



Presidential Search Committee

Thursday, October 6, 2022

2:00 PM

ZOOM

Livestream <http://webcast.fiu.edu/>

AGENDA

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| 1. Call to Order and Chair's Remarks | Roger Tovar |
| 2. Approval of Minutes | Roger Tovar |
| 3. Action Item | |
| PSC1. Approval of Range of Compensation | Roger Tovar |
| 4. New Business <i>(If any)</i> | Roger Tovar |
| 5. Concluding Remarks and Adjournment | Roger Tovar |

THE FLORIDA INTERNATIONAL UNIVERSITY
Presidential Search Committee

October 6, 2022

Subject: Approval of Minutes of Meeting held June 1, 2022

Proposed Committee Action:

Approval of Minutes of the Presidential Search Committee meeting held on June 1, 2022 via Zoom.

Background Information:

Committee members will review and approve the Minutes of the Presidential Search Committee meeting held on June 1, 2022 via Zoom.

Supporting Documentation: Minutes: Presidential Search Committee Meeting,
June 1, 2022

Facilitator/Presenter: Roger Tovar, *Chair, Presidential Search Committee*

 **Presidential Search
Committee**

FIU Presidential Search Committee Meeting
June 1, 2022
Zoom

MINUTES

1. Call to Order and Chair's Remarks

FIU Presidential Search Committee Chair Roger Tovar convened the meeting of the FIU Presidential Search Committee at 3:00 p.m. on Wednesday, June 1, 2022.

General Counsel Carlos B. Castillo conducted roll call of the FIU Presidential Search Committee and verified a quorum. Present were Roger Tovar, *Committee Chair*; Cesar L. Alvarez; Deanne Butchey; Valentina Casanova; Carlos A. Duarte; Eric Eikenberg; Patricia Frost; Jill M. Granat (*joined after roll call*); Gerald C. Grant, Jr.; Hon. Barbara Lagoa (*joined after roll call*); Richard Olson; Claudia Puig; H.T. Smith; and Rebecca Lyn Toonkel.

Committee member Albert R. Maury was excused.

Committee Chair Tovar welcomed Committee members and the University community accessing the meeting via the webcast.

2. Approval of Minutes

Committee Chair Tovar asked if there were any additions or corrections to the minutes of the FIU Presidential Search Committee meeting held on April 25, 2022. Hearing none, a motion was made and unanimously passed to approve the minutes of the FIU Presidential Search Committee meeting held on April 25, 2022.

3. Information and Discussion Item

3.1 Search Process Discussion with R. William Funk & Associates

Mr. R. William "Bill" Funk of R. William Funk & Associates commented that FIU's presidential search has progressed well with an impressive group of active candidates. He added that the next two (2) weeks will be busy given that a number of candidates generally opt to wait until near the deadline to submit their materials. Mr. Funk highlighted other current presidential searches and described the candidate finalists for recently completed searches. He remarked that increasingly deans of professional schools are being selected as presidents. Mr. Funk remarked on the collaboration with Committee Chair Tovar and his firm's outreach efforts. In terms of feedback received, Mr. Funk mentioned a growing awareness of FIU's success, recognition of Miami dynamism and growth, reassurance of Sunshine Law revisions, concern regarding internal candidates, and FIU termed as a "dream machine", which referred to the University's role in helping individuals reach their dreams.

Mr. Funk described results to date. He noted that the diverse pool of candidates is comprised of presidents, provosts, vice presidents, deans, and non-traditional candidates who, generally, are from public universities or were with public universities early in their respective careers. He indicated that at the Committee's next meeting, which will be held on June 16, 2022, Committee members will be provided access to the encrypted password protected website to view the resumes and cover letters of all the active candidates in addition to everyone who has been contacted regarding the search. He added that each Committee member will then submit a listing of up to eight (8) candidates that they would like to potentially interview in person. Mr. Funk stated that he and his firm will tabulate said results and develop a matrix to help guide the Committee's discussions. He added that through consensus and dialogue, the Committee, at its June 24, 2022 meeting, will select approximately eight (8) to 10 semi-finalists for interviews. He indicated that before the interviews are conducted, his firm will conduct LexisNexis, Google, and social media background checks on the individuals selected.

Mr. Funk remarked on the preference to hold in-person 1 ½ hour interviews over a two (2) day period and noted that the interviews are tentatively scheduled for July 13 and 14, 2022. Mr. Funk pointed out that during the semi-finalist interviews, all individuals should be asked the same questions. He invited Committee member feedback and input on the questions that should be asked. He indicated that at the conclusion of the interviews, the Committee may then decide on the finalists that they are recommending to the Board of Trustees.

Committee Chair Tovar requested Committee members to encourage exceptional leaders, not necessarily limited to those in academia, to visit the presidential search website, explore the opportunity, and submit the names of those that are interested to the R. William Funk & Associates team.

In response to Committee member H.T. Smith, Mr. Funk stated that only several candidates inquired about Spanish fluency as a requirement for the position. Also responding to Committee member Smith, Mr. Funk indicated that while candidates should be asked the same questions, there will be opportunities for follow-up questions. Further responding to Committee member Smith, Mr. Funk pointed out that following the semi-finalists interviews, Committee members will be required to vote for a specified number of candidates to advance forward as finalists. In response to Committee member Hon. Barbara Lagoa, Committee Chair Tovar stated that he will continue the discussion on interview parameters with Mr. Funk and will subsequently share the resulting recommendations with the Committee. Committee member Cesar L. Alvarez commented that speaking Spanish should not be of any major consideration in the search. Committee Chair Tovar added that embracing and assimilating to the Miami and South Florida community is of greater relevance than speaking Spanish.

4. New Business

No new business was raised.

5. Concluding Remarks and Adjournment

With no other business, Committee Chair Roger Tovar adjourned the meeting of the FIU Presidential Search Committee on Wednesday, June 1, 2022 at 3:45 p.m.

THE FLORIDA INTERNATIONAL UNIVERSITY
Presidential Search Committee

October 6, 2022

Subject: Approval of a Range of Compensation

Proposed Committee Action:

Pursuant to Florida Board of Governors Regulation, recommend a range of compensation for consideration by the Florida International University Board of Trustees.

Background Information:

In accordance with Florida Board of Governors Regulation 1.002(1)(b)(i), Presidential Search and Selection, the Florida International University Presidential Search Committee obtained an executive compensation analysis that encompasses all components and that takes into consideration compensation paid to the current president, presidents of peer institutions, as well as other relevant factors, from which the search committee will establish a range of compensation that will be submitted to the board of trustees for approval and use by the board of trustees or its designee in negotiating the employment contract with the final candidate.

Supporting Documentation: N/A

Facilitator/Presenter: Roger Tovar