

**FLORIDA BOARD OF GOVERNORS**

March 3, 2003

**SUBJECT:** Ratification of President for Florida Atlantic University

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**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.

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

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



## FLORIDA DEPARTMENT OF EDUCATION

### STATE BOARD OF EDUCATION

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**JIM HORNE**  
*Commissioner of Education*



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

### DIVISION OF COLLEGES AND UNIVERSITIES



*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

## Education

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- 1998 – 2003            **FLORIDA PROFESSIONAL EDUCATOR’S CERTIFICATE**
- 1988 - 1992           **NOVA SOUTHEASTERN UNIVERSITY**  
Fort Lauderdale, Florida  
Coursework towards Doctorate in Educational Leadership
- 1981                    **FLORIDA ATLANTIC UNIVERSITY**  
Boca Raton, Florida  
Master of Education in Administration/Supervision
- 1976                    **UNIVERSITY OF CINCINNATI**  
Cincinnati, Ohio  
Bachelor of Science in Education  
Magna cum laude Graduate

## Professional Experience

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- 2003                    **RE-ELECTED FLORIDA’S LIEUTENANT GOVERNOR**
- 1999                    **ELECTED FLORIDA’S LIEUTENANT GOVERNOR**
- 1995                    **ELECTED FLORIDA’S COMMISSIONER OF EDUCATION**
- 1992                    **RE-ELECTED SUPERINTENDENT OF SCHOOLS (UNOPPOSED)**  
Martin County, Florida
- 1988                    **ELECTED SUPERINTENDENT OF SCHOOLS**  
Martin County, Florida
- 1986-1988            **PRINCIPAL**  
Murray Middle School  
Martin County, Florida

## **Professional Experience** *(continued)*

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- 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**

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### **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**

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### **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)*

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**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**

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**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**

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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**

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### **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

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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

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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

Dr. Sara Wilcox, Martin County School Superintendent

Arthur Kennedy, Chief of Staff to Congressman Alcee Hastings

## **Personal**

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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 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

<b>April 16, 2002</b>	Board of Trustees approves appointment of search coordinator
<b>April 30</b>	Board of Trustees selects A.T. Kearney Executive Search, Inc. as search consultants
<b>June 17</b>	Search Advisory Committee (SAC) appointed by Board of Trustees Chairperson
<b>June 24</b>	Board of Trustees ratifies appointments to SAC
<b>June 28</b>	First meeting of SAC; Position announcement published in Chronicle of Higher Education
<b>June 28,29</b>	Search consultant conducts on-campus meetings with university community
<b>August 16</b>	SAC approves Professional Criteria and Job Responsibilities document
<b>October 15</b>	SAC narrows list of 31 applicants from ad responses and nominations to 7
<b>November 1</b>	SAC narrows list to 3 after one of the 7 withdraws
<b>November 15</b>	Search consultant establishes schedule for inclusion of recruited prospects and conclusion of search
<b>November 27</b>	SAC Chairperson cancels closure schedule and extends process
<b>January 16, 2003</b>	All applications must be in; 19 additional applications received
<b>January 20</b>	SAC reviews all active applications and reduce number to 5
<b>January 23, 24</b>	SAC interviews the 5 semi-finalists and chooses 3 finalists; one withdraws prior to campus visits
<b>January 28-30</b>	Finalists visit all FAU campuses and meet with internal and external university constituents
<b>January 31</b>	Board of Trustees interviews finalists and selects Frank T. Brogan