but we need a new and impartial leader.

We also need a leader who does not have past stories of struggles at other universities. Recent stories coming out about UCF make it clear that we need someone who is well liked but also great at their job - and who has a positive track record with their former colleagues.

285 Jan 30 2020 12:28 PM Qualifications should include several trainings and certifications in diversity programs and at least 10 years of experience in a high position at a reputable university.

286 Jan 30 2020 12:27 PM

This person MUST have a real academic background. No political appointees, no business leader change agents, no people who got a PhD decades ago but have no idea how contemporary universities work, and who have never taught a class or worked on a research project.

This person needs to recognize quality in people and in programs, and know what to do with it.

This person needs to have an excellent political sense. That doesn't mean being manipulative (we have enough of that already). It means someone who can see how to get various parties to a shared goal, and maximize the utility for all of them.

287 Jan 30 2020 12:27 PM Broad leadership experience
Ability to select future faculty and set a vision
Excellent communication skills
A woman - Since more and more women are going to college, I would like a woman to become the next president.

288 Jan 30 2020 12:25 PM We need an ethical person. Someone who is not part of the 'old boys' network. Strong business acumen. Someone who can be accountable and hold others accountable for action towards our goals.

289 Jan 30 2020 12:25 PM Be a change agent and lead from a student centered focus. Diverse thinker, and inclusive.

290 Jan 30 2020 12:23 PM Representative for faculty and students

291 Jan 30 2020 12:23 PM Lead with integrity, always. Match words with actions.
Listen, develop strategy in collaboration with Colleges, make decisions, and move forward.
I don't want the new President to "fit in" with UCF culture. I want the new President to create a new culture of integrity and commitment to excellence for UCF.

292 Jan 30 2020 12:23 PM He must be able to lobby Tallahassee for equal financial status with UF and FSU.

293 Jan 30 2020 12:22 PM The next president must be a self motivated individual with excellent understanding of economics, financing and posses considerable managerial skills. This individual needs the due diligence to push the academic environment into the twenty first century rather than allow it to remain stagnate.

294 Jan 30 2020 12:22 PM Have experience from various from community colleges and universities.

295 Jan 30 2020 12:21 PM Open minded, visionary, have experience managing large organizations with multiple areas of focus. Continue the family first culture that we have developed in our organization. Willing to think outside the box and beyond to deliver excellence in higher education and research. Understand the infrastructure needs of an institution on our size and be willing to invest in excellence.

296 Jan 30 2020 12:20 PM must have leadership skills and audit credentials. Must be a people person and not think they are above students, faculty and staff. Willing to get hands dirty and hang with students in the reflection pond. Much like previous president did

297 Jan 30 2020 12:17 PM They must have a strong vision that helps unify the university instead of having several areas all seem to working against each other or treating others as competition. We all work for the same team. The president must be strong enough to make decisions for the overall good instead of giving in to the squeakiest wheel.

298 Jan 30 2020 12:17 PM Must be able to foster relationships across campus and with stakeholders at the state legislative and local community level.

Must be able to see larger structural issues in the processes we use for daily operations. Streamlining financial and employee payment processes (timesheets/payroll/travel reimbursements) through better online systems will save us money in the long run.

Must be able to focus on solid educational practices and build a reward system for students, faculty, and staff that values and fosters learning first.

299 Jan 30 2020 12:17 PM I do not want a "business" president. I do not want a "value" placed on every university activity. I know funding is an important aspect of university operations, but it does not need to drive all decisions.

300 Jan 30 2020 12:17 PM (1) Experience with establishing a culture of high ethics,
(2) Experience with considering budget allocations among departments needed to support the teaching mission of the university.
(3) Experience leading a Hispanic-Serving Institution or a strong plan for doing so.

301 Jan 30 2020 12:15 PM The President should be knowledge in the needs of a research institution and have a background in science.

302 Jan 30 2020 12:14 PM Strong listening skills, previous academic administrative roles and teaching roles, ability to have a bottom up model and view students as the primary customer, meet with all types of students rather than only the "highest performing and most engaged" to get accurate picture of student experience.

303 Jan 30 2020 12:14 PM

I would love for a president to come from a background from an underrepresented social identity group. That being said, I do not believe it should be a priority for the committee to seek candidates that mimic the way we have done things in the past. Personal qualities should be 1) fair 2) honest 3) supportive 4) hardworking 5) loyal

We need a president to follow the processes and procedures that exist. Decisions from a position like this need to be unbiased and honesty should be the driving factor in this person's decision making.

304 Jan 30 2020 12:13 PM A background of strong leadership

Willingness to do the right thing even when you know it's going to get pushback (from the union, etc.)

An empowerment approach to leadership -- the faculty should be prioritized when administrators are making policies and setting budgets. We should not be seen as obstructions to what administrators wish they could do

A Ph.D. (not an Ed.D., Psy.D., etc.)

Commitment to a long-term vision of UCF as a top-tier research institution, and willingness to put money behind making that goal happen

305 Jan 30 2020 12:12 PM Personableness, industriousness, and ambition are required for such a difficult position. It would be good for them to have had any executive role at another University if not our own.

306 Jan 30 2020 12:11 PM -Someone who has significant leadership experience in leading a very large higher education institution
-Someone who understands organizational change and the structures and resources that are needed to implement change effectively.
-Someone who is transparent, honest, inclusive, swift (when hard decisions need to be made), relational, political, fair, and intelligent

307 Jan 30 2020 12:09 PM The new president must be a strong leader, a charismatic speaker, transparent, excellent at managing large institutions.

308 Jan 30 2020 12:09 PM I believe someone with a higher education administration background would be a good fit. I think someone with a business background may sound better, but the new president has to know how a university works.

309 Jan 30 2020 12:09 PM Be able to relate to the students. Focus on innovation. Know what does and doesn't appeal to students.

310 Jan 30 2020 12:08 PM The individual has to be the embodiment of UCF, but also have a strong background of leadership in private sector as well as hospital admin.

311 Jan 30 2020 12:08 PM Crisis communication, crisis management

312 Jan 30 2020 12:06 PM The new president should have experience with state and national tuition policies. The new president should have a strong business background in negotiating deals that benefit students and faculty. The new president should have a solid understanding of what UCF does well, including but not limited to engineering and hospitality.

313 Jan 30 2020 12:05 PM Trustworthy. No just in words, but in actions.

314 Jan 30 2020 12:04 PM Someone with a strong administrative and research background who is not associated with anyone from the previous administrations.

315 Jan 30 2020 12:02 PM The President must be very familiar with the Central Florida community.

316 Jan 30 2020 12:02 PM Must be able to deal with personnel issues and not be afraid to make changes when necessary. Must be fully committed to raising the funding to build a new performing arts center. Be fully committed to improving the salaries and working conditions of faculty.

317 Jan 30 2020 12:02 PM Be a research-oriented scholar and committed with excellence.

318 Jan 30 2020 12:01 PM Leadership, determination, patience, and should be prepared to receive punishment for his inabilities. The next president should be and cannot be anything other than a UCF student.

319 Jan 30 2020 12:00 PM I think a strong fit would be someone who is fresh-faced, optimistic, and well-connected to our student pulse.

320 Jan 30 2020 11:56 AM Previous presidency with students that liked them.

328 Jan 29 2020 10:55 AM Needs to be a leader. He/she will need to be able to sell UCF to politicians that are hostile towards UCF in order to get an approval for a law school and med school.

331 Jan 28 2020 02:17 PM The successful candidate should have the ability to come into an environment that has experienced substantial upheaval, pause to take the temperature and learn the history of the institution and its people, and then make informed decisions for how we get the institution back to equilibrium. It is critical that the new president have experience with and passion for equity, inclusion, and social justice - not just diversity for the sake of diversity, but a deep understanding of how historical and social conditions have shaped and continue to shape the lives of marginalized and minoritized students and employees. The new president should be a lover of innovation and open to new, fresh approaches, while being discerning and cautious in the allocation of resources and support for various initiatives. They should have experience cultivating engaging campus cultures that support the overall wellbeing of students, faculty, staff, and guests. The president must be someone who can stand up in the face of intense public scrutiny and do the right thing. Finally, the president must demonstrate a commitment to ethics, and be willing to support developing stronger compliance controls and ethical cultures here at UCF.

332 Jan 28 2020 02:02 PM Outgoing, dynamic and creative. Proactive and preferably a legal background.

333 Jan 26 2020 04:25 PM President needs to have some gravitas and credentials in terms of reputation related to research and administration. Definitely someone who is a National Academies Member (National Academy of Engineering, National Academy of Sciences or National Academy of Medicine). Ideally someone who also has a MBA!

334 Jan 24 2020 01:52 PM The new President must be an academic and scholar, NOT a politician or political entity.

335 Jan 24 2020 12:24 PM The successful candidate needs strong communication and listening skills and must be a visible leader.

336 Jan 22 2020 07:17 AM The personal qualities for the new President is to be his/herself and not what others believe you should be! This is a tough position. With it, comes the need for sincerity and a vision for us to move toward.

338 Jan 20 2020 08:01 AM Competent

339 Jan 17 2020 11:29 AM Good presidency

340 Jan 16 2020 02:08 PM Experience as president or high-level administrator at a medium to large university. Must have a terminal degree. Unquestionable integrity. Commitment to excellence. Willing to make tough decisions and take decisive action. Transparent. Relatable. No "skeletons in the closet."

341 Jan 16 2020 11:17 AM Young, interacts with students and joins in the campus activities.

342 Jan 16 2020 10:30 AM Needs to see a big picture and be strategic about positioning the university for future. Be comfortable with partnering with community members, be transparent and compliance minded.

343 Jan 16 2020 09:55 AM To bring a perspective of excellence to UCF, the President must have demonstrated excellence in both research and teaching as a faculty member first at an aspirational university, and second have some administration experience. Experience with commercialization and national academy level status as a researcher would be outstanding. If UCF is to climb the research and teaching excellence mountain the President must have been to the top and seen the view at previous academic institution(s).
A President who has respect of the Hard Sciences and Medical Faculty would be critical. UCF needs an Inspirational Leader and not another Administrator that gets in the way of the Faculty working together to achieve excellence.

344 Jan 16 2020 07:14 AM Integrity, ethical decision-making, open to innovative ideas, a TRUE understanding of the meaning of PARTNERSHIP, experience with industry and state college partners, and a proven track record of inclusiveness/diversity. References should be checked EXTENSIVELY and go back many years to uncover any possibility of unethical behavior.

345 Jan 15 2020 07:07 PM I think the president should have leadership experience at a school that is similar to UCF in terms of size. I think the president should also come from an academic background, maybe having a PhD. I think it would be cool if the president came from an engineering background similar to Dr. Whittaker as all the students seemed to like him.

346 Jan 15 2020 05:48 PM

We need an outsider, someone new to UCF, someone that does not owe anything to those who have been running the university for the last 10 years. We need someone who takes ethics seriously, not just someone who pays lip service to ethical standards, but someone who walks the talk. We need someone who will make amends with the legislature and who can rebuild the public's trust toward the largest institution of higher learning in our state. Bring an outsider with an extra clean record and an untarnished reputation.

347 Jan 15 2020 04:40 PM

I feel that the new president of our university needs to create and uphold relationships with professors, students, and staff. They need to care and love the school just as much as we do.

348 Jan 15 2020 03:18 PM The candidate must be willing to stand up for what is right for the people that make up the UCF community even if outsiders don't find it favorable. That being said, the candidate should be fully aware and accepting of the unique diversity and atmosphere that has been established on this campus.

349 Jan 15 2020 01:39 PM Honest, transparent, positive, friendly. And s/he needs to understand doing academic research, publishing, etc if they're going to be able to relate to faculty and higher level students.

350 Jan 15 2020 12:14 PM Networking and communication skills; time and budget management; an understanding that a large university will always be in constant transformation. UCF is the size of a small city, and thus the president should be expected to handle these roles with such awareness. This entails good communication with both academic faculty and facilities staff to ensure that both departmental issues and infrastructure issues are being brought to the attention of the President. These qualifications come with an individual who has had experience in the past with efficiently handling problem resolution, a continuous schedule of upkeep for a campus, as well as understanding that the academic success of a school's students is not solely met by the grades they receive in the classroom, but by a well-rounded ability to apply those classroom lessons with research experience and simulated real-world experience as part of their curriculum, regardless of the program they are in.

351 Jan 15 2020 11:18 AM The ideal president ought to have experience in higher education, skill for negotiation among departments for different resources, a reputable history with managing budgets, and familiarity with governmental resources and engaging with civic leaders for funding. Their personal interaction with UCF's "culture" is not a priority here-let's find someone who can get people the resources they need when they need them.

352 Jan 15 2020 08:41 AM

An academic, one of a strong and noble mind, not a lazy professor looking for feathers in their caps, as there are so many are hereby employed, but one to stir up emotion and inspiration.

A financial manager or business person is NOT the one you seek, although you may believe they have all the answers to earn the trustees' blessings.

To achieve a true cultural fit we must seek a champion of diversity and access. A consensus builder, not a shrewd business manager, the implements of austerity do not take a an expert to employ.

353 Jan 15 2020 08:34 AM

Leadership style needs to be collaborative and focused on trust and empowerment of the people who are part of this large institution. At this time, this university needs someone with solid business skills who can keep track of accountability across domains, as well as excellent and proven leadership ability, and a style that fits with diverse academics- able to be genuinely interested in our work and happiness, able to manage the issues of ego and turf that are not uncommon in academia; this President must have experience in both academia (as a professor who has risen through the ranks) and in leadership of a large organization.

354 Jan 15 2020 06:06 AM Qualifications should include experience in both academia and technical fields of study as STEM is what will help UCF advance as an institution. Partnerships are vital to UCF's success and with the ongoing disruption of higher-education, we must be seen as a beacon of what is possible by sending our qualified graduates into lucrative future careers.

355 Jan 14 2020 04:44 PM More academic and less sports.

356 Jan 14 2020 04:42 PM Student Success experience
Business Acumen
Government Relations
Empathy
Assessment and Program Evaluation
EEO and Diversity experience

357 Jan 14 2020 02:16 PM I don't think diversity/inclusion should be a factor in the selection process. The best candidate should be hired, irrespective of creed, color, gender, if their parents went to college, etc.

358 Jan 14 2020 01:28 PM An individual who has a deep understanding of the region, especially its history, demographics, and economics of Central Florida and the Southeast.

An individual who values the humanities and understands how crucial they are to support STEM fields.

An individual who has been an educator, not a career-administrator. I think folks tend to forget what it is to be in a classroom, face-to-face with students in a very precarious time. Someone who has taught as a faculty member with years of experience and whose administrative vision has students at its core.

359 Jan 14 2020 01:27 PM Forget cultural fit. The circumstances necessitating a new president were not a result of cultural excellence. We need a strong leader, to lead us toward better culture. This community is often uninterested in change, and many groups actively resist what is necessary to succeed. If UCF is to do the things it promises to, grow to be a university of consequence, it will need a leader willing to go beyond fitting, to changing the culture

360 Jan 14 2020 01:13 PM

They NEED to be a former academic who understands faculty teaching and research needs and balance. To help students is to provide the educators with the tools they need to provide that education. TO support faculty financially and mentally, from the top down respecting a work/life balance. They need to be someone with experience in education, NOT business. They need to be someone with a focus on stability and strength, not growth.

361 Jan 14 2020 01:06 PM Try to find someone who can refocus the university on its core missions - research and education. Also, someone who can mend fences with the legislature. UCF cannot grow without more state funding. Also, need to quit acting and thinking like a regional university.

362 Jan 14 2020 12:37 PM A person who has a track record for changing the status-quo and achieving excellence through courage in ethical scholarship and honesty.

363 Jan 14 2020 12:22 PM Someone who is very optimistic, can handle challenges without losing composure, is very approachable, loves to interact with students, contains a high level of intelligence and critical thinking ability, can make hard decisions quickly, and is a charismatic speaker who gains trust easily. Must believe that education has the power to change lives and that the opportunity to obtain it should be available to everyone.

364 Jan 14 2020 11:54 AM He or she must know what the business community needs in the graduates of University of Central Florida. They must make sure that the graduates of the university are prepared to enter the job market.

365 Jan 14 2020 11:50 AM

Integrity and honesty are the most important from an administrator. If the administrator comes from a school where a major issue affected the student body, then that administrator should have addressed it, made others aware of it and set out to resolve it.

Candidates that allowed/enabled/covered up issues with financial misconduct, health and safety issues, declined to investigate criminal or sexual misconduct, or had similar issues should be immediately suspect.

A President should be open to new ideas, ask for student input, address issues head-on, and be transparent about those issues.

366 Jan 14 2020 11:40 AM Our President should have diverse work experience beyond academia and have a history of successfully managing large budgets. He/She should have a philanthropic mindset and a steady demeanor who keep calm in a stressful situation and a steady hand make difficult decisions as they arise. Dr. Whittaker and Dr. Seymour are examples of the professionals who represent the UCF culture.

367 Jan 14 2020 11:33 AM The president should have experience in helping less privileged students get the funds they need even if they have a bad semester or 2. Additionally, and likely going hand in hand, they should have a history of being a TRUE ally to people of color.

368 Jan 14 2020 11:30 AM Someone who wont get fired in a semester for corruption or being an awful human being.

369 Jan 14 2020 11:21 AM UCF needs a leader that will change the culture of the organization and not "fit" the culture.
The new president must be a seasoned leader with a clear vision and the ability to lead from the front and move the university in a new direction.

370 Jan 14 2020 11:03 AM Trustworthy. Transparent. Approachable.
Higher Education Experience.

371 Jan 14 2020 10:50 AM The new President needs to have a desire to follow the rules and law. If they give those below them the impression that rules and laws do not apply to them, it will continue to discredit my University and degree.

372 Jan 14 2020 10:40 AM Honesty and Integrity

373 Jan 14 2020 10:33 AM They should be willing to significantly reduce the administrative oversight on the campus and refocus the campus to it's core missions - education and research. Respect the boundary between academia and the corporate culture in Millican Hall.

374 Jan 14 2020 10:33 AM

1. Academic, Industry, and Government experience is ideal
2. Vision, articulation, and accessibility
3. Desire for positive change
4. Commitment to the faculty; the students will reap the rippled benefits
5. Measured ambition
6. Understanding the landscape of the future, not totally stuck on status quo and tradition, but strives for innovation, distributed practices, and technology. Revolutionary change in society and culture often happens at universities because knowledge is power
7. Strong, good-will community, government, and business relations
8. Charismatic

375 Jan 14 2020 10:32 AM Energetic—ready to work tirelessly on our behalf.

Visionary—a source of ideas, an ability to brainstorm, speculate, and imagine things beyond the immediate horizons, and not necessarily in "direct lines" from where we are.

Inspiring or able to be inspired—listen and learn, and then be inspiring.

Research savvy—ideally she/he would have been a researcher in the past, and have an appreciation for the needs for all sorts of funding (including private foundations), and the ability to communicate externally (e.g., the legislature) the many valuable aspects of research, from community-based to internationally-recognized.

Politically savvy—able to listen to, communicate with, and ideally influence (be understood and appreciated by) our political leaders. Skilled at conveying our appreciation for their roles, and excitement for aspirations, impact on the state, etc. How to be selective and adaptive in doing so.

A multidisciplinary thinker (or doer). Research

376 Jan 14 2020 10:29 AM open-mindedness
informal evaluation-based goal/agenda
creation (not bringing an external agenda in
to the role)
ability to ask "why do we do this" when faced
with a process or procedure
understanding of, or the ability to listen to
staff on the front lines BEFORE enacting
change and taking their thoughts into
account
goal should be to live in the community they
help foster and change, not accomplish and
then leave

377 Jan 14 2020 10:25 AM

The next president should come from a research university. He/she should have a history of research success in his/her discipline that includes grant writing, publication, and graduate education. The successful candidate should have experience in transdisciplinary work that includes both the sciences and the humanities. He/she should have experience in a public university and be familiar with or have experience with the needs of first generation and underserved communities students at both the undergraduate and graduate levels. The successful candidate would be viewed as a member of the UCF community and would engage with faculty and students informally on a regular basis.

378 Jan 14 2020 10:22 AM

While it is important for the next President to understand and appreciate academic and faculty life, we do not need an accomplished academic to be our President, as those tend to make lousy leaders. We need a savvy and respected business person who has experience in higher education and has demonstrated experience turning failing schools around. The question of "fit" is a tough one because the ideal candidate should NOT fit the current leadership culture but be able to establish a new UCF culture that is based on true integrity, transparency, inclusivity, and respect for everyone. It should be a person who is driven by courage, not by fear.

379 Jan 14 2020 10:21 AM the president needs to be progressive and understands the changing cultural scene of higher education. It is evolving and were only 50+ years old so we should be forward thinking and need to be innovative.

380 Jan 14 2020 10:15 AM I am not sure how cultural "fit" would be described. A person who can lead this University should blend into any and all cultures, be willing to be diverse, inclusive and accepting of whatever culture she or he has the privilege of being immersed in at any given moment. Be willing to listen and learn from others, and not just the people at the top levels of administration. Integrity and honesty are MOST important, without which, there is no trust.

381 Jan 14 2020 10:12 AM --I would like to see UCF entertain female and minority candidates for this position. There always has been a white man as president at UCF.

--Supportive of faculty

--interested in academics more than football

382 Jan 14 2020 10:10 AM Understanding what and why the bad things have happened and how to change the perception from negative to a positive, trustworthy name again.

383 Jan 14 2020 10:10 AM Evidence of attention to embracing diversity and fostering a welcoming climate for all stakeholders from students to staff to faculty to alumni to community partners, etc.

Evidence of building programs designed to facilitate student success around the skills that both alumni and business leaders say they want to see in college graduates and also say they do not see in them.

Evidence of excellent communication skills among diverse stakeholder populations. The next president must get out front and be our spokesperson as we build relationships with stakeholders that will ultimately serve to support our mission, vision, and values going forward.

384 Jan 14 2020 10:06 AM Culture is a set of actions. I believe these actions should change. This will happen only when the processes will change. UCF accepts more and more students each year so needs to create the analogous circumstances.

385 Jan 14 2020 10:01 AM charismatic leader; vision regarding the goal of tertiary education; an understanding of contemporary challenges regarding sustainability

386 Jan 14 2020 09:52 AM

They must understand the academy. This is primary. The last thing we need is a bunch more people coming out of business and claiming they know better how to efficiently run a university. That is what got us in trouble in the first place. Millican was always a very corporate-culture place, which was at the core of some of the poor choices made by upper administration. And I really, really don't want someone who comes in and treats the education we provide as a "product" we are selling to the "students." That is totally the wrong attitude and does a disservice to employers here, who rely on the quality education we provide to create a well-educated workforce. The new president has to be a better fundraiser than Hitt. We have bunches of unnamed buildings on this campus. Do we really not have any alums who can make big donations?

387 Jan 14 2020 09:44 AM I'd love to see a progressive and inclusive person who has a track record of bringing higher ed communities together. A problem solver who is strong and stands up for our UCF community, and also internally sees us all as individual human beings, not just autonomous workers.

388 Jan 14 2020 09:34 AM UCF needs to integrate with Orlando. The major hospitals snobbing at the UCF college of medicine created a fracture in the effort for UCF to be a pillar of the community.

389 Jan 14 2020 09:34 AM

Professional Experiences and Qualifications:

Past manager/president of a large organization where the focus is on others
Involvement in community growth
Knowledge and understanding of finances
Proven successful leadership - success is proven by the expressions shared by those who served WITH this person and the status of the organization he/she led
Vision that blends with the growth of the community

Personal Qualities:

Walk lightly and carry a big stick - listening skills and strength to make the hard decisions
Be part of the team - not just the leader
As the first president of this university impressed upon me - he/she must have a true passion for higher education
Values that align with UCF

390 Jan 14 2020 09:31 AM

UCF needs a leader with a solid and proven track record who has been proven to bring about needed change and remedy in a complex system such as a large University or organization. In the selection of the president for this university, UCF needs someone who has a true interest and vision for UCF and the community within which it serves. If the committee does a nationwide search, most likely UCF will be receiving an incumbent who may stay a short time and resign to move on. That is not what UCF needs at all. UCF needs stability in leadership, change in negative culture, and the ability to grow at the same time. To do this is going to take a very committed leader.

391 Jan 14 2020 09:30 AM diplomatic, visible, experience in management even if they have less experience with universities (this may even be better because then the person would naturally be willing to learn), feet on the ground- more than just a figurehead ideally

392 Jan 14 2020 09:29 AM While professional experience would be a significant benefit, I would much rather have a president who *actually* puts the quality of life for their students first - over just someone who has a lot of 'experience' and 'knows how to do the job'. You can always gain experience, but it's much more difficult to change someone's perspective.

Cultural fit requirement: Must be able to do a back-flip.

393 Jan 14 2020 09:28 AM Honest

Charismatic

Ability to make a decision

Ability to state the problem the way it is

Someone who is willing to clean house and get rid of all the political appointees and non-academics that are now in Millican Hall.

394 Jan 14 2020 09:26 AM

The President must have some type of background with everything, but especially finances. Likewise, the next President should have connections with UCF, but an internal may not be the best idea considering what has happened in the past year with higher level employees. However, the candidate must know what the University needs. They have to be a Knight first. They must also come off as someone who screams diversity. A minority candidate is not a requirement(though it would be great), but it cannot be someone who comes off as extremely unrelatable and uninterested in diversity, like almost all of our prior presidents except Dale Whittaker.

395 Jan 14 2020 09:26 AM Needs to have a firm back ground in running businesses. Having an academic back ground is nice, but we (UCF) is a multifaceted business organization. It might almost be better for the new president not to have any teaching experience but be able to run a large government type operation (county) or a large corporation.
Not hiring Mark Kennedy last round was a huge mistake.

396 Jan 14 2020 09:23 AM Embrace diversity, but hire according to merit and experience, not increasing diversity just because....

397 Jan 14 2020 09:17 AM Willing to listen to all voices; preferably has worked in university with a medical school; strong understanding of how to work with the community and with government officials

398 Jan 14 2020 09:17 AM Good leadership skills, very neutral in terms of politics, quick thinking, and someone who is willing to make the right decision even if others disagree (not easily persuaded, strong to who they are and their morals). Someone who won't back down from a challenge and lastly someone who is in this for the benefit of the university, wants success for the university and not someone who is doing this for personal success and selfish reasons to improve their status in society or something. Good with money and takes into account other opinions and not their own, doesn't do stuff behind closed doors without another knowing....

399 Jan 14 2020 09:14 AM To be objective and experienced in restructuring. To come from a state university.

400 Jan 14 2020 09:13 AM We need a president with a strong moral compass who is unafraid to ruffle feathers to make sure all procedures and protocols are being followed. We also need someone who has a clean background and a fantastic reputation for always doing the next right thing.

It would be wonderful to have a president that is well versed in a University that is growing at a rapid rate in a city that is growing at an exorbitant rate.

401 Jan 14 2020 09:12 AM They must be willing to listen to students advice and create more sorority opportunities.

402 Jan 14 2020 08:17 AM The next UCF President should be articulate, data driven and mindful of our Creed. He/She should be engaging, energetic, trustworthy, professional, open/transparent, and supportive. There are many of us that have worked hard to help build the UCF brand. Our brand should be respected and protected. The next President should honor our past and traditions while mapping a new vision. The new president should align student affairs and academic affairs. They should all work towards Recruitment, Retention, Graduation and work together. The UCF community should be one voice.

403 Jan 14 2020 05:42 AM

The candidate must have extensive experience in management - Human resource management and organizational development experience.

Their experience should be nothing less than a provost position of a medium to large institution for more than 10 years. Particular PhD's that are most appropriate in development of such a leader are in Higher education, Public Administration, Public Health, Education, and similar public sector disciplines.

It is important that the candidate be well versed in all cultural competencies including diversity and inclusion practices. They should be SAFE Zone certified, and have a track record that includes experience in developing programs that promote diversity and inclusion in large organizations.

The good "fit" for UCF and the community is going to be someone who understands how UCF works both within the surrounding area, as well as the goals that the board has set forth for state and national levels. A good fit for UCF is someone who is not afraid of change and who is ready to be completely transparent with the public and the staff.

404 Jan 13 2020 05:38 PM The qualifications need to be someone intelligent, and committed to the UCF community. Some one who can see the big picture and wants to stay at UCF, not use it as a stepping stone to the next university. The race and gender should not be a priority- I would rather have the right person for the job.

405 Jan 13 2020 03:52 PM Have developed, implemented and then sustained collaborative programs.

Must like people and desire to be VERY visible in the greater UCF community which includes the state and national levels.

406 Jan 13 2020 03:51 PM I think that the President should come from or have previous ties to UCF because they would be passionate for our Knights and in turn get students excited about our school. I also think they should not be afraid to be a little silly sometimes and be willing to participate in school activities. They should also allocate time to visit other campuses and see what they may be lacking or be in need of.

407 Jan 13 2020 03:33 PM Integrity, sustainability, confidence, courage

408 Jan 13 2020 02:02 PM Humanities background, more apt to have strong ethics training and experience with diverse socio-cultural groups

A minimum of 20 years experience in higher education (as faculty AND admin)

409 Jan 13 2020 01:35 PM Understand the problems facing the university (budget cuts, more students than we can appropriately handle, and so many more) and have transparency while working with us to solve them.

410 Jan 13 2020 12:56 PM Cultural fit? why should he/she be a cultural fit? In fact the President should come with brand new ideas that may not necessarily fit in the current UCF culture. He/She should have the stature to be able to resist and fight the current culture which seems to prefer stagnations and status-quo rather than continuous improvement.

The President should come from a top tier institution (either as a sitting president, or provost); be a visionary, established and highly respected scholar in his/her field who should be able to attract a top Provost for this University. This University has been deprived of a top provost since it is establishment and has suffered hugely because of that. Unlike the previous UCF presidents he/she should know how to communicate openly with faculty, students, alumni and the local community. and should be a top notch experienced fund raiser.

411 Jan 13 2020 11:59 AM Must be "squeaky clean"!

412 Jan 13 2020 11:28 AM Someone who has experience overseeing a large decentralized organization is key for success. Someone who is familiar with how governmental entities operate and the requirements that we must follow is a definite strength.

413 Jan 13 2020 11:11 AM There is only one candidate who has the experience and qualifications to succeed at UCF - Dale Whittaker. Since the legislature has now admitted that what he did was appropriate and NECESSARY, it is up to the BOT to have the courage to restore him to the Presidency.

414 Jan 13 2020 10:24 AM Someone who has a background as a bridge building and consensus maker is key. Ideally, someone who has experience with a legislative body is also key, as is lobbying community partners to expand UCF's broad reach. The person should be affable, likable, a great communicator, and willing to have an easy-to-talk to approach, as well as be accessible to staff, students, and faculty. Ideally someone who knows when to put on a suit and tie and someone who can go bobbing for ducks at Spirit Splash with the best of them.

415 Jan 13 2020 10:09 AM

The candidate needs high moral standards, the tone is set at the top. He/she will not only need academic experience, but business experience which is needed to help guide the non-academic operations side of the university as well and the ability to garner confidence for all constituents and to be able to positively motivate and influence all concerned. We need a person who is open and receptive to listening to all impacted parties when creating a strategic plan. Someone who is not only in it for themselves and their legacy.

416 Jan 13 2020 09:50 AM I think one of the focus areas for the new President should be on externally funded research. If UCF is to become a major research institution it most continue to grow externally funded research. Externally funded research is also a driver for increased graduate students, especially in STEM areas. In my experience, more externally funded research = more graduate students that are needed and can be supported which helps raise the overall prestige of the University (and regional and national rankings).

417 Jan 13 2020 05:38 AM Teaching experience

418 Jan 13 2020 01:30 AM The new President should know the central Florida area or be able to quickly assess the tremendous growth. Also, creating a campus! UCF is the second largest university in the U.S. but people would never know it, there's no main area, no place for students to hang out on the weekends, and lacks character. I actually feel sorry for the young students living on campus....it's not the ideal situation and it appears that students move as quickly as possible into the rundown apartments that surround the campus. Leadership has grown the university - with the money the university generates, development should be focused on creating a SAFE environment for ALL students that live nearby as well as on campus. I would suggest brining in someone that has been successful in establishing other universities or someone at UCF that has personal connections with developers to build a better campus!

419 Jan 12 2020 07:32 PM .

420 Jan 12 2020 08:37 AM Need someone that cares about American values and the American way of life with values that reflect care for all students, not just addressing special classes of students or certain minorities. Too much resources are given to foreign cultural groups and special interest. The university needs a strong advocate who does not go with the flow and appease special interest groups in the name of social

421 Jan 10 2020 08:09 AM

They need to be resilient, strong, and intelligent. They need to heed the advice of their advisors. They need to come in with the understanding they will be mopping up a bad situation. Not needlessly penalize those remaining for the situation. And move on. Understand there is work to do, there are people working hard to keep the show running, whether someone is in that seat or not. They need to be personable and renew trust and confidence in our university. There are enough diva's on campus and within the faculty, we don't need someone with that kind of attitude in the President's office.

422 Jan 10 2020 07:07 AM

Professional qualifications that I look for in a President is one that has enough experience with public speaking and are comfortable and receptive to other people's opinions. Someone who has worked with large groups of at least 1,000 and are confident in their message to excel in their role.

Someone who is a strong cultural "fit" with the UCF Community is someone who is comfortable learning about others without being offended and someone who encourages others to express their individuality without being ashamed.

423 Jan 10 2020 05:16 AM A provost from any large university should have developed all the experience to be successful. I think a sitting president from another university would have too many set behaviors. We need someone who knows how to be flexible and open to change.

424 Jan 09 2020 02:16 PM New president needs to turn the university upside down and clean house. We need fresh blood around here. There's too much corruption and old ways of thinking.

425 Jan 09 2020 12:59 PM The ideal candidate must love all people regardless of race, religion, sex, etc. in order to wholeheartedly uphold UCF's values - rather than just on paper. The ideal candidate would strive to understand all the roles that each person at UCF does and value them - in spirit and in pay.

426 Jan 09 2020 10:59 AM All students matter.

427 Jan 09 2020 10:42 AM I believe UCF needs someone with business or private industry experience (whether or not they have a terminal degree) that can bring a fresh vision and an outsider's perspective on the challenges that our institution faces. I think the new President should have an established record of being a change agent who has the confidence and will to make necessary changes.

428 Jan 09 2020 09:48 AM

The new president would need very strong academic and professional credentials and should be very familiar with the way state institutions and governance and the legislature work. In terms of personal qualities, the new president should be outgoing and interested in hearing from everyone at the university, a good listener and someone who truly cares about everyone at UCF, someone who is very ethical and has already established a reputation as such and someone who is diplomatic and can work with the legislature and state leaders.

429 Jan 09 2020 09:27 AM The new President should have a Business and/or Finance/Accounting background and possibly experience in Institutions of Education to balance the executive role with the community leadership role. Community and student resources and experiences are vital to maintaining the reputation and appeal of the university.

430 Jan 09 2020 09:18 AM The candidate needs to be committed first and foremost to the university, Orlando, Central Florida, and Florida. The candidate must connect and engage with constituents and critics in each of these areas (university, Orlando, Central Florida, and Florida). The candidate must have a bold vision for the future with the ability to achieve measurable metrics of success.

431 Jan 09 2020 09:09 AM I think the new President of UCF should have a great familiarity and concern for the local people of Central Florida. These are the people that work for UCF and many of them who are students there. The new president of UCF should be concerned with the university's reputation and competitiveness as well as maintaining and improving its title as the largest university in America. This president should be a champion for digital and distance learning in an effort to extend higher education opportunities to people who have disabilities and responsibilities that prevent them from coming to campus regularly.

432 Jan 09 2020 09:06 AM Acceptance of diversity among staff and students. High standard of ethical behavior. Trustworthy and of good character. Not a part of a "good old boy" network, but fair and just in decision making. Not afraid to make tough decisions. Realizing he/she must understand the existing culture and processes before instituting major changes to ensure smooth transitions.

433 Jan 09 2020 08:53 AM They should be decisive and not afraid to change the status quo. There are still several large issues that have not been addressed by the multiple interim positions. Change can be good and inject life into the employees that have stuck with the university during the trying times. Listening is a key skill that should be possessed.

434 Jan 09 2020 08:52 AM Creative and equitable. Strong financial and interpersonal skills. Ability to assess and promote interdisciplinary and transdisciplinary research.

435 Jan 09 2020 08:47 AM Open discussions with all to increase awareness of areas that need changes.

436 Jan 09 2020 08:08 AM The new president would need to have a back-bone with a strong ability to take authoritative measures to do the necessary changes within the university while at the same time have the ability to create relationships and trust. In addition, the new president would need to have extensive problem solving experience with the necessary educational background to make quick and prudent decisions.

437 Jan 09 2020 07:50 AM Professional- Recent background in academia. I don't want a president who hasn't actively taught students within the last five years in some capacity. Learning in 2020 is not what it was even 5-10 years ago.
Personal- A strong sense of ethics, empathy, and hospitality. Someone who actively shows up for students, and not just for instagram photo ops. Our new president must reflect our student body.

438 Jan 09 2020 07:44 AM Our new president must certainly be well respected as an academician with a strong commitment to our faculty governance structure. As well, strong leadership and management experience with building leadership teams and executing strategic and intentional innovative solutions is imperative. Our new president needs to be a visionary who can help demonstrate, articulate, and cultivate the innovative, partnership, and entrepreneurship opportunities that make us so great. As for personal qualities, personable, approachable, respectful, fair, decisive, courageous, inspiring, authentic in purpose and actions.

439 Jan 09 2020 07:13 AM Be open-minded, transparent and caring. Having a PhD or Master degree does not help if the president does not care for their staff as a whole, not only faculty.

440 Jan 09 2020 06:45 AM I feel there are no professional experiences or qualifications that I could list that ideal candidate can have to be successful. This candidate will needs to be armed with the knowledge that the culture of this campus is one of commuter school. Many cases not student's first choice; meaning that "school spirit" that is found in other campuses and the surrounding communities is not here. Also this candidate better steel themselves for parking questions that are to come.

441 Jan 09 2020 06:41 AM To address these two majors concerns I believe the new president should have a strong ability to implement change (previous experience leading & completing new initiative efforts) at a university wide level. And having the ability to communicate and execute on these initiatives so they actually trickle down to the level that students see/feel the positive changes. I also believe it is important that this person have the ability to see the big picture, and zoom in his/her thought process to the more microscopic details as well- having both a high level and focused perspective on they key issues facing UCF.

442 Jan 09 2020 06:27 AM The new president must be a hands-on leader. He/She must travel department to department. This individual must be a strong communicator who conveys the message that employees of UCF are there to help students be successful and not there to demean and abuse the student population.

443 Jan 09 2020 06:18 AM Professional and qualifications
-Former experience in a key leadership position at a large research-based institution (provost or higher)
-Understanding of the academic environment
-Minimum of a Phd degree
-Fundraising experience
-Experience in working with legislature

Personal Qualities

-Approachable and willing to listen to everyone
-Someone who surrounds themselves with the "right" people who can provide the support and guidance that she/he would need.
-A visionary who can see where the university can be in the next few years and can set clear expectations
-Kind, caring and thoughtful
-Supportive of diversity and inclusion efforts
-Someone willing to tackle the difficult stuff

444 Jan 09 2020 06:09 AM Former Vice President of Research in a Research 1 university would be ideal. Present or former university researcher with funding from multiple federal agencies.

445 Jan 09 2020 06:03 AM

1. Relationship builder
2. Great people person and communicator
3. Business, engineering and healthcare acumen and experience - doesn't have to come from academia necessarily - just have knowledge. That is what Provost and others should do.

446 Jan 09 2020 05:45 AM Be innovative, flexible, and creative. At other universities they say "we can't do that because never have." UCF is not restricted in that way and shouldn't be. We need someone who understands UCF's struggle for respect in this state and keep pushing us into prominence. We should be seen as important as UF and FSU and not second rate.

We need to find someone who is the academic equivalent of our Athletic Director, Danny White; he is ambitious, creative, and always moving UCF forward.

447 Jan 09 2020 05:42 AM

I believe that this is difficult to answer. Perhaps there are a variety of professional curricula that would adequately fit a person for this position, but what I believe it is important is that the new president possesses clear and strong personal characteristics that allows him/her to deal with a diverse set of matters (educational, research, and financial), adopt difficult decisions and stand firmly behind them, but be extremely open to feedback from the different representative bodies in the institution. Most importantly, units and faculty should be integrated in the decision making process.

448 Jan 09 2020 05:39 AM It would be important for the next president to support diversity and inclusion and find a balance in the current political climate, as well as provide transparency that some perceive it has been lacking.

449 Jan 09 2020 05:33 AM Strong commitment to education, not just job training (our BOT and BOG seem to feel all degrees should lead directly to specific jobs); excellent ability to build relationships among all communities--students, faculty, staff, industry, government, etc.; vision for higher education from freshman through doctoral levels; strong commitment to keeping student costs down and salaries/wages up

FWIW, I happen to love Dr. Seymour's fun attitude. It was wonderful to see him and Mrs. Seymour showing so much enthusiasm at Spirit Splash!

450 Jan 09 2020 05:13 AM We will need someone who is a forward thinker. We want our campus to continue growing and being more successful each year. UCF is also a very diverse community. I would love to see someone who fit that description (POC, LGBTQ, etc).

451 Jan 09 2020 02:53 AM (Insert picture of President Trump here)

452 Jan 09 2020 01:44 AM The next President should personally have a disability, and have had experience of hardships as a student due to academia failing to support and properly include them.

453 Jan 08 2020 10:10 PM The President must be willing to get rid of sacred cows of diversity and political correctness. They must be hard nosed and hard lined, and be prepared to make major cuts in order to take the school in the right direction.

454 Jan 08 2020 09:41 PM I think they just need to care about the students. Allocate funds toward things that will benefit the most students i.e. their core curriculum, professional development, and extracurricular activities.

455 Jan 08 2020 08:39 PM If Donald Trump can be President of the United States, this question is irrelevant. The new UCF present should care about other human beings, not their own self interests.

456 Jan 08 2020 07:39 PM the candidate must be able to effectively delegate duties, effectively asses situations within a major they may not have holistic knowledge of, and be willing to accommodating and hands on with staff. The President needs to be transparent, diligent, willing to take counsel on issues, efficient in their duties, and most importantly, effective

457 Jan 08 2020 07:26 PM A strong and qualified person that can establish UCF's national recognition and also relates to the diverse body of faculty, staff, and students.

458 Jan 08 2020 04:47 PM Qualifications needed are to be flexible, as this is a huge campus but to also be kind. I know this is a huge campus and the new president may receive a lot of request but please be patient as the request from students are ones that need attending to.

459 Jan 08 2020 03:42 PM uhm. be Dale Whittaker

460 Jan 08 2020 03:09 PM Ideally they would be a someone with plenty of experience as a professor who has a pulse on our faculty's needs and they would need the strong approval of the student body. As for being able to fit into the adapting culture of UCF, we should be looking for candidates with backgrounds similar to that of the student body.

461 Jan 08 2020 02:59 PM personable, kind, charismatic and funny

462 Jan 08 2020 02:52 PM We need someone who has an extensive academic background, knows UCF, and has a vision that can move us forward. We need someone who is respected in the academic arena and central Florida, as well as the larger community.

463 Jan 08 2020 02:44 PM Honesty and integrity. Great economic understanding, applauding value AND thrift. Getting better doesn't always mean getting bigger.

464 Jan 08 2020 02:38 PM background in faculty leadership, strong evidence of responsible conduct and ethical leadership.

465 Jan 08 2020 02:35 PM I believe the next president should understand the history of UCF as well as the city of Orlando and how this city will impact the state of Florida as it continues to evolve into a urbanized district. The next president has to charismatic as well as capable of making tough decisions under high amounts of stress. As a bonus he should be a UCF football fan.

466 Jan 08 2020 02:20 PM This is a hard question because the short-term and long-term needs are different. In the short term, we need someone able to address the tremendous shortcomings of our business/administrative units - someone passionate about process improvement. But in the long term, a vision of being a top university is paramount.

It is very hard to anyone without substantial experience in public higher education - in a research university - leading successfully in the long run. The president needs to understand our opportunities, but also the national environment (which is unfavorable for higher education - less so for us).

467 Jan 08 2020 02:12 PM Must have a masters in educational leadership!
Must be dedicated and passionate about serving students!
Must be open to working with students & faculty to change the perception that UCF only cares about money and graduating students as fast as possible.

468 Jan 08 2020 02:09 PM Stop pushing leftist and globalist agendas.
Focus on the history of UCF, the locals that live here, and make this college unique.

469 Jan 08 2020 01:58 PM The successful candidate must:

1. Have strong communication skills and ability to interact with constituent groups at all levels.
2. Experience working in a political climate that can be hostile toward higher education and UCF.
3. Willingness to speak the truth and acknowledge need for collaborative support.
4. Demonstrate a commitment to equity, inclusion, and justice for all groups at UCF.

470 Jan 08 2020 01:58 PM

1. Academic excellence - nationally / internationally renowned in their field of work. e.g., member of the National Academies.
2. PhD from an institute of world repute.
3. Demonstrated administrative skills at large public or private universities, with deliverables that positively impacted student and faculty. These deliverables must be tangible and quantifiable and attributed to policies and programs instituted by the said candidate.
4. Candidate from women and minorities desired but not necessary.

471 Jan 08 2020 01:53 PM

The New President must value and respect Staff not just faculty.

Ethics

472 Jan 08 2020 01:35 PM A successful candidate must have be a strong decision maker that can think critically and make decisions independently for the betterment of the students at the university. Also, this individual must be able to have excellent communication skills, not relying on university marketing campaigns and strategies to dictate for them. A strong background successfully working with or in culturally diverse environments is preferable, given the extremely diverse culture of the university. The university should really hire someone who not only leads by example, but also understands the purpose of the university in the actions they take.

473 Jan 08 2020 01:33 PM

A leader with wisdom, a vision of the future to enhance the qualities that UCF possesses and improve the areas where it needs to improve. Someone who can listen to each member of the UCF community: students, faculty, local authorities and everyone else that wants to get involved into making UCF a vanguard university.

474 Jan 08 2020 01:14 PM I think we need someone that can help change the culture of UCF. It seems that all parties are not held to the same standard. UCF has not been listed as one of the best places to work in Orlando. With the size of the workforce, that's quite sad.

I would like to incumbent to be realistic and fair. Many new leaders come in and want to make radical changes. We need a leader who will bring stability and security. We need someone who truly values everybody's contribution. Many leaders say that they do, but their actions or lack thereof, demonstrate the opposite.

475 Jan 08 2020 01:14 PM 1. An academic who understands how to scale quality education

476 Jan 08 2020 01:11 PM Proven/successful collaborations, ability to create synergy internally and externally, Ph.D, not a political appointee, previous experience at a similar institution with documented success. Visionary.

Care for the community members they work with, be inclusive not exclusive, good speaker/motivator, ability to build on what we have without leaving anyone behind

477 Jan 08 2020 01:08 PM

It is my expectation that the new leader will come from a well know research oriented school and understand what it takes to become such a school. I also expect that the new leader should have demonstrated strong contribution in his/her own school for it to be nationally and internationally recognized. The new leader should have strong vision and connections that will take UCF to the next level. Please look at Arizona State University as an example.

478 Jan 08 2020 01:07 PM The ideal fit is adaptive, culturally aware, well-versed in ethical and moral obligations, and "approachable." While I realize the last item is subjective, my definition includes someone who is open and forthcoming about their strengths, weaknesses, professional experiences, and personal objectives as they relate to the position as the "face" of our university.

479 Jan 08 2020 01:04 PM Understanding of the infrastructure of a campus and what it takes to maintain it.

480 Jan 08 2020 01:04 PM Change management, understanding of various cultures and diversity, inclusivity for all, this includes all races, not preference for one over another, some races are ignored here (ex: African Americans). Openness, ability to change and adjust, and also, the ability to accept constructive criticism.

481 Jan 08 2020 12:57 PM The president should always be looking for "win-win" outcomes for stakeholders in the university.

I also think the president needs moral clarity in responding to dangerous political events such as bans on Muslim students, provocations from white supremacists, attempts to legalize guns on campus, attempts by donors such as the Koch brothers to influence academia, etc.

482 Jan 08 2020 12:52 PM They should have been a president or provost before. It would be helpful if they had been a dean or department chair previously.

The person should have a PhD or terminal degree in their field and have been a scholar previously. They should be good with people, open and honest.

483 Jan 08 2020 12:50 PM A background in education, experience working within a large university, commitment to communication with the faculty and diversification within the student body and faculty.

484 Jan 08 2020 12:49 PM re-building an organization after a cultural crisis
strength of character and conviction
awareness of the administrative infrastructure necessary to support the size of the operation
value performance over tradition

485 Jan 08 2020 12:47 PM Aside from the prerequisite Academic and Research credentialing this candidate must show success in community engagement, outreach, partnerships, building and nurturing relationships

486 Jan 08 2020 12:47 PM A background in education is helpful for general university administration but I think that a strong background/experience in corporate sales, management, psychology, and economics are key in holding the top position at UCF. With so much influence from our far reaching communities the next President must be able to communicate effectively in both a metropolis and rural setting.

487 Jan 08 2020 12:43 PM The new president should be an academician with administrative experience from a top-ranked University.

488 Jan 08 2020 12:38 PM Be outgoing, be focused on quality not quantity, strong community awareness

489 Jan 08 2020 12:37 PM -PhD a must with alternative degrees in areas like law, medicine, business, divinity, science, or education.
-Administrative experience in various sectors of higher education a must.
-Honorable and ethical personality traits a must.

490 Jan 08 2020 12:35 PM a person who is more than just the face of UCF. Someone who engages students, alumni and community members, and not just the high-dollar earning ones.

491 Jan 08 2020 12:33 PM If the new President were bilingual (English/Español), that would be extremely exciting and would open up a lot of opportunities.

492 Jan 08 2020 12:33 PM Experience in the private and public sector
Experience in Fundraising
Experience in wellness, Medicine and
Healthcare
Impeccable Academic Credentials

493 Jan 08 2020 12:27 PM I think the next UCF president should be compassionate and value equity, fair judgement, and inclusion. I would be very impressed with a president who is able to own up to their own mistakes and the mistakes of the university, and use those mistakes as learning experiences to grow and move forward from.

494 Jan 08 2020 12:26 PM I think the new president should be someone who is familiar with UCF and the Central Florida area. Someone who understands the needs of UCF's diverse student population. UCF has traditional students but a large quantity of their students are non-traditional working adults who are seeking alternative learning environments. UCF also reaches a global population so the president needs to understand the financial restraints of those potential students as well.

495 Jan 08 2020 12:25 PM

I would like to see a new president who has a track record of promoting female faculty to administrative positions. I would like to see a new president who can demonstrate a history of developing initiatives to curb sexual harassment and Sex-based discrimination in higher education. I would like to see a new president who can provide a detailed plan to fix the inequities of pay and promotion between male and female faculty.

496 Jan 08 2020 12:23 PM qualities: objective, open-minded, compassionate toward learning to name a few. Most important, leadership. How does his/her see hallmarks of good leadership. A good leader wears out 2 pairs of shoes before they wear out the seat of their pants.

497 Jan 08 2020 12:23 PM President must be more than a figurehead and administrator. Must be approachable by all. Should possess leadership qualities as exceptional communicator and team builder. To be a good cultural fit must be a person of the people and attend student/staff events other than graduation. Genuine and humble person is what the university needs to move everyone forward in a positive direction and help employees heal from the events that led to this hiring.

498 Jan 08 2020 12:21 PM A strong desire to fix things to make it better-
has shown success in past settings
loves serious challenges and takes them to
heart- current or prior staff can vouch for
integrity
truly pays attention to faculty concerns-faculty
that has worked for this person can attest

499 Jan 08 2020 12:20 PM Professional qualities

- Experience with the state system; knowledge of who can get what done in Tallahassee & how
- Experience with accounting; we don't want another Colburn Hall oopsy...
- Someone respected by community partners
- Would be really nice if they were educated in/ or worked in the state university system (as opposed to someone solely from a private institution), even if it's not Florida; just so they have an insight of what it's really like to be a student and/ or faculty member of a state school

Personal qualities

- Unfortunately, money DOES drive things, even in academia, so this person must be really good at "schmoozing" and "glad handing" with community partners. I hope that he/ she is able to do so with sincerity & not a fake persona.
- Somebody who TRULY wants to hear from the students and from the faculty.
- Somebody who realizes that the faculty & administration are all on the same team & is willing to work together (e.g., with the UFF) to drive the university forward to the benefit of the students

500 Jan 08 2020 12:20 PM

Having an academic background is critical. We do not need a political appointment. The president should understand academic culture (teaching, research, and service), the tenure process, and be aware of current higher education ideology. Ideally, the president will know the higher education landscape and recent innovations in this field. Hopefully, the president will already be a national leader in higher ed. The president should be a role model, a person who has served to raise the stature of constituents. The president should understand how input from a diversity of stakeholders is required to make strong decisions.

501 Jan 08 2020 12:18 PM The President needs to hear from faculty members and have a clear vision for UCF. The President should have research and teaching experience from a research university.

502 Jan 08 2020 12:16 PM Obviously, a successful candidate would have a minimum of 5-10 years experience working in a large university system.

A background here in our Orlando Hometown Community, and the ability to work in partnership with current UCF faculty and staff, alumni, diversity and inclusion experience and the ability to empathize and work with at risk and marginalized communities.

503 Jan 08 2020 12:14 PM Must understand UCF's unique history and mission; must be transparent, honest, approachable, willing to listen to faculty and students. Not an authoritarian figure, but a collaborator

504 Jan 08 2020 12:12 PM Leadership skills. They need to be well versed and anarchist and communist literature, like Korpotkin's "The Conquest of Bread." They also need to be an Anarchist Communist and not a Marxist Leninist. They cannot condone the extreme animal abuse which is required to produce animal products such as meat milk and eggs.

505 Jan 08 2020 12:09 PM 1. President MUST be an actual academic, who has spent time in the classroom recently.
2. Someone who does not see sports as defining a university's quality, "brand." (I hate that word, but it is the one most people now use.)

506 Jan 08 2020 12:04 PM Should know that adding more and more students is not necessarily good. Direct Connect to UCF is a bad idea.

507 Jan 08 2020 12:03 PM Regardless of the candidates' executive and senior level experiences, whether in higher education, business, or government, I want a president that has been a full-time faculty member at some point in their life. It is an unusual and distinct environment that is hard to understand and appreciate without being a faculty member. It could have been years ago, and they don't have to have risen to full professor, but the experience is meaningful in lending credibility. The history of university presidents without higher education experience is mostly not a happy one.

508 Jan 08 2020 12:03 PM -Truly a leader
-Want To help and experience with our stem based school

509 Jan 08 2020 12:02 PM A strong, academic and community driven President is key. They must be intellectually positioned to do the job. They must be able to build a strong team and inspire the faculty, students and staff at UCF. They must be someone you can believe in and trust. They have to be able to steer the faculty and administration to a place where there is mutual respect and inclusivity. We need someone of true substance.

510 Jan 08 2020 12:01 PM We need a transformational leader who is able to adapt to campus' changing priorities. College priorities change rapidly, our new leader must know how to easily embrace shifting missions.

The new president must know how to break up silos. People are very into "we've always done it this way," but an effective president must not get caught in this rigidity.

Our new leader must have a solid strategic plan detailing their institution's short- and long-term goals.

Effective communication skills are vital in a college president. This means learning how to read people effectively, and appreciating ethnic and ideological diversity.

The president of a university also should be seen as a thought leader on campus, which means that his or her ideas and insights must be effectively communicated to faculty, staff, students, and researchers alike.

511 Jan 08 2020 12:01 PM The individual needs to be an academic, to understand the academic world. The individual must also have extensive educational leadership experience. Nothing less than a provost (at a substantively-sized institution) and/or previous experience as a president would be most useful.

The person needs to be a faculty, staff and student (i.e., human)-oriented. The person must also have the ability to empower others and not be dictatorial in nature.

512 Jan 08 2020 12:01 PM Someone adherent to strong ethical and moral principles. Someone with a sense of optimism that goes beyond hope to a sense that things accepted as "the way they are" are actually changeable. A younger person usually has more of this optimism. The world has a way of beating out of us the type of spirit of change that young people hold on to.

513 Jan 08 2020 12:01 PM Needs to have some backbone, understand the rules/regulations/laws and get rid of the "yes" men/women. Get rid of all of General Council (seems like they can not even follow the rules of the Florida Bar) and get rid of the Auditing Department. What are they here for anyway, just to earn a big paycheck doing nothing.

514 Jan 08 2020 12:00 PM The future president must be an academic who is familiar with the culture of the academy, not a businessman or woman who is predominately concerned with profits only!

Personal qualities: vision for the university; inclusive in his or her approach to decisions, work, initiatives; a bridge-builder, not an isolated leader who relies on non-academic colleagues for guidance; AND humility regarding their skills and ability.

515 Jan 08 2020 11:58 AM An academic background with solid experience as an administrator. A Ph.D. and EXPERIENCE in the academic arena. The new president must be open to a diverse and inclusive campus--not just something they say but live it every day. President Seymour has done this well. We seem to have moved from doers to talkers and that accomplishes little in real change or vision. A person who is open to talking with all people on campus- Many staff feel we are the forgotten folks on this campus--look at your search committee and awards that are given out annually. A person who can attract a wide variety of faculty and staff so we can then attract a wide variety of students. Basically, someone who understands education, has experience running a research university, and has a personality. Thoughtfulness would be beneficial. A genuinely caring person who wants to help the university community and not just jump to the next job or opportunity or who wants the job to feel important.

516 Jan 08 2020 11:55 AM business acumen outside of higher education, admired/loved by current institution/employer, zero history of any questionable ethics

517 Jan 08 2020 11:55 AM Strong moral and technical standing. Good leadership qualities with the ability to push for big changes.

518 Jan 08 2020 11:53 AM They need experience running a large organization that has successfully integrated a diverse workforce. It is also important that they have led a large organization through a period of change, preferably one that was a transition from growth to maintenance.

519 Jan 08 2020 11:52 AM Open Honest, Reachable, Some who can present them selves well in any size audience.

520 Jan 08 2020 11:52 AM

As a Communication professional, I believe the greatest skills that a new President can possess are active listening, collaboration and empowerment. Actively listening to all stakeholders, valuing student voices, perspectives, and concerns and empowering students, faculty, staff, alumni and community members will be paramount. It is also vital that our new leader has empathy, a sense of wonder, and is open to innovation.

521 Jan 08 2020 11:49 AM Understanding that if our brand is innovative and forward-thinking, we must BE that brand. An incoming president should be able to identify weaknesses and not be afraid to address them.

522 Jan 08 2020 11:49 AM I would like someone with good experience with international students. Heck, I'd settle for ANY solid piece of work experience with international students.

Also, as we have now become a Hispanic-serving institution, it would be good (again) if the person had some overseas experience (even something like having been in Study Abroad as a student or as a faculty traveling with students).

523 Jan 08 2020 11:49 AM Exceptional experience in administration, preferably in higher education (universities) but a relevant company with structures similar to a university would be sufficient. The President should be able to effectively identify individuals that will succeed at their job and stay in relatively constant communication with said individuals to the best of their abilities.

Personal qualities that are helpful include clear communication and ability/willingness to be almost overly transparent about the University's current and especially future plans. A desire to want to translate our immense size into quality is of utmost importance, severely capping transfers and maybe even freshman admissions might be the first step.

524 Jan 08 2020 11:49 AM -A good administrator having a lot of experience in managing the large organization

525 Jan 08 2020 11:45 AM It would be good to have experience in making tough decisions that might not be popular.

526 Jan 08 2020 11:44 AM diversity in work experience
transparency and willingness to be frank
multi-lingual

527 Jan 08 2020 11:43 AM He must understand what faculty goes through in order to fix the major problems that we have: the fact that we are so big that we are reacting instead of being proactive, and that we have a faculty that is on the verge of a collective burnout.

528 Jan 08 2020 11:43 AM Have no relation or connection to any of the VPs or Board members. Someone who is willing to make the necessary changes this University needs regardless of whose egos might be stepped on.

529 Jan 08 2020 11:42 AM To see the big picture, to understand we have a massive university but we dont have near enough help with staff who are doing so much already, as a student I have professors who are lazy and terrible I teach myself

530 Jan 08 2020 11:42 AM They must be personable and put culture as the main priority. That culture needs to focus on giving the Orlando community a place to love. We can't rise in prominence if our students/alumni don't love the leader.

They must be personal, strategic, not be afraid to make hard decisions, clean up old processes that waste resources, and they must put UCF first.

531 Jan 08 2020 11:42 AM An academic with teaching accolades and teaching innovations.
A serious appetite for innovation in instructional delivery.

532 Jan 08 2020 11:41 AM Ph.D.
Honest
Visionary Leadership
Fairness and Strict with Policies

533 Jan 08 2020 11:41 AM Open, honest, practical

534 Jan 08 2020 11:40 AM They must be able to listen and put themselves in other peoples shoes. They need to know that what might be best for them is not best for others around them and the organization they represent.

535 Jan 08 2020 11:40 AM Must be able to make quick, well-informed decisions and be able to support such decisions. Must be able to see all perspectives when handling an issue.

536 Jan 08 2020 11:39 AM Actual teaching experience is a must. Ability to listen to faculty. Strength of character and willingness to help students and teachers

537 Jan 08 2020 11:38 AM Understanding of teaching as a major mission of the University and that athletics success is vital to building a university brand.

538 Jan 08 2020 11:36 AM Outgoing, able to be involved at UCF and outside to bring in donors, etc. Visionary leader.

539 Jan 08 2020 11:36 AM A good communicator, who is transparent with the faculty and students. Personal qualities include diverse background and strong personal initiative and internal drive.

540 Dec 21 2019 11:35 AM Leadership experience - with demonstrated success (business - private or government)
Academic experience - they have taught in their profession and been appointed as a professor
Financial management - have managed budgets and understand the importance of fiscal responsibility
Business/Strategic planning - UCF needs to have a strategic plan developed and socialized so that everyone knows where we are heading
Long term plans - the future president should not look at this job as a terminal position where they want the cap stone position/title and will rest on their laurels but also we don't want someone who uses this as a stepping stone and will leave in 3 yrs. We need the next president to be dedicated to a min of 5 yrs but 10 would be best.

541 Dec 21 2019 11:12 AM Most important is a business background. Academic has evolved over the past 20 yrs and in order to evolve and change we need a business leader can think strategically. Leadership skills are a plus as well has experience managing 500M+ budgets.

Academic experience but their entire career has not been as an academic.

Extensive Leadership skills and experience - CEO or leader in business or military leadership experience. They have the most leadership skills and know how to solicit feedback from all levels in an organization. Also they know when to make the hard unpopular decision for the good of the organization.

Strategic planning experience - can plan strategically and implement succession planning. There are several key position at UCF that no one has thought about what happens when john leaves and he has been doing this key position for the past 20+yrs.

542 Dec 19 2019 10:08 AM

1. robust academic credentials
2. genuine international experience and international perspectives
3. an ability to bridge the faculty-administration disconnect
4. substance, not mere charm

543 Dec 19 2019 09:38 AM

1. Strategic Vision (planning, processing & execution).
2. Understanding the Business Architecture of the enterprise (people, process, technology & strategy).
3. Inclusiveness and ability to create/enable opportunities to identify new leaders.

544 Dec 18 2019 12:43 PM

Personal qualities should include adaptability, collaboration, partnerships, and awareness of the changing dynamics.

545 Dec 16 2019 08:00 AM Must understand and value the student populations we serve and appreciate how deep the access mission informs our identity (though many faculty are not fans). We seem to have zero political clout, need skills there.

Will need to operationalize a budget process that has never been transparent (and should be) in a culture ill-equipped to say no to new, shiny initiatives or floundering programs.

Be a fundraiser who champions big ideas that get big dollars.

546 Dec 13 2019 06:12 AM -Provide support and resources to the faculty to do their work.
-Expand research that will focus on major problems in Florida and globally (i.e. environment, energy, sustainability, etc.)
-Have equity and an inclusive perspective in regards to education and the regional workforce. Diverse student populations bring unique opportunities and challenges.
-Continue to excel in online education offerings that improve access to education to all.
-Continue to be a partnership university.

547 Dec 11 2019 03:30 PM Strong business leader, labor union experience, academia experience, legal experience, financial/accounting background, ability to delegate/monitor tasks they are not strong in to others who are, ability to build a successful powerhouse that runs the operations of the campus, "walk softly and carry a big stick," familiarity with Florida Sunshine Law and records retention, computer literate/technology oriented. Supportive of the training offerings from Human Resources and the Office of Diversity & Inclusion (as well as any ongoing training opportunities).

548 Dec 11 2019 12:24 AM - strong entrepreneurial leader and visionary to facilitate growth into multiple dimensions while building on current strengths

- sensitivity to diversity and cultural issues
- outstanding administrative experience in organizational growth and management, given that UCF will be the largest university in the national within the next five years (for this reason, an academic background alone will not be sufficient; effectively managing an organization of this size requires senior level experience and vast business management background)
- strong communicator with particular experience and ability to operate in a highly charged political environment

549 Dec 09 2019 12:50 PM A successful candidate needs to possess non traditional experience while maintaining proper objectives of a university. Passion and vision will be the most important qualities to consider when choosing the next President.

550 Dec 09 2019 12:47 PM

The successful candidate should possess great listening skills, the ability to communicate effectively with faculty, staff, students, stakeholders, and other individuals as they conduct university business, and be well-rounded. This individual should understand the population and culture of UCF, but also seek to better define who we are and the overall direction of the university. Don't be afraid to challenge what we have been doing in order to make us better.

In addition, the candidate should have the ability to network and build connections with internal and external partners, while keeping the mission, vision, and goals of the institution along with the overall well-being of faculty, staff, and students at the forefront of all decisions that are made.

551 Dec 06 2019 06:59 AM Our president should be someone that has worked in the education field and not in the administrative side but one that works with students and knows all the struggles they face here. They should be committed to diversity and not just in a performative way, but in a way that will actually help the marginalized people that make up "diversity." They should be bold, and with vision. Most importantly, they have to be for the students!

552 Dec 05 2019 01:20 PM Open minded; good listener. Educational experience would be good but forward thinking like Dr. Hitt too.

553 Dec 04 2019 10:38 AM HAS to be a REAL external candidate and not a sham search which this University is known for, unfortunately.

554 Dec 04 2019 10:24 AM A president needs to be able to bring the university and its diverse interests together. Although it may seem counterintuitive in light of the financial scandal, I personally would love to see a president who is focused on removing red tape instead of creating more bureaucracy. As a faculty member here, it often feels like the administration puts up more barriers to the faculty doing what they do well rather than making their lives easier or removing the red tape that impedes their work. Relatedly, I think we need a president who can shift the university from a top-down (i.e., administration-down) focus to a more collaborative approach, where faculty in particular are given more of a voice in how the university is run. Finally, we need a research who "gets" and supports research in order to continue our progress towards establishing UCF as a major research university.

555 Dec 04 2019 08:11 AM The next President must have a demonstrated record of competent managerial and administrative achievements in a large public University. S/he must be a credible, respected academic, ideally possessing a PhD from a quantitative academic discipline and having an EXPERT level of financial and budgetary competence. S/he must also NOT be morally bankrupt. Forget about checking all of the irrelevant boxes that poorly designed search committees typically try to fulfill.

556 Dec 04 2019 07:00 AM should be an academic, not a person who just got a degree to be in administration. This academic needs to have spent real time teaching and conducting serious research to know the context of every rule they hand down.

557 Dec 04 2019 06:47 AM Flexible thinking
Value equity and diversity
Understand the first generation mindset
Work in partnership with the local community

558 Dec 04 2019 06:14 AM A well rounded President would be my ideal candidate. This would be somebody who maybe has had experience in various positions within academia such as staff, faculty, administration, etc. This would allow the candidate to be open minded and have a well rounded perspective regarding all of the roles that run a university and the value of each. Additionally, my ideal candidate would be multicultural/multiracial so that our body of students, faculty and staff could have the potential to see a part of themselves in our new leader. Someone who is relatable with a diverse background, I believe, could lead our university towards a better way of diversity and inclusion which I find to be imperative as society continues to grow more and more diverse and we have a need to understand one another.

559 Dec 04 2019 05:39 AM - leadership experience
- academic excellence and educational background
- strong ethics and personal integrity

560 Dec 04 2019 05:08 AM Experience in academia. See my comment below!

561 Dec 03 2019 10:31 PM Should be younger and excited. Have experience running a large national university with a focus on individual student and overall university successes

562 Dec 03 2019 04:21 PM The next President should be a Central Floridian if possible with excellent political skill. Building relationships takes a long time. Today's university Presidents do not have the time to build relationships from scratch. A known quantity who has managed large budgets and organizations with political skill and willingness to visit Tallahassee often.

563 Dec 03 2019 03:29 PM The new president must be willing to challenge the "status quo" culture and not accept "because that's how we've always done it" as an answer. Having an understanding of best practices at other large research universities is critical. I don't know that a cultural fit is entirely desirable as the culture needs to change. However, being supportive of non-traditional students and their challenges is critical.

564 Dec 03 2019 03:29 PM Professionally they must have higher-ed experience in a senior leadership role, along with vast budget experience and fundraising experience. Higher-ed is a different beast and should not be treated the same as a corporate position. However, corporate and community (govt/legislative) connections would be ideal. Must not be shy like our previous president (Hitt). It was painful putting him in front of an audience to speak without reading his script word-by-word. He was a better off-the-cuff speaker but only became comfortable speaking in this manner almost 10 years after he came on board. We don't have time for that sort of adjustment period with the new president. The person must be able to connect with students, faculty, staff, and community members comfortably and easily. They must have charisma and it must be apparent immediately and genuine/down to earth without being too casual.

565 Dec 03 2019 03:06 PM Unquestionable personal integrity, experienced leadership, personal charisma, and exemplary scholarship are critical qualities to address the many needs of the community. If UCF is to lead, we must be lead by a person with extraordinary qualifications. Our new president will have to make may decisions with which I and others may reasonably disagree. We need to have a president with whom we can believe has made those decisions with the best interests of the university and the state on the totality of the information with which they have been given.

566 Dec 03 2019 02:47 PM Academic leadership background with modern sensibilities and diverse experiences to lead this dynamic university. Old school, traditional, patriarchal big egos need not apply!

567 Dec 03 2019 02:11 PM KZ for president

568 Dec 03 2019 01:22 PM The next President needs to be cut from the traditional academic cloth. He or she must understand research, primarily, and not simply push an agenda of extramural funding that bankrolls UCF's political aspirations. He or she must be a communicator, one who is able to express a coherent and consistent strategic vision that allows buy-in at all levels. Finally, the next President needs to be credible. There is a perception that decisions at UCF have been made by consultants and corporate skills for many years, and that these decisions are antithetical to the healthy evolution of an academic institution's ecosystem. UCF faculty are not afraid of hard work, and we are ready to embrace the challenge to elevate the University to the next level. But we will be reticent to follow someone who runs our University as if it were a Fortune 500 company mass marketing widgets.

569 Dec 03 2019 01:22 PM The new President must be an individual who has a demonstrated record of success, not simply one who "talks the talk." He/she must be a person of high integrity, with a balance of academic and business/other "real world" experiences. He/she must have significant experience in building/maintaining partnerships.

570 Dec 02 2019 08:23 PM Must have strong leadership skills.

Business background who has managed \$300M+ plus budgets.

Dean level or higher academic experience,

Previous CEO experience

Have previously built something from the ground up (e.g founding member of an organization, created a new product line, led the creation of a new division at their employer)

A desire to engage and partner with the local community to enhance the student and staff experience at UCF while working with the local community to address potential issues of contentions.

Prior academic experience at dean level or above but their entire career has not been in academia.

Florida greatly supports veterans, their families, and the military; if the future president has military experience I would highly value that and add additional weight to that in the selection process with even more if

571 Dec 02 2019 01:53 PM I think that the new President should be someone who will buy in to the idea of shared governance. This includes working with both Faculty Senate and the faculty union. Furthermore, I would like that the new President would put this into practice by conveying to the other levels of administration that it is important for UCF to not have such a top-down hierarchy, and that it is crucial for faculty rights be respected.

More generally, faculty need to know that they are appreciated. It will be vital that the new President communicate well with faculty, and that it will be a person whom faculty can trust.

It should also be the case that the new President will know how to talk to state legislators!

The new President should also have the personality to push back a little bit against the bureaucracy and the lawyers. This is not a criticism of anyone; I know that everyone at UCF is working hard. But there are so many things here at UCF where injecting a little sensibility would go a long way.

572 Dec 02 2019 01:44 PM The new President must understand that, above all, UCF is a research-intensive university. Whatever we do or new logo we adopt, we must emphasize quality of research and scholarship, and we must practice it. Therefore, the new President must be someone who cares deeply about research and scholarship, must have the intellectual stature and experience in those areas, and must focus on the core mission of the university. The new President must also be someone who does not alienate faculty and staff and do understand that faculty in particular are a key players, who know students and their needs better than anyone, and who should drive university policy, and not just be underpaid servants of the institution.

573 Dec 02 2019 01:37 PM It should be someone who has extensive research experience as well as some background in teaching.

574 Dec 02 2019 01:09 PM I would argue that the right candidate must be highly familiar with research in the STEM fields.

575 Dec 02 2019 12:50 PM The ideal president would have experience in innovative research practices, ideally with experience as a former professor or in R&D.

576 Dec 02 2019 10:46 AM Shared in prior answer

577 Dec 02 2019 06:35 AM A leader is needed that understands the past, when the issues still lay and who has numerous connections to the community. Someone who is already here and understands the whole picture, not just pieces.

578 Dec 02 2019 05:30 AM A visionary with high academic credentials and humility to reach out and bring all interested parties to shape UCF's future.

579 Dec 01 2019 03:01 PM Honesty and bring the right people to be provosts and Vice-Presidents. The new president must be recognized by his/her high level of achievement in Academics and Administration.

580 Dec 01 2019 01:11 PM Preferably a member of the Orlando community, someone with college teaching experience.

581 Nov 29 2019 06:37 AM Honesty, trustworthiness, being forward-thinking.

582 Nov 27 2019 05:39 PM Experience:
Business background with financial management
Led large organizations (hopefully ones that were in a state of change or just standing up)
Worked in an academic institution but they have worked in other industries in the last 10 yrs as well.

Qualities:
Strategic thinking
Leadership, they are a leader
Team builder
Innovation, thinks outside the box when needed.

583 Nov 27 2019 11:14 AM Previous provost and presidential experience

Honesty
Open door policy

584 Nov 27 2019 09:47 AM Qualities:

Leadership

Business experience

Experience with managing large amounts of funds/budgets

More of a strategic and business mind than just an academic one. Need more than just experience in academic to be successful and move UCF forward on its both to being one of the best in the country.

585 Nov 26 2019 12:02 PM

Professional experiences:

- professor who rose to the rank of "full" within the past 25 years;
- past experience working successfully to support faculty union CBAs;
- proven record of faculty support and demonstrated faculty leadership;
- past record of successful lobbying on behalf of humanities and arts funding;
- past record of successful recruitment AND retention of minority faculty and women in STEM departments.

Personal qualities:

Courageous: willing to openly and publicly support policies and practices that may be unpopular with wealthy and powerful people;

Insightful & Attentive: demonstrates wise leadership and ability to hear and work with all different types of people toward a common goal

Teaching personality: sees challenging incidents as "teachable moments"

Willing to Adapt: someone who can "roll with the punches" and come up with new, innovative ideas to address problems.

586 Nov 25 2019 05:55 PM The new President must be personable and a relationship builder. Being entrepreneurial is extremely important. UCF is a young university that is also innovative, so we need someone who can challenge the status quo and think outside the box.

In addition, the new President must understand the balance being growing our academic reputation while maintaining our championship athletics.

587 Nov 25 2019 03:32 PM I believe the candidate needs to come from a school with strong academic credentials and standards. The candidate should respect faculty and their need for a stimulating work environment as well. It is debilitating constantly dealing with students who are in way over their head. University faculty should not be expected to engage in remedial education. We should have students that are eager, curious, intelligent and capable of raising the bar by also bringing something to a scholarly environment and discourse. This should be occurring at the undergraduate level and not just the graduate level.

588 Nov 25 2019 02:16 PM Must have experience leading a large organization.

Must have experience managing change.

The new President must be an outstanding communicator and demonstrate exceptional interpersonal skills.

It's a damn shame the board accepted Dale Whittaker's resignation. He was eminently qualified to lead UCF.

589 Nov 25 2019 02:06 PM Prior senior administrative role in a top-tier research university; a great communicator who will make sure that more resources are allocated to faculty and staff.

590 Nov 25 2019 01:53 PM The successful candidate should possess the following experiences and qualifications:

1. He/She must have been a faculty member at a University
2. Must possess a PhD
3. Must understand and be empathetic to faculty challenges and generate solutions to address those challenges!
4. Must understand that faculty cannot make magic in teaching and research when resources are scarce and find a means to increase our resources!
5. Must be able to find means to fund competitive salaries
6. Must be able to find means to address salary decompression
7. Must first and foremost represent and speak for the needs of the faculty and students of this institution
8. Must be transparent
9. Must generate a budget model that does not depend on us swimming in undergrads. The quality of education is suffering.
10. Must stand for quality education
11. Must stand for quality research

591 Nov 25 2019 01:33 PM Balance of academics, research and service --
- along with experience in administration. To
lead an organization, you must be able to
understand and identify with an organization.

592 Nov 25 2019 01:31 PM Absolute integrity; proven leader who has
faced difficult situations successfully.

593 Nov 25 2019 10:15 AM Qualities for our next president: good multitasker, optimistic, forward-looking, open to hearing new ideas, able to come to a sound decision, a "people person", excellent academic background, wide ranging interests among university disciplines, supporter of student sports, and defender of the liberal arts while supporting workforce preparation for students.

She/he will need to be persuasive with the students, faculty, union, Faculty Senate, BOT, BOG and business community. The person will need to delegate well, and then make sure that things are properly done by various vice presidents and reports.

594 Nov 25 2019 09:43 AM A president who, in person, taught classes, advised undergraduate and graduate students, and managed faculty and staff through efficient administration.

A present who understands how to improve the quality of university, which will "consequently" translate into the improved ranking and financial reward from the state.

595 Nov 25 2019 09:01 AM Leadership:
High integrity, understanding of 'Excellence',
and demonstrated ability to lead/manage a
large institution/system.

High regard for faculty, with emphasis on
providing the resources necessary to teach
excellence, manage large numbers, and
perform high-quality research.

Respect of faculty and staff, and strong
supporter of incentive and reward.
(Ex. merit-based compensation and
bonuses).

Personality:
Not heavy-handed!
A leader that listens, embraces shared-
governance, and truly puts faculty first.

596 Nov 25 2019 04:31 AM Political expertise and experience.
C level experience with billion-dollar budgets
and accountability within scandal-laden org.

597 Nov 24 2019 06:39 PM I'd like to see a track record of directly addressing ethical issues and building a stronger community because of it. I'd also like to see an emphasis on reputation building and engagement across diverse communities.

598 Nov 24 2019 05:22 AM They need to be personable and approachable. Dr. Hitt was not. Dr. Whittker was. They need to be engaging and welcoming for students, staff and faculty.

599 Nov 23 2019 04:30 PM The candidate must be an independent-thinker with a collaborative message. They should serve the students and faculty, not corporate or profit-centered issues. UCF can stand to change the culture; we should pick a bold visionary out of our comfort zone.

600 Nov 22 2019 02:38 PM Professional experience: Has served successfully at a regional public University as a President.

Qualifications: Holds a Ph.D. in one of the areas critical to UCF's future success.

Personal: Integrity. We do not need the duplicity displayed by the past administration toward the Florida legislature - crying poor mouth - gives us more money - all the while having a carry forward fund of over \$180+ million dollars accrued at a rate of \$10 million a year. This has cost UCF a permanent reduction in base funding of \$5M. We do not need the duplicity displayed by the past administration toward the faculty - asking us to do more and more work for the same pay or even no pay for the sake of education and love of the students - all while sitting on the \$180+ M carry forward fund and giving himself an enormous pay check, bonuses, and back door payments through the UCF Foundation. This has cost the administration the trust of the faculty.

601 Nov 22 2019 12:57 PM Strong academic leadership. A visionary who can adjust (quickly) to economic fluctuations, educational trends, and technological advances.

602 Nov 22 2019 11:23 AM The President must have teaching and research experience at a comparable institution. What works for UF may not be necessarily the vision that UCF should or is in a position to share. The new President should also be able to advocate for UCF's students and faculty.

603 Nov 22 2019 10:42 AM coordinate well with faculty and build good relation with local community and legislature.

604 Nov 21 2019 08:40 PM The next President needs to be able to make the connections, build the relationships, and establish the connection, trust, respect from the students, staff, and faculty. Be aware of the different groups of people we have on campus and value them, praise them, help them, work for them. A President needs to have a connection with the students to be able to see what they can do better as a President for the main group they are there for which are the students. They need to make that connection with the veteran population student, staff, and faculty to help make them feel more at home than stuck in a closet and forgotten unless it was a federal holiday and make strives to do better for that population as well as others.

605 Nov 21 2019 05:50 PM He must believe in UCF and have a vision for greatness in the University and its impact in the community and the world.

606 Nov 21 2019 04:32 PM Someone who has led a university through a financial crisis. Someone who is good at public relations and being an advocate.

607 Nov 21 2019 04:31 PM Engagement with fund-raising with and for the arts.
Engagement in the events of the community including the arts.
Work with young families including single parents.

608 Nov 21 2019 01:52 PM Experience with start ups, running a -dynamic- department, something that showcases willingness for true collaboration and innovation. The new president should have a can-do attitude and be okay with getting their hands dirty sort of speak. Someone with that type of disposition, who really listens would be great.

609 Nov 21 2019 11:44 AM Should be someone who comes from an academic background in order to counterbalance a board full of business/legal people. Should be someone who has been a provost in a large university or president of a medium/large university. WOULD be great if they had experience with medical schools so that there could be reasonable checks/balances with the current leadership which apparently runs almost independent of central controls.

610 Nov 21 2019 11:39 AM Evidence of working with government to increase resources; evidence that they can generate funds to provide buildings, faculty, staff growth.

611 Nov 21 2019 11:08 AM The successful candidate should come from a university setting where an Academic Health Science Center has been established and is functioning successfully on the educational, research and clinical missions.

612 Nov 21 2019 10:35 AM Fiscally conservative with a proven ethical track record.

613 Nov 21 2019 10:27 AM Professional experiences & Qualifications:
Philanthropy, finding alternative funding sources, strong communicator and negotiator.

Personal Qualities: Must be trustworthy, honest, open and transparent, practice what is preached, be a good listener, and proven sound judgement.

614 Nov 21 2019 10:11 AM Proven experience with improving academic outcomes
Proven experience with working at a large institution
Open to new ideas and results driven
Proven experience with financial management and IT
New ideas for diversity inclusion for results
Honesty, integrity and ethics

615 Nov 21 2019 09:59 AM Seems like a candidate will be somebody who has higher education experience either at this role at another institution or a high level dean or provost who is ready for next challenge. I encourage the search firm to not lean to a candidate as a political appointment but one who clearly highlights the role of higher education.

616 Nov 21 2019 09:04 AM Must be aware of the diversity of the students not only racially but financially, and actually care about the quality of education students are receiving. parking is also a major major issue along with the exponential increase in the student body.

617 Nov 21 2019 08:10 AM The candidate should be familiar with both academic and political machinations, as they will need to interact with both. As far as personal qualities, to fit in at UCF and to lead UCF, the candidate should be open to new experiences, willing to participate in everyday activities on campus with students and faculty, and passionate to lead the charge by innovating for the future

618 Nov 21 2019 07:58 AM Observation skills - what needs changing.
A background that involved some struggling -
either academically or situational.
People skills - get out of the office more and
be comfortable with it.

619 Nov 21 2019 07:39 AM They definitely need to be a visionary. I also liked how interactive Dale was and Thad is with students and the community. Both seem very approachable and personable. I like this, and I think the students like this too. I like how Dale would walk around campus with a polo and khakis at times and sit with students to eat. I think this personality type is what we need at the UCF level. I also think that they need to be a good communicator, especially when it comes to the community and the legislature. I would like to see someone who comes from the academic field if possible.

620 Nov 21 2019 07:22 AM Know how to play politics but be an educator and or researcher at heart. Any previous experience with forging industry partnerships for the university would be a huge bonus.

621 Nov 21 2019 07:17 AM A good business background would be helpful, but with full knowledge of how public funded entities need accountability. Personal qualities that should be demonstrated are a quest for enabling learning for all areas of the student body as well as the supporting business sector. The change management perspective could help foster better utilization of people's strong suites and skills on the business side. A strong conviction of inclusivity is a must. UCF should continue the great quests we've done so far with student body inclusiveness and having a leader that lives that is a must to take us forward.

622 Nov 21 2019 06:43 AM The new President must have diplomacy, an open mind, and of course, an understanding of cultural differences.

623 Nov 21 2019 06:42 AM The candidate should not be a "salesman" but someone who is approachable, trustworthy, honest, tell it like it is - not what you want to hear, a person who can fix a problem and not provide "lip service."

Should be an academic that has gone through the tenure process, is a successful researcher, has been in leadership positions throughout their career, has taught online and in the classroom and has been successful in fundraising.

624 Nov 21 2019 06:18 AM Professional: Must possess prior experience at a large institution similar to ours. Personal: Must possess a desire to grow the arts and humanities at this institution. The humanities are essential for each and every person and should be at the core of academics. Must have a passion for the arts.

625 Nov 21 2019 06:15 AM In an effort to provide balance within the top echelon of administration at UCF we need a president that holds a degree other than Ed.D. This will help ensure that UCF has diversity in thought and ideas within its leadership.

The successful candidate should be someone from outside of UCF - with no affiliation, and have a PROVEN record or leadership, academic scholarship and research.

The candidate must be visionary and capable of communicating that vision in an honest and authentic manner.

Finally, it is imperative the next president be capable of providing a strong, ETHICAL leadership in addition to adhering not only to Florida State Law but also to all UCF policies and procedures.

626 Nov 21 2019 06:12 AM Accounting and leadership with experiences producing change at universities.

627 Nov 21 2019 05:58 AM Experience in managing a large university
High ethical and moral standards

628 Nov 21 2019 05:38 AM

1. No internal candidate, please. We need an outside perspective.

2. I would prefer an Academic (Ph.D.), who has demonstrated savvy political skills. A president, or Provost from another institution who has a record of making a significant impact and smart decisions with university resources.

3. Innovative thinking is a must, but not at the expense of our central mission (overextending our resources).

4. Strong cultural fit with the UCF community. That goes without saying, but shouldn't exclude the best candidate.

629 Nov 21 2019 05:32 AM The new president should be an ethical, kind person who genuinely cares about the university and its students, staff, and faculty. Someone who understands the rules and won't bend them for their own gain. Someone who takes action and doesn't entirely rely on others to tell them what to do.

630 Nov 21 2019 05:29 AM Someone with student affairs experience and understanding of the value student affairs brings to the university and student experience.

631 Nov 21 2019 05:16 AM They need to be diverse in the previous experiences. They should have a background in several fields and be extremely charismatic and involved with both the students and Florida politics.

632 Nov 21 2019 05:14 AM The cultural fit is going to be hard to define because UCF has very distinct communities. The students are one cultural fit - young, dreamers, and very diverse in regards to ethnicity, religious, gender and economic background.

Our governing bodies and administrative bodies do not reflect our student culture. At all. The Florida legislature, Board of Governors, UCF Board of Trustees, and vast majority of UCF leadership is white, male, economically advantaged, and conservative leaning in political nature.

There is a vast divide between the haves (people in power) and have nots (students, staff) at UCF. Bridging this gap will not be easy.

The good ole boys club is alive and well at UCF and in the halls of our Capitol. Dr. Hitt was welcome in those halls. Dr. Whittaker was less welcome. Even though he looked like a duck, he didn't quack like a duck, and this proved to be disconcerting to the Florida legislature and other powerful Floridians who were able to pull strings behind doors and pressure him to resign. The entire campus was also punished for Whittaker and Bill Merk's

633 Nov 21 2019 05:00 AM Do not hire from within UCF; not anyone who has ever worked here. We saw what happened when inbred Whittaker was magically the "best president" in the entire country. UCF suffers from inbred-itis. President was former Provost. Provost was a former Dean (not the best national choice), several Deans were from UCF ... get a clue!

634 Nov 21 2019 04:50 AM Great history of strong ethics.

635 Nov 21 2019 04:43 AM Because of the size of the university and the breadth academic avenues UCF is almost the equivalent of a conglomerate. The next UCF President will not just need to be an academic, but an academic that has the political and business skill set to manage a college with a hospital, a line of business that fosters research, and athletic department that is striving for power, and a geographic footprint that covers all of Central Florida.

636 Nov 21 2019 03:04 AM Not an old white guy
Not a politician
Someone who has energy like Whitaker, not a dinosaur like Hitt

Presidential Search Stakeholder Survey

What are the immediate initiatives that the next President must be aware of and complete, but will have limited opportunity to influence?

Answered 491
Skipped 187

Respondents	Response Date	Responses
4	Feb 06 2020 04:14 PM	Too many to count, but I am sure that others have listed them, but in short i would highlight the following: - loss of trust at UCF, externally and internally - The necessity to be a more inclusive, diverse and representative community.
6	Feb 06 2020 03:09 PM	N/A
7	Feb 06 2020 02:55 PM	Focus on reducing class sizes.
8	Feb 06 2020 02:48 PM	Not sure.
9	Feb 06 2020 12:59 PM	The University needs a proven, yet modern organizational structure. Today's academic, political, and social environment demands a structure that is ambidextrous- both nimble and deep. Consider a COO to oversee and be held accountable for the operations of the university and a CIO that will effectively and efficiently channel the university's IT infrastructure and core competencies towards innovation that makes a difference.
10	Feb 06 2020 12:13 PM	Rebuilding a broken relationship with HR after the chaos the Class and Comp project has created.
11	Feb 06 2020 11:16 AM	the budget - has to convince BOE that we have, as a UCF community, integrity
12	Feb 06 2020 10:25 AM	Keep us HSI

- 13 Feb 06 2020 09:36 AM Downtown Campus needs to be completed. It was opened and not fully functional this area currently is an embarrassment. During the first semester it was open classes had trash cans catching water from roof leaks.
- 14 Feb 06 2020 09:09 AM
 1. Less resources in administration.
 2. More resources in faculty.
- 17 Feb 06 2020 07:49 AM
 - Partnerships are deteriorating across the community.
 - UCF is losing it's place as a thought leader of the community.
 - State Funding
 - Regional Transportation of the future (Light Rail/ High speed Rail) service to UCF
 - Lack of affordable housing (forces UCF workers further from campus)
- 18 Feb 06 2020 05:40 AM
 - ERP
 - Reorg of advisors from SDES
 - Strategic plan?
- 19 Feb 06 2020 05:36 AM addressing recent media concerns
- 26 Feb 05 2020 06:00 PM Managing growth in the best way possible is a challenge. An ever-increasing number of students should not necessarily be taken as a measure of success. Evaluate the people who make decisions about where growth best serves the university.
- 28 Feb 05 2020 04:30 PM I would like to see many/most components of the most recent strategic plan continue as goals.
- 29 Feb 05 2020 03:53 PM They should have the opportunity to make policy to decrease the size of UCF so it does not grow for the sake of growing. Currently we don't have a policy that reflects this situation.

30 Feb 05 2020 03:05 PM Unsure, as this position will inherit many existing partnerships that should be respected and honored, but he/she may not have the necessary timeframe to fully understand all of the complexities to make an informed decision or influence the outcome. However, being forward-thinking and innovative in mindset and curriculum, leveraged through strategic partnerships, should stay forefront in priority, both for the university and in benefit to the students.

32 Feb 05 2020 02:10 PM I think the first thing this president needs to do to take a look at who they have around them and ensure only the people of the highest integrity are out in the community supporting his or her vision and speaking on behalf of the him or her & the institution.

33 Feb 05 2020 01:22 PM That ongoing set of cutbacks/investigations in the wake of the Colbourn Hall incident.

Opening of new Library.

New Vice Provost situation.

34 Feb 05 2020 12:39 PM Students: start at the students' level

36 Feb 05 2020 12:25 PM - Faculty Cluster Initiatives are a good start. It really makes prospective job and student applicants notice. It makes sense to increase investment in clusters that do well.

- Some departments have experienced a boom in enrollment (e.g. CS has increased enrollment from 1000 to 3000 in the past nine years), but the number of faculty has grown by less than 25%.

37 Feb 05 2020 11:44 AM Correcting financial issues created by past presidents. While the new president will have the opportunity to explore new ways to address this, there is a limit to what and how much can be changed.

Filling leadership roles held by interim staff. A strong team needs to be built quickly, but abrupt departures due to poor fit are disruptive and demoralizing.

I hope that evaluating issues occurring at UCF Downtown will be an immediate initiative and one with which the President can have much influence.

38 Feb 05 2020 11:43 AM - Parking garages
- More job opportunities on campus
- New contract with dining services
- Off-campus housing prices and availability

39 Feb 05 2020 11:39 AM The mess of Colbourn Hall
A pay raise for staff, not a bonus

- 40 Feb 05 2020 11:22 AM Straightening a crooked ship and setting it on a respectable course.
- 41 Feb 05 2020 11:15 AM 1) Millican Hall has too many administrators. Fire some of them. They are not needed there.
2) Provide the faculty with proper tools to teach. Often the chairs/deans assign courses to the faculty members who are neither experts nor well-versed in those courses. Hire new deans and chairs.
3) Improve the service of ORC for submitting proposals. They have draconian policies and deadline rules for submitting proposals to ORC - This must stop. Hire a new VPR. ORC has too many people who do not need to be there.
4) Have a friendly/collegiate relationship with the faculty union.
- 42 Feb 05 2020 11:14 AM Brining unity among the college(s)/departments
- 43 Feb 05 2020 11:01 AM Government funding (Florida BoG decisions/how to help UCF recover from budget cuts without risking the integrity of the university).
- 44 Feb 05 2020 11:00 AM Examine the functions and job descriptions of every VP and their immediate employees and find out if their jobs are essential.
- 45 Feb 05 2020 10:59 AM *Understanding our finances - making sound financial decisions which are not based on politics
*Implementing the proper infrastructure to support our growing student and employee/faculty population

- 46 Feb 05 2020 10:55 AM Not sure - I think the new President should wipe the slate clean. We have way too much middle management and oversight that does not work. The layers between faculty/students to Academic Affairs is too thick. We need to learn how to hire much faster and better. We are a \$1.5B institution that needs to operate more like a company. We have min SACS, CBA and other requirements. Find the min requirements, due those well and stop doing the other stuff. Add-value or don't do it.
- 47 Feb 05 2020 10:51 AM Financial resources for university
- 48 Feb 05 2020 10:50 AM I can't think of an initiative that the President is aware that s/he couldn't influence.
- 49 Feb 05 2020 08:17 AM Budget in departments and how it is allocated among employees.
- 50 Feb 05 2020 07:51 AM Getting into a Power 5 conference
- 51 Feb 05 2020 07:34 AM Spearheading efficiencies, innovation in technology and services for student, staff and faculty alike.
- 52 Feb 05 2020 05:49 AM Our past president set a goal to be a net zero carbon campus. The first few years this caused some great energy savings while we harvested the low hanging fruit. Completing this task by 2050 is likely not going to be easy with out some really huge investments, or with out the purchase of carbon credits. (either will be costly, and may never prove to be financially responsible) This should be addressed and adjusted.
- 53 Feb 05 2020 04:27 AM Not sure on this one.

- 58 Feb 04 2020 03:04 PM I think there are still racial and socio-economic tensions that the next president needs to be aware of and have a strategy for addressing and including those issues in his/her policies.
- 59 Feb 04 2020 01:30 PM not sure
- 62 Feb 04 2020 10:11 AM NA
- 63 Feb 04 2020 07:09 AM No comment
- 64 Feb 04 2020 06:42 AM Unsure
- 70 Feb 03 2020 02:20 PM
1. For any degree granting program, require location of such programs WITHIN the academic, college sphere. That is, no entity should offer academic degrees if they are not part of the college structure.
 2. Continue community outreach to the diverse community groups, and work to understand their perspectives vs the university's.
 3. Find approaches and people to assist in this outreach, but to take a longer-term view than to simply form an 'X'-type group, 'Y'-type group. Work to establish open lines of communication, while also recognizing that some news item in the newspaper, online or media may be temporary so take a longer term view and temper the urge to create initiatives that need more study before devoting valuable funds early on.
 4. Keep actively supporting the legislative liaisons to the Florida legislature. Information about legislators' opinions, sources, etc. will require good, personable staff who have experience in the in's and out's of the legislative season and off-season.
 5. Work hard to interact with and engage in dialogues with other SUS leaders.
- 71 Feb 03 2020 01:29 PM Decreased State Funding
Rising Costs/Tuition
Student Engagement

- 72 Feb 03 2020 11:45 AM I think the president should focus on the current students enrolled at UCF and focus on their needs. Growth and development are great, but not at the cost of currently enrolled students needs and education. Construction that is near or in classroom buildings should halt during mid terms and finals, to allow every student of every background and learning needs the ability to focus on their exams with out environmental distractions beyond their control.
- 76 Feb 03 2020 06:39 AM - current school construction and expansion taking place
- 77 Feb 03 2020 06:30 AM The university has experienced exceptional growth. Next president must be able to focus on making this growth effective and efficient.
- 78 Feb 03 2020 05:56 AM Replacement of Peoplesoft
Depending on when the new President comes in, a vendor may be chosen for this initiative. The President will need to support and be a champion for the initiative and will need to ensure funding is adequate. The new President will also need to ensure decisions can be made in the best interest of the entire University for long-term sustainability and growth. This will mean that business processes will change in many of our business units.
- 79 Feb 03 2020 05:19 AM See above
- 82 Feb 02 2020 01:55 PM Reputation and trust with state government.
- 83 Feb 02 2020 01:47 PM I am not qualified to speak to legislative issues but clearly that is not a fact based process. UCF will never be UF and that's ok.

- 84 Feb 02 2020 12:08 PM - Should be given an opportunity to appoint a provost after a certain time with current interim provost, who knows university culture because of his time and experience here. Should fire current provost (one on paid admin leave)
- As a (successful, award winning for research and teaching) faculty, it gives me uncomfort to see so many mediocre educational background administrators with 2-3x the salary of good faculty.
- 87 Feb 02 2020 06:54 AM The opportunity to change perception surrounding university leadership and the direction of the school is very limited.
- 89 Feb 02 2020 04:20 AM Restore confidence by the legislature, restore confidence in the national academic community about the integrity of the PhD degree at UCF, develop a stable and effective administrative organization and build on the recent successful capital campaign.
- 95 Feb 01 2020 01:22 PM Gain understanding and knowledge of the university's history.
Gain understanding of recent "challenges" the university has faced; damaged image, student conduct issues.

- 96 Feb 01 2020 10:36 AM Honestly, to get a move on with all the construction! My pride for UCF has gone down with the lack of excellence at the downtown campus. The next president needs to address the architectural concerns and be quick to completing the projects the will inherit. Same goes for main campus. Building and expanding are great! But please, if you're going to do that, do it well, on time, and with excellence. We deserve no less.
- 99 Feb 01 2020 05:30 AM I'm not able to speak on this question.
- 103 Jan 31 2020 04:21 PM All of the aforementioned to be honest.
- 104 Jan 31 2020 01:04 PM As noted prior, staff (not faculty, not administration) dissatisfaction with salaries and no increases and added responsibilities.
- 105 Jan 31 2020 12:56 PM Gosh is seems everything is in limbo, so I think this person will be able to influence a lot. But I don't know what initiatives are already underway.
- 106 Jan 31 2020 12:52 PM Continue to help freshman retention
- 107 Jan 31 2020 12:20 PM Getting to the bottom of illegal spending of funds at the University- for unnecessary building.
- 108 Jan 31 2020 12:18 PM Any ongoing construction, ideally expediting what is already underway.
- 109 Jan 31 2020 12:10 PM Complete auditing and transparency of use of public funds

Repair the rift with local hospital systems
- 110 Jan 31 2020 11:54 AM Fix the infrastructure and the hierarchy.

- 111 Jan 31 2020 11:50 AM Everyone is going to have their hand out wanting resources. Classroom space?
- 112 Jan 31 2020 11:06 AM The actions of others that may hurt or harm, or discriminate against some people who are different from them. We can't always control how some people may view others. People have their own beliefs, prejudices, and way of like, and no matter what we do it won't change what they are capable of doing to others. These people can be co-workers, supervisors, students, teachers or visitors or others in the communities. There is no concise answer to all of life's problems.
- This president must take a hard line approach to protecting everyone on campus, and maintain connections with those offices and individuals on campus that do their best to provide help and change that may be needed at UCF.
- 113 Jan 31 2020 10:56 AM Keeping your job if the campus elite decide they don't like you.
- 114 Jan 31 2020 10:53 AM Construction. UCF isn't nicknamed Under Construction Forever for no reason. The new President needs to do everything they can to expedite the ongoing construction on campus. Certain projects are taking much longer than they should and are years behind their completion date.
- Space. UCF's main campus is running out of space for buildings and parking. Some existing land needs to be built up into new house, parking and academic buildings.

- 116 Jan 31 2020 09:14 AM Sustainability within the city of Orlando and among its community members.
- 117 Jan 31 2020 09:01 AM Student Debt.
- Student safety on campus.
- Hazing by groups related to the University of Central Florida.
- Equal opportunities for all students at U.C.F. to get a quality Education.
- 118 Jan 31 2020 08:50 AM Creative village. UCF College of Medicine.
- 119 Jan 31 2020 08:20 AM The ever-increasing enrollment should be addressed. UCF should push the Florida legislation so we don't grow any more. They should argue that other schools should grow more before we take on more students.
- 120 Jan 31 2020 08:18 AM - internationalization efforts (hosting students and sending them abroad)
- advising assessment and restructuring
- stabilizing downtown campus - housing/facilities/advising
- stabilizing graduate student exit requirements based off of original catalog year, and not entwining them with personal/career goals of professors.
- Simplifying financial practices within the university to prevent negligence and promote transparency.
- 121 Jan 31 2020 08:15 AM NA
- 122 Jan 31 2020 07:50 AM Community as well as global perception of how well we may be bouncing back from all of the negative publicity

123 Jan 31 2020 07:36 AM Culture and pay. As we have seen over the last several years, we have a culture of playing outside the rules. we have lost a lot of people from different areas due to bending rules or just flat out breaking them. that type of culture is something that will take a while to weed out. and paying people what they are worth... there will be a lot of resistance because that means that others things may not get funded.

124 Jan 31 2020 07:22 AM To become familiar with each and every Department's current and future projects. To see that each Department has shown and will continue to exhibit an achievable vision in all it's projects. To insure that each Department is adequately funded and has a 5 year plan into the future. To complete any current projects within budget and on time. To reach out to the greater UCF community in order to fund endowed chairmanships chaired by someone recognized as an imminent Professional in their field. To insure that the UCF Foundation continues to be an ever expanding source of vision and insight into the University's immediate and future needs.

126 Jan 31 2020 07:09 AM Changes at the state college level
Changes in college going patterns in central Florida
Horrible traffic in the area 24/7.

- 127 Jan 31 2020 07:03 AM The value of a higher education today is questioned. The cost is going up. The tremendous debt load is putting a burden financially on students as soon as they graduate. Those are national concerns. It is also creating more and more commuter students who must work at least part-time. That limits their ability to fully immerse themselves into college life.
- I know this because I worked my way through UCF. I see the difference between my experience and the experience my 19 year-old twins are getting as freshmen at Baylor University.
- 128 Jan 31 2020 06:48 AM UCF Downtown -- most likely. There's a lot more work to be done there but it's sort of already set due to promises made by past leadership. The faculty hiring initiative, and the new enrollment plan. Also keeping tuition low, I don't see that changing.
- 129 Jan 31 2020 06:22 AM Not sure.
- 130 Jan 31 2020 06:01 AM The distance learning fee needs to be increased so we can meet the needs of the students and the department. Online students have accounted for the majority of growth in the recent years and we must ensure quality instruction.
- 131 Jan 31 2020 05:56 AM The university teaching hospital & cancer research.

- 132 Jan 31 2020 05:49 AM Any short-term goals will be a challenge for a new President to influence. However, I feel that there shouldn't be any initiatives on campus that the President cannot effect.
- Enhance the national reputation.
Achieve academic preeminence.
Encourage student satisfaction and well-being.
Increase diversity and inclusiveness.
Promote Student-Athlete achievement (in sports and academics).
Develop partnerships with the community.
- 133 Jan 31 2020 05:48 AM Downtown UCF, teaching hospital
- 134 Jan 31 2020 05:42 AM Immediate Initiatives - with Limited Opportunity to Influence
- Fiscal Responsibility
 - Academic Integrity
 - Commitment to Diversity
 - Community Outreach
- 135 Jan 31 2020 05:04 AM Mandate schools and colleges to create academic continuity plans to ensure classroom and online instruction will continue following a disaster.
- 136 Jan 31 2020 04:59 AM National Prominence and Preeminent status immediately
- 137 Jan 31 2020 04:53 AM Keep the library open 24/7! OMG that is something that has been necessary for years and has still not happened.
- 138 Jan 31 2020 04:41 AM Ethics and diversity. UCF has a few hurdles to overcome in the ethics and compliance areas. The next president needs to work to right the ship.

- 141 Jan 30 2020 09:33 PM UCF culture change. Promotions and raises not based on tenure but actual present and current accomplishments. Remove the clicks (may be quite hard). Time for UCF to have a "clean" start.
- 142 Jan 30 2020 07:54 PM Increase relationships with corporations and future employers not only in Orlando but all over the world. Increase the availability of internships and percentage of students hired after graduation. Require students to take advantage of the career center...
- 143 Jan 30 2020 07:21 PM Clubs and social groups, USA presidential watch party
- 144 Jan 30 2020 06:26 PM Create stability and work within political and administrative oversight groups.
- 146 Jan 30 2020 06:09 PM Establishing better alumni participation with UCF. Frankly, alumni support as well as UCF's ability to generate alumni's interest for support has been lacking. Alumni participate and support needs exponential growth.
- Establish better local, state, country and international relationships with businesses, universities and government.
- 147 Jan 30 2020 05:55 PM School safety.
- 148 Jan 30 2020 05:21 PM PARKING.
- 149 Jan 30 2020 05:08 PM I am not intimately aware of the University's day to day agenda to answer that question.
- 150 Jan 30 2020 05:03 PM Limiting enrollment to make class sizes smaller

- 151 Jan 30 2020 04:52 PM Reestablish credibility with the state government agencies.
Make some critical hiring decisions that bring in staff that are 100% focus on ethical standards.
National funding via grants, etc. for research
- 152 Jan 30 2020 04:43 PM The currently approved long term financial plan approved by the State. There must be no more mistakes. UCF has been the recipient of ample state funding, but that funding will dry up if the university continues to have ethical and integrity issues.
- 153 Jan 30 2020 04:30 PM On campus housing
- 154 Jan 30 2020 04:03 PM If he won't have much influence, why bring it up.
- 155 Jan 30 2020 04:02 PM Continued success in athletics, expansion of athletic facilities, and building the endowment fund.
- 156 Jan 30 2020 03:37 PM Egregious vehicle parking.
- 157 Jan 30 2020 03:22 PM Expanding parking
- 158 Jan 30 2020 03:17 PM The funding situation from the state is not likely to improve, and this is true for all comparable institutions in Florida and many nationwide. The new president needs to consider how to address this fact, and simply letting in more students, many of whom are under-qualified transfers, just to balance the books with tuition dollars in the short term is not a sustainable solution.
- 159 Jan 30 2020 02:47 PM The someone is now at the helm.

- 160 Jan 30 2020 02:44 PM Public University Funding policy handed down from the State.
- 161 Jan 30 2020 02:38 PM what useless initiative are they really doing.. seriously
- 162 Jan 30 2020 02:25 PM The fast growth of central Florida.
- 163 Jan 30 2020 02:22 PM Community awareness. The new way of UCF needs to be transparent. The new President cannot change the past, but they can bring light to the future by having more transparent communication with all parties involved.
- I am aware that full transparency is not always possible, however being that UCF is a public entity the more upfront transparency the better.
- 164 Jan 30 2020 02:15 PM Unsure.
- 165 Jan 30 2020 02:13 PM UCF Downtown
Academic Alignment Initiative
UCF Lake Nona
Faculty Cluster Hires
- 166 Jan 30 2020 02:10 PM Certain state legislators seem to have have a target on UCF wanting to continually “punish” UCF for past issues.
- 167 Jan 30 2020 02:08 PM I think the new President will have to embrace the UCF culture and not try to change it. First learn our system and then decide if changes need to be made. New ways are good but there are reasons behind the old ways that should be reviewed first.
- 168 Jan 30 2020 02:08 PM Having a good relationship with Tallahassee
- 169 Jan 30 2020 02:05 PM Money limitations. The state can only do so much.

- 170 Jan 30 2020 02:03 PM Completion of downtown campus, expansion of the medical school. Must also be prepared to "take out the trash" at all of UCF's research institutes. Long-tenured and dishonest institute directors must go! These amoral, grandstanding personal empire builders are standing in the way of the university's progress and they are giving the school really bad press.
- 171 Jan 30 2020 02:01 PM N/A
- 172 Jan 30 2020 02:01 PM Getting us into the Big12
- 173 Jan 30 2020 02:00 PM This question makes no sense. What should the President do but won't be able to influence? Increase the number of graduate (PhD) programs in liberal arts programs and get a law school. This is something he/she should complete but is ultimately up to the Board of Governors.
- 174 Jan 30 2020 02:00 PM Past history.
- 175 Jan 30 2020 01:59 PM strong team to re-establish UCF and build the trust back
- 176 Jan 30 2020 01:58 PM The person needs to be a strong fundraiser who meets with faculty, students, alumni, community members regularly. The person needs to accept criticism and not feel he or she will stay at the university for years, no matter what. The person needs to consider treating adjuncts fairly and offering more full-time contracts to faculty besides tenure-track positions.
- 177 Jan 30 2020 01:56 PM Power 5 Athletic Conference
Partnership with corporate headquartered companies in Central Florida
Politics within the State of Florida System

- 178 Jan 30 2020 01:51 PM Don't base entrance on scores. Remember that drive, passion and work ethic are huge contributing factor to success.
- 179 Jan 30 2020 01:48 PM Growth of the University. Due to the previous mistakes made by University personnel, the state is being quite stingy on the funds for growth.
- 180 Jan 30 2020 01:45 PM Spending funds that are within Florida law.
- 181 Jan 30 2020 01:40 PM Building a hospital to increase research opportunities and thus, funding. Looking into the relationship of the medical school with HCA (perhaps reconsidered?).
- 182 Jan 30 2020 01:40 PM Accepting big money sponsors to expand our football stadium. Not being afraid of where UCF athletics can make the university expand.
- 183 Jan 30 2020 01:39 PM State performance based funding
- 184 Jan 30 2020 01:38 PM there are multiple building projects in the campus master plan that are all important to different divisions within the university. Another research building, another classroom building, a performing arts complex expansion, a nursing building. I assume there will be limited PECO funding, but all of these programs need additional facilities to reach their individual goals. What is the priority, how do we sell these needs to the state? A strong president is necessary for success...but awards of PECO projects are very political decisions by the legislature and therefore the president will have limited influence.
- 185 Jan 30 2020 01:38 PM strong governmental relations

- 186 Jan 30 2020 01:32 PM Retaining skilled faculty members
- 187 Jan 30 2020 01:31 PM Affordability, performance funding, sustainable
- 188 Jan 30 2020 01:29 PM UCF's reputation
- 189 Jan 30 2020 01:29 PM Fast paced changes into society and market places. just drones and drive-less cars (as examples) will drive and generate new jobs and roles that we still do not know what they are. How can one prepare future workforce for that?
- 190 Jan 30 2020 01:27 PM Inclusion
- 191 Jan 30 2020 01:27 PM Building a strong campus life is critical to attracting students who want to experience college but also build the right programs that will enable strong job recruitment for the university.
- 192 Jan 30 2020 01:26 PM College age students are very judgmental as well as alumni
- 193 Jan 30 2020 01:25 PM See first answer

194 Jan 30 2020 01:17 PM The new president must help us move past our recent scandals and negative media coverage. This will be difficult to do given the timing of his or her entrance, but it will have to be done nonetheless. The new president should talk with current leadership but also the levels below that to get a sense of potential problem areas and risks at the university and attempt to address them before they become full-blown crises. I think it's critical we help make him aware of employees, especially leadership, who are failing to uphold UCF's values and follow its code of conduct. Attitudes flow from the top down, and if a department seems disgruntled, the president should start by examining that department's leadership.

195 Jan 30 2020 01:17 PM The most important thing would be to help the integrity of the university. UCF needs this to be strong and shows that even though we have made mistakes in the past, this is how we are fixing it and preventing it in the future.

196 Jan 30 2020 01:16 PM Fix the staff and the students attitudes towards each other

197 Jan 30 2020 01:09 PM He must be aware of a growing university with varies cultures and ethnicities.

- 198 Jan 30 2020 01:03 PM Establish your team. Make sure you have the right people to complete your plan. Then create your business processes the way you want the university to operate. Select the best systems to accomplish the task in creating one environment for everyone to use. Compliance is much easier to maintain if the line is straight forward! Don't worry about small or big operating units, all your children are equal(operating units). Communicate that UCF is one! Take command of your plan and make sure the president have these three most essential characteristics to achieve this: 1. Loyalty, Honesty, Fairness. If you have these 3, commitment, consistency, perseverance and achievement will follow!
- 199 Jan 30 2020 12:58 PM None. A new President must be prepared to powerfully impact each and every area of UCF, not seek compromise of allow current conduct and practices to continue in the name of "continuity" or "tradition." "We have always done things this way" is NOT, in and of itself, a valid reason for a policy or practice.
- 200 Jan 30 2020 12:52 PM I'm not sure...
- 201 Jan 30 2020 12:48 PM The next president needs to ride out a metric ton of bad press and bad feelings.
- 202 Jan 30 2020 12:48 PM I don't know. This depends on how much power the president has, and that information isn't necessarily privy to students.
- 203 Jan 30 2020 12:48 PM Again, prison education and the performance building
- 204 Jan 30 2020 12:46 PM Downtown campus.

- 205 Jan 30 2020 12:45 PM A teaching hospital, cancer center and an academic health science center are in the works for 2020 that need strong support and resources to effectively launch. Having a robust medical enterprise will benefit all the university.
- 206 Jan 30 2020 12:44 PM This is a very poorly worded and confusing question.
The next president must be aware of AND work to influence positively:
1.) the problematic trend toward online education
2.) inadequate diversity among the faculty, which fails to reflect our student body and
3.) the poverty that many of our students live, including homelessness and being forced to exchange sex for money to pay rent or utilities. Those of us faculty who interact with students face to face hear of these cases regularly. We need more financial support for our students, and one-on-one mental health services rather than funneling students toward group therapy which many students don't benefit from or are reluctant to try for many good reasons, including severe stigma and deep traumas that are not fit to share in a group with other students.
- 207 Jan 30 2020 12:43 PM Getting UCF Back on Track, building trust again.
- 208 Jan 30 2020 12:42 PM Proper planning for the rapid growth of UCF's student body and building footprint.

209 Jan 30 2020 12:39 PM Increasing in scale can no longer be the primary goal of UCF. There are other values that are exponentially more important to a successful academic institution than "scale" (which I have heard as a priority many, many times from top leaders since starting at UCF and within the past year) and profit. UCF needs to recalibrate its value system as one of patience, compassion, high quality education, innovation, agility, student-focus versus scale/profit-focus, and real-world problem-solving.

210 Jan 30 2020 12:35 PM see above

211 Jan 30 2020 12:35 PM Our reputation and getting it back to positive. Every day another shoe drops.

212 Jan 30 2020 12:32 PM I don't think it's useful to answer this question.

213 Jan 30 2020 12:32 PM Getting our house in order
Restoring Faculty confidence in the upper administration

214 Jan 30 2020 12:31 PM Downtown campus must have an operating budget. Focus on current building maintenance— not expansion or new buildings.

215 Jan 30 2020 12:30 PM We are currently portrayed very negatively in the media and our Florida legislative ties have been affected by recent events.

We need someone who will ensure our budgets are clean and our image in the world is absolutely clean.

216 Jan 30 2020 12:30 PM The Downtown Campus is here and moving forward. It is front and center of our connection with Orlando and Central Florida.

- 217 Jan 30 2020 12:29 PM We need to improve relations at the BOT and BOG level. this is critical to UCF's growth and longevity
- 218 Jan 30 2020 12:29 PM Shifting the culture of the university. There has been a lot of distrust within the past few years and building that trust across the university and community will be a complicated task. It is not a one-person job and a prospective candidate should have a preliminary plan on fiscal management and executive leadership assignment policies.
- Campus safety is a lofty endeavor. As a commuter college, there is a lot of traffic and pedestrians on and off campus. With that large student body, there are instances of walkway congestion, poor drainage during rain, and foot traffic on and off designated crosswalks. As the university grows further, I believe ped bridges will be a requirement.
- 219 Jan 30 2020 12:28 PM The increasing need for parking, housing, and issues with having the ratio of students to professors be too great.
- 220 Jan 30 2020 12:27 PM Weird question. Anything already in process would by definition be hard to influence in a direction it's not already taking. Anything that already has funding attached would be even harder.
- Well, things like the downtown campus, now that we've committed to it, have to be made into something good. So far I'm not optimistic.

- 221 Jan 30 2020 12:27 PM Grant opportunities that are ongoing
Current budget
Faculty in place
- 222 Jan 30 2020 12:25 PM Strengthen the community ties and
continue to cultivate the direct connect
program. Also, figure out what is needed to
complete the downtown campus.
- 223 Jan 30 2020 12:25 PM Aligning systems and business processes
up to support the goals of the business.
We need an investment in IT strategy that
will support the business. Support modern
day reporting and support the colleges to
innovate.
- 224 Jan 30 2020 12:23 PM We need a new PAC. Immediately. And
desperately.
- 225 Jan 30 2020 12:23 PM Growth
- 226 Jan 30 2020 12:22 PM NA
- 227 Jan 30 2020 12:22 PM Improving faculty conditions especially
instructors and lecturers.
- 228 Jan 30 2020 12:21 PM Complete the Academic Health Center
initiative, close the loop on the ongoing
construction initiatives and fulfill the
outstanding commitments to address
misuse of funds.
- 229 Jan 30 2020 12:17 PM Improving our reputation, sadly.
- 230 Jan 30 2020 12:17 PM Fix the staff waiver so it does not
discriminate against working parents. It
should be available for all of UCF's
programs, and not exclude the "market-
rate" programs.
- 231 Jan 30 2020 12:17 PM Build trust and morale. Make employees
feel appreciated for the work they do.
Reward those who focus on students.
Make the student experience less
frustrating (financial
aid/registration/information
gathering/advising).

- 232 Jan 30 2020 12:15 PM i believe we do not need a president.For one year there is no one and everything is going fine.
oh also please stop recruiting retired soldiers. This is not air force academy. I see that they are not recruited for armed security then for what?
- 233 Jan 30 2020 12:14 PM Hiring of top level administrators that are predominantly Interim
- 234 Jan 30 2020 12:14 PM 1) Class and compensation project
2) Finances
3) Parking and other capital projects
4) Academic integrity
- 235 Jan 30 2020 12:12 PM Developing UCF downtown, giving better quality education to students through eliminating reduced seat time classes, and new building projects related to on-campus housing and academic buildings.
- 236 Jan 30 2020 12:11 PM Funding the colleges appropriately and providing sufficient resources for faculty and staff.
Finding ways to establish trust with Millian Hall.
Revisit our growth, fund what we are currently committed to. Slow down.

237 Jan 30 2020 12:09 PM The state is coming down hard for four year graduation rates. The next President must be aware of this, and be willing to help the community. With some of the students that are accepted to UCF, the four year needle will never move. Some colleges should have their own admission standards. UCF can be an access school, but that doesn't mean anyone can be a nursing major or engineering major.

238 Jan 30 2020 12:09 PM I believe now more than ever the new president needs to work on improving the image of UCF and securing increased funding.

The new president should be an expert an building partnership and should make it a priority to re-establish the partnership with Advent Health and Orlando Health so UCF medical students can rotation at major hospitals in Orlando.

The new President should show that he/she values the faculty and staff by continuing to provide annual across the board salary increases.

239 Jan 30 2020 12:09 PM Give the finance department a larger research budget. FinTech research is a growing area with a ton of potential. If UCF can hop on that train, we can be one of the leading universities in the field.

240 Jan 30 2020 12:08 PM Hospital

241 Jan 30 2020 12:06 PM All of the construction going on around the campuses and any near-future construction.

- 242 Jan 30 2020 12:05 PM Integrity in the faculty and staff.
Restore faculty salaries to the pre-2007
SUS budget crises to honor and award
faculty instead of selecting "prime" BOG
projects to please the legislature.
SUPPORT FACULTY for once!
- 243 Jan 30 2020 12:04 PM Downtown campus isn't an experiment that
is working. It was designed by those that
resigned for the benefit of developers and
their associates. Bring programs back to
main campus.
- 244 Jan 30 2020 12:02 PM Resources.
245 Jan 30 2020 12:02 PM Providing resources to support current
curricular programming and increased
funding for faculty salaries.
- 246 Jan 30 2020 12:02 PM I don't know if the next president can help
UCF's tarnished record.
- 247 Jan 30 2020 12:01 PM They can try to adjust policy all they want,
come up with many "exciting" new
programs and pretend that everything at
UCF is going right and thus should be
prepared to receive problems on the macro
scale and micro scale, that is the problems
of the whole and balancing between the
problems of the individual.
- 248 Jan 30 2020 12:00 PM N/A
256 Jan 29 2020 10:55 AM The athletics facilities upgrades, the
"spending scandal" with colburn hall
- 259 Jan 28 2020 02:17 PM The work that is currently happening with
campus climate assessment.

- 260 Jan 24 2020 01:52 PM I honestly cannot imagine how the President would have limited opportunity to influence. The next President should be committed to a prolonged term in order to engage the state, the community, and our campus.
- 261 Jan 22 2020 07:17 AM It will take time for UCF to heal. However, with the right leader, this may happen faster than we all think.
- 263 Jan 17 2020 11:29 AM I don't know
- 264 Jan 16 2020 02:08 PM Not sure how to respond to this question
- 265 Jan 16 2020 10:30 AM building of a hospital in partnership with HCA
establishing a UCF Cancer Center
- 266 Jan 16 2020 09:55 AM We should not have the President working on completing activities that the President has limited authority to influence. A waste of time for the President!! VPs and below should be given the responsibility and authority to complete these tasks. The President should be driving UCF to the top of the mountain not repairing the trail at the start of the hike!!!!
- 267 Jan 16 2020 07:14 AM Some things are already in place, though the President could always influence and enhance these in many positive ways (such as the new hospital/Lake Nona, BRIDG/NeoCity partnerships, DirectConnect to UCF, Downtown Campus).

268 Jan 15 2020 03:18 PM Infrastructure and its direction are out of control and incorrectly allocated. The incoming candidate will have little ability to change what has already been in place. Transparency moving forward will be critical in changing the attitudes towards this issue in the future.

269 Jan 15 2020 12:14 PM Somehow, making sure that the student body is engaged in the success of the school. Perhaps this means creating a facilities survey or an extracurricular survey, or student outreach survey to gauge the experiences of the students.

I am only one student so I can only speak for my own experience and perhaps these are techniques already implemented, but in any case, figuring out an easy and time-efficient way to engage the students to communicate about things like facilities issues or lack of teacher availability will help the university system as a whole. Obviously the president won't be able to speak for every student's situation, but I'm sure there are ways to engage students to be proactive about UCF apart from through sporting events or to their academic advisor.

270 Jan 15 2020 11:18 AM No particular program springs to mind.

271 Jan 15 2020 08:41 AM Finances and the all the games our managers play to keep this ship afloat. Do not kid yourself in denial, be honest and open in your heart and mind's eye, we all drink from the same bucket of water but a few of you have been taking gulps whilst the others take a single sip.

Political influencers, and trustees, reveal to them who has access and authority within these domains so they may be aware of what is needed to navigate the scene with intelligence and savvy.

272 Jan 15 2020 08:34 AM issues related to budgetary funding allocation at the state level and how this will impact our ability to move towards established goals

273 Jan 15 2020 06:45 AM Reducing the administrative costs of the school, college education has gotten far too bloated in administrative staff. There is a shortage of engineering professors, yet we're paying more than any generation before in tuition and fees. Valencia college has fewer facilities but at most I payed \$100 in fees in addition to my tuition when I was there.

Quite honestly there is a reckoning coming for the corruption in academia, with more and more high paid admin staff being brought in and less actual educators for the students.

So many courses happen once year because there are not enough professors teaching. In a few cases as well, some that are teaching are unqualified to teach their subjects. I've had professors get called out in class for not knowing their own material.

274 Jan 14 2020 04:42 PM NA

275 Jan 14 2020 02:16 PM Replacement of CIO Joel Hartman; development and advancement of UCF Athletics; adherence to all state and federal regulations

276 Jan 14 2020 01:28 PM Probably the problem of uneven preparation of transfer students. There needs to be more help specifically for them. Perhaps working with local/regional "community" colleges and/or having some sort of diagnostic so that transfer students get the help they need.

- 277 Jan 14 2020 01:27 PM What a strange question... Seriously, read this out loud to yourself.
- 278 Jan 14 2020 01:13 PM SPACE and resources. We need new teaching classrooms, new labs for research, and better facilities management.
- 279 Jan 14 2020 12:37 PM The hierarchy within academia is not working at this institution. Associate and Assistant professors do not work collaboratively in a class room or research environment that leads to advancements and ethical decision making that benefits the students. I have had multiple graduate advisers, some such as in the department of Biology have been good. But in Biomedical Sciences, Dr. Saleh Naser has been the worst adviser to students in my opinion with his mentality of putting his personal relationships with professors first and time and again hear horror stories about his ability to advise and keep confidentiality. Particularly, this "doctor" has lied to me regarding the details of my scholarship, and in advising of many students I've talked to, he repeatedly recommends withdrawal disregarding the amount of work they've accomplished and ignored the competence and future success of the individual. There needs to be an overhaul for how advising is accomplished, with unbiased oversight on student progress and assistance with forms that integrates our current electronic repository capabilities. The next president must fight for better advising, more accountability and ethical scholarship. It
- 280 Jan 14 2020 12:22 PM Achieving Preeminence.
- 281 Jan 14 2020 11:54 AM They must be aware of cost effective ways to run an university. This will be a challenge. They must be able to listen to financial advise.

282 Jan 14 2020 11:50 AM -Current financial aid programs
-Current student success programs

-Renovation/repair of existing shuttles

-Need for more classrooms/faculty
-Need for more parking/transportation

283 Jan 14 2020 11:40 AM Judging from what the Florida Board of Governors did to lead to the resignation of Dr. Whittaker and recent funding changes, they have made it clear that they don't view us favorably. The subsequent changes to the budget model so other Florida universities didn't face the same fate, made it clear that our university is held to a different standard.

284 Jan 14 2020 11:33 AM Definitely safe driving. Too many students die from hit and runs.

- 285 Jan 14 2020 11:30 AM I think trust needs to be reestablished, because whatever you guys have been doing is absolutely ridiculous, and I'm completely fed up getting stupid e-mails about how we are "going a new direction". Like obviously it'll be a new direction, what were you even doing before? Also, the amount of students we have to teachers and TA is off the charts. I get we are a big school, but what we demand of the professors here is maddening when they have no where near the support they need. Maybe instead of using funds on a new hotel or some other money making scheme, we pay more GTA/TAs to give students the help they need instead of just filling the school to the brim.
- 286 Jan 14 2020 11:21 AM The Enterprise Resource Planning (ERP) and budgeting realignment projects are critical and must be rolled out as soon as possible.
- 287 Jan 14 2020 11:03 AM Improving the quality of the education. There is a lack of trust and transparency here at UCF. Leave the politics to others.
- 288 Jan 14 2020 10:40 AM regaining the trust of employees, students, and state representatives
- 289 Jan 14 2020 10:33 AM Funding from the state (hard to control) and how it is distributed internally (can be controlled).

- 290 Jan 14 2020 10:32 AM Growing grass-roots effort to create some form of a state, national, or even international Center for Virtual and Augmented Reality, with foci in healthcare, education, training, and the arts. This is admittedly something that is personal, but the idea is not intended to be completely self serving. If nothing else the idea for such a Center could serve as an exemplar for the sort of thing we would want the President to be savvy about, or be able to be savvy about. It would be unfortunate (!) if the Present was not able to understand such technology, uses, impacts, etc.—not just understand but enthusiastically represent it. ("It" could be VR/AR, high-tech medicine, high-tech engineering, etc.)
- 291 Jan 14 2020 10:29 AM SDES reshuffle
employee reclassification
- 292 Jan 14 2020 10:22 AM I don't think there should be anything that the President cannot influence as long as it benefits the university and the community.
- 293 Jan 14 2020 10:21 AM student success and bench marks it could meet to appease the state
- 294 Jan 14 2020 10:15 AM I could only guess.
- 295 Jan 14 2020 10:12 AM --Current buildings
--Fallout from Trevor Colburn Hall
--A diverse campus that is about 1/3 minority

- 296 Jan 14 2020 10:10 AM Downtown campus move: In some ways prior leaders were short sighted about what being successful really requires. The new president will need to focus immediately on how to ensure this initiative thrives in ways that promote student success, community engagement, and a culture of a multi-located university.
- 297 Jan 14 2020 10:06 AM I don't have this information now.
- 298 Jan 14 2020 09:52 AM Expansion, I guess. The extant buildings we are working on. And maybe they will have to respond to budget cuts. Also the initiatives to grow research started when Whittaker was provost.
- 299 Jan 14 2020 09:34 AM Employee salary - many staff members have been impacted by the human resource class and comparison salary adjustment. Someone needs to hear these employees and act on their discontent.

300 Jan 14 2020 09:31 AM This person needs to show all stakeholders (i.e. lawmakers, community people, major community employers, etc) that UCF will continue to be that powerhouse of producing the best graduates in their respective fields and that we as a university community hold ourselves to the highest standards of integrity in all that we do. This needs to be ingrained in our culture through mandatory new employee orientations and mandatory training for all staff and faculty. Furthermore we also have to show that we as students are learning on cutting edge technology in our respective disciplines are ready to roll upon graduation.

301 Jan 14 2020 09:30 AM diversity and campus culture surrounding diversity
Being an HSI is not just an opportunity to get additional funding, it means there are different needs here than other campuses. To my knowledge there has been no training to address this. Definitely within my department/college (engineering) there has been no discussion or training surrounding the needs of diverse students (and employees/faculty)

- 302 Jan 14 2020 09:29 AM Investigate the integrity of the professors and other faculty, professors who put in minimal effort to help students learn should have minimal benefits teaching at this school. I'm sure it's more complicated than I am aware, with Tenure and what not, but there are too many professors I had during my undergrad, and that I hear about from others, who just put in the absolute minimum effort to help students learn. This only inspires students to also put in the bare minimum effort to pass.
- I know this goes without saying, and has been said a million times, but parking is genuinely an abomination. The park and ride system, and opening up additional lots is not a fix, it's a band-aid at best.
- 303 Jan 14 2020 09:28 AM Clean house
Improve faculty culture
- 304 Jan 14 2020 09:26 AM Cleaning up the school's image and fixing the many flaws in the math/ mathematical sciences department.
- 305 Jan 14 2020 09:23 AM Growth in Orlando and surrounding cities and more students needing an education.
- 306 Jan 14 2020 09:17 AM Not sure, parking?
- 307 Jan 14 2020 09:17 AM Addressing the Comp and Class project (particularly the great dissatisfaction and unrest from many staff)
- 308 Jan 14 2020 09:13 AM Possible budget restrictions due to the misappropriations of funds.
- 309 Jan 14 2020 09:12 AM crime occurrences,
- 310 Jan 14 2020 09:08 AM Get Hitt's name off the fucking library.

- 311 Jan 14 2020 08:17 AM Build a climate of trust. Bring in distinguished researchers. Although the President can influence, it will take all of us to build a climate of trust.
Build a Division of Student Affairs.
- 312 Jan 14 2020 05:42 AM The immediate initiatives are the Staff salary adjustments, the downtown project, and the reputation of the university.
- 313 Jan 13 2020 05:38 PM All the construction initiatives. I would love to see those completed and then a focus on improving quality of professors and having enough advisors for all the students to feel a connection rather than worrying about raising a ton of money to build yet another fragmented campus. Keep the Knights together.
- 314 Jan 13 2020 03:52 PM The Florida legislature's frequent shortsightedness.
- 315 Jan 13 2020 03:51 PM Rosen is growing and needs more space For students as well as amenities like food locations, washer/dryers to be fixed, and down time spots for students to relax.
- 316 Jan 13 2020 02:02 PM Keep class sizes down

More support for faculty interaction with students/course feedback
- 317 Jan 13 2020 01:35 PM Place the Nicholson School of Communication and Media into a college. One college. I don't care which one but it's a problem being in two colleges under a school director who thinks he's a dean and is impossible to work with.

318 Jan 13 2020 12:56 PM Improve UCF's stature with the State University System-Board of Governors and fix the problems that exists with the university budget,\.

319 Jan 13 2020 11:59 AM Punish those that embarrassed the University.

320 Jan 13 2020 11:28 AM UCF needs to improve its IT systems in order to modernize them and take advantage of cloud computing and storage. This requires funding for staff and technology as well as bringing the entire university onto one IT system. Upgrades need to be made to the financials system to allow for improvements in efficiencies for processes that are currently performed manually, but can be automated through the implementation of software. Additionally, many administrative areas such as F&A and HR are understaffed and underfunded. It's difficult to serve the needs of the campus when you are chronically understaffed.

321 Jan 13 2020 11:11 AM Ask Dale Whittaker.

322 Jan 13 2020 10:24 AM The next President needs to be aware of the immediate past few years of history that was a dark time for the University. It's not enough to have read about it. The individual needs to put their own stamp on helping to repackage UCF as an ethical and responsible partner. What is done is done, but we must learn from our past to avoid its repeat in our future.

323 Jan 13 2020 10:09 AM Increase in funding and a better way to distribute the funds. A better understanding of the BOG budgeting process and to be able to influence the process to benefit UCF.

- 324 Jan 13 2020 01:30 AM Again, stop the growth until programs, initiatives, financing, and development has been examined by SMEs and key personnel rather than pencil whipping and praying things fall into place. Leadership should be leading by example!
- 325 Jan 12 2020 07:32 PM .
- 326 Jan 12 2020 08:37 AM Initiatives that correct different treatment of students based on culture and other forms of cultural Marxism.
- 327 Jan 10 2020 08:09 AM The faculty, staff, USPS, OPS, A&P, all of the above are assets to the university. And they need to be treated like assets. The previous president stated that only employees with degrees have value, anyone else should go work elsewhere. Working at a university you would think everyone would have access to an education. But we don't. Yes, there is a staff waiver for classes. The waiver is not inclusive. It cannot be used for what are considered market rate programs. So the Executive MBA and the online degree programs are exempt from the waiver. If we are working in full time positions and have families when are we supposed to further our education when a benefit we are supposed to have access to is not inclusive of all of the staff. Investing in the universities staff should be a top priority. We need more opportunities for education and professional development for those who are interested in it. The staff waiver should be inclusive of ALL UCF programs, so ALL of UCF's staff have an opportunity to further their education and growth. I would go further and say that the online degree programs should be free for university employees.

- 328 Jan 10 2020 05:16 AM How the university handles the internal control of the funds it receives and how those funds are distributed. The accountability for funds already expended shouldn't still be an issue.
- 329 Jan 09 2020 12:59 PM We want a president that will fight for the best interests of the students, faculty, and staff at UCF.
- 330 Jan 09 2020 10:42 AM The University faces funding challenges with respect to compensation and capital projects and I believe the new President needs to be aware of these and have a strategic plan to address them.
- 331 Jan 09 2020 09:48 AM University projects that have already commenced - there are so many different initiatives within UCF across various sectors/units/areas on campus.
- 332 Jan 09 2020 09:18 AM State appropriations and relationships with leaders in Tallahassee.
- 333 Jan 09 2020 09:09 AM To overcome the recent scandal that has affected UCF. To give the impression that they are unconnected to the previously soiled names of former leadership. To impress upon students and faculty a fresh start. The way to do this is to overshadow the previous scandal with gestures of innovation and generosity that are made public and reported on by media outlets and through social media.

334 Jan 09 2020 09:06 AM Filling key positions in a timely manner, which may or may not include existing staff. Ensuring that positions are filled with qualified, quality staff who are capable of performing job duties at a high level and in a professional manner.

Addressing ongoing parking issues for staff and students.

335 Jan 09 2020 08:53 AM High level positions that have multiplied over the past few years. Some newly created but all come with high salaries. While the workload for the lower paid employees gets larger but the compensation doesn't keep up. Impressions of nepotism exist. Also, the compensation project seemed flawed and is still not accurate. Correct information should not have to be given repeatedly, it should be corrected the first time. And a lack of coordination among computer systems. Using multiple systems is cumbersome and entering the same information in multiple places is the opposite of efficient or cost effective.

336 Jan 09 2020 08:47 AM Better salaries and health insurance for Faculty.

337 Jan 09 2020 08:08 AM Political initiatives.

338 Jan 09 2020 07:50 AM I don't think I'm informed enough to answer this question.

- 339 Jan 09 2020 07:13 AM Not sure if the President has any influence, but one of the most important initiative is to be equally with salary compensation to staff, A&P, USPS and OPS, not only provide higher percentages to Faculty, as these personnel also contribute to make this University successful. Also, there are limited opportunities for a low level staff to move their education forward. Masters degrees and other BA are not approved for continued education as part of the benefit of tuition waiver for employees and also for their families.
- 340 Jan 09 2020 06:45 AM Parking and classes
- 341 Jan 09 2020 06:09 AM Stand up of research/human resources/financial systems that is already in the implementation phase.
- 342 Jan 09 2020 06:03 AM Clusters
Hospital
Academic Health Sciences Center
- 343 Jan 09 2020 05:45 AM Not sure
- 344 Jan 09 2020 05:39 AM Compensation project.
- 345 Jan 09 2020 02:53 AM Everything. No one really cares. We are here to study, get a degree and leave. I couldn't care less.

346 Jan 09 2020 01:44 AM The next President must be aware that the parking situation on campus is painfully inadequate to address the growing parking needs of nearly 70 thousand university students, and parking spaces will need to be doubled or more before this can be fully addressed. Also, many buildings and walkways are now insufficient to support this many students. If this is not addressed quickly, new student enrollment will have to be reduced so that the university does not fail its educational responsibilities.

347 Jan 08 2020 10:10 PM The biggest thing will be the football team and their rise to national prominence. UCF should seek to be a power-five school, as they are competitive and strong enough to do so. They should seek a place in the big 12, SEC, or ACC.

348 Jan 08 2020 08:39 PM Lowering tuition to free. He will have a very limited opportunity to influence that. The US government firmly has their hands in colleges pockets. Students loans will be your ownly debt, event after you declare bankruptcy.

- 349 Jan 08 2020 07:39 PM get a consensus of the game design major's courses and professors. assess what skills are and are not being given to students at what intervals. Then, have a skills flowchart constructed to ensure that students are, in fact, acquiring the skills needed to succeed in professional environment. there is limited opportunity to effect this, because there is segmentation in material, teaching, and quality standards between professors, which gets more segmented as new professors enter into the field.
- 350 Jan 08 2020 07:26 PM n/a
- 351 Jan 08 2020 04:47 PM The immediate attention should be geared towards hiring more Professors in order to prevent so many students being put onto the waitlist, especially seniors. Also, Professors who don't only understand the material themselves but can relay and teach students to understand what is being taught; this is very important.
- 352 Jan 08 2020 03:42 PM what's wrong with y'all
- 353 Jan 08 2020 03:09 PM Slowing down the growth of the university's student body and being strategic about physically growing the university in ways that best meet the student body's needs (i.e. more affordable housing, more parking, etc.)
- 354 Jan 08 2020 02:52 PM Basic management needs to be restored. Funding is very limited and needs to be restored.
- 355 Jan 08 2020 02:38 PM developing a faculty-driven ethical culture, regaining state-level trust

- 356 Jan 08 2020 02:35 PM I think he should be wary of future construction projects that contain funds provided by the state government. Due to our last incident the government of Florida isn't behaving too kindly to UCF. The next president should by all means continue to update our infrastructure but needs to be aware of the greater repercussions if something fails.
- 357 Jan 08 2020 02:20 PM Budget model; UCF Downtown (in the short run; in the long run, the next president should have huge influence on both)
- 358 Jan 08 2020 02:12 PM CULTURE!!!
- 359 Jan 08 2020 02:09 PM Stop worrying about stupid surveys and market research that suggest people want this or that. People say they think one way and act another. Bring something to the table that attracts students to this school and influences hard work over "safe spaces."
- 360 Jan 08 2020 01:58 PM 1. Fix our reputation.
- 361 Jan 08 2020 01:58 PM 1. Continue enhancement and further development of UCF Downtown.
- 362 Jan 08 2020 01:53 PM Overcoming the current budget/financial issues related to the past administration.
- Show value of staff
- 363 Jan 08 2020 01:33 PM The next President must be someone who can also appoint someone that oversees successfully the renovation of bldgs. and projects that are undergoing at this time, and/or to the future, to ensure they meet the codes, guidelines and the specifications of those details and that warranty issues are promptly taken care of.

- 364 Jan 08 2020 01:14 PM The university needs funding to operate. We need to get creative with how we generate revenue. We also need to be strategic on how we use our resources. Some areas of the university have many leaders and not enough staff to complete the work. The university invests in bringing in expensive leaders and researchers, but their impact on the university is not guaranteed.
- 365 Jan 08 2020 01:11 PM Downtown, Medical Campus,
366 Jan 08 2020 01:08 PM - World class research infrastructure
- Space
- improving the quality of students
- recruitment and retention of high quality faculty
- 367 Jan 08 2020 01:07 PM Transparency and communication need to be front and center if the university hopes to build trust and regain the confidence of the student body and collegiate body-at-large.
- 368 Jan 08 2020 01:04 PM Clean house with upper management and those in place who have had various complaints over the years. Reevaluate who's in what position, why, and if they are the best individuals to be in leadership overall. This is regarding ALL departments.
- 369 Jan 08 2020 12:57 PM N/A
370 Jan 08 2020 12:52 PM The Faculty Cluster Initiative and efforts related to becoming a "premier" university in the state system.
- 371 Jan 08 2020 12:50 PM Don't know
372 Jan 08 2020 12:49 PM Hospital and medical campus
Downtown campus
Rebuildin

- 373 Jan 08 2020 12:47 PM Re-envision and rebuild UCF following a difficult year of audits and BOG oversight; regain trust and reestablish relationships; strengthen community ties
- 374 Jan 08 2020 12:47 PM How we accept students is a matter that needs evaluation and change. I believe the Direct Connect system is presents serious challenges to how courses are delivered and is a detriment to the perception of many programs at UCF by the academic community. When a student can't pass a course at the Community College level they just keep taking it until they get the minimum grade at which time they are guaranteed enrollment here. This has often been problematic.
- If we truly want to attract the best students one thing that must change is; the Business College has very large classes that cannot be the most favorable learning environment. The nature of the content and the detail being taught is lost when students get confused in class, in my opinion, when a single instructor is teaching 2400 students. This is the kind of thing that is forced on the school by the Direct Connect program.
- 375 Jan 08 2020 12:43 PM Provide much more importance to the scholarly activities of faculty.
- 376 Jan 08 2020 12:37 PM -Maintain or better the formidable level of academic excellence already being realized here at UCF.
-Increase enrollment/recruitment.
-Secure or better the university's operations infrastructure

377 Jan 08 2020 12:35 PM overcoming recent scandals and non-scandals of the recent past.

378 Jan 08 2020 12:33 PM The Budget

379 Jan 08 2020 12:27 PM I think this question is vague and poorly worded, and cannot imagine most people at UCF would be able to provide a useful response here.

380 Jan 08 2020 12:26 PM n/a

381 Jan 08 2020 12:25 PM For many female faculty, UCF stands for Undervaluing Contributions of Females and Undervaluing Careers of Females. The next president should be aware of this. Morale is low at UCF. The next president should be aware of this. Both of these will take time and attention to "fix."

382 Jan 08 2020 12:23 PM Completion of UCF Downtown.

383 Jan 08 2020 12:23 PM Be proactive. Life is like flying a jet fighter. if your eyes are always in the cockpit, you'll eventually slam into a mountain.

384 Jan 08 2020 12:21 PM limiting the numbers of students coming in with less than stellar GPA's , lose the tight connection with Valencia State College
Limit growth

385 Jan 08 2020 12:20 PM There are buildings that were on the docket to be built that are now in a holding pattern; help! we need the room!

386 Jan 08 2020 12:20 PM Many of our colleges are short of quality research space.

Our student-faculty ratio is still well above what it should be in order to provide an exceptional education.

387 Jan 08 2020 12:18 PM Fixing the budget issue. Need to give more resources to faculty.

- 388 Jan 08 2020 12:16 PM If you are speaking of a "transformation initiative" (to regain the community's trust), the next President will need people and processes that are flexible (flexibility is not something I've seen a lot of working in the university setting), effective project management (ditto) and skilled teams who are DEDICATED to making things work (50%). The next President will have their work cut out for them convincing UCF and everyone associated with UCF, to let the past go, commit to the quest and fight hard (and well) to regain what we've lost and be even better.
- 389 Jan 08 2020 12:12 PM The highly predictable Iran/American war. Tactics for combatting the military and the militarized police. Combatting the capitalist tools of oppression and subservience is key.
- 390 Jan 08 2020 12:04 PM Increase standards for admissions from Valencia and Seminole.
- 391 Jan 08 2020 12:03 PM I feel to some degree the short term issues I presented, they will require student and company help
- 392 Jan 08 2020 12:03 PM Ever-changing state metrics, that privilege FSU and UF over all other four-year public institutions in Florida.
- 393 Jan 08 2020 12:02 PM Lack of competent senior leaders in administration. As hard as it will be to recruit folks to UCF at the present time, it must be done.
- 394 Jan 08 2020 12:01 PM You will most likely never have the trust and respect from staff.

395 Jan 08 2020 12:01 PM The Downtown Campus has serious potential to change Orlando and the region. The campus could bring lifeblood to Downtown, adding cultural vibrancy and human expression. The downtown campus must be further integrated into the existing downtown urban fabric. As a current student on the downtown campus, I enjoy the facilities, but they feel like they have no soul. There are not any flyers for open mike nights, not students protesting or debating religious or political ideas, the campus needs life! Perhaps this is something that will happen in time, but the President could exert pressure through the administrative system to open opportunities of self expression on the downtown campus and moreso connect it to the existing urban fabric.

396 Jan 08 2020 12:01 PM Start fresh - bring in an effective team that will get to work with new ideas.

397 Jan 08 2020 12:01 PM Critical social issues of our day - - including DACA, LGBTQ+ struggles/discrimination, women's (i.e., faculty, staff and students) access to the full range of healthcare options, including abortion; institutionalized racism within UCF (which the individual will have substantive control and influence over); state-funding reducing; the legislature's more active involvement in operations of the university and a legislature who is relatively hostile toward public education in general.

- 398 Jan 08 2020 11:58 AM Filling key positions in administration. It seems most higher level positions are preceded with the word "interim" these days.
- Inclusion of high impact practices for all students and not lessening what those really are just to say we have achieved something.
- Seriously, slow down the initiatives. Can we just do a few things really, really well without stretching so thin those who work here? You can only wear so many hats before you are blinded and don't do anything really well.
- 399 Jan 08 2020 11:55 AM Research IT infrastructure
- 400 Jan 08 2020 11:55 AM All of the compliance needed to meet the new Government Research mandates.
- 401 Jan 08 2020 11:53 AM I am fairly new to UCF, so I am not sure!
- 402 Jan 08 2020 11:52 AM keep tuition costs down,
- 403 Jan 08 2020 11:52 AM I am new to UCF and so am unsure if I can answer this but I would hope that all plans are works-in-progress that can be modified and improved as needed, change is the one thing we can be sure of.
- 404 Jan 08 2020 11:49 AM Florida politics
:-(
- 405 Jan 08 2020 11:49 AM Finish out all constructions projects that got frozen during the misallocation fiasco; most if not all are incredibly important for the growth of the University both as a place of education and research (staying competitive with other public institutions in and outside of Florida).

- 406 Jan 08 2020 11:49 AM -Here are voice of the students and understand their needs
- 407 Jan 08 2020 11:42 AM Not sure.
- 408 Jan 08 2020 11:42 AM Attitude towards UCF
- 409 Jan 08 2020 11:42 AM Alumni and donors. They are the key to our growth. Without an investment in those people, we can't continue to hold the high reputation they have helped build.
- 410 Jan 08 2020 11:41 AM Stop building with non-sense
- 411 Jan 08 2020 11:41 AM N/a
- 412 Jan 08 2020 11:40 AM No reply.
- 413 Jan 08 2020 11:39 AM Improving quality of education
- 414 Jan 08 2020 11:36 AM New building for nursing
- 415 Jan 08 2020 11:36 AM As mentioned before, improving the medical school and working with Orlando Health for rotating medical students.
- 416 Dec 21 2019 11:12 AM The downtown campus; its been started but there is no direction with it; he must provide direction
- 417 Dec 19 2019 09:38 AM Reducing the high turnover rates of employees across the various units and enable a culture of operational effectiveness.
- 418 Dec 18 2019 12:43 PM Growth in the areas of increased partnerships and degree programs within the State College System.
- 419 Dec 16 2019 08:00 AM Almost anything coming from the BOG. The standards and expectations set there are for traditional FTIC student populations only and are anti-access. The opposite of UCF.
The legislature's unwillingness to allow tuition flexibility will make most meaningful change extremely difficult.

- 420 Dec 13 2019 06:12 AM -Protecting Florida's resources (waste management, water and energy conservation, controlling sprawl and improve transportation, etc.)
-Making sure we are advancing research
-Building up the Medical City
-Building foundation and alumni support
- 421 Dec 11 2019 03:30 PM Strategic plan, hotel construction, UCF downtown, Medical hospital, any contracts currently in place, Performance Hall, Library expansion, Tech-Fee projects underway, budgeted equipment purchases, HR & Finance software upgrades, partnerships in place.
- 422 Dec 11 2019 12:24 AM - target state budget discussions, regain balanced budget allocation and prevent further university budget cuts (outside the university); lead strategic initiatives to increase budget allocations across colleges and target organizational growth (inside the university)
- prioritize faculty development and RETENTION because securing urgently needed talent is fundamental to organizational growth
- facilitate climate change in filling leadership positions from political appointees to highly qualified leaders with strong track records
- 423 Dec 09 2019 12:50 PM Even when influence seems limited, the next President will have to remain bold without apology. They will need to believe so strongly in the most important vision, creating a sustainable healthy planet.

424 Dec 09 2019 12:47 PM A strong focus should be placed on the support and guidance of first-generation students. This is a growing population and it is important to understand how to support these students, while keeping them engaged in their program of study. In addition, a stronger emphasis must be placed on retention and graduation rates for first-gens and educating and training staff and faculty on how to work with and support first-gens.

Former president Bernie Machen from the University of Florida created scholarships and grants to support first-gen and designated funding to create the Office of First-Generation Student Success. This provided a home for first-gens on a large campus, and created a place for them to receive information, guidance, and opportunities to receive additional funding to assist them during their educational journey. UCF needs an office and a home for all first-gens as we do not have 1 centralized unit that makes all first-gens feel welcomed and connected to the university. We have multiple units who assist first-gen in some form or fashion, however many schools have created offices that all information and support for

425 Dec 06 2019 06:59 AM - The Hotel on the main campus
- Other than that I'm not sure there are initiatives they wouldn't be able to influence.

426 Dec 04 2019 10:38 AM Reestablish credibility of the administration

427 Dec 04 2019 08:11 AM The next President must be made aware of the financial implications of UCF's 20+ years of speculative adventures masquerading as "Strategic Plans". In an ideal world, s/he would find a way to walk away from UCF Downtown, the Medical School and research hospital (talk about a clown show money pit) and BRIDG. S/he also needs to put an end to all of the under-the-table loan agreements with the Foundation and Athletic Foundation. Ideally, s/he would abandon all growth opportunities and concentrate on making this university better instead of bigger. We are at least 20,000 students larger than we have the resources to support.

428 Dec 04 2019 07:00 AM Currently operating clusters are efforts that people poured their energy into-- keep those running smoothly.

429 Dec 04 2019 06:47 AM ??

430 Dec 04 2019 06:14 AM With the huge issue of the Trevor Colbourn Hall building and the misuse of funds our university's reputation has been tarnished. Although we continue to move forward I believe that politically this is an immediate issue that the President must be aware of in regards to all the choices they make moving forward. We need to continue to foster relationships and trust within the community as well as with our governing board. Because the President will be new to the position I believe they will have little to no sway at this time but must push to charge on.

- 431 Dec 04 2019 05:42 AM Under funding of staff at UCF compared to staff at other Florida universities. Orlando has a high cost of living but UCF pays staff so little. Therefore has a high turnover rate. Its hard to create a unified staff culture if people leave for better paying opportunities.
- 432 Dec 03 2019 10:31 PM Over saturation of university and a strain on student focused campus resources that are affecting our student experience
- 433 Dec 03 2019 04:21 PM None. We should never look to hire any exceptional leader and tell them they will have limited opportunities. A good leader with good political skill will understand where it's important to set direction, strategy and/or influence.
- 434 Dec 03 2019 03:29 PM Keeping the university running with an ever increasing student body and a decreasing faculty due to retirements and lack of hiring authorization.
- 435 Dec 03 2019 03:29 PM BUDGET shortfalls--Osceola manufacturing initiative, PECO funding, performing arts complex, etc.
- 436 Dec 03 2019 03:06 PM Our new president should be given the opportunity to review every aspect of the direction of the University. Our new president should in concert with the Board of Trustees be able to examine every current initiative and determine if the value of continuing any initiative is commensurate with the investment made.

- 437 Dec 03 2019 02:47 PM The performing arts center, which has been on the wish list for eons!
UCF Downtown to develop into its full potential and the Parramore Innovation and Education District!! We have to make a BIG difference downtown for that community!
- 438 Dec 03 2019 01:22 PM UCF Downtown
Lake Nona Medical Center and the UCF Cancer Center
- 439 Dec 03 2019 01:22 PM Difficult to say, because the top-down decision making of the last few years has left the UCF mission obscured. It appears that major structural changes have been undertaken largely absent faculty governance; for example, the dissolve and merger of the current CCIE. New budget models have been adopted. We continue to hear the drumbeat about external funding. Perhaps these initiatives have a tie to the larger strategic vision, but it is unclear precisely how. The cynical among us find it easy to ascribe these moves to short-term efforts to boost revenue. I believe the first opportunity for influence lies with restoring a culture of cooperation, investment, and a sense that the faculty in particular will reap the benefits of UCF's reinvention.
- 440 Dec 02 2019 01:44 PM This is a strange question, but I would say the new President must continue cleaning house, putting the university financials in order, and surrounding himself/herself with people who care about the core mission, and not just image and communication.

441 Dec 02 2019 01:37 PM Set a clear goal for the quality of education and research for the university. Are we always going to be second string research university to UF and FSU? What is the goal here?

442 Dec 02 2019 01:09 PM From my understanding, there are some set goals that UCF must compete against other universities for (e.g., retention % of students, # of postdoctoral fellows, etc.).

However, achieving some of these goals may not be in the best interest of the students or the university... for example, high % retention rates can be unrealistic, particularly in physics departments where student where a lot of the students initially enrolled to be physics majored may not be able to complete the coursework and having high retention rates is unrealistic. In another case, the # of postdoctoral fellows is difficult to increase at UCF because the costs of having postdocs are unreasonably high without the P³ program. There need to be initiatives to sort these problems out.

Also, it would be great if there was an initiative to resolve the parking issue. Particularly for professors, who are often late to teach 300 students because there isn't enough parking priority spots for them.

443 Dec 02 2019 10:46 AM Unaware of any

444 Dec 02 2019 06:35 AM Immediate: Right personnel in the right jobs. Team work. Someone who can look at the whole picture and monitor it regularly.

- 445 Dec 02 2019 05:30 AM Integrate the local business like Disney, Lockheed, etc. into UCF's strategic plan.
- Get on SpaceX and Elon Musk initiatives
- Connect the main campus with the Downtown and Medical complex with some kind of rail system.
- Continue to support sports
- 446 Dec 01 2019 03:01 PM A President who is honest with faculty and help faculty earn with justice whatever they work for.
- The President must clean the administrative site. How faculty must have degrees from top universities... but we have a vice president with degrees from the University of Phoenix.
- UCF is a Hispanic Institution without Hispanic Professionals in top positions.
- 447 Dec 01 2019 01:11 PM See above.
- 448 Nov 29 2019 06:37 AM To overhaul the dark cloud that has been hanging over the administration, you might do some PR stunt (for lack of a better word), such as free or highly affordable tuition or college debt elimination program, even if such a program only applies to some students. We need some positive PR. Some incredible new program that will go viral.
- 449 Nov 27 2019 11:14 AM Lack of respect for faculty and staff by administrators
Lack of trust towards administrators
Low salaries of faculty and staff

- 450 Nov 27 2019 09:47 AM I am not too involved but this is defiantly one of the challenges they will need to face.
- 451 Nov 26 2019 12:02 PM I have NO idea how much "influence" a university president has.
- 452 Nov 25 2019 05:55 PM Preeminence, preeminence and preeminence!
- 453 Nov 25 2019 03:32 PM The downtown campus. This was an asinine undertaking that we are all now stuck with. It divided up colleges into ridiculous disconnected amalgamations. There was absolutely no need to spend this money and plunge the university into a budgetary mess. This was a self-interested project. There was no demonstrable need for a downtown campus.
- 454 Nov 25 2019 01:53 PM Low salaries. Failure to meet raises. No compression fund. Too many undergrad students. Enormous class sizes. UCF's identity crisis - we have a budget model dependent on large amounts of students and teaching YET our promotional framework is based on research productivity - the two don't match and it impacts the quality performance of faculty.
- 455 Nov 25 2019 01:33 PM Size versus quality
- 456 Nov 25 2019 10:15 AM There will be a quick learning curve necessary to handle the relations with the BOG and legislature. This is critical to the ongoing success of UCF, but is not in the direct control of the president.
- 457 Nov 25 2019 09:43 AM This question raise doubts on how the search committee is conducting its job and the detrimental internal influences.

- 458 Nov 25 2019 09:01 AM Limited short-term opportunity to influence:
Fiscal correction. Starting with relationship-building with faculty and staff, and the state legislature. This will take time, and sends the right message to all.
- Unlimited opportunity to influence:
Cultural change. Embrace shared governance, and see how excellence is achieved.
- 459 Nov 25 2019 04:31 AM Library.
- 460 Nov 24 2019 06:39 PM Making the downtown campus functional for students and the community. Building the school's cyber credentials.
- 461 Nov 24 2019 05:22 AM Academic health science center- this is an adventure they can influence. We have been told there is no money for it- then why have it? You have got to be kidding. Somebody needs to harness this before it becomes a fiasco.
- 462 Nov 23 2019 04:30 PM Expanding student opportunities for research or professional development are key to retaining a motivated, engaged, and academic-minded student body. This would involve the outside partnerships, but the influence that the Presidency entails could be larger than imagined.
- 463 Nov 22 2019 02:38 PM Other than to replace the Provost and perhaps bring in his own Vice President for Research, I do not want the President to focus on any other short term initiatives. I want him or her to focus on the long term challenges of re-building the fore mentioned relationships.

- 464 Nov 22 2019 12:57 PM UCF cultures vary by department and by college. The new president must fully understand the institution they represent, and will have little or no ability to immediately impact: student/faculty/staff demographics, office/classroom/ laboratory space, and regain lost trust by faculty and staff.
- 465 Nov 22 2019 10:42 AM improve the faculty to student ratio.
- 466 Nov 21 2019 08:40 PM Help make UCF a military-inclusive university and not a military-friendly.
- 467 Nov 21 2019 05:50 PM He must understand and support our strong commitment to growing the Athletics Program, especially Football and Basketball. This includes trying to get UCF into a Major P5 Conference.
- 468 Nov 21 2019 04:32 PM Continue to be inclusive and listen. The rising mental health crisis.
- 469 Nov 21 2019 01:52 PM Not sure. It feels like a lot of things are being put on hold because people don't have the guts to make a decision and get the ball rolling. They are too afraid the new president will be "undoing" a lot of things right away.
- 470 Nov 21 2019 11:44 AM Stabilizing our influence and reputation state wide.
- 471 Nov 21 2019 11:39 AM Growth of the university.
- 472 Nov 21 2019 11:08 AM Building of the UCF Health Hospital, a community hospital, is in progress at the Lake Nona campus, but the hiring processes depend heavily on the HCA processes. Developing a modern teaching hospital to support the education of all AHSC students is really needed.

- 473 Nov 21 2019 10:35 AM The horrible Mayor of Orlando and all of his cronies. It's too tempting to just swallow the city doublespeak and go along.
- 474 Nov 21 2019 10:27 AM Improvements to reach preeminence, retention, and strategic plan metrics.
- 475 Nov 21 2019 10:11 AM The remaining rollout items for the Huron Suite, PeopleSoft Grants module, and the HCM payroll module recent implementation
- Remaining roll out items for the downtown campus
- Medical students being shut out of working at the major local hospitals due to a contractual decision to align with HCA
- 476 Nov 21 2019 09:59 AM Having a downtown campus. While the New President will have impact into the growth and expansion in the future a decision has been made to go downtown and new person needs to support that.
- 477 Nov 21 2019 09:04 AM the shift to mixed mode classes being a norm without students receiving other choices is not fair for those students, the president will need to reassess the amount of students at ucf and hire more staff or allow a more viable option. the more diverse (black along with other) student organizations are also given less favorable rooms and consistently told spaces are not available when they are, as a minority on campus I hope the next president recognizes this disparity and works to fix it.

- 478 Nov 21 2019 08:10 AM Continuing to deal with the opening of the Downtown campus and the issues that arise, always issues with parking, and various other initiative underway.
- 479 Nov 21 2019 07:58 AM Class size.
TA's teaching too many classes - more experience is needed here.
- 480 Nov 21 2019 07:39 AM I think the UCF Downtown is just at its beginning. With the right support and vision it will become a major part of the downtown community. Continue to put emphasis on this downtown community. I think Orlando appreciates us being there.
- I also think continuing to build our athletics program is important. I know that there are some that would disagree with me on that, but this does bring national recognition, alumni, and community support to the university. That's important when you are still trying to promote your brand. I believe we are beginning to get their, but we still have to go a little more further.
- 481 Nov 21 2019 07:22 AM Making amends with the Board of Governors and any other parties upset with the misallocation fiasco.
- 482 Nov 21 2019 07:17 AM I think there have been many initiatives taken on by executive and upper management that have perhaps not been as transparent as they should be, and that should be examined to assess the benefit to the full university, as opposed to someone's agenda.

- 483 Nov 21 2019 06:43 AM Getting ambassadors more involved in reaching out to prospective students, both in and out of state for the next fall and spring semesters
- 484 Nov 21 2019 06:42 AM The culture of the university - it needs to be rebuilt. The trust in administration is gone and in order to improve employee morale, this needs to be rebuilt. The "attitude" of the President is contagious. Having a positive, approachable person in this role is very important.
- 485 Nov 21 2019 06:18 AM More funding for the arts and humanities. The School of Performing Arts building is half-complete. Our students deserve the best quality of academic and performing spaces to develop their craft and practice. The School of Visual Arts and Design building is falling apart. The classrooms have had issues with air quality (students, staff and faculty have made multiple trips to the hospital and doctors) and there is not enough space for the over 2,000 students in the school.
- 486 Nov 21 2019 05:58 AM Graduation rates
Staffing issues
- 487 Nov 21 2019 05:38 AM Downtown Campus
- 488 Nov 21 2019 05:16 AM Diversity and Inclusion is always a big one; but in addition to that I would say it is all about upholding UCF's reputation by upholding programs that we are known for, like football, engineering, and spirit splash, and creating rifts in programs that we are less known for but have incredible potential like psychology, business, and our concert series through CAB.
- 489 Nov 21 2019 04:50 AM Graduate Student Pay.

490 Nov 21 2019 04:43 AM UCF Athletics gaining access to Power status, whatever conference that may be. Changing criteria for preeminent status within Florida's university system.

491 Nov 21 2019 03:04 AM Support paying college athletes
Support issues young people care about (DACA, legal weed, climate change)
Make campus carbon neutral

Presidential Search Stakeholder Survey

What are the key positive attributes and most attractive features of UCF and the surrounding community and how might those be used to attract the best candidates?

Answered 538
Skipped 140

Respondents	Response Date	Responses
	2 Feb 06 2020 07:44 PM	Dynamic community with diverse immigrant and long-term resident groups
	5 Feb 06 2020 04:14 PM	Weather Great campus
	7 Feb 06 2020 03:09 PM	Positive attributes include a dedicated and hard-working staff/faculty. Central Florida/Orlando is a vibrant area to live and work. There are a wide variety of activities to engage in - parks, beaches, the arts, cuisines, sports, etc. Most importantly, Orlando is a welcoming city. In Orlando, we do not tolerate and accommodate; We embrace and celebrate.
	8 Feb 06 2020 02:55 PM	* Weather and ability to have your immediate and extended family join you. * There is a certain "buzz" about UCF. It's a brand you want to be associated with.

9 Feb 06 2020 02:48 PM UCF is obviously well-known in the community and around the nation and enjoys a great deal of support. It is the second-largest university in the nation and the achievements of faculty, staff, and students have been well-documented. See the additional comments section below for additional perspective..

10 Feb 06 2020 02:45 PM Central Florida is a talent hub that is home to a wide variety of industries. There are many opportunities to draw inspiration from the surrounding community and form strategic partnerships.

11 Feb 06 2020 12:59 PM The size and influence of UCF in its community are clear attributes. Furthermore, the College of Medicine, College of Business, and the diversity of the student body are strong qualities.

12 Feb 06 2020 12:13 PM We are a strong community across all campus' and regions, must be a strong but honest leader.

13 Feb 06 2020 11:16 AM UCF has good programs

14 Feb 06 2020 10:25 AM We are young, vibrant, inclusive, willing to chances, willing to make bold moves, student centered, ambitious and it is sunny

15 Feb 06 2020 09:36 AM The obvious is the limitless things to do and its proximity to the beach. Main Campus is nice and it has a large student population to try and gain the trust of.

16 Feb 06 2020 09:09 AM We have a diverse, growing community that needs a top quality university to serve its economic needs and provide top quality education to its citizens.

Florida is grossly under served in higher education. We need at least six top tiered universities to serve our state in the 21st century. UCF should be one of these!

19 Feb 06 2020 07:49 AM

- 1) Very collaborative/welcoming community - if you are trusted
- 2) Great quality of life - foodie town, good recreation, good arts scene, growing sports scene
- 3) Good weather/climate
- 4) Good location - International Airport, Center of State, close to beach

20 Feb 06 2020 05:40 AM

- Dedication to the students and the university
- Hard workers
- Passionate
- Innovative

21 Feb 06 2020 05:36 AM We are large and have real heart to grow and help so many people, but we need someone willing to help strengthen the foundation without only focusing on growth.

28 Feb 05 2020 06:00 PM Orlando 'the city beautiful' and UCF 'the campus beautiful' almost market themselves. Promoting the football/athletic program as Orlando's Hometown team was brilliant and long overdue. Continue building partnerships with the city's leaders to help get the best candidates.

- 30 Feb 05 2020 04:30 PM +Rapidly expanding area that attracts residents from all over the state, nation, and world-- leading to potential for widespread impact;
+Both the area and the university are currently at mid-level, but have much more potential to recognize, develop, and display on a broader stage.
+Relatively easy to recruit great students, faculty, staff, etc. because of the strength of the business community, recreational activities, great weather, reasonable living costs, easy transportation in and out of the region (to national and international destinations).
- 31 Feb 05 2020 03:53 PM We have a strong supportive community. Being in Orlando makes us important in the state of Florida, with an ability to influence the state. It would be good for the president to work with the unions to ensure fair working rights of faculty and staff.
- 32 Feb 05 2020 03:39 PM Major growth in the region. Proximity to space coast, I-4 corridor, theme parks. Massive growth trajectory. I don't just mean in numbers, I also mean in quality. Last two years have been a blip.
- 33 Feb 05 2020 03:05 PM Central Florida has an amazing quality of life with the ease of travel to anywhere based on a strong network of infrastructure and a world-class airport. The people in the community are kind, welcoming, and diversely talented.

35 Feb 05 2020 02:10 PM UCF is positioned in a community that is thriving and diversifying daily. The partnership opportunities are endless. The major players of the region are true collaborative thinkers and are not afraid to work together to find solutions to improve our way of life here in Central Florida. UCF has the strong support of their local governments. We have a great feeder system from the community college circuit that works well. UCF has amazing private sector supporters like Lockheed Martin, Walt Disney World, Universal to name a few. Having a supportive public/private sector will make all the difference in building UCF back up and should be leveraged to entice the right candidate.

36 Feb 05 2020 01:39 PM UCF has a diverse student body (which makes for an open, dynamic learning environment) and many dedicated, well-qualified, talented faculty who go above and beyond what they are paid to do in service of their students and communities.

37 Feb 05 2020 01:22 PM Size, large pool of different fields, opinions, opportunities.

Location in Orlando, being close to major entertainment, engineering and tech firms.

Unlike anything else worldwide, great testbed for new developments in those above three fields.

38 Feb 05 2020 12:33 PM 1) organizational youth/openness to new ideas
2) room for growth
3) diversity
4) harmony with nature - beneficial to both aesthetic and academic (research) purposes
5)

A well-suited candidate will see UCF as an opportunity to leave his or her mark on a university. John Hitt is widely credited among the student body as lifting our university out of near-total obscurity. Our next president must be able to follow through on this by lifting UCF into the national limelight.

39 Feb 05 2020 12:28 PM We have a diverse, energetic, and compassionate community. Our youth compared to other universities allows us to innovate at a faster rate and be open to change.

41 Feb 05 2020 12:25 PM Orlando is high tech hub of job growth, identified as one out of only 12 cities in the US that experienced very fast job growth in tech, according to McKinsey report (2019). The cluster of defense agencies, army, defense contractors, and the space industry is unique to Orlando.

Orlando was also identified as one of few millennial magnet cities.

UCF, due to its geography, is well positioned to take advantage of the uniqueness of Orlando to propel its growth.

42 Feb 05 2020 12:00 PM

I have worked at UCF for 5 years now after working at several other places. This is by far the most welcoming and diverse place that I have been. I felt truly that at all levels I had support and the university culture wanted to help me succeed and be the best faculty member I could be. It makes me want to succeed and to help other succeed. This is the major selling point for me. It is for this reason that I think someone who will continue to emphasize academic excellence and diversity of background and perspectives in administration, faculty, and student body is crucial.

43 Feb 05 2020 11:44 AM At UCF, we think big. We innovate. We strive to be better. To attract someone who can do the same, we should deliver our message in an extraordinary way; create a video to tell the compelling story of our university, what we want/need from our next president and why they should be the one to lead us forward (charge on).

Topics covered in the video can come from survey responses.

These themes come to mind:

Big school with small school feel: Large relatively modern campus with surrounding college town feel

Nationally recognized institution- Many nationally ranked academic programs, Large number/\$ amounts grant funded research

Innovate programs and partnerships to expand opportunities to students, increase revenue: business, industry, & military, Direct Connect, Disney Aspire, UCF Online

UCF pride- All the things that students/staff/alumni embrace in affinity to UCF

Orlando- location and climate, cultural and recreational activities, maybe skip over the traffic part

44 Feb 05 2020 11:43 AM - There is so much to do within a 10 mile radius of UCF
- UCF is constantly growing and the next president gets to be a part of an amazing future!
- The new president has the chance to leave a lasting impression and even create a new legacy

45 Feb 05 2020 11:39 AM We're BIG
We're young
Large corporations and attractions
International airport

- 46 Feb 05 2020 11:22 AM Re community : Ask a realtor - They know how to sell people on areas, etc.
Re UCF : Give him/her a copy of last year's annual report.
- 47 Feb 05 2020 11:10 AM UCF is very student-centered, large, and diverse with many opportunities.
- 48 Feb 05 2020 11:01 AM Largest university in the nation, great research & innovation, location, local partnerships, connections around the nation and world, record-setting academics
- 49 Feb 05 2020 11:00 AM Opportunity to bring change to the second largest university in the country! Nothing else will entice people to apply!
- 50 Feb 05 2020 10:59 AM
- * size and diversity of institution
 - * academic ranking
 - * HSI designation
 - * resources for students
 - * family friendly place to work
 - * geographic location - attractions, family friendly, beach, NASA, affordable
- 51 Feb 05 2020 10:55 AM UCF can be the leading metropolitan university in the nation. Partner with Florida companies and make it real. Dr. Hitt laid the foundation, we now need to build a sustainable pipeline of college-to-career students. The companies and graduates will all give back in time - UCF's best day is ahead of our lifetime, be comfortable with that and continue to build upon our success.
- 52 Feb 05 2020 10:51 AM Young emerging university
Orlando is a great place to raise a family

- 53 Feb 05 2020 10:50 AM Compassion.
And how about an academic background that is not limited to science and engineering?
- 54 Feb 05 2020 08:17 AM N/A. The question is vague, please be specific.
- 55 Feb 05 2020 07:51 AM UCF is located in Orlando, which has a very strong economy year in and year out. Central Florida makes for a prime location for UCF grads to be able to get a job once they graduate. Dr. Hitt did a phenomenal job with strategic partnerships. Being in a prime, major city, allows the next President to continue and grow our strategic partnerships. As far as a candidate is concerned, who wouldn't want to live in Florida? I am a top producing Realtor and deal with many high ranking individuals that relocate because of great opportunities. The weather is great, our schools are great, we have no state income tax.
- 56 Feb 05 2020 07:34 AM The power of UCF's ability to imagine, its diversity, and its demonstrated history to cultivate. UCF doesn't thrive on potential anymore. We strive by making things possible, being pragmatic, having the biggest heart to include everyone that wants to feel empowered, loved and safe.

57 Feb 05 2020 05:49 AM UCF has a very diverse work force, and draws many strengths from that fact. I see very little evidence of any racial tension in my day to day interactions with other staff members or in any observation of the students in their daily activities. And also we are blessed with wonderful weather, and reasonable living costs. More so for the chosen candidate. (The presidents house is not a bad place to live.)

58 Feb 05 2020 04:27 AM

1. Diversity of the campus community (this needs to continue to be emphasized)
2. Weather
3. Relationships/collaborations with Disney, theme park industry
4. Partnership with the Space Coast and Arecibo
5. Cutting edge technological programs (i.e. limbit-less)

59 Feb 05 2020 04:13 AM Plenty to do great housing everything is close

64 Feb 04 2020 03:04 PM Cultural diversity, great mix of elders (wisdom and knowledge, experience) and youth (tomorrow's leaders).

65 Feb 04 2020 01:30 PM our campus is supportive, beautiful, and has the ability to grow within the city of Orlando. We have wonderful partnership with organizations around the city, and room to create more.

68 Feb 04 2020 10:11 AM Orlando is a collaborative community where people and organizations work together towards goals for the region and not just for the organizations.

Great weather, great fun, great quality of life.

69 Feb 04 2020 07:09 AM The Partnerships with local industry and Department of Defense are huge. Bringing someone that understands those relationships, how to keep them moving forward and making them stronger will be a big deal breaker in my opinion.

70 Feb 04 2020 06:42 AM Location Location Location

Big school with unique community feel and true school spirit ... people love this university in central Florida, whether or not they attended.

Cost of living.

Weather - hard to beat!

Easy access to almost anywhere from MCO.

76 Feb 03 2020 03:40 PM President Hitt's mindset of a partnership university was an attractive one and it helped UCF become successful. President Hitt and other leaders also favored entrepreneurial faculty. Those faculty need the support of senior level administration and they need to help faculty succeed rather than hinder faculty success. UCF has worked hard to develop relationships with the medical community, with the tourism/theme park community, and with the defense industry. Those relationships need to be strengthened through better research partnerships. Note that this where some of the current leadership, Rhonda Bishop in compliance, and Elizabeth Klonoff, in research, are a hindrance in that they don't have the appropriate mindset or vision to help such relationships.

77 Feb 03 2020 02:20 PM The University of Central Florida:
-large but manages its rapid growth (so far)
-has done many great things with its limited budget
-has put Orlando, Central Florida and the Metropolitan area in great prominence - nationally and internationally. There is continued potential for this to grow.
-has outstanding athletic programs which have brought even more fame to the university. This should continue to happen.
- has an outstanding faculty and research presence. The potential for even greater success is real.
-has advanced the skills, cultural, artistic abilities of the surrounding community as its annual summaries indicate.

78 Feb 03 2020 01:29 PM Many resources available in an area that attracts millions of diverse people yearly. A university that is a leader in research and innovation. A wealth of recreation options available, abundant sunshine and great weather.

79 Feb 03 2020 11:45 AM Orlando is a diverse and energetic city. There is so much opportunity to partner with sports teams and theme parks to grow the recognition of UCF. UCF is a young and growing University. A strong candidate will have the opportunity to support that growth and lead in the expansion of the University. They will have the opportunity to make their mark and lead UCF through the exciting years to come!

83 Feb 03 2020 06:39 AM

- large school, with a smaller school feel to it
- community centered school
- internship opportunities in the area abound
- employment opportunities related to high number of degree options
- family oriented school
- diversity
- degree options, higher degree options

84 Feb 03 2020 06:30 AM Central Florida is one of the greatest palces in the world to live. I hope the Board can give him/her free reign to manage UCF.

85 Feb 03 2020 05:56 AM UCF has great partnerships with industry near here (example - space coast). UCF has excellent academic programs. UCF has great employees. The cost of living in Orlando is less than many major cities in the U.S.

86 Feb 03 2020 05:19 AM Community and spirit

88 Feb 02 2020 06:44 PM UCF has so many fantastic qualities. A youthful energy is still there but now UCF is developing into a more experienced University. The Alumni size and strong base of national recognition, gives the new President a stronger than average head start.

90 Feb 02 2020 01:55 PM The base is already built and is strong. A great place to live and work. In 2030 central Florida population is projected at 5 million and is diverse. Competitive salary and benefits package.

91 Feb 02 2020 01:47 PM Strong regional reputation, well deserved I would add. It's a great place to live with a supportive community.

92 Feb 02 2020 12:22 PM UCF's position in a growing and vibrant market has it perfectly situated to continue to be a rising star. Continued emphasis should be placed on its STEM, hospitality, and business programs because of its uniquely situated position among so many powerhouse players in several key industries, such as aeronautics, engineering, tourism, and business. While other departments should not be neglected (I was an anthropology major in the Arts and Sciences department, before it split), trying to be all things to all people of all backgrounds and interests will force UCF to spread itself too thin. Diversification is important, but investment in the right areas is more so.

- 93 Feb 02 2020 12:08 PM - UCF has already demonstrated excellence in a number of areas, but I believe there is still untapped potential here.
- 96 Feb 02 2020 06:54 AM Potential. Much like the progress our athletic programs have made over the last few years, the University can make the same process academically and philanthropically under the guidance of strong leadership. The alumni and community want to see UCF succeed but are continuously frustrated by preventable mistake and needless missteps.
- 103 Feb 01 2020 04:24 PM See above.
- 104 Feb 01 2020 01:22 PM Inclusiveness.
Quality of freshman class enrollment.
Attractiveness of campus facilities and grounds.
- 105 Feb 01 2020 10:36 AM How "city/town" like UCF is. There is so much to do that brings a quality of life that is very attractive. Neglect this, and I think people will want to be at a different college or university that offers completeness.
- 108 Feb 01 2020 05:30 AM Student Diversity
Availability of public-private Partners
- 112 Jan 31 2020 08:21 PM Strong educational system in field such as engineering, business and administration, political science, nursing and medical program, growing alumni chapter, connecting with the community and growing sport programs
- 113 Jan 31 2020 04:21 PM Not sure. Never witnessed the community involvement.

- 114 Jan 31 2020 01:04 PM It's location. A growing diverse population (much needed in this state). A continuous population influx from all parts of the country bringing with them new ideas and experiences.
- 115 Jan 31 2020 12:56 PM We need someone with a pioneering spirit who isn't scared to do things in a different way because there are opportunities to create amazing programs that will attract the best students in the nation.
- 116 Jan 31 2020 12:52 PM Research, location, diverse school population, big school that doesn't feel big, a great community
- 117 Jan 31 2020 12:20 PM Climate and weather
Creativity
Innovation
Research
- 118 Jan 31 2020 12:18 PM UCF is a massive school, with a vibrant multicultural character. This means that UCF researchers and students are going to consistently be leading members of both our local and national communities. UCF has a history of excellence and has come to garner national attention for it.
- 119 Jan 31 2020 12:10 PM excellent platform but needs to improve academic opportunities
- 120 Jan 31 2020 11:54 AM Location, research opportunities. Our reputation has taken a big hit in the last year and it precedes us. Really serious candidates might think twice about coming here given recent events.

121 Jan 31 2020 11:50 AM We should be better partners with our medical community. We should be more visible to people who want to donate to the university so that we can take bigger strides forward. UCF should be in the news all the time --- for good things.

122 Jan 31 2020 11:23 AM Largest University in the country. We graduate more students than any other in the state. The numbers tell the tale. It is only a matter of time. Our location in Orlando, Florida set the course for our dominance from the start. We will be one of the greatest universities in the country. It is our destiny.

123 Jan 31 2020 11:06 AM The positive things about UCF is that we feel like we are a community that cares and help one another. We have volunteers on campus that are involved in our surrounding communities year around. UCF have programs and entertainment that allows the campus community and our surrounding communities to come together to enjoy what UCF has to offer. We are a diverse group of people from all walks of life from all around the globe, and we work as one to help create the perfect knights. Once a knight, always a knight.

When something bad happens and support is needed, UCF stands together.

- 124 Jan 31 2020 10:56 AM Good blend of city and nature. Lots of fun opportunities like theme parks and places to eat. Great campus vibe. Orlando vibe is nice and always bustling.
- 125 Jan 31 2020 10:53 AM UCF is surrounded by amazing opportunities for every major. The campus is laid out well and has strong traditions. UCF has national recognized programs that should be promoted more.
- 127 Jan 31 2020 10:12 AM So many schools are desperate to promote Diversity because they lack it. UCF already has it in abundance. The new President can be chosen based on merit without any artificial weight assigned to his/her demographics. It also gives UCF the freedom to accept great students without bias.
- 128 Jan 31 2020 09:14 AM Innovation, warm weather and a lively, diversified community.
- 129 Jan 31 2020 09:01 AM I do not think we should be in the business of attracting candidates, we should be about choosing the most qualified person to guide our progressing University into the Future.
- 130 Jan 31 2020 08:50 AM Location. Willingness of community partners to help achieve UCF objectives. Opportunity to move forward.
- 131 Jan 31 2020 08:20 AM We have a lot of sincere faculty and staff. Our students really want to learn. When we guide them in the right way they do great. The industry surrounding us gives a special invigoration to our programs, especially science and engineering.

- 132 Jan 31 2020 08:18 AM - Vibrant and diverse campus full of creative, passionate students.
- Community/city with a symbiotic relationship with the university and its stakeholders.
- Poised for opportunity for improvement - particularly within financial practices and internal staff structure.
- Eco-Conscious campus with LEED certified buildings and arboretum.
- 133 Jan 31 2020 08:15 AM geography/location
size
diversity of students, faculty and staff
diversity of programs and partnerships
entrepreneurial and innovative spirit
- 134 Jan 31 2020 07:50 AM Support for our brand is hopefully still strong and will be detrimental to attracting interested and eligible candidates to fill this role
- 135 Jan 31 2020 07:36 AM Location, no state tax, second largest university and growing sports program.
- 136 Jan 31 2020 07:32 AM UCF is a huge school. We have an excellent engineering program, and our masters programs are also amazing. The President has the ability to make widespread change in the lives of a diverse group of people.

137 Jan 31 2020 07:22 AM The Number One attribute and attractive feature of UCF is it's people from top to bottom. Let the candidates see what a thriving and magnificent city Orlando has become. Introduce all candidates to all the stakeholders within the environs of the area. Make sure that the candidates are exposed to all of the cultural aspects of Central Florida from The Cape to the Bay area. From Disney-World to Daytona Beach. While I realize that UCF serves the world, I suspect that a candidate is a family person and would have a great interest in that aspect of living here. Florida's favorable tax climate and being more affordable in many different ways should be attractive to the applicant. The best candidate will instantly recognize the magnificent opportunity to lead one of the nations largest and and yet newest Universities.

139 Jan 31 2020 07:10 AM UCF is community minded, but I'd love to see more of it so that the local, younger generation can get excited about going to UCF. The baseball players have gone to my daughter's elementary school in Oviedo, I'd love to see more athlete interaction with our young kids, more science interaction with kids. There's something cool that happens with a 'cool big kid' gets on a child's level. It can increase their love for learning and motivate big dreams in our kids.

140 Jan 31 2020 07:09 AM Growing area
Dedicated student population
Dedicated faculty and staff

141 Jan 31 2020 07:03 AM I am from Orlando. I was born and raised there. I attended Valencia Community College. Graduated in 1973 with a BSBA from UCF. Received my Masters from Rollins in 1977. I moved to Texas in 1985 but still consider Central Florida home.

It is an outstanding place to live. It is close to beautiful beaches and world-class theme parks. The cost-of living is much less than other parts of the country. It is a diverse community. Certainly location is a positive attribute.

The cost of an education at UCF is reasonable and could improve if the quality of that education were improved.

Finally its extra-curricular programs are very good. Students have many choices to get involved.

142 Jan 31 2020 06:48 AM Orlando is a great city, with a lot of up-and-coming opportunities. Our community offers great schools for those with children and families. Our local legislators including our mayor are forward-thinking and that only helps UCF. There's a chance to reshape what we are known for and someone can leaving a lasting legacy.

143 Jan 31 2020 06:22 AM For such a large university, we are a close knit family.
We are diverse and inclusive.
All feel welcomed here.
We are a top Research university.
Our faculty, staff and students are talented.
We are inventors.

144 Jan 31 2020 06:19 AM Very simply, UCF is a very strong academic institution in an awesome place to live!

That's the sales pitch - "Get your valuable degree, in a city you're going to love."
Why would you go to Gainesville or Tallahassee (unless pursuing Law), when you can get just a valuable degree in Orlando??

145 Jan 31 2020 06:19 AM I mean, most of your leadership is interim, so "a blank slate" is pretty much the best thing UCF has going for it at this point.

146 Jan 31 2020 06:01 AM UCF is a large campus will faculty, staff, and students who are willing to do what it takes to be recognized as a premier university. That is evident in the pride everyone exhibits in being a Knight. That pride has grown over the years and will continue to grow if we have a president who invigorates the students.
Orlando has also found its voice and narrative in the fabric of this state. We are not only a travel destination, but we are quickly becoming THE city for tech companies to invest in.

147 Jan 31 2020 05:56 AM I'm not sure.

148 Jan 31 2020 05:49 AM The large scale of UCF should attract individuals who want to have a substantial impact on the future. The relative youth of UCF should attract individuals who want build a legacy. The location and partnerships should attract someone who wants to be a part of the community, not live outside it (no ivory tower). UCF is a "sleeping giant" that just needs to be woken up.

- 149 Jan 31 2020 05:48 AM Growing School and alumni base. Great energy around the school. Awesome atmosphere and sports. Constantly reaching new heights. Land available by the softball field for the next president to make his mark and at medical city
- 150 Jan 31 2020 05:42 AM Key Positive Attributes and Attractive Features of UCF and Community
- World-class attractions
 - Strong alliance with technology community and research park
 - Strong alliance with space coast and space research
 - Highly diverse community
 - Expanding arts related community
 - Expanding educational opportunities
 - Strong alliance with central Florida universities
 - Highly desirable place to live
 - UCF medical complex nationally and internationally recognized
 - UCF simulation complex nationally and internationally recognized
 - UCF public broadcasting affiliate
- 151 Jan 31 2020 04:59 AM Past performance, research, great campus
- 152 Jan 31 2020 04:53 AM Location, location, location-who doesn't want to be living in central Florida! Look at the growth of UCF in the last 20 years (TY Dr. Hitt) Still most affordable and UCF has improved its image substantially since I graduated (1999) as the 'U Can't Finish' University.

153 Jan 31 2020 04:41 AM UCF is a very young school with huge potential to be a great university to attend. While we have one of the largest student populations, it's still important to maintain the integrity it took to get here. This presents an opportunity for the right person to make a huge impact on the university, students and business relationships. The next president should be empathetic, compassionate, ethical, courageous and aware of what's going on under their direction to name of few.

156 Jan 30 2020 09:33 PM Currently, UCF is under a microscope with students, staff, faculty, media, the public. This is a good thing as it was about time for UCF show its true colors and be investigated. To many things were being ignored, mostly money handling, controls and procedures and life long employees getting lazy and/or greedy.

157 Jan 30 2020 07:54 PM You can get anywhere in the world quickly from MCO, Orlando has it all and UCF is in the middle of it with a beautiful campus. The climate is great most of the time. All those things are easy to see, what isn't evident from the outside is that UCF is a family from the graduates of the 70's to 2019. We not only shoot for the stars, we will reach them.

158 Jan 30 2020 07:21 PM Athletics, restaurants and hang outs, alumni organization

- 159 Jan 30 2020 06:26 PM New university in key economic, diverse, and growth area positioned to become a leading institution for higher education model of the future. Potential to accept change and new methods vice the way it is been over a long history.
- 161 Jan 30 2020 06:09 PM UCF creates a family culture for its students. There has always been, and continues to be, a culture of hope for the future at UCF that lasts a lifetime. It is a special university that needs the right/exact fit for a candidate that wants to be bold and grow the university for the long term future. It should not be viewed a stepping stone for the next position in a person's career or life. The candidate has to be committed to staying and growing UCF for the next 20+ years. The candidate must LOVE and WANT to be at UCF as their 1st and only choice.
- 162 Jan 30 2020 05:55 PM Weather, no state tax, entertainment
- 163 Jan 30 2020 05:21 PM UCF has a diverse community with passionate individuals who care deeply about their school and the impact that they have on a larger scale.
- 164 Jan 30 2020 05:08 PM UCF is a dynamic, growing institution that plays a major role in Central Florida both economically and culturally. A number of academic disciplines are recognized for excellence. A tremendous foundation has been laid and the opportunity to build upon that foundation and increase UCF's academic status lies ahead for the next President.
- 165 Jan 30 2020 05:03 PM New facilities and great weather.

- 166 Jan 30 2020 04:52 PM Large, diverse student population.
Strong academic programs,
business/engineering/computer science.
Strong focus on the medical school and
growth with recognition.
- 167 Jan 30 2020 04:43 PM UCF, Under President Hitt, grew from a
dumpy commuter school to a school that is
the beacon of progress, continuously
growing academic and athletic standing. It
also resides in a bustling, youthful city that
ranks in the top 25 in the nation for size,
quality of life, low cost of living, growth, etc.
UCF has deep ties to the local business
and which include many key alumni in
leadership roles. As the largest undergrad
program in the nation, UCF has a large
growing and proud alumni base that can
help fund and guide the university for the
foreseeable future.
- 168 Jan 30 2020 04:30 PM Central location
- 169 Jan 30 2020 04:03 PM Look back at the beginnings of UCF.
Pegasus is still with us. What attracted Dr
Milligan to FTU? Only the name has
changed.
- The fact that UCF has been unfavorably in
the news in recent weeks only goes to
show that we need someone with strong
values.
- 170 Jan 30 2020 04:02 PM Climate, previous success and support of
the community. Ability to make your own
mark.
- 171 Jan 30 2020 03:37 PM The scenic landscape.
- Access to wide variety of resources.

172 Jan 30 2020 03:22 PM Football program and engineering program

173 Jan 30 2020 03:17 PM UCF is dynamic but we are now at a crossroads that require us to decide what kind of institution we really want to be in 20 years. Do we want to be all things to all comers, and offer a super Wal-mart approach to education, where everything is on the shelf for anyone, or do we want to carve out a niche that focuses on what we already do well and strive for national and international prominence in those areas? The new president must decide, and can leave his or her mark on the institution for decades. This has to be attractive to candidates. Also, our extensive partnerships with the surrounding community and industries presents tremendous opportunity for developing world-class programs, but only if we focus on these. A strong candidate will appreciate these opportunities to leverage where we are now to become truly excellent in these areas.

174 Jan 30 2020 02:47 PM Young school, defining traditions. Great climate...

175 Jan 30 2020 02:47 PM It is a place that is loaded with faculty and staff and community leaders with excellent skills in being social entrepreneurs— they get that the UCF WHY is more about lifting up than exclusion of folks.

176 Jan 30 2020 02:44 PM If not a native Floridian, then have them check the weather report.

Bring them to a UCF sporting event.

Remind them that Florida has NO state income tax.

177 Jan 30 2020 02:38 PM someone is good looking and speaks clearly

178 Jan 30 2020 02:25 PM Current campus is continuing to grow with Orlando, there may be a need for Other campus in the future (west orange) etc.

179 Jan 30 2020 02:22 PM The right candidate will not need to be "woo'd". They will already know what Orlando has to offer. Disney is flashy, we have a few great springs, many activities you can do outdoors, Nasa, the Kennedy Space Center, and more escape rooms than you can count.

Someone who is deserving of this role will not be thinking about these things. They will be thinking of the campus, the students, the professors, the support staff, the grounds keepers, the police officers and support staff, the fire rescue team on campus... not the frills. If they're focused on those things, they aren't right for the role.

180 Jan 30 2020 02:20 PM Orlando is a booming city
arts and cultural is about to get an amazing performing arts center
theme parks and entertainment are the best in the world
growing sports complex

- 181 Jan 30 2020 02:15 PM The large campus and student body provide massive potential to maintain and grow UCF as a community driver in the central Florida area. We have a great STEM department with great connections to many technology leaders in central Florida, and a strong athletics program on the rise.
- 182 Jan 30 2020 02:13 PM The growing Central Florida population and top notch local schools that will continue to a rich ground for prospective FTIC students.
The nationally reknown and established DirectConnect Partnerships.
A budding athletic program that is gaining traction nationally.
- 183 Jan 30 2020 02:12 PM UCF is a hub of academic excellence with a highly diverse cultural community.

UCF will attract the best as always.
- 184 Jan 30 2020 02:10 PM UCF is very well known athletically around the country and should be highlighted to prospective candidates.
- 185 Jan 30 2020 02:08 PM Orlando is very cultural diverse but is still relatively young. I think we have some of the best weather in the country and is one of the reasons I chose to live here. As Coach Heupel said, "my son gets to play sports year round and doesn't have to travel far and I am able to attend many of his games." In other parts of the country this wouldn't be possible. Another plus is the wealth of talent right here in Florida.
- 186 Jan 30 2020 02:08 PM Build up the school and community support

187 Jan 30 2020 02:08 PM - accessibility to campus/ an attractive campus
- the amount of collaboration internally and externally
- the scale of potential impact to new students
- the variety of students who attend (age, ethnicity, technical experience, educational background, goals, sexual orientation, etc.)
- the exciting and variable research, from mechanical engineering to optics, all the way to languages, history and intelligence work

- UCF could be the absolute premier school of Florida and eventually the USA, but it starts at an ambitious, likable and strategic president

188 Jan 30 2020 02:05 PM Size of community in the middle of the state with excellent research facility. There is no reason to get the undergrad program bigger. Grow the advanced degree programs.

189 Jan 30 2020 02:03 PM Attractive, self-contained main campus with a beautiful president's house that can be used for fund raising. A modern, constantly improving athletic campus (complete with lazy river). The university's existing relationships with corporate sponsors such as Rosen, Darden, Disney, Harris and Lockheed-Martin. Many alumni and local business persons with deep pockets who are looking to build a lasting legacy.

These are the building blocks for creating a first class institution. These attributes be used to attract candidates who are looking to solidify the university's academic standing. UCF is known for being big, I'd like to see it known for being big while being good.

190 Jan 30 2020 02:01 PM Its a hub to all cultures & experiences. When I went it was known to have one of the best clinical nursing programs in state & I'm sure that the amount of doctorate & master prepared instructors was a direct contributor to that fact. So its a quality education provider. Along with a beautiful campus!

191 Jan 30 2020 02:01 PM Growth. Beautiful campus. Cost of living.

192 Jan 30 2020 02:01 PM

Florida is the third most populated state in the nation and with UCF being in the central area of this state, the university is, essentially, the hub of higher education and personal development, in my humble opinion. UCF itself is located on the northern edge of Orlando, surrounded by land and sprawling suburbs. It may not sound that enticing, but the more land, open space, and tranquil environment, the better options for a school! It goes without saying that the theme park industry is only on the other side of the city and with that comes massive diversity.

UCF, as it well known, began as a technical school to influence the space program. And in many ways it still is a place for technological innovation and advancement...and it should stay that way! I would hope the next president keeps UCF's history and influence in the forefront of their plans and vision!

193 Jan 30 2020 02:00 PM we have amazing smart and dedicated faculty (underappreciated and underpaid). we also do have a large base of admin that do their work in a dedicated and excellent fashion.
the atmosphere at UCF is generally a positive one - a positive workplace.

I think that the challenges should actually be APPEALING to the right candidate. they should not see them as obstacles, but as something attractive to work on. because they would be dedicated to causes like discrimination.

194 Jan 30 2020 02:00 PM Offer the ability to take immediate action against corruption.

195 Jan 30 2020 02:00 PM An up and coming research university in a metropolitan area with world class entertainment, warm weather, and beaches.

196 Jan 30 2020 01:59 PM building fan base and alumni, medical center opportunities and very diverse student population

197 Jan 30 2020 01:58 PM Orlando is the center of activities, both in Florida and the world. People are able to fly from MCO directly to many destinations in the US and around the world. It is an inexpensive place to live and shop. The weather allows one to avoid winter clothing and heavy heating bills. The community is looking for a strong university to offer educational and athletic events.

- 198 Jan 30 2020 01:56 PM Our age
Our alumni base
Our climate in Orlando
Our Diversity
Our strong history with Dr. Hitt
- 199 Jan 30 2020 01:54 PM Diversity of staff, faculty, and students- our campus community of people, ideas, backgrounds, and strengths is beautiful .
- We have a growing medical community that serves a need in Central Florida that will be growing immensely in the coming years.
- The space, simulation, and health services industries are booming and need our influence to attract employers and future employees. These relationships will continue to be leveraged.
- 200 Jan 30 2020 01:51 PM I think everyone pretty much knows this answer.
- 201 Jan 30 2020 01:48 PM Number 2 in student population in the ENTIRE COUNTRY! Why then is UCF so far behind in its recognition as a major player in both education and sports?
- 202 Jan 30 2020 01:45 PM Growth, location, and the next big step.
- 203 Jan 30 2020 01:41 PM Central Florida is a wonderful community and UCF is an amazing school. The area is growing and attracting businesses and there is a large alumni base locally.
- 204 Jan 30 2020 01:40 PM This is Orlando. People already want to be here. We truly ARE a fledgling University and have so much potential for growth. The new President can really make their mark on UCF!

- 205 Jan 30 2020 01:40 PM The natural landscape surrounding the university has been recently being leveled to build buildings right at the main entrance looks awful and takes away what made UCF a beautiful campus. Stop taking away the lure and hidden aspect of UCF with the woods at entrances.
- 206 Jan 30 2020 01:39 PM Growing metropolitan area with opportunities for leadership by UCF to help shape the future of the Orlando metro area.
- Recent athletic achievements have been great for engaging current students and alumni.
- 207 Jan 30 2020 01:38 PM location. partnership. impact. we have amazing things happening at UCF and incredible potential - but need funding in all areas to reach our goals.
- 208 Jan 30 2020 01:32 PM UCF offers tremendous industry partnerships and a diverse and talented student body.
- 209 Jan 30 2020 01:31 PM Research, internship, environmental, expansion, workforce, updated population, affordability
- 210 Jan 30 2020 01:31 PM Even though the recent developments and negative news dragged the university bit down, there is no doubt that UCF is a dynamic university and has the potential to do great things. it is situated in the heart of the state of Florida with a diverse student body from all 50 states and international students from more than 100 countries.
- 211 Jan 30 2020 01:30 PM Central location , large city nearby , New Space Force
- 212 Jan 30 2020 01:29 PM The size and overall strength of the university. We need to come together and all row in the same direction.

- 213 Jan 30 2020 01:29 PM I don't know
- 214 Jan 30 2020 01:27 PM Vision
- 215 Jan 30 2020 01:27 PM
- Location in Central Florida with Orlando and the various companies near by for learning experiences.
 - Campus Life - with such a large campus and student body, build tradition that will pay dividends for the next generations
 - Program Investment - Build and keep current programs that will put university on the map.
- 216 Jan 30 2020 01:26 PM Everything
- 217 Jan 30 2020 01:26 PM
- UCF being embraced by local businesses, the community, and the students
 - How UCF is viewed as a pathmaker and a "young, new school"
 - UCF is relevant with academics, athletics, and even in social media. It's important to be attractive while upholding the long-standing traditions
- What businesses have embraced UCF and how do we embrace them in our search?
- 218 Jan 30 2020 01:25 PM Please look to position both the space and the theme park industries as sharing the critical common ground of imagination. These business build vast economic power by imagining themselves into being. Designing creative solutions through higher education will give the Orlando metropolitan area advantages into the future.

219 Jan 30 2020 01:17 PM UCF's size, diversity, and potential make it an attractive option for a candidate, especially one who likes a good challenge. The surrounding community is vibrant and expanding. The university's close ties to its community and partnerships with local businesses, organizations, and leaders are another attractive feature. Even the recent negative press about us could be framed in a positive light as an opportunity to help the university change its culture and restore its reputation.

220 Jan 30 2020 01:16 PM Very big university, great students and great professors

221 Jan 30 2020 01:09 PM The positive attributes and features of UCF would be its ability to attracts students from various cultures and backgrounds. The new president must be able to enhance the positive attributes.

222 Jan 30 2020 01:03 PM

1. Orlando, where dreams come true
2. Professors - Why we produce grate graduates
3. Students - Take pride in achieving there dreams
4. Staff - Believes in everyone listed above to help make their job as efficient as possible.
5. Everyone at UCF believes in "UCF" The basic ingredient for success!
6. Community - Loves to work with UCF in achieving new goals!
7. UCF layout - Growth to handle new opportunities!
8. Cost - ROI = Better Return = Better time spent on achieving your goals!
9. Weather - Do I need t say more
10. History - Great history of achievements and more to improve on!

223 Jan 30 2020 12:58 PM Younger and more recently staff are enthusiastic and sufficiently unjaded to react enthusiastically. Lower level staff are committed to UCF ideals and in many instance can handle responsibilities of upper management on an interim basis, pending hiring of well qualified non-entrenched staff who want to "make a difference," not just "make do." Compare recent changes in F&A, which are beginning to show immediate positive effects, with the numerous changes in UCF HR, that have resulted in no real change or improvement. For G-D's sake, we are still submitting time on paper timesheets! And have more compensation classes and variation than we have normally paid staff!

224 Jan 30 2020 12:58 PM Strong in STEM education and development (CREOL, Computer Science, Engineering, etc.)
Diverse population
Easy access to a variety of corporations and businesses
Great weather

225 Jan 30 2020 12:52 PM UCF is a family, albeit, a dysfunctional one at times. But we do stand together when it matters and it's beautiful to witness.

226 Jan 30 2020 12:50 PM Infinite potential for collaboration with business and industry, a truly unique social demographic that could/should make UCF a national center of activity related to Latin America and the Caribbean.

227 Jan 30 2020 12:48 PM Very diverse student body, tons of student led groups and initiatives

- 228 Jan 30 2020 12:48 PM UCF attractive features? Any new president can hire the team of their choice because UCF is nearly all interim administrators. Benefit? Perhaps. Or perhaps it is merely enough rope to hang himself / herself with.
- Surrounding community attractive features? Include annual passes to Disney, Universal, Sea World, Kennedy Space Center and Lego Land in the president's compensation package. Maybe include beach passes to Brevard / Volusia county.
- 229 Jan 30 2020 12:48 PM Our size, our diverse student body, our commitment to innovative technology, our prime location in a growing city.
- 230 Jan 30 2020 12:46 PM Florida. Beautiful Campus. Great Faculty and staff, and an awesome and diverse student body. Great potential to be one of the best Universities in the U.S.
- 231 Jan 30 2020 12:45 PM Positives are the UCF community: amazing faculty, staff, and students. Great work is being done at UCF every day that is lost amid all the negative media. The significant growth at the medical campus at Lake Nona shows how the presence of the university can take a swamp and few cows and turn it into one of the most vibrant and fast-growing areas in the city.
- 232 Jan 30 2020 12:44 PM The growing position of UCF as a research university, and a diverse and talented student body.
- 233 Jan 30 2020 12:43 PM It's Central Florida, other than a few "cold" weeks we are always in the best weather.

234 Jan 30 2020 12:42 PM UCF has a large and diverse culture. Our next president should be someone who enjoys learning from people of different perspectives and experiencing all sorts of cultures.

235 Jan 30 2020 12:35 PM We are large. We are metropolitan. We reside in one of the most desirable areas of the country (weather, tax base, quality of life)

We are beginning to be recognized as more than a commuter school. More than just an academic institution. We are more and more full service (good education, good athletics, good cultural)

236 Jan 30 2020 12:35 PM The size of the school, the location of central Florida, the strong connection to the community and businesses the ability to grow a mid-level school to national recognition

237 Jan 30 2020 12:32 PM The diversity and scope of the university

238 Jan 30 2020 12:32 PM Most of this is obvious, and I doubt I can add to the list. But Central Florida is a lovely place to live. Aside from the weather and all the outdoor activities, sports and theme parks, and so on, here's what I can add:
* Florida is the retirement capital of the world. There are great options for aging parents and even for oneself later on.
* Because of Disney, the airport is world class and makes it easy to travel and for family to travel to visit.
* In spite of the homely appearance from main roads, there are numerous terrific residential options that are extremely attractive and comfortable.

239 Jan 30 2020 12:31 PM Excellent local business/corporate headquarters, which should be front and center for partnerships.

240 Jan 30 2020 12:30 PM UCF's growing diversity
UCF's historical roots as a commuter college combined with our future as a leading institution

241 Jan 30 2020 12:30 PM The orlando area is booming from economic development and growth. We are a town that thrives from tourist attraction and this should be able to attract the best candidates. The best candidate may not come from another large organization, she may be from a small college or university with big plans.

242 Jan 30 2020 12:29 PM The massive student body from a number of different backgrounds, cultures, and areas of expertise. Initiatives are not as bound to cultural stigma as colleges in more limited areas. The involvement in the R&D and aerospace industries as well as initiatives that benefit the community. I think we can always have more of the latter.

243 Jan 30 2020 12:29 PM

1. The space coast (which we already tout) - we already talk about UCF's connection to aerospace engineering and space related jobs. I would keep this up, its a booming industry
2. The hospitality industry - we are the partnership university and with the Disney Aspire program, it is clear that we are constantly working on expanding those key partnerships - this is huge.
3. HSI ranking - this is also something to be proud of. Having such a diverse population allows for new thoughts and ideas and to continue growth in terms of learning
4. College of Med growth - with the teaching hospital, we have a real opportunity to attract so much more talent and influence the region in this way
5. UCF Downtown - this campus is fresh, relevant and thriving off local partnerships. Working so closely with the city, Parramore area and Valencia is impressive and deserves to be talked about
6. Our efforts to promote inclusion and diversity - this is huge for us. I am not sure Kent Butler is the right person to head this effort. I would love to see this looked at by a new president but UCF really does have so much skin in the game when it comes to our efforts of promoting and being so very

244 Jan 30 2020 12:28 PM The student body, the school spirit that students and professors have for the school, the diversity of staff and faculty that is present at the university. Can be used to attract a new candidate by showing that they will be walking into a school that will be willing to cooperate with them to create a better university.

245 Jan 30 2020 12:27 PM We're a mess right now. Every second admin position seems to be an interim or acting position, whether that's from scandal or from people thinking that it looks like a good time to leave before questions are raised about their areas. That's a positive - someone coming in has something to fix, that is, a way to make a mark.
There are good people here. They exist in all areas, at all levels. There are also deeply problematic people, and they don't always know who they are. And sometimes, they get promoted. But if we focus on the good ones - I'd say it's as strong as anywhere.
There are some good programs here. They aren't always the ones that get the greatest attention, but they're here.

246 Jan 30 2020 12:27 PM Excellent campus environment
Quality faculty and staff
Thriving city with access to nature, art and culture
Easy travel into and out of
Weather

247 Jan 30 2020 12:25 PM Collaborative community partners, growing Central Florida region. Diverse and open to various ways for education.

- 248 Jan 30 2020 12:23 PM Our partnerships are second to none with our community and resources.
- 249 Jan 30 2020 12:22 PM Some would say that the fact that Florida is a furnace for 9-10 months of the year is attractive. Disney world and universal studios are not far away, so if there in to that kind of stuff these can be attractive features.
- 250 Jan 30 2020 12:22 PM Location and history
- 251 Jan 30 2020 12:21 PM Space program, our engineering school, the partnership that we have with our community, research and innovation opportunities afforded to us due to our location.
- 252 Jan 30 2020 12:17 PM We have size and a solid core built, especially at the graduate level.
- 253 Jan 30 2020 12:17 PM Vibrant community. Excellent employment and partnership opportunities. GREAT students who care about their education and who want to learn. Passionate and dedicated employees who want students and UCF to succeed. We'll be behind someone who appreciates and believes in us.
- 254 Jan 30 2020 12:17 PM The next president will have the opportunity to lead the largest HSI in the country and one of the largest universities period, serving one of the most diverse regions in the country, and with one of the largest proportions of innovative junior faculty supportive of progress.
- 255 Jan 30 2020 12:17 PM Its people

256 Jan 30 2020 12:14 PM Growing metropolitan area, opportunity to recruit new top level administrators, make major changes to the landscape of a young university, opportunity to become national leader in any program area due to largest enrollment.

257 Jan 30 2020 12:14 PM Diversity is one of the greatest strengths UCF and the Orlando region possesses. Being able to attract a diverse candidate pool and showcase the many cultures and opportunities the region has to offer would be a great strategy. Partnerships such as NASA, Disney, OIA, and the surrounding municipalities also strengths the university can use to attract the best candidates.

258 Jan 30 2020 12:13 PM We have a strong, vibrant backbone of YOUNG faculty. I'm sure there are plenty of senior folks doing great stuff, too, but a defining feature of UCF is our large cadre of junior and mid-career professors making names for themselves in their disciplines and across UCF. Everything should be done to promote these go-getters and support them in their ambitions.

259 Jan 30 2020 12:12 PM Social cohesion is a very present and positive attribute at UCF. Also our ability to continually take up a larger share of academic research and produce meaningful work/students should incentivize people to want to help cultivate that phenomenon.

- 260 Jan 30 2020 12:09 PM The loyalty that most of the staff have and the hard work that we all put into everyday is what would be attracted to the candidate. We have always been sa family and we seem to be moving away from that.
- 261 Jan 30 2020 12:09 PM Largest university in the country, STEM focused, amazing community of students.
- 262 Jan 30 2020 12:08 PM We have a preeminent university in the most gorgeous place on earth. We also have an incredible opportunity to advance as we grow and mature.
- 263 Jan 30 2020 12:08 PM Big university with interesting research and a lot of capacity to do great things. We just need sustained leadership after a tumultuous few years.
- 264 Jan 30 2020 12:06 PM Orlando and the surrounding area is home to some of the most diverse populations in the United States. UCF is accepting of everybody, so any new president will fit in.
- 265 Jan 30 2020 12:05 PM I can think of none outside of the volume of degrees awarded, which doesn't mean students are job worthy.
- 266 Jan 30 2020 12:04 PM Really? Being president of a major university and being paid more than the president of the United States isn't enough? Seriously, pull your heads out of the sand.
- 267 Jan 30 2020 12:02 PM We have a lot going for UCF. We are continuously growing and getting bigger and better every day. We need a President that keeps that momentum going without sacrificing doing good for the UCF community - the students, professors and staff.

- 268 Jan 30 2020 12:02 PM Professional partnerships are key to this University, and they must be maintained to better serve our students, faculty, and staff with opportunities.
- 269 Jan 30 2020 12:02 PM Orlando is a wonderful city and UCF has the potential to become the most prominent University of the southeast. It is a great time to be at UCF!
- 270 Jan 30 2020 12:01 PM Let's be honest, no one wants to be burdened with the job of president of UCF. The last one left for a reason.
- 271 Jan 30 2020 12:00 PM Disney, Hospitality
NASA, Engineering
Growing Population, Everything
- 279 Jan 29 2020 10:55 AM UCF is the largest university in the country and has made huge strides to get to where we currently are. But we're not done, the next president will be the one to take us to the next level and potentially become the flagship university in Florida.
- 282 Jan 28 2020 02:17 PM I think there is a thriving higher education culture here in central Florida, and an opportunity to continue to develop partnerships with Valencia College, our UCF Connect partners, and other institutions in the region. While this is certainly one of the largest institutions in the country, this is a campus of relationships - our students and our employees are not just numbers. Every member of this community has value. I think that's one of the most wonderful things about UCF. I've rarely felt like I was in an institution of 70k students and 13k employees - it has a hometown feel, filled with wonderful people.

- 283 Jan 28 2020 02:02 PM Weather and landscape including beaches and lakes. UCF has hardworking and intelligent professors and staff. Opportunity to lead a massive University and raise UCF's rankings in all areas.
- 284 Jan 26 2020 04:25 PM It is positioned as one of the country's most innovative universities. There is an opportunity to clearly define this and have UCF widely recognized as such!
- 285 Jan 24 2020 01:52 PM I am so proud of UCF and the amazing strides we have made! The intentional growth and respect for diversity of all kinds, including diversity of thought, should remain an important source of pride and of respect.
- 286 Jan 24 2020 12:24 PM UCF simply has much to offer - great faculty and staff, outstanding students and great partners.
- 288 Jan 17 2020 11:29 AM I don't know
- 289 Jan 16 2020 10:30 AM UCF is a well known research institute and has a medical education program, which is second to none. It is located in the sunshine state with lots of cultural events. It is a cosmopolitan. It is a strong partnership institution. It has a great community support.

290 Jan 16 2020 09:55 AM UCFs partnership with the city of Orlando, the Orlando Utilities Commission and industry in our backyard should enable us to partner in achieving prominence and excellence. Our history with working with faculty and industry to commercialize UCF inventions has not continued over the last several years, yet we have so much potential. We have an opportunity to bring back partnerships within our community.

291 Jan 16 2020 07:14 AM Good relationships with the city of Orlando and downtown, so potential for many opportunities for innovation and partnerships.
Strong partnerships with the state colleges and DirectConnect to UCF, which is one of the most unique programs in the country/world.

292 Jan 15 2020 07:07 PM Orlando is a great, beautiful city with a lot of stuff to do. UCF is already doing great for a university so young, but it is still becoming more and more respected in both academics and athletics. It is a good opportunity to have actual influence on the direction of the university and help built it compared to just maintaining a university that is already old and established.

293 Jan 15 2020 03:18 PM I find very little positive attributes associated with this institution. The one thing that I can think of though, is the diverse number of people who live, work, and study in this area. I think that working in our unique environment would be a great experience for people who might be coming from a more rigid atmosphere.

294 Jan 15 2020 01:39 PM A friendly and welcoming atmosphere, lots of enthusiasm for doing good work.

295 Jan 15 2020 12:14 PM There are definitely some positive features of UCF. The faculty that I have had the pleasure of working with so far are all extremely wonderful individuals (I just wish they didn't feel so bogged down!). I think this goes hand in hand with attracting a new presidential candidate because whoever the new president is, they should be able to have good relationships with the faculty and staff as well.

296 Jan 15 2020 11:18 AM Highlighting the size and diversity of the student body and faculty might be a good draw- while a challenge, this drastic shift in population size and dynamics is a fertile testing ground for a candidate's ideas about how efficient universities can be run. Having the single largest public university in the United States operating like a Swiss watch is quite an accomplishment, and the opportunity to be the administrator responsible could be a pull factor.

297 Jan 15 2020 08:41 AM Students, access diversity and excellence.

We bring opportunity, awareness and liberation to those who have traditionally been denied such things and in a most excellent way, to deny that will be a curse upon this institution and community.

298 Jan 15 2020 08:34 AM Florida. There is a lot to love about Florida, esp in the winter.
Our campuses have excellent resources and are filled with diverse faculty, staff, and students; our athletes have extremely high GPA and graduation rates, and our main campus is a beautiful place to work, with gardens and preservation land and a wide range of wildlife.

299 Jan 15 2020 06:06 AM We are uniquely located close to companies doing unique and exciting things - NASA, Space-X, Disney, Universal. We have many local employers looking to hire highly qualified, motivated people and UCF graduates have an opportunity to make a real impact on shaping our future.

300 Jan 14 2020 04:42 PM The students are amazing at UCF.

301 Jan 14 2020 02:16 PM Support of local community;
Proximity to the state cultural and economic epicenter, Orlando
Central/ideal location within the state (2 hours to Tampa, Jacksonville, Gainesville; 4 hours from Tallahassee, Miami);
Weather;
Deep/meaningful partnerships with public and private sector;
Opportunity for new relationship with legislature and FSUS BoG;
New downtown campus with potential
Relatively new medical school with potential

302 Jan 14 2020 01:28 PM Certainly the vibrant, diverse community, ideal location--geographically in the middle of the state and easy access to national and international flights because of tourism industry, and innovative "young" university.

303 Jan 14 2020 01:27 PM East Orlando is a stunning place to live. UCF plays well with the DOD, and is surrounded by industry with which it could potentially play well. We have many startlingly good faculty. We are now the largest hispanic-serving institution in the US, I believe. UCF is a big bundle of potential.

304 Jan 14 2020 01:13 PM Faculty are dedicated to students and their success. Faculty are committed to working with administration but only when treated fairly and respected for that committed work.

305 Jan 14 2020 01:06 PM Opportunity - Orlando is at the hub of a lot of industries. UCF can have a tremendous economic impact in the region.

306 Jan 14 2020 12:37 PM The cost of the program.

307 Jan 14 2020 12:22 PM Many of our students have outstanding stories. They are the first in their family to attend college. They are parents who have returned to school to make a better future for themselves and their kids. They are great humanitarians who want to make a difference. Really good people learn and work here.

308 Jan 14 2020 11:54 AM The university is very diverse. This is a positive attribute of the school. The new president must be someone who values diversity. It is very important that new leader be someone who can expand on the diverse nature of the school.

- 309 Jan 14 2020 11:50 AM UCF is:
- an Innovative research university
 - emphasizes student diversity
 - has a range of programs and initiatives
 - Located near a city/hub of potential research/business partners
- 310 Jan 14 2020 11:40 AM Orlando is diverse and growing. Our mayor is supportive of UCF and we have been a presence in the community for over 50 years. Our reach and opportunities for innovation are limitless.
- 311 Jan 14 2020 11:33 AM The University of Central Florida has a minority community that's much different and a lot more close knit than any other predominantly white institution. Show the unity and a strive to push the success of this community.
- 312 Jan 14 2020 11:30 AM Maybe someone who's been involved with the school for awhile and hasn't misused funds inappropriately or treated their own staff with hostility? Maybe someone who doesn't blame an entire department for their own faults?
- 313 Jan 14 2020 11:21 AM Orlando is the "Heart of Florida" and UCF has made tremendous strides in raising the profile of the University, so it is a very attractive opportunity for someone who is not afraid to take on a challenge.
- 314 Jan 14 2020 11:03 AM Involve more staff, students and faculty in the process.
Sure the BOT and others are important but they do not know who we feel nor can answer the hard questions truthfully.

- 315 Jan 14 2020 10:40 AM Large and diverse campus. Undiscovered and not yet well known nationwide. Modeling and Simulation Hub.
- 316 Jan 14 2020 10:33 AM A university with a strong and committed faculty and staff. Respect of the surrounding community.
- 317 Jan 14 2020 10:33 AM
1. Research Park and Team Orlando
 2. Modelling, Simulation, and Training Hub of the World including IST, ARI, and FSI
 3. Medical School
 4. Strong Sports
 5. Internationally recognized faculty who want to leave a legacy by working together and advancing the experience and knowledge of minds.
- 318 Jan 14 2020 10:32 AM Tireless energy. Service to each other, to the community, the state, the nation, and humanity in general. Partnerships. Innovation—in particular a determination to figure out how "big" becomes "great" beyond simply a multiplying factor.
- 319 Jan 14 2020 10:29 AM ingrained students, staff, and stakeholders - we stick around UCF because we love it and everything it stands for, outwardly. we like to try to resolve problems and then exist in the solutions until we can create better ones. we do not like people who come in, shake things up for their own CV/resume's sake, and then peace out.

320 Jan 14 2020 10:25 AM 1. The size of the university opens multiple possibilities for large research opportunities through transdisciplinary work.
2. UCF is seen as an up-and-coming university that provides quality education for an affordable price.
3. UCF has a talented and hard-working faculty that is interested in both the educational welfare of their students and in research.
4. Orlando and Central Florida is a good place to live, with entertainment and recreational opportunities seldom found outside the older, larger cities.

321 Jan 14 2020 10:22 AM Great diversity of cultures, disciplines, expertise, and ideas. Also, a large number of truly dedicated faculty and staff members.

322 Jan 14 2020 10:21 AM the young university has great potential and has a strong foundation for future president to steer the ship in the direction that benefits every one

323 Jan 14 2020 10:15 AM Maybe we should focus on "best candidates" that we already have that may be overlooked - ? We have a lot of good people at UCF.
Dedicated faculty and staff are a definite key positive attribute.
Emphasize all aspects of life at UCF as equally important.

324 Jan 14 2020 10:12 AM --Location
--Good town/gown relations
--Rising national rankings
--Improvement of students

325 Jan 14 2020 10:10 AM We stand united and are a close-knit community.

326 Jan 14 2020 10:10 AM INNOVATION: UCF's reputation as an innovative university that makes anticipating the next steps for meeting student needs and stakeholder demands before they may even be fully realized.

DIVERSITY: UCF is a diverse campus that draws from a large pool not only from Florida but from many countries and regions.

TEACHING SUPPORT SERVICES: The resources to help faculty provide the best teaching and learning experiences for students in face-to-face, mixed modes, and fully online courses is among the best I have ever seen.

ORLANDO: There are so many aspects about Orlando that could be a draw for the next president. The array of community partnerships available to us is among the best in the country. The potential seems limitless to me if we can get the kind of president that really embraces what the city has to offer in partnerships.

327 Jan 14 2020 10:06 AM UCF offers multiple opportunities for professional growth and research in national and international level. Faculty has excellent background and is highly competent.

328 Jan 14 2020 10:01 AM It's large size means it can have a large impact both in addressing local challenges and on a national and international scale. As a fast-growing area and with Orlando as a leader in sustainable cities, the potential to have broad influence on the role that universities play in addressing contemporary sustainability challenges (e.g., climate change, social equality) is tremendous.

329 Jan 14 2020 09:52 AM So I think Orlando is not a selling point to many. It certainly wasn't to me. I think a selling point would be: you have space to reshape this part of town so it isn't all strip malls and chain restaurants. You can sell the weather, a lot of people like the warm. UCF really is a place that values innovation and there is a lot of support here to try new things. I firmly believe that the affordability of our degree and the models we have developed to get students from the AA to the BA are fantastic. I think there is a lot of opportunity to expand our national importance. We have potential here that is definitely unrealized. I think there is a willingness among the UCF community to experiment and an acceptance that some innovations will work and some will fail (satellite campuses) and you can learn from both. The acceptance of failure, in particular, gives a new president room to take a big swing at big ideas that might be risky.

330 Jan 14 2020 09:34 AM UCF is not the focus of Orlando, this grants the next president more leeway and flexibility. If UCF can't sell itself here that is an organizational downfall.

331 Jan 14 2020 09:34 AM UCF attributes and features:
The community feeling when you walk across campus. The design of the campus.
Community opportunities and partnerships with/at UCF.

Surrounding community attributes and features:
Central travel location to anywhere in Florida
Living options that range from urban to rural within reasonable driving distance
Tourism opportunities

332 Jan 14 2020 09:31 AM Approachable, analytical, Very good understanding of people skills and knows how to get his or her lead staff onboard with issues quickly and be able to have them on-board others such as other staff/faculty and stakeholders to direction that the university may be taking.

333 Jan 14 2020 09:30 AM good location
the campus is accessible/affordable
lots of breadth in terms of research areas
involvement with community (e.g. the 30 under 30 type recognitions that show we are keeping up with our graduates)

334 Jan 14 2020 09:29 AM UCF has numerous events and groups that appeal to an insanely wide range of students. We're passionate about it, without being obnoxious about it (like UF, for example). We have high-ranking Computer Science departments, and constantly strive to be all inclusive to achieve a vision from all different perspectives.

335 Jan 14 2020 09:26 AM The growth. UCF and the city of Orlando itself is progressing at an amazing rate. The next candidate may be weary of the controversy that will be inherited, but they should be shown the high potential that we are reaching as a city, college of medicine, athletic department, etc.

336 Jan 14 2020 09:23 AM Hire real teachers, not all research scientists so students have quality instruction in the classrooms.

337 Jan 14 2020 09:17 AM Not parking or traffic, but other then that not sure

338 Jan 14 2020 09:17 AM Diverse city, many metropolitan features while still having "hometown feel;" athletics; arts; shopping; theme parks; proximity to coast; growing area

339 Jan 14 2020 09:13 AM The weather, our engineering programs, and the youthfulness of our university are some of our most attritive features. We are not bogged down by traditions and history. UCF is a place where you can make your own mark and people are open to change.

340 Jan 14 2020 09:12 AM friendliness
availability to talk

341 Jan 14 2020 08:17 AM UCF is a beautiful university in a thriving town. We play a major role in the economic development of our region. We take that job serious. We respect our surrounding communities and take them into consideration when making any decisions that might affect them. We build partnerships with world renown leaders and follow our Creed in building those relationships. We respect our community and our community respect us. Orlando has attractions that are known worldwide and we work with these attractions. As a community we all strive to make Central Florida a better place.
The weather is great and we have great beaches near by. Mickey Mouse and Harry Potter are our neighbors.

342 Jan 14 2020 05:42 AM UCF is big and has a name for itself and has been building recognition for their sports and some research initiatives. The university, and the area, is also primed and ready for internal structuring since it's growth has already gained it such a large student body.

343 Jan 13 2020 05:51 PM Connections with outside partners and businesses.

344 Jan 13 2020 05:38 PM UCF has an amazing main campus. There are also a lot of opportunities out in Orlando because it is a city with a lot of diverse industries. Those should be the focus and being able to put students needs and interests as part of the focus for staff would be wonderful.

- 345 Jan 13 2020 03:52 PM Excellent relationships between UCF and local communities and other state schools at all levels.
- Great faculty and staff.
- Success of our graduates from all programs.
- A strong and well functioning faculty senate.
- Outstanding facilities.
- 346 Jan 13 2020 03:51 PM Great student body, diverse offerings, great location, beautiful campus.
- 347 Jan 13 2020 02:02 PM Dynamic environment
Tech driven
Community focus
Family supportive
- 348 Jan 13 2020 01:35 PM We're hiring while other institutions are cutting programs?
- 349 Jan 13 2020 12:56 PM UCF has a beautiful campus.
Is located in one of the most attractive cities in sunny Florida and the South.
UCF has no competitors in the city. It is the only major University in Orlando.
UCF has not had a visionary president since its founding President Charles Millican.
- 350 Jan 13 2020 11:59 AM Great potential being wasted with corruption.
- 351 Jan 13 2020 11:28 AM UCF is vibrant and growing campus that is dedicated to student success. We conduct innovative research that that changes lives and improves the world we live in. Also, it doesn't snow here!

352 Jan 13 2020 11:11 AM If the BOT had the courage to restore Dale Whittaker, then UCF can attract the best candidates at all levels. If they fail to do what is right, who, but a spineless toady, would want to work here?

353 Jan 13 2020 10:24 AM We are young and large. We have the ability to remake ourselves as we see fit, not reliant on one hundred years of "because that's how we've done it." We are less than a half hour from downtown, about 40 minutes from the region's largest employer (Disney), and continue to find new ways to partner with companies locally, across the nation, and internationally.

354 Jan 13 2020 10:09 AM Right now in the current environment the only good thing about UCF is the weather.

355 Jan 13 2020 01:30 AM UCF has much pride in their sports teams. It's a beautiful campus, now the students merely need a decent downtown area. University or Colonial would be a ideal location to create fun, safe places that students can walk to. The downtown campus will never serve as the main campus....it's time leadership focuses on the surrounding areas and make needed improvements! How many pedestrians must die or be injured before a bridge is installed on Alafaya? I-4, Colonial, and Alafaya are viewed as dangerous roadways - UCF leadership has the ability to make improvements....I don't understand why this has not been addressed!

356 Jan 12 2020 07:32 PM .

357 Jan 12 2020 08:37 AM UCF's population and status.

- 358 Jan 10 2020 08:09 AM UCF is a beautiful campus with a lot of amenities. The area around UCF is constantly changing and growing. Before long this whole area will be a mini walkable city.
- 359 Jan 10 2020 07:07 AM Through the utilization of involving businesses in our community.
- 360 Jan 10 2020 05:16 AM Our university is really a small city, with all of the infrastructure challenges and 'personalities' a typical small city would have. Outside of campus there is a large diverse area. Many venues for family support; whether it be retail, entertainment or medical. Literally everything is within an easy commute.
- 361 Jan 09 2020 12:59 PM UCF is a large institution with many partners and stakeholders. There are great schools and great opportunities for collaboration.
- 362 Jan 09 2020 10:42 AM The key positive attributes are: UCF's location in Orlando, which is a very desirable place to live; the growth in dollars and capability with respect to research; a health sciences campus that has a lot of untapped potential; and the transformative impact that UCF downtown can have on the region.
- 363 Jan 09 2020 09:48 AM UCF is situated in one of the best metropolitan areas - Orlando - with great business opportunities and opportunities for partnerships/collaboration with the various businesses all around. UCF is also one of the most diverse and inclusive universities in the country.

364 Jan 09 2020 09:27 AM The student resources, honors and awards, and organizations provide a sense of community on our large campus.

365 Jan 09 2020 09:18 AM Growth, growth, and more growth. Opportunity to imprint their vision for the university of tomorrow.

366 Jan 09 2020 09:09 AM The best candidates in the coming generations will be attracted to UCF for educational programs that while they maintain a standard of prestige and competitiveness, will also offer candidates scheduling flexibility and distance learning opportunities. Millennials want the ability to work from home, to travel while in school and at work/internships, and to prove themselves through the merit of their produced work and proven knowledge rather than being chained to a desk/schedule for no good reason while technology could allow them for more flexibility. Professors want to work from home for the same reasons. A focus on distance learning is an economical way to attract smart candidates that can produce excellent work in a flexible environment. The best candidates are not always the most traditional candidates, the best candidates often have additional responsibilities. The best way to attract the best candidates is to offer unique and innovative accommodations to people of all walks of life.

367 Jan 09 2020 09:06 AM One of the largest universities in the US. Diversified student body and staff. Unlimited potential for growth and opportunity. Terrific Alumni support. Football team that is becoming more competitive and respected. Great location, wonderful weather.

368 Jan 09 2020 08:53 AM The reputation of UCF as a high tech hub with still lots of untapped potential. The community has really begun to embrace the university but missteps like the missue of funds can derail that support. Getting closely involved with high schools in surrounding counties might go a long way in attracting the best candidates instead of losing them to further legacy institutions like UF or FSU.

369 Jan 09 2020 08:47 AM We are BIG. We are local. We welcome all students.

370 Jan 09 2020 08:08 AM Although within the past year UCF has suffered tremendous impairment politically and financially. The catalyst for UCF is that it is still one of the best places to work, study, and grow. There are always a few bad apples in the bucket, but the bucket is still full of individuals who have made such a difference in our community. UCF has developed so many opportunities in a wide variety of fields. It has impacted the Central Florida community providing jobs and education that otherwise would have been difficult for many. It a strong diverse community offering a fighting chance to those who would normally not have the fair chance of showing the character, integrity and intelligence that they have to offer.

371 Jan 09 2020 07:50 AM Orlando is a thriving arts and entertainment community. Thoughts and ideas are being articulated and shared every day. Local businesses are thriving, new events are occurring each day. Orlando is not a passive or stagnant place, which comes as a challenge and an opportunity. UCF can and should ride this momentum.

372 Jan 09 2020 07:44 AM The talent at UCF is incredible and they are here for a reason -they care about the mission of educating students and helping to empower them for a lifetime of change. The energy for innovation and change is present everywhere and provides great momentum for the work that we do. Truly, the power of partnerships at UCF is the game-changer; we realize that we can only do great things with others. It is true every day at work with colleagues, new initiatives, committees, and our most amazing and enduring DirectConnect to UCF program with Valencia College, Seminole State College, College of Central Florida, Daytona State College, Lake-Sumter State College, and Eastern Florida State College.

373 Jan 09 2020 07:13 AM Better salary compensation and benefits such as the tuition waiver for staff and family member.

374 Jan 09 2020 06:45 AM weather, no state tax.

375 Jan 09 2020 06:41 AM Diversity- of the student, staff, and faculty populations. I believe this is UCF's strongest attribute for attracting a new president.

Secondly, UCF prioritizes adding new knowledge into each discipline offered at this institution. UCF is not a school that lives in the past, but uses the past to develop new ideas in the local community and world at large.

376 Jan 09 2020 06:27 AM UCF has excellent programs that people from around the world want to participate in. The instructors and ancillary staff need to be more supportive in guidance and helping students be more successful.

377 Jan 09 2020 06:18 AM UCF is a recognized university and continues to forge ahead and attain excellence despite the challenges in recent years. Our tenacity is legendary and what we can accomplish with the right leadership is boundless. We have the best students, faculty and staff, who are accomplishing things that made headlines. Our researchers continue to achieve innovations that are life-changing. The university also offers excellent benefits and opportunities. Central Florida is a region that continues to grow and provides an attractive environment for families. The weather cannot be competed with!

- 378 Jan 09 2020 06:09 AM Huge growth and highly productive faculty. Amazing student body. Great athletics department that is getting national recognition (which contributes to the student experience and brings brand recognition to UCF in all areas.)
- 379 Jan 09 2020 06:03 AM Orlando is in a tremendous growth phase as are some other cities in Florida - particularly Tampa. Such future growth will be determined by UCF's contribution to the area, and is really dependent on it. University growth - not necessarily size but stature - will determine Orlando's growth.
- 380 Jan 09 2020 05:45 AM We are vibrant, innovative, and creative. We are in a thriving metropolitan area and have endless potential.
- 381 Jan 09 2020 05:39 AM transparency, strong genuine support for diversity and inclusion.
- 382 Jan 09 2020 05:33 AM UCF is a leader in so many fields-- Cybersecurity, Modeling/Simulation, Aerospace, Medicine and Medical Research, etc., that we should attract the best and brightest at all levels, from students right up through our president. Orlando has lousy traffic and lousy public transportation, but we have many industries represented here and we have our wonderful weather. Add all that to sports teams with great records and a set of thriving arts programs, and we should be able to attract a wide variety of truly excellent candidates.

383 Jan 09 2020 05:13 AM We have an amazing community! We're so close to the best foods, fun parks, and cultural experiences! Our students and alumni come from so many backgrounds and experience levels. It is a privilege to serve those seeking an education.

384 Jan 09 2020 02:53 AM ...
...
...
...
Good question...
...
...
...

385 Jan 09 2020 01:44 AM UCF is the largest US university by student population now, and the Orlando metro area embraces its diversity. The best candidates will appreciate that, and want to proactively contribute towards that culture.

386 Jan 08 2020 10:10 PM One of the most important positive attributes about UCF is its many, many connections to local industry and businesses, and the relationship with the local community. Add to that the wonderful weather and climate, and these things can be a major draw to the best candidates. Although I certainly believe that the ideal candidate will be a Floridian who is familiar with the area.

387 Jan 08 2020 08:39 PM I honestly came for the unique education and connections Rosen has to offer. Largest student population in America.

- 388 Jan 08 2020 07:39 PM The Game Design major fairly recently went through an overhaul that vastly added in the supply of basic effective teaching materials. additionally, it's allowed accommodations for students to succeed that still have a lot of room to build off of.
- 389 Jan 08 2020 07:26 PM The diversity and inclusivity of the community.
- 390 Jan 08 2020 04:47 PM Positive attributes are the clubs because the individuals who are apart of them are very enthusiastic which makes you want to join. Once you join you'll have so much and fun and many oppportunities.
- 391 Jan 08 2020 03:42 PM this is why ucf sucks
- 392 Jan 08 2020 02:52 PM Every college has amazing programs. Anyone who knows UCF knows of these programs and how competitive we are. We have a new medical campus, downtown campus, and the main campus, as well as our smaller campuses are home to many amazing programs. Someone with an academic background who knows UCF will quickly restore us. Remember: the faculty and staff know how to be competitive and provide an academic edge to our students. We must not dismiss all of the UCF leadership from consideration because of the actions of a few.
- 393 Jan 08 2020 02:38 PM information technology, entertainment, and natural environment - can attract a candidate who is interested in the balanced synergy between these things.

394 Jan 08 2020 02:35 PM Being an engineer major I see the most attractive feature of UCF is how it is surrounded by a number of businesses that can provide students internship and career opportunities. The next president also has to continue having close ties with the companies in Orlando.

395 Jan 08 2020 02:20 PM We are the only major research university in a major metropolitan area. We have an understanding of our mission for the public good, and the value of (well chosen) partnerships. Demographics are much better in Florida (and especially central Florida) than most of the U.S. The academic side is extremely good, very ambitious, and has excellent morale.

396 Jan 08 2020 02:12 PM - We are the largest public university in the nation use that vast network of students, faculty, and alumni to change the culture of the university.

397 Jan 08 2020 02:09 PM Someone who is patriotic and loves Florida. Someone that puts local pride over social agendas.

398 Jan 08 2020 01:58 PM

1. Diversity of our community.
2. Industries which are unique to Central Florida.
3. Accessibility to the rest of the world

399 Jan 08 2020 01:58 PM

1. Central Florida seeks to be a hub for commerce, media, education, and the arts.
2. The people of Central Florida are very loyal to UCF and proud of its programs.
3. Central Florida opens to the rest of the state, providing opportunities for recreation, entertainment, and personal and professional development.

- 400 Jan 08 2020 01:35 PM Positive attributes of UCF are partnerships with various facets of the community, from large corporations to small non-profit organizations. UCF is always looking to give back to the community.
- 401 Jan 08 2020 01:33 PM UCF is located in such attractive area, where we have a beautiful weather year-round, it is a beautiful campus, surrounded by major theme parks and company and great companies that work seamlessly in partnership with UCF.
- 402 Jan 08 2020 01:14 PM UCF has great potential. Our geographic proximity to military agencies, technical corporations, health care systems, and a buzzing hospitality industry puts UCF at a great advantage.
- 403 Jan 08 2020 01:11 PM Good weather, great school, lots of leisure opportunities, family friendly, collaborative community,
- 404 Jan 08 2020 01:08 PM Orlando is a major metropolitan city, well connected within the US and with other major cities in the world. It is a major tourist destination with favorable weather. If Arizona State can achieve what they have achieved in Tempe, there is no reason why we cannot do similar things.

- 405 Jan 08 2020 01:07 PM In our area we have inviting weather, inviting people, old-world charm, and new world technology. You can watch the sunrise and shuttle launch in the morning, surf the beach midday, hike lush trails and observe wildlife in the afternoon, and then enjoy world-class dining in the evening. Where else can one experience such a diverse array of activities all within a short drive?
- Additionally, we have a vibrant and active student body that spans many cultures, generations, and locations. We are a divergent community with a shared passion for education, connection, and opportunity.
- 406 Jan 08 2020 01:04 PM Growth, diversity, economical living.
- 407 Jan 08 2020 01:04 PM Diverse culture and ability to touch all walks of life.
- 408 Jan 08 2020 12:57 PM N/A
- 409 Jan 08 2020 12:52 PM Great weather, access to beaches. A diverse community that is caring and actively working to better itself. There is also a strong entrepreneurial spirit in the workforce, with many defense contractors and their scientists and engineers living here.
- 410 Jan 08 2020 12:50 PM Commitment of the faculty to the school, diversity of the student body, multiple award winning programs in the arts
- 411 Jan 08 2020 12:49 PM Environment, family oriented communities, diversity of population, growth of cultural assets

- 412 Jan 08 2020 12:47 PM UCF has many caring and qualified faculty. Student engagement is high and activities beyond the classroom are attractions. Central Florida and it's offering speak for itself and I do not think that is a hard sell.
- 413 Jan 08 2020 12:47 PM Desirable location, immense potential due to continued growth in Central Florida, Nasa, I-4 Corridor, Medical City and expansion of Downtown area. Students want to come to UCF. There is a job market here in Central Florida.
Recruitment
- 414 Jan 08 2020 12:43 PM Availability of huge human power.
- 415 Jan 08 2020 12:37 PM -A committed Staff and Faculty.
-A second to none positive university culture.
-An established metropolitan area... one of the fastest growing city and state in the nation.
-Local, national and international connections.
- 416 Jan 08 2020 12:33 PM The university is poised to be among the best in the Nation based on its size and geography.
- 417 Jan 08 2020 12:33 PM Play up our status as HSI, our large Puerto Rican community in Central Florida, and our strong links to the island.

418 Jan 08 2020 12:27 PM UCF's size and the diversity of our programs and opportunities I think make this an attractive school on a national level. I was also drawn to it because it is a rich community within the already rich community of Orlando, which was more appealing to me than a large school in a college town where there are not many opportunities for civic engagement outside campus.

419 Jan 08 2020 12:26 PM Central Florida is the #1 destination of the country. Not to mention that UCF is one of if not the largest university in the country. It should be easy to market UCF to attractive candidates simply due to its location. (Just don't mention the traffic.)

420 Jan 08 2020 12:25 PM UCF attracts great faculty and staff.

421 Jan 08 2020 12:23 PM Beautiful campus, thriving alumni association, research partnerships, supportive community, excellent school systems nearby (if candidate has school-age children).

422 Jan 08 2020 12:21 PM Very hard working staff and faculty that want the university to succeed and thrive
Community made up of UCF graduates that want the university to succeed

423 Jan 08 2020 12:20 PM Strong dedicated faculty. This year, 6-7 junior faculty received prestigious NSF CAREER awards. We have caring students who want to change the world. UCF is on track to be an environmentally sustainable metropolitan campus. UCF can be a more prominent force in central Florida and be role model for the 21st century Sun Belt cities.

424 Jan 08 2020 12:20 PM - SO much room to grow! We are still relatively young as a University. We have the potential to be a world leader in [fill in the blank]
- Size DOES matter! We are HUGE! We 60,000+ students, we can "roar" and people will listen
- People who want to be here & are dedicated to UCF (loyalty!). I know MANY staff/ faculty who were students at UCF & have come back now as employees. We love it here. We bleed black & gold! We get really frustrated when things don't go right, because we know how good we are and even how much better we can be
- Shorts weather 24/7/365!

425 Jan 08 2020 12:18 PM UCF is a large university with a lot of big companies and KSC. Orlando is a growing city. We need support from the state of Florida.

- 426 Jan 08 2020 12:16 PM I love and believe in UCF. I've lived in Orlando all of my life. It's a beautiful, diverse and inclusive city committed to UCF and I wouldn't want to live anywhere else. This is a fabulous university committed to excellence for and with their students. Give the best candidates my number and I'll convince them!
- 427 Jan 08 2020 12:12 PM It's strong youth and debtor presence.
- 428 Jan 08 2020 12:09 PM UCF is still young enough to kill the red-neck sports culture that is infecting this institution.
- 429 Jan 08 2020 12:04 PM A fair price and choice of many majors.
- 430 Jan 08 2020 12:03 PM UCF welcomes innovation, as more than just a slogan. The default answers are more likely to be "let's try it" than "here is why we can't." While this can lead us to unfortunate innovations in finance, as we've seen, the overall opportunity is here to accelerate UCF's innovative climate to provide even greater mobility for our students, to impact our region, and promote research and teaching that can echo across the nation and the globe.
- 431 Jan 08 2020 12:03 PM The same stuff we put on the brochure
- 432 Jan 08 2020 12:02 PM We have potential. The faculty and students are still good but need to get back on the upward trajectory we enjoyed.
- 433 Jan 08 2020 12:01 PM There is nothing attractive about UCF anymore. It is nothing but a corrupt institution.
- 434 Jan 08 2020 12:01 PM The diversity of our faculty, staff and students.

435 Jan 08 2020 12:01 PM The Downtown campus could be the key to building on an already burgeoning creative class in Orlando. The potential here is huge to change the reputation of UCF from simply a high value institution, to one that connects its students directly into a high tech, highly innovative, highly creative business market. This very potential could attract the next president who would like to attach their name to this region defining possibility.

436 Jan 08 2020 11:58 AM Diverse campus and community--now we need to work on inclusion and equity. Innovation-but it must be tempered with what is best for the entire university and not just change for the sake of change. Orlando and Orange County are a great place to live.

437 Jan 08 2020 11:55 AM for the area: weather/climate, ability to live farm/golf/beach/lake/condo/downtown essentially any style desired

for UCF: as President, the opportunity to define and direct the next solid phase

438 Jan 08 2020 11:55 AM Orlando is in an amazing position for emerging technology and sustainable growth. UCF is within 2 hours of Tampa, Kennedy Space Center and Melbourne plus the sprawling greater Orlando area. There is art, culture, nature, science and industry all near by.

439 Jan 08 2020 11:53 AM In one word, opportunity.

Given its relative youth as an institution and the exponential growth that encompassed its first 50 years, UCF still has lots of untapped potential in terms of efficiency, what we can contribute to the community, and how we can support our students. There are lots of new programs. Those should be exciting opportunities for a job candidate.

UCF has a great energy and excitement among students, alumni, staff, and faculty for UCF. I think more can be done with that, particularly in the area of institutional advancement. As our number of alumni grows, ages, and increases their wealth, that can help expand giving and give the institution opportunities to use new funds for new initiatives or to improve existing ones. And let's get names on buildings. I have never been anywhere with so many buildings named things like Classroom Building One.

Orlando continues to grow and the community changes, which brings with it additional opportunities for UCF to be involved.

440 Jan 08 2020 11:52 AM There is an energy of innovation at UCF and change - big change. There is a lack of bravado here and so, so much potential. Being part of something bigger while helping so many people in collaboration with a great campus team, that sounds like a great opportunity for the right candidate.

441 Jan 08 2020 11:52 AM Giving each person a chance regardless of their background.

- 442 Jan 08 2020 11:49 AM Weather.
Low cost of living if that person has a family.
I always describe Orlando as the baby's bed in The Three Bears: not too big, not too small. Orlando is not New York or DC or LA, but that's a plus to me. It has some cool things happening, but it's not over the top. And again, with all the flights, getting to another city fast is not a problem.
- 443 Jan 08 2020 11:49 AM UCF is vibrant and growing. With relative youth (but good foundations already) it is a place where new faculty can leave their mark but with the support that comes with a top institution in one of the largest states in the Union.
- 444 Jan 08 2020 11:49 AM -Situated in nice city like Orlando
- 445 Jan 08 2020 11:44 AM technology oriented

embraces change and innovation

embraces diversity
- 446 Jan 08 2020 11:43 AM UCF has a lot of heart. But it's house needs to be cleaned.
- 447 Jan 08 2020 11:43 AM - a true metropolitan university
- a fantastic, dedicated faculty
- one of the largest universities in the US
- one large university that is still very underdeveloped in many aspects
- the challenge that all of the above represents
- the wonderful FL weather
- 448 Jan 08 2020 11:42 AM Not sure.

- 449 Jan 08 2020 11:42 AM Inclusivity, vibrancy, diversity, futuristic and a place where any person can call home.

This president needs to make this place a home.
- 450 Jan 08 2020 11:41 AM Climate
Close to Orlando / theme parks
Beautiful campus
Solid organization
- 451 Jan 08 2020 11:41 AM Big University
Excellent Faculty
- 452 Jan 08 2020 11:40 AM The diversity of the student population. Not just taking about race or gender here. But you have disabled students, veterans, a variety of ages, etc.
- 453 Jan 08 2020 11:39 AM Large school. Diverse student body. Nice City
- 454 Jan 08 2020 11:36 AM Positive attributes is the ingrained involvement of UCF in Orlando. Getting to be involved in the local sports, downtown, growing Lake Nona, and every aspect of the city should be a driving force.
- 455 Jan 08 2020 11:36 AM Diversity
Strength in numbers
Excellent sports
Closeness to Disney, other large industries
- 456 Dec 21 2019 11:35 AM Desire - they want to become part of the Orlando community as a whole and will work as a representative of UCF outward to the community as well as inward to the university. They are the "ambassador of UCF" both internally and externally.

30% external focus and 70% internal focus or 40/60. UCF needs to be known externally and to being \$ in but effort needs to be placed internally as well.

- 457 Dec 21 2019 11:12 AM Great climate, great community support for UCF and UCF involvement in community, Family centered community, great cost of living. Access to world class medical care, innovative campus with ties to industry partners
- 458 Dec 19 2019 10:08 AM Orlando is known for its welcoming atmosphere. Beyond the tourist sites, the welcome extends to a vast array of ethnicities that now call Orlando home.
- 459 Dec 19 2019 09:38 AM Endless opportunities to expand UCF - thinking big!
The potential UCF has as a young university with young alumni population. The economical impact of UCF tp Orlando's employment market and strategic importance.
- 460 Dec 18 2019 12:43 PM UCF is a top tier research institution with an expanding and student driven community that is enterprising and engaging.
- 461 Dec 16 2019 08:00 AM Our mission really does make lives in Central Florida better, at the individual and societal level. UCF is the key to the region's future.
- 462 Dec 13 2019 06:12 AM
- Strong research culture
 - The reputation of partnering with the community
 - Medical School and Simulation
 - Research Clusters
 - Faculty Center for Teaching and Learning
 - Online education
 - Business/Research Incubator

463 Dec 11 2019 03:30 PM Campus is very diverse and welcoming to everyone, warm weather, entertainment attractions, the beaches, good economy, no State income tax, campus accessibility, globally recognized student & faculty achievements, nice house on campus, close to shopping centers, strong connection with local community leaders, partnerships in place, number of students enrolled, great people work here, football field and the Addition arena bring recognition and headline acts to campus.

464 Dec 11 2019 12:24 AM - rapidly growing regional economy to capitalize upon, numerous opportunities to be a keystone in economic development
- second largest research park in the nation with key, major players that provide immense potential for industry partnerships (president needs to institute leadership position for industry relations and partnerships)
- existing reputation in innovation in learning, diversity and cultural sensitivity, and affordable education
- strong and growing alumni network that can be leveraged

465 Dec 06 2019 06:59 AM Diversity! Orlando and UCF is so beautifully diverse and progressive. We are a hub for innovation and if we make our programs better (and again not just in a performative way) we could be leaders in innovation in all over Florida

466 Dec 05 2019 01:20 PM Natural beauty of the area, great weather which gives more time to do things all year long, center of the state so accessible to the entire state within hours. Man-made attractions.

Region is collaborative.

467 Dec 04 2019 10:38 AM Great possibilities

468 Dec 04 2019 10:24 AM Candidates will be attracted by the opportunities to continue to grow the reputation and impact of the university.

469 Dec 04 2019 08:11 AM If a candidate wants a challenge in his/her professional life, then this is the job for them. This is an opportunity to turn a smoldering disaster of a University into something that isn't an embarrassment to work for. Otherwise, there is absolutely nothing attractive about his job.

470 Dec 04 2019 07:00 AM Our academic work we do here should be the most attractive to whomever thinks they want to lead us.

471 Dec 04 2019 06:47 AM UCF is dynmaic. Orlando is growing; metropolitan; There are so many oportunties here.

472 Dec 04 2019 06:14 AM UCF is truly a community in that all that attend the university and work for the university seek to make it the best that we can. The university offers family friendly events and many opportunities for students and employees for personal development and career building. Being located in Central Florida itself has many opportunities for fun. There are the theme parks, beaches maybe 30-45 minutes away, lots of diverse options for food and entertainment, the opportunities seem boundless.

473 Dec 04 2019 05:42 AM its diverse and inclusive culture.

474 Dec 04 2019 05:39 AM - opportunities due to size of student body

475 Dec 04 2019 05:08 AM UCF is very diverse. Keep this in mind.

476 Dec 03 2019 10:31 PM Large new university in an exciting city. The school is going enough where there isn't traditional things holding us back from change

477 Dec 03 2019 06:10 PM disney

478 Dec 03 2019 04:21 PM UCF is the largest university in the country in one of the finest regions of all the world to live. UCF will have the opportunity continue to grow and prosper in this great State.

479 Dec 03 2019 03:29 PM The student body is truly inspiring for the number of things they can do at one time. They are able to work full time, complete their coursework, and raise families all at once. I was a full time, dedicated student and struggled to do half as much.

480 Dec 03 2019 03:29 PM Central Florida location, size of campus and student-body, young institution with so much more to accomplish, nothing is written in stone--the future is ours for the making, etc. Too many to list--if they don't get it when they step foot on campus and feel the energy of this place and see its attraction, then they can keep walking as far as I'm concerned. No need to convince the next president that we are a great opportunity for them. It is obvious the moment they meet us and see our campus and all that we've accomplished in our short existence. The future is limitless!

481 Dec 03 2019 03:06 PM Th most attractive attribute of UCF is the opportunity it provides for any new president to have enormous impact on American education. I believe in the slogan: UCF stands for opportunity. Our new president should be appraised of the opportunity that UCF can provide.

482 Dec 03 2019 02:47 PM UCF has the potential to OWN central Florida - coast to coast - with technology, aerospace, medical, entertainment, IT, communication, the arts and humanities, and environmental science dominating!

483 Dec 03 2019 01:22 PM UCF is in an enviable position as the second largest university in the country. There are a wealth of resources, especially intellectual and human resources, at this institution. It is my view that UCF is primed to take a giant step forward and upward. The best candidate for our next President will be someone who infuses energy and enables faculty and students to harness their own ambitions. If I were a member of the search committee, I would characterize UCF as a diverse, growing, vibrant community eager to be seen as noteworthy for more than just being "large."

484 Dec 03 2019 01:22 PM UCF is an exciting, dynamic institution which enjoys strong partnerships and community support. We're big, but continue to be a place where students find their "place" such that it doesn't feel too big. The growing medical enterprise is helping us to respond to critical community needs as well as to expand a growing reputation for and success in research. And of course Orlando/Central Florida enjoys tremendous natural advantages!

485 Dec 02 2019 08:23 PM Great community
Central location
Warm weather
Adjacent to major airport
Location is somewhat protected from hurricanes!!

486 Dec 02 2019 01:53 PM The faculty here are pretty amazing, and incredibly hard-working! With leadership we are comfortable with, and who we know respects us, faculty will continue to make UCF a terrific university.

487 Dec 02 2019 01:44 PM If UCF focus on the core mission of being a competitive and innovative research-intensive university that caters to all, and not just the elite, it will brake into the group of top state universities in the near future. This could be very attractive to someone who wants to combine excellence with impact.

UCF has obviously a huge influence on the social and economical development of the region. That needs to be brought to the state level, and here is something that could be attractive to someone who care about impact beyond academia. With the size of our alumni body and their increasing presence in leadership positions (private and public), we have a tool to reach the next level of influence.

488 Dec 02 2019 01:37 PM Versatile research capabilities.

489 Dec 02 2019 01:09 PM UCF is increasing in the ranks each year and should be recognized as an excellent university in the next 5-10 years.

490 Dec 02 2019 10:46 AM Center of a dynamically important state with influence that will only grow in years to come - a city on the rise with forward-thinking leaders - and an increasingly vibrant tech/business sector

491 Dec 02 2019 06:35 AM Key positive attributes: Effective leader that can get the job done and be a team player, and will take action when needed. Someone who the community loves.

- 492 Dec 02 2019 05:30 AM Central Florida is a true Cosmopolitan Region that has the ingredients of successful higher education.
- 493 Dec 01 2019 03:01 PM UCF (search committee) must be honest and honest and honest... and objective. I do not think that there is such a thing at UCF.
- 494 Dec 01 2019 01:11 PM None.
- 495 Nov 29 2019 06:37 AM Nature, diversity of cultures, the food scene, the powerhouses (the parks, the defense contractors), the fact that we're more forward thinking than other schools obsessed with their legacy.
- 496 Nov 27 2019 05:39 PM Great geographic location in Florida, centrally located to other major Florida cities such as tampa and miami.
- 497 Nov 27 2019 11:14 AM Good faculty and staff
Good programs
- 498 Nov 27 2019 09:47 AM The climate; relatively good cost of living and the traffic is not too bad. There are lots of things to do in the local and surrounding communities. Its a blend of cultures and you can experience anything in Orlando or within a short travel/drive.
- 499 Nov 26 2019 12:02 PM We're an innovating culture that constantly strives to address problems with new solutions; UCF has a strong connection to the Space Coast, but that is oversold (IMHO). We also have a vibrant arts community of professionals who have an international reputation.
- And our ocean-access housing is some of the cheapest in the nation.

500 Nov 25 2019 05:55 PM We are a young university where traditions haven't been established. This is essentially a blank canvas for the right candidate to come in and make a mark.

We have achieved scale and there is power in numbers. The potential here is unlimited and we haven't even scratched the surface. Plus, who wouldn't want to live in sunshine with no state income taxes.

501 Nov 25 2019 03:32 PM Orlando is a highly livable city. That is what attracts most people to UCF.

502 Nov 25 2019 01:53 PM We are a young and innovative institution. The faculty body is dedicated. The student population is hard working.

503 Nov 25 2019 01:33 PM Despite our size, we all care

504 Nov 25 2019 10:15 AM UCF has access for first generation college students, and access for underrepresented groups.

There are some aspects of the large size which are positive - such as the energy, the desire for expansion and growth. For a president, doing good things at UCF means you are benefitting a large number of students - this should be a draw for the right person (this means you are doing greater good than a president at a school of 2500 students).

There are negative aspects too, which must be handled and minimized.

505 Nov 25 2019 09:43 AM location and geo-politics

- 506 Nov 25 2019 09:01 AM Industry networking.
Proximity to the Space Coast/Space industry.
Unique research (e.g., Limbitless, Cyber security, Smart Cities)
- 507 Nov 25 2019 04:31 AM Disney, et al.
Top people who are just delightful, Seay, German, Fritchze (sp?), Trevedi, et al.
Honor College.
Research potential—interdisciplinary work.
Capacity for global impact because of size.
Ability to bring top international speakers like Malkin, Blair, George Will, RFK Jr., Pugh, Pink, et al.
- 508 Nov 24 2019 06:39 PM The climate and the parks are some of the primary reasons people come to Orlando.
- 509 Nov 24 2019 05:22 AM Our undergraduate students, especially those who are involved in honors in the major. They are amazing going above and beyond their regular classes to get involved in something new. if candidates come during Student research week- this needs to be a part of the tour
- 510 Nov 23 2019 04:30 PM The area and the cost. UCF should be presented as a unique alternative to FSU and UF.

511 Nov 22 2019 02:38 PM

UCF has so much potential in so many areas it is amazing. One is a clear lead in online learning. Faculty Media Facilities must be strengthened with further investments just to keep pace with technology advances as well as student behaviors and expectations. Overall the focus must be on quality. This includes in terms of research. Many times I and my colleagues have lost out on research grants to MIT, USC, GT, Texas A&M, and even UF. Clearly quality and collaborative relationships is what wins. That means accepting only quality students at freshman level, the transfer level, and the graduate level and hiring faculty that bring relationships with them and plan to stay.

512 Nov 22 2019 12:57 PM Leverage Central Florida location, theme parks, Medical City potential (big pharma), and newly built US Tennis Association. Highlight the following: units that are nationally ranked in U.S. News & World Report, Innovation Award from U.S. News & World Report, how the campus is designed, local company partners, e.g., Siemens, Lockheed Martin, newly delegated Space Force and opportunities for the Space Coast, tourist destination, Virgin Trains, private space travel, creating a new educational model for K-20 and higher education, supporting cooperative needs for employee certifications. e.g., Siemens Management Certificate, capitalizing on Global education here, internet, and abroad. .

513 Nov 22 2019 10:42 AM close tie with local communities and growing impact nation wide.

514 Nov 21 2019 08:40 PM We have the best students, the best faculty, the best music department, the best engineering department, best medical department, best research and research partnerships, the best medical school, the best athletics and academic than any other university, best partnership with all the groups in research parkway as well as the partnership with the space station and all the theme parks.

We are the best school in the state, in the country, in the world.

Go Knights, Charge On.

515 Nov 21 2019 05:50 PM I think our central location in the State is a big selling point. Our size and unlimited potential. The opportunity to make a major difference in the development of the university and its future.

516 Nov 21 2019 04:32 PM The grassroots home grown feel. The partnerships. The care and concern the staff and faculty have for students.

517 Nov 21 2019 01:52 PM We have a can-do attitude. We have incredible untouched talent that has been overlooked for years. We have scale and we live in paradise.

518 Nov 21 2019 11:44 AM Central Florida is growing at a great pace and the next university president will have to continue to balance the role of this university in that context. The temptation to continue to grow must be curtailed.

- 519 Nov 21 2019 11:39 AM We are a forward looking university. We have a can do spirit. "NO" is not in our vocabulary. We need someone who is young and vibrant who can lead the university in a positive and enthusiastic way. They should be visionary rather than a placeholder. However, we need a break from the past, but someone who puts student interest, and not growth, first.
- 520 Nov 21 2019 11:08 AM The growth of the downtown campus is timed with influx of business such as Electronic Arts. This provides excellent opportunities for students and faculty to partner with business for education and innovation.
- 521 Nov 21 2019 10:35 AM We're BIG? We've got good weather? I don't know...we have few positives after all the negatives after the sudden retirement of Pres. John Hitt and all the scandals that followed.
- 522 Nov 21 2019 10:27 AM Weather, activities, strong community involvement, wonderful opportunities for corporate partnerships.
- 523 Nov 21 2019 10:11 AM Beautiful campus
Great opportunity to improve research areas of clinical trials and more federal dollars
Dedicated staff
Opportunity to improve in academics, graduation rates and diversity
- 524 Nov 21 2019 09:59 AM UCF truly does stand for opportunity, great location, great students, great staff. I also think being such a young university a new president has an opportunity to put his or her imprint into the fabric of the University.

- 525 Nov 21 2019 09:04 AM quality of education overall is good along with an attractive campus, and availability of study spaces on campus. highlighting these features while continuing to ensure their availability will attract the best candidates
- 526 Nov 21 2019 08:10 AM Scale times excellence, equals impact. UCF has an innumerable amount of resources, whether that is students willing to learn and innovate, the community, partnerships with businesses, and faculty. And with those resources, UCF has, is, and can in the future significantly impact the world by exercising its resources for the greater good. UCF, with its future president at the helm, has the chance to continue rising in status and impact and to truly embody excellence.
- 527 Nov 21 2019 07:58 AM Strong programs in nursing, computing, and engineering.
Medical campus.
Modern library.
The interaction with the space program.
Campus is maturing.

528 Nov 21 2019 07:39 AM Honestly, I think our faculty, staff, and students are our most attractive quality. Most of the people I work with and students I interact with love being a part of UCF. Like any family, we have our issues, but with Colbourn Hall aside, I think overall, we have a good environment here, and there is tremendous support for this university in the community. It's not like a university that has been deteriorating, people are unhappy, etc. You are walking into an environment that is growing, people want to be here, and the community is supportive. That, along with the location, is very attractive.

529 Nov 21 2019 07:22 AM Growing metropolitan area of both Orlando and the community directly around UCF main campus as well.

Lots of tech, simulation, and other industrial partners to leverage for students' benefit.

530 Nov 21 2019 07:17 AM Our partnership quest
Our inclusiveness
Our medical community

531 Nov 21 2019 06:43 AM A diverse population with many goals and a beautiful campus with many services and resources.

532 Nov 21 2019 06:18 AM Our theme parks, growing space industry, growing film industry, the growing cultural diversity which all indicate that the arts and humanities are essential to thrive in our current world.

533 Nov 21 2019 05:58 AM Faithful alumni
Huge school spirit
Beautiful weather
Hometown feel

534 Nov 21 2019 05:38 AM We are innovative. We have one of the most diverse student bodies in the country. Orlando.
We are nimble, and can change relatively fast (good and bad). UCF is becoming a National Brand thanks to the recent success of our football team. This has allowed us to showcase, via national commercials, what UCF is all about (We do BIG things that have a worldwide impact; despite many barriers, We Charge ON.). This is in the DNA of UCF Faculty, Staff and Students.

535 Nov 21 2019 05:16 AM Orlando is an incredible place to live UCF is a newer school so they can still have a significant mark in the institution We have the largest population in students and incredible partnerships and research opportunities across the board etc.

536 Nov 21 2019 04:50 AM Large campus and diverse student body.

537 Nov 21 2019 04:43 AM UCF is an integral part of the central Florida community with students learning a companies such as Lockheed Martin, hospitality connections with the Rosen College, a centerpiece of the medical village and a burgeoning Athletic department.

538 Nov 21 2019 03:04 AM This is a dumb question guys