

MINUTES  
FLORIDA BOARD OF GOVERNORS  
CHANCELLOR SEARCH COMMITTEE  
TALLAHASSEE, FLORIDA  
JULY 13, 2009

Mrs. Carolyn Roberts, Chair, convened the meeting of the Chancellor Search Committee of the Board of Governors by telephone conference call, Room 1614, Turlington Building, Tallahassee, Florida, at 1:00 p.m., July 13, 2009, with the following members present: Dr. Manoj Chopra, Marshall Criser III, Charlie Edwards, President Judy Genshaft, Sheila McDevitt, AJ Meyer, Ava Parker, Tico Perez, Shane Strum, John Temple and Rick Walsh. Other Board members listening in on the call were: Ann Duncan, Dr. Judith Solano, and Norman Tripp.

1. Opening Remarks

Mrs. Roberts thanked all the members of the Committee for their willingness to give their time to serve on this search committee. She said she appreciated that they recognized the importance of the position of Chancellor to the State University System and to the state. She said having strong leadership for the System was now more critical than ever. She said all the candidates presented qualifications important to the position of Chancellor.

Ms. McDevitt said the System was now reaching an important phase. She said the Board was now in an excellent relationship with the Legislature. She said the resumes indicated a broad interest in the position of Chancellor. The Committee had important choices to make. She said the position of Chancellor was a very important job; the Committee should pick the best candidate for the time and the present circumstances. She extended her thanks to the members of the Committee. She said this would not be an easy call.

Mrs. Roberts recognized John Delaney, the Board's President-in-Residence the past six months. She said he would have a special appreciation for the demands of the position. Mr. Delaney said he had now been carrying his two jobs since the Fall. He said the relationship with the Legislature was warming. He noted that Board Chair McDevitt had opened doors this past Session with Legislators and many others. He said the Board had clearly matured and there was a new and confident tone and tenor in its deliberations. He said the consultant understood the state and where it needed to go. He said the applicants represented diverse skills and qualifications. He noted that this was a good time for a new Chancellor, as things were lining up for the System. He said he anticipated good years ahead for the System. He also complimented the Board staff and said they were a good team.

2. Report, Search Consultant

Mrs. Roberts said the Committee had interviewed several qualified firms before selecting R. William Funk and Associates. She said Mr. Funk understood the complexity of conducting a search in the Sunshine. She said he had worked diligently with the applicants. She said an open search created difficulties for sitting presidents and provosts, and it was important to be respectful of their current positions.

Mr. Funk thanked Mrs. Roberts. He said she had been a great Chair with whom to work on this search. He said he had spoken with reluctant candidates to set them at ease about the numerous rumors. He also thanked Ms. McDevitt for her willingness to speak with prospective candidates and to work with him.

Mr. Funk reviewed the process. He said his work had begun in late February. He said he had begun his research and begun assembling a pool of possible candidates. He said he had placed ads in the major higher education publications, including The Chronicle of Higher Education, Diversity Issues in Higher Education, Women in Higher Education, and Hispanic Outlook. He said he had also contacted the higher education associations, the American Council on Education, NASULG, and all the other "alphabet" higher education associations located in Washington, D.C. He said he was looking for their best suggestions. He said he had also sought to build a diverse pool and had reached out to the various offices promoting women and other minorities in higher education. He added that he had also looked at the pools of candidates from previous system and presidential searches conducted by his firm. He said his firm also had a target list of individuals he had contacted whom they had tried to encourage entering the search. He reported that the firm had a mailing list of 600 individuals around the country to whom he had sent personal letters seeking their nominations and best suggestions. He estimated that he had contacted a total of 1000 individuals. He said he wanted to be thorough and bring his best recommendations to the Committee.

He said the reaction in the marketplace was that the position of Chancellor was a very important role. He said there was a need for strong leadership in the State University System. He said he had received some excellent recommendations, and he had contacted these targeted candidates. He said he could best describe their response as "tentative." He said that while they had respect for the state and for the Board of Governors, the whole notion of the sunshine and the openness of candidacy tended to dampen the pool. He said possible candidates were reluctant to let their candidacy be known to their current employers, and the possibility that their candidacy would not be successful.

He said he had begun this search during the Legislative Session when the difficulties of the financial situation for the state and the SUS were very much in the press. He said there was also a great deal of press coverage about prominent legislators suggesting their interest in the position and their possible advantage in securing the position. He said some of the candidates could not understand Florida's governance structure and the roles and responsibilities of the Chancellor, the Board of Governors,

and the local boards of trustees. He noted that a few of the candidates had come into the search late; these candidates had required more convincing. He said this seemed to be the way these searches unfolded. He said he had presented 13 candidates to the Committee for its consideration. There were no questions about the process.

Mr. Funk said he should clarify that Dr. Larry Lemanski was one of the candidates he presented to the Board. He said he had learned that Dr. Lemanski had recently been named the new Provost of Texas A & M University – Commerce. He said while Dr. Lemanski had not withdrawn his candidacy, he suspected he was no longer a viable candidate.

3. Discussion and Consideration of Candidates to be interviewed on July 17, 2009

Mr. Funk said that rather than review the qualifications of each candidate, he could suggest to the Committee the names of some of the candidates who seemed to match the criteria established for the position. Mrs. Roberts suggested that at the end of his remarks, Mr. Funk should recommend the candidates to be interviewed on Friday, July 17, 2009.

Mr. Funk said he would suggest several candidates for possible interview by the Committee in alphabetical order. He said that Frank Brogan, current President of Florida Atlantic University, and the former Lieutenant Governor and Commissioner of Education, was well qualified for the position. He said that Mr. Brogan had significant line management experience; he understood the political dimensions of the position; and had worked with the Legislature.

Mr. Funk said that Mr. Roderick Chu, Interim President of the Education Commission of the States and former Chancellor of the Ohio Board of Regents, was well-respected. He said he was currently Chancellor Emeritus of the Ohio BOR. He said he understood higher education. He said Mr. Chu knew how a statewide Chancellor operated and had worked with the Legislature and with the Governor. He said he had extensive experience in government, as well as higher education.

Mr. Funk said Mr. Tom Snyder currently served as the President of the nation's largest statewide community college system in Indiana, Ivy Tech Community College. He said Mr. Snyder also had legislative and executive experience. He noted that before going to Ivy Tech, Mr. Snyder had held Chairman and CEO/President positions. At Delco Remy International, Inc., he had established a new business model and diversified the company from an automotive parts supplier to a global leader in truck, off-road and aftermarket products with more than 6,000 employees worldwide. He noted that while Delco was a GM subsidiary, Mr. Snyder had left the company long before the much-discussed demise of GM. Mr. Funk noted that during the first Committee meeting, both Mr. Criser and Mr. Walsh, had expressed an interest in candidates who had both corporate and higher education expertise. He said that in his conversations, Mr. Snyder had articulated a clear vision for higher education.

Mr. Funk said the other candidates in the pool were well-qualified and had impressive career experiences. He commented that both Mr. Steve MacNamara and Dr. Larry Lemanski had Florida experience. He added that Dr. Jesse Balseiro and Dr. Richard Berman had significant higher education experience. He said these were also excellent candidates, but the three candidates reviewed, Frank Brogan, Roderick Chu and Thomas Snyder, were really the best candidates.

Mrs. Roberts thanked Mr. Funk for his report.

Mr. Edwards said he concurred completely with Mr. Funk's report. He said these three candidates stood out above the other candidates. He moved that the Committee invite Mr. Frank Brogan, Mr. Roderick Chu and Mr. Thomas J. Snyder, to Tampa, for interviews on Friday, July 17, 2009. Mr. Temple seconded the motion.

Mr. Strum said that these three candidates were qualified and with their background and previous experiences understood that the State University System was the economic engine for the state.

Mr. Perez said that Mr. Steve MacNamara had a good career history. He said his qualifications might merit inclusion in the pool for an interview. Mr. Meyer said he agreed with Mr. Perez, and that the Committee should invite Mr. MacNamara for an interview. Dr. Chopra agreed and that Mr. MacNamara merited further evaluation.

Mr. Perez offered an amendment to the motion, that Mr. Steve MacNamara be added to the pool of candidates to be interviewed. Mr. Edwards, as the maker of the motion, accepted the amendment. Mr. Temple, who had seconded the motion, also accepted the amendment.

There were no further comments. Members of the Committee concurred unanimously in the motion, as presented and amended.

Mrs. Roberts said she would work with Mr. Funk on the schedule of interviews for Friday. She said she looked forward to seeing everyone in Tampa.

President Genshaft said she could not make the interviews in person, but that she planned to participate by telephone. Mr. Temple said that Mr. Funk had been too kind in his remarks. He said that the Sunshine Law made these searches extremely difficult. Mrs. Roberts agreed, and said the law certainly made them more complicated. Dr. Solano said she would plan to participate by phone, as well.

Mr. Perez clarified that the Committee would make its recommendation to the full Board for its consideration during the Board's 4:00 p.m. telephone meeting, July 17, 2009. Mrs. Roberts said that was correct.

Ms. Duncan said she had been listening to the meeting. She said she was not a member of the Committee, but would like to attend the interviews. Mrs. Roberts welcomed her participation.

4. Adjournment

There were no further comments, and the meeting was adjourned at 1:35 p.m., July 13, 2009.

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Carolyn K. Roberts, Chair

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Mary-Anne Bestebreurtje,  
Corporate Secretary