SUBJECT: Ratification of President for Florida Atlantic University

PROPOSED BOARD ACTION

Ratify appointment of president at Florida Atlantic University as recommended by the University Board of Trustees.

BACKGROUND INFORMATION

On January 31, 2003, the Board of Trustees of Florida Atlantic University selected Mr. Frank T. Brogan to serve as President of the University.

The university has provided a summary of the selection process, a resume for the selected candidate, summary of background/reference checks, and a statement of how the candidate meets the needs of the university.

Supporting Documentation Included: Selection Process, Candidate’s Resume, and Statement of Eligibility

Facilitators/Presenters: R. E. LeMon, Acting Chancellor, Division of Colleges & Universities
February 20, 2003

MEMORANDUM

TO: Members, Florida Board of Governors

FROM: R. E. LeMon, Acting Chancellor
Division of Colleges and Universities

SUBJECT: Ratification of New President for Florida Atlantic University

On January 31, 2003, the University Board of Trustees of Florida Atlantic University selected their next president. A summary of the process the Trustees used to reach this decision and the resume of Mr. Frank T. Brogan, their selected candidate, are enclosed for your information.

The law requires that the Florida Board of Governors act to ratify the Trustees’ selection of a university president. I have reviewed the materials submitted by Florida Atlantic University and have had conversations relative to the process used for selection. The process used by the university was appropriately executed and resulted in the selection of a qualified candidate.

REL/aem

Enclosures

c: Commissioner Jim Horne
Florida Atlantic University
Board of Trustees

Presidential Search
Documentation

Submitted to Division of Colleges and Universities Acting Chancellor R.E. LeMon
and the Board of Governors

February 11, 2003
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THE PRESIDENTIAL SEARCH

The Florida Atlantic University Board of Trustees (BOT) selected Mr. Frank T. Brogan as the next president of Florida Atlantic University by a unanimous vote on January 31, 2003. Mr. Brogan, Lieutenant Governor of Florida, is expected to assume his duties on or about March 1, 2003.

The search for a new president began in April, 2002 after Anthony James Catanese announced his resignation from the post, effective June 30, 2002. The BOT retained the services of A.T. Kearney Executive Search Inc. as search consultants, and a search coordinator was named. A Search Advisory Committee (SAC) was appointed by the chairperson of the BOT, in consultation with the search consultant, in June. The 17-member committee was broadly inclusive of the university’s constituencies being composed of trustees, faculty, students, staff, the president of the FAU national Alumni Association, members of the FAU Foundation, a local member of the Florida Board of Education (ex officio) and interested community representatives. Great care was taken to assure that each campus and service area of our distributed university was represented by at least one member of the SAC. The function of SAC was clearly defined. It was to screen all applicants and narrow the field down to three finalists from which the BOT would select the president.

The search consultant, search coordinator and Chairperson of SAC collaborated to produce an advertisement for the position to be published in the Chronicle of Higher Education. The ad appeared in the June 28, 2002 edition. Subsequent to that, SAC approved a more inclusive set of criteria to be used in evaluating candidates.

The search consultant began to contact prospects and arranged for the Chairperson of the BOT to meet with some of them to assess mutual interest. At the same time applications were being received by the search firm in response to the advertisement and to nominations by third parties. By mid-October, 31 applications from these sources had been forwarded to the search coordinator. The initial committee review occurred at a regular meeting of SAC on October 15, 2002. Seven individuals were chosen for further consideration one of whom withdrew from candidacy shortly thereafter. The remaining field of six ad response and nominated applicants was narrowed to three at a SAC meeting on November 1, 2002. The search firm was directed to conduct background checks.

SAC was informed by the search consultants that as many as six of their contacts had expressed a serious interest in applying for the position. A schedule was arranged for receiving any such applications, and a search closure process, recommended by the search consultants, was put in place. By December 2, 2002 all credentials emanating from the work of the consultants were to be received and reviewed along with two of the three candidates selected earlier. One had withdrawn from the search. SAC would decide whom to interview, that process to commence the next day. Site visit invitations would then follow for the three finalists chosen from the SAC interviews, those visits to include interviews by the BOT who would make the final selection. Plans were for that to occur by the end of the week.
Prior to its implementation, in late November, 2002, the chairperson of SAC, citing his concern that the process was being rushed, made the decision to cancel this plan and to extend the search. A due date of January 16, 2003 was established for receipt of any additional applications. As a result, 19 more candidates submitted materials bringing the total number of applicants from the start of the process to 50.

A new schedule for closure was established by the SAC chairperson as follows:

- January 20, 2003 – SAC meets to review all new candidates along with two remaining from initial evaluations, and reduces number to 5.
- January 23 and 24, 2003 – SAC interviews the five semi-finalists and reduces number to 3.
- January 28 to 30, 2003 – Three finalists visit all FAU campuses for round of meetings with university constituencies. Provisions made for comment and opinions regarding the candidates.
- January 31, 2003 – BOT interviews the finalists and makes a selection.

This schedule was implemented, and on January 24, 2003, three finalists were chosen. Prior to the start of the campus visits, however, one of them withdrew leaving only two to complete the process of final consideration.

Following the BOT interviews, consideration of constituency input and discussion, the FAU trustees, on January 31, 2003 selected Mr. Frank T. Brogan to be the university’s next president. On February 7, 2003, the BOT chairperson announced that an employment contract had been accepted by Mr. Brogan effective on or about March 1, 2003.

Throughout the search process, a presidential search website was maintained which contained all relevant information regarding the process and its progress. It was accessible from the FAU home page as well as from the BOT site.
# Frank T. Brogan

1520 Cristobal Drive  
Tallahassee, Florida 32303  
(850) 224-9653

<table>
<thead>
<tr>
<th>Education</th>
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<tbody>
<tr>
<td>1998 – 2003</td>
<td><strong>Florida Professional Educator’s Certificate</strong></td>
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<tr>
<td>1988 - 1992</td>
<td><strong>Nova Southeastern University</strong></td>
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<td></td>
<td>Fort Lauderdale, Florida</td>
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<td></td>
<td>Coursework towards Doctorate in Educational Leadership</td>
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<tr>
<td>1981</td>
<td><strong>Florida Atlantic University</strong></td>
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<tr>
<td></td>
<td>Boca Raton, Florida</td>
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<td></td>
<td>Master of Education in Administration/ Supervision</td>
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<tr>
<td>1976</td>
<td><strong>University of Cincinnati</strong></td>
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<tr>
<td></td>
<td>Cincinnati, Ohio</td>
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<tr>
<td></td>
<td>Bachelor of Science in Education</td>
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<td></td>
<td>Magna Cum Laude Graduate</td>
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<th>Professional Experience</th>
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<tr>
<td>2003</td>
<td><strong>Re-elected Florida’s Lieutenant Governor</strong></td>
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<tr>
<td>1999</td>
<td><strong>Elected Florida’s Lieutenant Governor</strong></td>
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<tr>
<td>1995</td>
<td><strong>Elected Florida’s Commissioner of Education</strong></td>
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<tr>
<td>1992</td>
<td><strong>Re-elected Superintendent of Schools (Unopposed)</strong></td>
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<td></td>
<td>Martin County, Florida</td>
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<tr>
<td>1988</td>
<td><strong>Elected Superintendent of Schools</strong></td>
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<td></td>
<td>Martin County, Florida</td>
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<tr>
<td>1986-1988</td>
<td><strong>Principal</strong></td>
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<td></td>
<td>Murray Middle School</td>
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<tr>
<td></td>
<td>Martin County, Florida</td>
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Professional Experience

1984-1986  ASSISTANT PRINCIPAL
            Murray Middle School
            Martin County, Florida

1983-1984  DEAN OF STUDENTS
            Indiantown Middle School
            Martin County, Florida

1978-1983  TEACHER
            Port Salerno Elementary School
            Martin County, Florida

1976-1978  CORPORATE INSURANCE AGENT
            L.M. Reid, Inc.
            Fort Lauderdale, Florida

National Involvement

PRESIDENT AND FOUNDING MEMBER
Education Leaders Council

MEMBER
Congressman Tom Lewis’ Advisory Committee on Drug Abuse
American Association of School Administrators

CONGRESSIONAL TESTIMONY
Testified before Congress while Commissioner of Education
and Lieutenant Governor

State of Florida Involvement

CHAIRMAN
Florida Dialogue on Cancer
State Commission on the Homeless
State Task Force on the Availability and Affordability of Long Term Care
State Classrooms First Committee
State of Florida Involvement (continued)

MEMBER
State Board of Education
Board of Regents
State Board of Community Colleges
Workforce Development Board
Statewide Readiness Coalition
Florida Association of School Superintendents
Education Practices Commission
Committee of Practitioners for Vocational Educators
Volunteer and Business Partnership Advisory Council
Community Involvement Council
Florida Association of School Administrators
Florida Chamber of Commerce Advisory Committee
Florida Atlantic University Advisory Council
Superintendent’s Mentoring Program
South Florida Consortium of School Boards
Enterprise Florida Board of Directors

Civic Involvement

MEMBER
Martin County Juvenile Justice Association
District XV Juvenile Justice Board
HRS District XV Children’s Committee
Stuart/Martin County Chamber of Commerce
Martin County Education Foundation
Community Foundation of Palm Beach and Martin Counties
District IX HRS Restructuring Committee

BOARD OF DIRECTORS
EXECUTIVE COMMITTEE MEMBER
CAMPAIGN CHAIRMAN
VICE PRESIDENT
Martin County United Way

CHAIRMAN
Martin County Children’s Services Council
Martin County Task Force on Drug and Alcohol Abuse
March of Dimes
Leon County Relay for Life
Susan G. Komen Race for the Cure Statewide Honorary Chair
Florida State Employees Charitable Campaign
Professional Accomplishments

Assisted with the development and implementation of the Bush/Brogan A+ Plan for Education

Promoted the Governor’s Mentoring Initiative

Served as the Legislative Liaison for Governor Jeb Bush

Developed the first process to identify and improve low performing public schools throughout Florida

Streamlined and reorganized the Florida Department of Education

Developed the Sunshine State Standards

Led effort to establish the Bright Futures Scholarship Program

Led effort to establish Florida’s first Charter School Law

Spearheaded passage of a law to strengthen the criminal background check of all educators

Spearheaded passage of legislative language that clarifies the authority of the teacher to discipline in the classroom, on the campus and in school vehicles

Honorary Degrees

BARRY UNIVERSITY
Honorary Doctor of Laws

SOUTH FLORIDA BIBLE COLLEGE
Honorary Doctor of Divinity Degree

NORTHWOOD UNIVERSITY
Honorary Doctor of Laws

NOVA SOUTHEASTERN UNIVERSITY
Honorary Doctor of Humane Letters

FLAGLER COLLEGE
Honorary Doctor of Laws

FLORIDA SOUTHERN COLLEGE
Honorary Doctor of Public Service
Awards

Distinguished Alumnus at Moeller High School

Distinguished Alumnus at the University of Cincinnati

Florida Atlantic University Alumni Hall of Fame

National Society of Collegiate Scholars at Florida Atlantic University

Independent Voices for Better Education’s Education Excellence Award

The Selective Service System’s Honored Patriot Award

Florida Student Association’s Distinguished Service Award

Take Stock in Children’s Champion of Children Award

Florida Commission on Human Relations’ Civil Rights Award in Education

Children’s Home Society’s Child Advocate of the Year

Florida School Board Association’s Lifetime Achievement Award

Florida Department of Education Nominee for American Association of School Administrators Superintendent of the Year Award

Florida Association of Student Services Personnel Educator of the Year

Recipient of National Tech Prep Awards:
United States Department of Education
American Association of Community Colleges

References

The Honorable Jeb Bush, Governor of Florida
The Honorable Ken Pruitt, Florida Senate
The Honorable Ron Klein, Florida Senate
Dr. Mitch Maidique, President of Florida International University
Dr. Edwin Massey, President of Indian River Community College
Dr. Willis Holcombe, President of Broward Community College
Ms. Phoebe Raulerson, Okeechobee County School Superintendent
Ms. Phoebe Raulerson, Okeechobee County School Superintendent
Arthur Kennedy, Chief of Staff to Congressman Alcee Hastings
Personal

Date of Birth
September 6, 1953

Marital Status
Married to Courtney S. Brogan

Hobbies
Fishing Jogging Reading
SUMMARY OF BACKGROUND/REFERENCE CHECKS
On
Frank T. Brogan
Conducted by A.T. Kearney Executive Search, Inc.

AREAS REPORTED

• Summary of personal and professional references
• Verification of education history
• Verification of employment history
• Litigation
• Bankruptcy
• Small claims cases
• Criminal record
• Driving record
• Credit Report
• Factiva Press Search
• Compensation Planning Form

RESULTS

There were no disqualifying factors discovered in any of the reported background/reference check areas.
STATEMENT ON HOW FRANK T. BROGAN MEETS THE NEEDS OF FLORIDA ATLANTIC UNIVERSITY

The Presidential Search Advisory Committee developed the following criteria and description of job responsibilities as the means by which candidates would be evaluated.

FLORIDA ATLANTIC UNIVERSITY
PRESIDENT

In its search for a new President, Florida Atlantic University seeks a visionary leader with a strong commitment to excellence in higher education. To that end, candidates for the position will be evaluated according to the professional criteria and job responsibilities given below.

Professional Criteria

- An earned terminal degree from an accredited institution is preferred. An advanced degree with outstanding corporate or governmental experience may be considered.
- Prior experience at the highest levels of administration in a complex, comprehensive institution of higher learning is preferred. Equivalent experience in a corporate or governmental setting may be considered.
- Prior experience in forming productive relationships with state legislators, community leaders, corporate executives and counterparts in higher education is preferred.
- Ability to guide the institution to national prominence as a research university.
- Prior experience in raising private funds preferred.
- Prior experience in promoting a successful intercollegiate athletics program preferred.
- Commitment to faculty needs.
- Commitment to student needs.

Job Responsibilities

- Provide active leadership for the University as Chief Executive Officer.
- Achieve state and national recognition for the University with regard to academic excellence.
- Create the infrastructure needed to support development of the institution as a research university.
- Develop and coordinate an effective and cost-efficient university budget.
• Develop and coordinate a successful private fund raising program.

• Establish and maintain cooperative relationships with state legislators, community leaders, corporate executives and counterparts in education.

• Establish and maintain cooperative relationships with faculty and students.

• Identify and meet the needs of students and faculty within reasonable budgetary constraints.

• Monitor and coordinate an effective intercollegiate athletics program.

**Background Check** Finalists must successfully pass a work experience, academic credential, financial and criminal background check.

Mr. Brogan’s outstanding leadership experience in government, in the administration of complex organizations, in the formation of productive relationships with important external constituencies and his proven ability to raise private funds all match critically important criteria for the position of president as set forth by SAC and the Florida Atlantic University Board of Trustees. Furthermore, as Commissioner of Education, Mr. Brogan headed the Department of Education, was a member of the State Board of Education, and served on both the State Board of Community Colleges and the Board of Regents. These important posts have made him, at the very highest levels, very familiar and comfortable with the unique culture that defines the modern public university and the critical role that state interests play in their welfare. This experience is of vital importance to the continued growth and development of an emerging institution such as FAU.

Throughout the interview process, it also became clear that Mr. Brogan has great regard for, and appreciation of, the university faculty mission which encompasses teaching, research and service. Student learning and general welfare, factors which transcend educational level, are also of paramount importance to him. FAU is very much involved in coordinated improvement activities with local school systems. We see his lifetime commitment to excellence in education as a major asset in these efforts, especially at this particular time of teacher shortages and ongoing concerns about the quality of primary and secondary public education in Florida. Under his leadership, the university’s role in enhancing education at all levels is expected to flourish.

Beyond the qualities just described, Mr. Brogan has shown that he is a visionary leader in every administrative position he has held, implementing productive innovations wherever he has been. FAU seeks to become a major research university and has a good start in that direction. The Florida Atlantic University Board of Trustees is confident that Frank Brogan embraces that goal, clearly believing in the mission of a comprehensive, student-centered university, and, more importantly, that he has the vision, work ethic and demonstrated administrative skills that will result in its realization. His nontraditional background then notwithstanding, Frank Brogan is clearly ready to assume the leadership of an institution of higher learning, and FAU is most pleased that he has consented to become our president.
PRESIDENTIAL SEARCH PROCESS AND TIMELINE

April 16, 2002    Board of Trustees approves appointment of search coordinator

April 30    Board of Trustees selects A.T. Kearney Executive Search, Inc. as search consultants

June 17    Search Advisory Committee (SAC) appointed by Board of Trustees Chairperson

June 24    Board of Trustees ratifies appointments to SAC

June 28    First meeting of SAC; Position announcement published in Chronicle of Higher Education

June 28, 29    Search consultant conducts on-campus meetings with university community

August 16    SAC approves Professional Criteria and Job Responsibilities document

October 15    SAC narrows list of 31 applicants from ad responses and nominations to 7

November 1    SAC narrows list to 3 after one of the 7 withdraws

November 15    Search consultant establishes schedule for inclusion of recruited prospects and conclusion of search

November 27    SAC Chairperson cancels closure schedule and extends process

January 16, 2003    All applications must be in; 19 additional applications received

January 20    SAC reviews all active applications and reduce number to 5

January 23, 24    SAC interviews the 5 semi-finalists and chooses 3 finalists; one withdraws prior to campus visits

January 28-30    Finalists visit all FAU campuses and meet with internal and external university constituents

January 31    Board of Trustees interviews finalists and selects Frank T. Brogan