

FLORIDA BOARD OF GOVERNORS
June 23, 2003

SUBJECT: Ratification of President for the University of North Florida

PROPOSED BOARD ACTION

Ratify appointment of President at the University of North Florida as recommended by the University Board of Trustees.

AUTHORITY FOR BOARD OF GOVERNORS ACTION

Subsection (d) of Section 7 of Article IX, Education, of the Constitution of Florida, as amended

BACKGROUND INFORMATION

On May 20, 2003, the Board of Trustees of the University of North Florida selected Mr. John A. Delaney to serve as the fifth 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: Debra Austin, Chancellor, Division of Colleges & Universities

University of North Florida

**Presidential Search
Documentation**

Submitted to Division of Colleges and Universities Chancellor Debra Austin
and the Florida Board of Governors

June 11, 2003

Table of Contents

The Presidential Search	Page 1
Mr. John Delaney's Resume	Page 2
Statement on Background Checks	Page 4
Statement on How Mr. Delaney Meets University of North Florida Needs	Page 5
The Presidential Search Process and Timeline	Page 7

UNIVERSITY OF NORTH FLORIDA
Board of Trustees
The Presidential Search

The University of North Florida Board of Trustees selected Mr. John Delaney as the next president of the University of North Florida on May 20, 2003. Mr. Delaney, Mayor of the City of Jacksonville, is expected to assume his duties on or about July 1, 2003.

Mr. Delaney was selected from a presidential search process that began in December 2002. It included a six member Transition Steering Committee, comprised of five members of the University of North Florida Board of Trustees (including the President of Student Government and the President of the University of North Florida Faculty Association). The Transition Steering Committee guided the selection of the firm that would be used in the search. Once the search firm was selected, a Presidential Search Committee was appointed by Mrs. Carol Thompson, Chairperson of the Board of Trustees as follows: six members of the Board (including the President of the University of North Florida Faculty Association and the President of Student Government); the Dean of the College of Health; the Vice President for Student and International Affairs; and a community representative. The Chair of the Board of Trustees and President of the University of North Florida Foundation served as ex-officio members of the Search Committee.

The Search Committee worked with Mr. Jerry Baker of the Baker-Parker Search Firm and in consultation with Mr. Baker, developed the position description and advertisement for the search. The firm presented twenty-three candidates to the Search Committee for review and consideration. One candidate withdrew prior to Committee review. The Committee then narrowed the listing to thirteen candidates for further discussion. Subsequent to the discussion, the Search Committee voted to invite seven candidates to campus for interviews. One candidate withdrew prior to the campus visits. Each of the remaining six candidates met on the UNF campus with the Search Committee and several constituent groups. Evaluation forms were solicited from participants. The Search Committee voted to advance three candidates to the full Board of Trustees. The Board subsequently invited three candidates and their spouses for a second visit. They were Mr. John Delaney, Mayor, City of Jacksonville; Dr. Gary Krahenbuhl, Senior Vice President and Deputy Provost, Arizona State University; and Mr. Steven Poskanzer, Interim President, State University of New York (SUNY) at New Paltz.

Prior to the second campus visit, Dr. Steven Poskanzer withdrew his name from consideration, which left two candidates for final review. The candidates met with members of the Board of Trustees, campus constituent groups, members of the UNF Foundation Board, Alumni Association, and other community representatives.

On May 20, 2003, the Board of Trustees selected Mr. John Delaney as the University's fifth president. Mr. Delaney accepted the appointment.

JOHN A. DELANEY
Mayor, City of Jacksonville
City Hall at St. James
117 West Duval Street, Suite 400
Jacksonville, FL 32202
(904) 630-2701

LEGAL AND WORK EXPERIENCE

Mayor, City of Jacksonville
1995 -Present

Chief of Staff, Mayor Ed Austin,
Jacksonville, FL 1992 -1994

General Counsel, City of Jacksonville
1991 -1992; 1994 -1995

State Attorney's Office, Fourth Judicial Circuit of Florida
Jacksonville, Florida, 1981 -1991
Chief Assistant State Attorney, 1986 -1991

Previous Positions:

Director, Circuit Court
Chief, Public Corruption Unit
Chief, Juvenile Division
Chief, Sexual Assault Division
Special Prosecution Division (Economic Crime/Consumer Fraud)
Special Operations, Miscellaneous Drug and Sting Operations
Felony and Misdemeanor Trial Attorney

EDUCATION

Law: University of Florida; Juris Doctor; 1981
Post-Baccalaureate: Studied at University of Florida, Department of History; 1978
Undergraduate: University of Florida; B.A. History; 1977
High School: Terry Parker High School, Jacksonville, Florida; 1974

LECTURE AND TEACHING EXPERIENCE

Adjunct Professor: University of North Florida Business Law, 1986
Faculty: University of Florida Prosecutor/Public Defender Trial
Advocacy Annual Workshop
Lecturer/Panelist: Various seminars, meetings, and classes on law, criminal law,
government and politics

HONORS AND AWARDS

Florida Blue Key Leadership Honorary (president, Secretary)
Omicron Delta Kappa Scholarship Honorary
1990 Erin Pizzy Award, The Hubbard House Domestic Violence Shelter
(Outstanding Contributions in Fight Against Domestic Violence)
Florida Conference on Crime and Delinquency: Distinguished Service Award
Leadership Jacksonville Distinguished Alumni Award, 1996
Global Vision Award, from the IRMDC, June 1997
Jewish National Fund Tree of Life Award, September 1997
JaxPride Leadership Award, 1997
Sterling Quality Achievement Award for Neighborhood Intensive Care, 1998
Rotary Club of South Jacksonville's Good Government Award, 1999
Florida Audubon Society John Brooks Memorial Award, 1999
1999 Community Steward -Public Servant Award, 1000 Friends of Florida
Florida Wildlife Federation Conservation Civil Leader of the Year Award, 1999
Bull Snort Forum Statesman Award, 1999
Don Brewer Outstanding Leader Award, 2000
Nature Conservancy Chairman's Award, 2000
2001 Leadership Florida Distinguished Alumnus Award
Honored nationally by Library Journal magazine as one of four "Politicians Making a
Difference", 2001
Victim Assistance Advisory Council's Lifetime Achievement Award, April 2002
2003 John Delaney Award/American Heritage River Initiative

CIVIC ACTIVITIES AND AFFILIATIONS

Episcopal High School Board of Directors
Beaches Episcopal School (Chairman of the Board)
Delta Upsilon Alumni Board of Directors (president of the Corporation)
Delta Upsilon International Board of Directors
Delta Upsilon Education Foundation
Rotary Club (Arlington)
Children's Services Board (Advisory Committee)
American Cancer Society (Crusade Steering Committee)
Leadership Jacksonville, 1986
Leadership Florida, 1995
Florida Trail Association
St. Paul's Catholic Church (lector)

PERSONAL

Married since 1980 to Gena Barrett Delaney
Four children (Bill, Adrian Anne, Meg and Jimmy)

**Statement on Background Checks
on
Mr. John Delaney**

Activities conducted by the University

Criminal background check

Driving history check

Credit history check

Lexis/Nexis search

Employment history (ten years)

Results

There were no disqualifying factors discovered in any portion of the background checks performed.

Other relevant information

As Mayor of the City of Jacksonville, Mr. Delaney's actions during the past eight years have been subject to constant public scrutiny and reporting within the local media. His actions while in public office verified the strengths, accomplishments and personal integrity exhibited during his two visits to the University of North Florida during the interview process.

Statement on how Mr. Delaney Meets University of North Florida needs

Presidential Qualifications

The University of North Florida Board of Trustees and Search Advisory Committee developed the following preferred qualifications, which were used as the basis to screen candidates for the position of University of North Florida's fifth president.

- Demonstrated understanding of and commitment to the mission and scholarship of the University, especially an appreciation for academic and intellectual freedom.
- Creative and strategic leadership, which has established a record of successful initiatives that reflected sound planning, imaginative and sensitive implementation, and effective follow-through.
- An earned terminal degree.
- Proven managerial or administrative experience in a comparably complex organization.
- The willingness and ability to make difficult decisions.
- A commitment to equal opportunity and institutional diversity at all levels, and a demonstrated record of minority recruitment and retention.
- The proven ability to raise substantial private and public funds.
- Exceptional communication skills.
- The desire and ability to lead the discussion regarding NCAA I status.
- Appreciation of the significance of globalization and the necessity that universities prepare students for this reality and who would support the continued internationalization of UNF.

Mr. John Delaney's experience meets or exceeds all of the above qualifications. Mr. Delaney has a proven record of leadership in Northeast Florida as the Chief Assistant State Attorney for the Fourth Judicial Circuit, the City of Jacksonville's General Counsel, and most recently as a two-term mayor of the City of Jacksonville.

Specifically, Mr. Delaney

- has earned a juris doctor from the University of Florida;
- has earned numerous awards and recognition for his successful efforts in improving governmental management;
- demonstrates knowledge of and competence in working successfully with the business, education, and political communities as evidenced by his extensive administrative background;
- has exceptional communication skills and has demonstrated the willingness and ability to make difficult decisions while serving as Mayor
- has a clearly articulated vision for the University of North Florida and a demonstrated commitment to its mission, academic programs, and the entire university community, and to the importance of teaching, research and public service;
- has a proven record of success with external relations, including resource development, community relations and the local, state and federal legislative processes;
- values diversity, as evidenced by the administrative policies and practices he implemented in city government as its chief executive officer, and
- has the proven ability to bring together diverse interests in a unified effort to improve the quality of communities, the workforce, the environment and governmental services (e.g., The Preservation Project, Intensive Care Neighborhoods Program, Jacksonville's Ethics Code, the Florida Sterling Award for Organizational Performance Excellence, and The Better Jacksonville Plan).

When compared to the other candidates, Mr. Delaney was determined by the University of North Florida Board of Trustees to be the best candidate to meet the needs of the institution, understand and work within the region it serves building new partnerships and opportunities for the institution, and to further the goals and aspirations of Florida's K-20 educational system.

The UNF Presidential Search

Duties, Guidelines, Process and Timeline

The search for a president of the University of North Florida combined the coordinated talents and efforts of diverse groups representing the university community and the regional interests served by the institution. The search included the use of a professional search firm to assist in the identification and recruitment of candidates. The search process entailed a nationwide advertising campaign to attract the most qualified applicants. The entire process was subject to the Sunshine Laws of the state of Florida.

Specific duties and responsibilities of the various entities involved in the search process were:

UNF Board Chair

- Served as chairperson of the Transition Steering Committee and appointed chairperson and members to the Presidential Search Committee .
- Negotiates salary and benefit package for the new president as authorized by the Board and reports back to the Board concerning these matters.

UNF Board of Trustees

- Established search procedures.
- Provided guidance to the search consultant and search committee concerning qualifications for the position of president.
- Selected the professional search firm in collaboration with the Search Transition Committee and entered into contract with search firm.
- Made final selection of presidential candidate and submits name to the Chancellor of the Division of Colleges and Universities for ratification by the Florida Board of Governors.

Search Committee

- Operated under the direction of the Board of Trustees.
- Expanded the minimum criteria for presidential candidates.
- Worked with professional search firm on advertising and recruitment of candidates.
- Developed a position description and advertisement for the position.
- Received listing of twenty to twenty-five candidates from the search firm.
- Arranged UNF visits for candidates and their spouses.
- Arranged and videotaped interviews of candidates.
- Recommended two to three candidates to the UNF Board of Trustees.

Professional Search Firm

- Worked under the direct supervision of the Board of Trustees.
- Worked with Search Committee on the development of the position description and advertisement.
- Placed advertisements in Chronicle of Higher Education, Hispanic Outlook, and other publications or areas as deemed appropriate.
- Actively recruited candidates.
- Presented twenty to twenty-five candidates to the Search Committee for further review and consideration.

UNF Staff

- Prepared briefing material for the Board of Trustees and the Search Committee.
- Coordinated activities of the Search Committee and the Board of Trustees to include, but not be limited to, time and location of meetings and dissemination of needed information.
- Prepared minutes and background information for Committee members.
- Announced meetings and acted as liaison between the Board of Trustees and the Search Committee.
- Handled travel arrangements and hotel accommodations for candidates.
- Handled all other logistics for campus visits with university and external constituents.
- Conducted background checks of candidates.

Presidential search timeline

October 24, 2002	Transition Steering Committee meeting . (Discussion of proposals from search firms)
December 4, 2002	Board of Trustees, in consultation with the Transition Steering Committee, selects firm of Baker-Parker as Consultants for UNF search.
December 19, 2002	Board of Trustees meets with Jerry Baker of Baker-Parker to discuss search process. Consultant also meets with deans, directors and chairs for initial meeting to discuss criteria for position.
January 15, 2003	Search consultant meets with deans, directors, chairs, and faculty, A&P/USPS staff, and student government to discuss suggested criteria for recruitment.
January 30, 2003	Formal announcement of Search Committee membership and chair. Discussion of President's job description. Discussion of search process and sunshine law requirements.
March 26, 2003	Search consultant meets with Search Committee to present an initial group of twenty candidates' files for review.
April 1, 2003	Search Committee meets with search consultant to pare the list of candidates and to include additional candidates referred by the consultant. The total listing of candidates to be considered numbered twenty-three.
April 7, 2003	Search Committee meets with search consultant to discuss the candidates and to further narrow the list to seven candidates who would be invited to campus for interviews. (One candidate withdraws prior to on-campus visits.)
April 21 through April 28, 2003	Six candidates visit campus for one-day interviews with the Search Committee and campus constituent groups.
April 30, 2003	Search Committee reviews evaluations, discusses all candidates and votes to recommend to the Board of Trustees the names of three candidates for further review. (One candidate withdraws prior to final interviews.)

Week of May 12, 2003

The two finalists for the position, Dr. Gary Krahenbuhl and Mr. John Delaney interview with the full Board of Trustees and internal and external constituents. Additional evaluations for both candidates were received and reviewed.

May 20, 2003

Board of Trustees meets and selects John Delaney as the fifth President of the University of North Florida. Mr. Delaney's name will be forwarded to the Florida Board of Governors for ratification.