

FIU | Presidential Search Committee

FIU Presidential Search Committee Meeting
April 25, 2022

FIU, Modesto A. Maidique Campus, Graham Center Ballrooms and via 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 3:03 p.m. on Monday, April 25, 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. Duart (*Zoom; joined after roll call*); Eric Eikenberg; Patricia Frost (*via phone*); Jill M. Granat (*Zoom; joined after roll call*); Gerald C. Grant, Jr. (*Zoom*); Hon. Barbara Lagoa (*Zoom*); Albert R. Maury; Richard Olson (*Zoom*); Claudia Puig (*arrived after roll call*); H.T. Smith; and Rebecca Lyn Toonkel.

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

2. Approval of Minutes

Committee Chair Tovar asked that the Committee approve the minutes of the meeting held on April 5, 2022. A motion was made and unanimously passed to approve the minutes of the FIU Presidential Search Committee meeting held on April 5, 2022.

3. Action Items

PSC1. Presidential Position Criteria

Committee Chair Tovar explained that Florida Board of Governors Regulation requires that the Committee, assisted by R. William Funk & Associates, be responsible for developing recommended position criteria that are consistent with the institution's mission, strategic plan, and aspirational goals, and approved by the Board of Trustees. He indicated that, at its first meeting, the Committee discussed characteristics, attributes, experience, leadership style, and personality that FIU's next president should possess. He provided an overview of what Committee members shared at said meeting. Committee Chair Tovar pointed out that listening sessions with a number of FIU constituent groups were held on April 12 and 13, 2022. He highlighted the recurring themes from the listening sessions.

Committee Chair Tovar remarked that the Presidential Position Criteria and Leadership Statement includes feedback from the Committee, the listening sessions, and Mr. Funk. He noted that, in anticipation of the current meeting, Committee members received proposed revisions in tracked

form. Mr. R. William “Bill” Funk provided feedback from the listening sessions, noting that an overlying characteristic is someone who can continue the ascension and very positive trajectory of the University. He stated that approachability was mentioned on several occasions, adding that this referred to someone who is visible on campus, committed to students, and engaged in the everyday life of the campus community. Mr. Funk commented that an appreciation for diversity, equity, and inclusion was mentioned in nearly all sessions, noting it was also stated that the University’s next president needs to have an appreciation for FIU’s multicultural nature and that of the greater Miami area. He pointed out that the Committee has stated that FIU’s next president should have an appreciation for a world class faculty. Mr. Funk recognized Committee member Olson and thanked him for the proposed revisions to the Presidential Position Criteria and Leadership Statement.

Committee members engaged in a thorough review of the Presidential Position Criteria and Leadership Statement. After further discussion, the Committee agreed to accept the revisions as proposed by Committee member Olson with the following additional modifications:

- consistency needed in usage and/or removal of term “unquestioned.” (*Removed from page one (1), paragraph three (3) - “The next President will be transformative and will have [unquestioned] integrity, exemplary interpersonal and communication skills, and demonstrate a commitment to the principles of diversity, equity, and inclusion.”*)
- repositioning “Passionately student-centered...dedicated to enhancing the quality of student life and learning” as the first bullet point
- adding “adaptive” to reflect “An exemplary, *adaptive*, and visionary leader with a discerning strategic approach to the challenges and opportunities facing higher education generally and FIU specifically”
- including “explosive growth” and “and South Florida” to state “An appreciation for the multicultural nature and *explosive growth* of the greater Miami *and South Florida* area... and the ability and intention to engage with the community”
- expanding criteria with “understanding of the importance of research recruitment and expenditure growth” to indicate “Commitment to and appreciation of research, scholarly activity, and academic excellence; *understanding of the importance of research recruitment and expenditure growth*”
- adding “medicine” to mention “Knowledge and understanding of arts and sciences, *medicine*, health sciences, the humanities, law, business, the arts, and the many diverse colleges and schools within the University”
- inserting “and staff” to note “The ability to recruit and retain excellent administrators, faculty, and *staff* and to develop, mentor, and retain a strong leadership team”; and
- the inclusion of additional criteria, “Understanding the role of alumni engagement.”

Committee Chair Tovar requested that the Committee’s revisions be finalized and shared for review prior to the conclusion of the meeting.

Pursuant to Florida Board of Governors regulation, a motion was made and unanimously passed that the FIU Presidential Search Committee recommend that the FIU Board of Trustees approve the Presidential Position Criteria, as amended.

PSC2. Approval of Presidential Search Marketing Plan

Mr. Funk mentioned that one of the keys to a successful presidential search is the dissemination of information in terms of the availability of a presidential position and launch of a search. He commented on the internal marketing efforts to-date, such as the launch of the University's presidential search website, the friends of FIU letter which was shared with key constituent groups and supporters, and articles that have been and will be included within a variety of internal publications. In terms of external marketing efforts, he mentioned the *Chronicle of Higher Education* as the foremost journal where the University's advertisement will appear. He added that other journals which can present cost effective advertising options include *Inside Higher Ed*, *Hispanic Outlook in Higher Education*, *Higher Ed Jobs*, *Women in Higher Education*, and *Diversity Issues in Higher Education*. Mr. Funk commented on sending personally signed letters to over 600 leaders in higher education to inform them of the search and solicit their suggestions and nominations. He mentioned corresponding with the major professional educational associations. He referred to the advertisement that FIU has placed with the *Chronicle of Higher Education*.

Vice President for Operations and Safety and Chief of Staff Javier I. Marques remarked on a multi-pronged communications plan that reaches out to all the University's constituent audiences. He noted that while the FIU presidential search website is not part of the marketing plan, it is an important component of the University's communication strategy. VP Marques recognized the contribution of FIU team members related to the internal marketing efforts and introduced Director of Digital Communications, Matthew Gonzalez. Mr. Gonzalez presented an overview of the presidential search website content and highlighted the digital version of the FIU viewbook.

Pursuant to Florida Board of Governors Regulation, a motion was made and unanimously passed that the FIU Presidential Search Committee approve the marketing plan that will be submitted to the FIU Board of Trustees.

4. Information and Discussion Item

4.1 Search Process Discussion with R. William Funk & Associates

Mr. Funk commented that FIU's presidential search has received positive reception nationally. He remarked that he has reached out to the Board of Trustees for one-on-one conversations. He mentioned that the advertisement establishes June 15, 2022 as the optimal consideration deadline for the submission of application materials. He added that the Board's leadership has reiterated that the presidential search process will not be driven by a deadline but will be guided by identifying the best pool of candidates. He stated that over the next 1-1/2 months, he and his firm will actively engage in the recruitment process to build a candidate pool. He requested that the Board of Trustees, Presidential Search Committee, and University community forward nominations that have been shared with them.

Mr. Funk indicated that once the candidate pool is complete, the Committee will have access to a password protected website to view the resume 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 learn more about or 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, adding that through

consensus and dialogue the Committee will select approximately eight (8) candidates for interviews. He indicated that before the interviews are conducted, he and his firm will conduct background checks on the individuals selected. Mr. Funk remarked on the preference to hold in-person 1-1/2hr interviews over a two (2) day period. He stated after the first round, the FIU Presidential Search Committee will immediately thereafter select the finalists that they are recommending to the Board of Trustees.

In response to Committee member Albert Maury, Mr. Funk commented on active R1 (Carnegie Classification: Doctoral Universities – Very high research activity) searches within the State University System of Florida and nationally for public and private institutions. In response to Committee member Eric Eikenberg, Mr. Funk stated that the best candidates are not necessarily seeking out new positions and, generally, are nominated by a third party. In response to Committee member H.T. Smith, Mr. Funk confirmed that he and his firm will ask candidates about matters within the candidate's background that could damage the University and/or candidate should they become public. Also responding to Committee member Smith, Mr. Funk mentioned that if the candidate pool on June 15, 2022 does not reflect the quality of the opportunity, it can be attributed to the calendar as candidates may be engaged in graduation ceremonies or other similar type of activities.

Committee Chair Tovar stated that the marketing budget was not to exceed a cost of \$30,000, which he noted included ad buys and creation of collateral materials.

5. New Business

PSC1. Presidential Position Criteria *(Continuation...)*

At the request of Committee Chair Tovar, each Committee member received the final revisions, in tracked form, relating to the Presidential Position Criteria and Leadership Statement. Also, at the request of Committee Chair Tovar, VP Marques highlighted said revisions.

After review and discussion, the Committee agreed to accept the revisions as presented and Committee members agreed to further amend to include additional criteria, specifically "Understanding our role as a University of Distinction in Environmental Resilience."

Pursuant to Florida Board of Governors regulation, a motion was made and unanimously passed that the FIU Presidential Search Committee recommend that the FIU Board of Trustees approve the Presidential Position Criteria, as amended.

Committee Chair Tovar indicated that at an upcoming meeting, the Committee will begin developing the range of compensation, which will be submitted for Board of Trustees approval.

6. Concluding Remarks and Adjournment

With no other business, Committee Chair Roger Tovar adjourned the meeting of the FIU Presidential Search Committee on Monday, April 25, 2022 at 4:58 p.m.