The meeting was called to order at 9:35 am by Chair Elam. Chair Elam introduced Chairman Parker who will give the charge to the committee and will answer questions. Chair Elam indicated that Dr. Jan Greenwood of Greenwood/Asher & Associates will discuss the process the committee will follow to meet the charge as given by Chairman Parker.

Chair Elam then turned the meeting over to Chairman Parker.
Chairman Parker thanked all the members of the Presidential Search Advisory Committee for participating in this very important activity. Chairman Parker said that he expects the committee to recommend no less than two and no more than five candidates to the Board of Trustees Presidential Search Committee. All candidates recommended by the committee should be individuals whom the committee believes are qualified to be the next president for FIU.

Chairman Parker reiterated the qualifications for the next president – someone with a proven track record, someone who understands this community, someone who is resourceful in finding funds, and someone who can work within the broad context defined by the university’s current strategic plan, but who will be able to refine and enhance the plan to continue to move the university forward.

Dr. Greenwood then explained the process that the PSAC will follow. There will be two town hall meetings on 2/5/09, one at the Biscayne Bay campus in the morning and one at the University Park campus in the afternoon. One town hall meeting was previously held on 1/29/08 in conjunction with a President’s Council regularly-scheduled meeting. The purpose of these town hall meetings is to get recommendations/feedback from the various constituents as to what they are looking for in a president. Based on this feedback, a position description and ad will be created.

There will be a prospect review meeting on a Friday in April. Dr. Greenwood stated that she expects around 40 applicants, many of whom will declare their candidacy at 11:00 pm the night before the prospect review meeting. By the end of the day of the prospect review meeting, 8-10 finalists will be selected. The finalists will be invited to Miami for interviews with the PSAC on the following Sunday and Monday. By the end of the day on Monday, the PSAC will recommend 2-5 candidates to the Board of Trustees Presidential Search Committee for further consideration. On Tuesday, these candidates will be interviewed by the Board of Trustees Presidential Search Committee. The Board of Trustees Presidential Search Committee will select candidates to be interviewed on campus Wednesday/Thursday/Friday. Saturday the full Board of Trustees will meet to decide on the top candidate.

Dr. Greenwood described the criteria that most universities look for in their President: 1) leadership/vision; 2) management – hire smart, delegate and hold people accountable; 3) resource development – ability to get $ from legislators, donors, grants, etc.

She said that FIU does have an advantage over other universities in that it receives 30% funding from the state. In comparison, the University of Virginia only receives 8% funding from the state. The fact that FIU has both a medical school and an engineering school that can drive grant funding is another advantage.

At this time the floor was opened for discussion and questions.

Mr. Perez de Corcho asked if all candidates need to go through PSAC before BOT. Chairman Parker replied yes, that is the process to be followed.

Mr. Lowell asked if it was inappropriate for PSAC members to talk to candidates.

Dr. Greenwood cautioned the committee members against talking to candidates. The candidate may think that he/she has an advocate on the PSAC. She asked that all inquires from potential candidates be referred to Greenwood/Asher & Associates.
Dr. Villamor asked if the candidates will have reference letters when they apply.

Dr. Greenwood said no, typically the candidates have been in the public eye. During the interview week, Greenwood/Asher & Associates will perform reference checks. She stated that some universities are now using Kroll for background checks.

Mr. Hollander asked if we should focus on the tenure of a president, someone who will be here for 3-5 years.

Dr. Greenwood offered her observation that presidents who follow long term presidents usually are in office for a short period of time.

Ms. Silva asked how long a typical search took.

Dr. Greenwood answered that they completed a search for the president of Ohio State University in 52 days. The average runs 4-6 months. The time that it takes depends on the availability of the search committee as well as that of the candidates.

Chairman Parker stated that the Board of Trustees would like to have the search finalized sometime by end of April or the beginning of May.

Dr. Nair asked if local candidates were excluded.

Dr. Greenwood stated that no one is excluded

Dr. Greenwood posed the following question to the PSAC. What are the main accomplishments you would like to see in 3 years?

Dr. Breslin stated that we would be able to hire faculty from 1st or 2nd choice in every position.

Dr. Broooten stated that we would have increased visibility, rankings and resources.

Mr. Perez de Corcho stated that university would be seen as an institution that reaches out to community and is seen as a preeminent university within the State of Florida as well as nationally and internationally.

Mr. Hollander stated that the university would have made the transition from public to quasi public/private.

Dr. Nair stated that the university would support research.

Ms. Silva stated that from a student’s perspective, she would like to see increased enrollment and a president that interacts with students.

Mr. Dasburg stated that he agreed with everything suggested.

Dr. Broooten stated that the most important accomplishment is building our reputation and achieving academic excellence, everything else follows from that. We need a president who can lead in the area of academic excellence.
Ms. Perez Castellon stated that fund raising is very important; however, he agreed with Dr. Brooten that we need to have academic excellence above all else.

Mr. Lowell stated that the academic disciplines where we are world-class need to complement those disciplines that are important to our local community.

Mr. Mickle stated that the new president needs to worry about maintenance of university buildings; all attention cannot be focused on academic excellence.

Dr. Greenwood asked if the candidate should be bilingual.

Ms. Perez Castellon said yes. Dr. Villamor stated that diversity is more important than being bilingual. Ms. Silva agreed with Dr. Villamor.

Mr. Adler asked Chairman Parker to what extent he prioritizes the move from publicly-funded to more private and the participation of the President in fund raising.

Chairman Parker stated that from the comments of attendees at the town hall held on 1/29/09, the president needs to be resourceful in getting more funds – both public and private. However, we will not become private university. He stated that fund raising is a key job of any president in any university.

Dr. Villamor and Mr. Dasburg asked Chairman Parker about the academic qualification of the president, particularly if a terminal degree was required. Chairman Parker stated that the Board of Trustees would prefer that the president have a terminal degree, but didn’t want to restrict the search to only those who did.

Chairman Parker thanked the committee for their great comments. He stated that the leadership of the university has to be able to make use of resources we have. We have to raise academic standards but be linked to the community. The community-based model being pursued by the new medical school is an example of this.

Mr. Dasburg stated that it would be helpful if the committee agrees on certain principles. For example, as to strategic plan, our principle is that we do not want to start over; we want to stay within the existing footprint but allow the new president to modify and refine.

Chairman Parker agreed with this principle. For example, if a candidate says no to a medical school then we know he/she is not the right candidate.

Discussion then turned to the creation of the position announcement. Dr. Greenwood recommended that we stay away from words such as required or must have, use preferable or desired. Mr. Dasburg agreed. Dr. Greenwood indicated that the committee will have an opportunity to review the position description before it is finalized.

Chair Elam then informed the committee of the next steps. Open forums will be held on February 5. These are not official meetings of the PSAC, but all of the committee members are invited to attend. After these forums have been held, Greenwood/Asher will draft a position description with the feedback received from these open forums including the one held on January 29. She asked the committee members to leave their schedules in mid-to-late April as open as possible for the Prospect Review.
Meeting and subsequent interviews. We will have at least one meeting prior to the Prospect Review Meeting to discuss the evaluation process we are going to use.

Ms. Perez Castellon asked Chair Elam to summarize the comments made at the open forum held the night before on January 29.

Chair Elam stated that two major themes emerged. One was the importance of resource development in all its dimensions – private fundraising, state funding, and grants. The other was the importance of understanding and being sensitive to the unique characteristics of our community.

Ms. Gonzalez-Levy added that the group preferred a president who was bilingual and would be able to take university to the next level of growth.

Chair Elam then asked the committee members to review the minutes from the 1/16/09 meeting. Mr. Dasburg moved that the minutes be accepted. Mr. Perez de Corcho seconded the motion. Minutes were unanimously approved.

Dr. Rock then asked if anyone in this room were applying, what would be the questions they would ask. Dr. Kaiser stated that we should anticipate what questions the candidates will ask us and have consensus as to our answers.

Chair Elam stated that at our next meeting, we should discuss the types of questions likely to be asked by the candidates so that we can be prepared to answer them.

Meeting adjourned at 10:50 am.