



Presidential Search Timeline

2018

- September 10 President Genshaft announces she is stepping down effective July 1, 2019 after 19 years as President and CEO USF System (8:15 a.m. release; 2 p.m. press conference)
- September 10 USF Board of Trustees call to discuss search (discuss BOG regulation on presidential searches, consultant firms, process, etc.) (5:15 p.m. call)
- September 14th USF Board of Trustees Chair Brian Lamb announces search committee
- September 25-
October 1 USF Board of Trustees Chair Brian Lamb and Search Committee Chair and Vice Chair Trustee Les Muma and Rhea Law interview search firms
- October 5 USF Board of Trustees approves search firm
- October 19 USF Presidential Search Committee meets to discuss process and meets with search consultant
- November 29 USF Presidential Search Committee meets to approve description and discuss process with search consultant
- December 4 Board of Trustees meets to approve description

2019

- January 15-
March 15 Search consultants recruiting & prospect cultivation, advertisements promoting presidency in national higher education publications; BOT Chair periodically updates BOG Chair and Vice Chair as well as Chancellor on USF search process; consultants periodically update individual trustees and search committee members on search process
- January 31 BOG receives update on search process
- February 12 Board of Trustees receives update on search process
- March 5 Board of Trustees receives update on search process

- March 18 USF Presidential Search Committee meets to review applications and select campus interview. Committee selected four candidates for on-campus interviews.
- March 20 USF Presidential Search On-Campus Interviews
- March 21 USF Presidential Search Committee hosts “Conversations with Candidates” on all campuses
- March 22 USF Board of Trustees meets to interview & review criteria/candidates, approve compensation package and select 7th University of South Florida President. The Board voted to hire Dr. Steven C. Currall, Provost Southern Methodist University.
- March 28 USF Board of Trustees Chair presents President-elect Currall to Florida Board of Governors for confirmation and USF Board of Trustees Chair introduces the 7th President of the University of South Florida to the USF community
- July 1, 2019 Dr. Steven C. Currall’s tenure as the 7th President of USF Begins

USF Presidential Search Committee

Les Muma, Chair

Les Muma is a graduate of the University of South Florida, where he received his B.A. in mathematics in 1966 and an honorary doctoral degree in 2003. He is a member of the USF Board of Trustees. He previously served on the board of the USF Foundation, where he chaired the first phase (\$600 million) of the Foundation's \$1 billion *USF: Unstoppable Campaign*. Together with his wife Pam, their transformational philanthropy has left a lasting impact on USF, as well as Junior Achievement of West Central Florida, Tampa General Hospital and other worthy area causes. Muma is also a Life Member of the USF Alumni Association, and is a leader on the College of Business Dean's Executive Advisory Board, Athletic Advisory Board and the 1956 Society. Muma is a resident of Pinellas County.

Muma is the retired chairman and CEO of Fiserv, Inc., a publicly traded financial industry automation products and services firm he co-founded in 1984, currently with more than 240 locations worldwide, over 23,000 employees and revenue in excess of \$4 billion. Fiserv was formed after a 1984 merger between Sunshine State Systems and First Data Processing, with Muma serving as the president of Sunshine and overseeing the merger after he and his team did a leveraged buyout of the organization. Having joined Sunshine in 1971 Muma retired from Fiserv in 2006, marking 35 years with the company he helped to create and guide. Muma also serves on the board of directors of FIS Global Inc., is a director and vice president of the Gold Shield Foundation, Inc., and is a past Vice Chairman and member of the Board of Directors of Tampa General Hospital.

Dr. Kathy Weedman Arthur

Dr. Kathy Arthur is a tenured faculty member and researcher from the USF St. Petersburg College of Arts & Sciences. She is a recipient of National Science Foundation (NSF) and National Endowment for the Humanities (NEH) research grants. She was recruited from the University of Florida, an AAU institution. Arthur earned national acclaim for her work in discovering the first ancient human genome sequence in Africa. She was a 2017 recipient of USF's Women in Leadership and Philanthropy Faculty Research Award, the USF Faculty Outstanding Global Research Silver Bull Award in 2017, the Chancellor's Award for Excellence in Service in 2014 and the Chancellor's Award for Excellence in Research and Creative Scholarship in 2012.

Arthur has earned national recognition for her work examining gender roles among ancient inhabitants of Ethiopia, including being awarded the Gordon R. Willey prize from the American Anthropological Association. The prize is given to the best archaeology paper published in the journal during the past three years as determined by its officers. Arthur was also named a 2016 Explorer's Club Fellow.

Braulio Colón

Braulio Colón is a graduate and active community supporter of the University of South Florida, where he earned a Bachelor of Arts in mass communication and Africana studies in 2003 and a Master of Public Administration in 2010. He is chair-elect of the USF Alumni Association's Board of Directors. Colón is a resident of Hillsborough County.

Colón serves as vice president and program director for postsecondary education success initiatives in Arizona and Florida at the Helios Education Foundation. Prior to joining Helios, Colón served as director of ENLACE Florida, a statewide network promoting college readiness, access and success, and subsequently served as founding director of Florida College Access Network (Florida C.A.N.!), where he worked with colleges and universities, school systems, businesses, community organizations and other groups to strengthen local efforts to improve college and career readiness, access and completion for all students. Colón also worked for the Florida Department of Education as regional field director and for the

Tampa-Hillsborough County Public Library System as general manager for communications and public partnerships.

Anddrikk Frazier

Anddrikk Frazier is a graduate of the University of South Florida, with a Bachelor of Science in Engineering, where he was also a three-year letter winner for the men's basketball team (1996-99). Frazier is also a member of the USF System Consolidation Task Force. Frazier is a founding member of the USF Black Leadership Network (BLN), which was created to enhance educational and leadership opportunities of African American students through scholarships and programs throughout the USF System and in our communities. He has served on several Tampa Bay area boards, including the YMCAs of Tampa Bay, the Ybor City Development Corporation, the Westshore Alliance, Northside Mental Health, the University Area Development Corporation, the Tampa Prep Alumni Board and the University of South Florida Varsity Club. He currently serves on the Boards of the Greater Tampa Chamber of Commerce, the Boys & Girls Club of Tampa Bay and More Health. Frazier is a resident of Hillsborough County.

Professionally, Frazier has nearly 20 years of experience in the energy business providing services in power production, project management, station construction, natural gas and business development. In 2015, he founded Integral Energy and serves as its President & CEO. With 12 employees and independent contractors, he manages Integral's operations and direction, and develops and fosters strategic partnerships. Recently, Integral and the Port of Tampa Bay announced a partnership to develop six acres for a Compressed Natural Gas (CNG) fueling facility that will include a convenience store and truck fueling location. Previously, he held roles at Trillium CNG in business development and at TECO Energy's subsidiaries, Tampa Electric and Peoples Gas.

Dr. Robert D. Frisina

Dr. Robert Frisina is a USF professor in medical engineering, chemical & biological engineering and communication sciences & disorders. He is acting chair of USF's medical engineering department, director of USF's Center for Hearing & Speech Research and director of Biomedical Engineering at USF. He is a USF Distinguished University Professor and world-class scholar who was recruited from the University of Rochester Medical School, an AAU institution.

Frisina received his Ph.D. in Bioengineering and Neuroscience from Syracuse University's College of Engineering. He pursued postdoctoral research as an NIH Fellow in Sensory Physiology and Biophysics at the University of Rochester (NY) Medical School. Previously, he was Professor of Otolaryngology, Neurobiology & Anatomy, and Biomedical Engineering, and Associate Chair of Otolaryngology at the University of Rochester Medical School. Frisina's main research support is currently a Program Project Grant from NIH, entitled "The Aging Auditory System: Presbycusis and Its Neural Bases"; as well as two other NIH R01 grants on areas related to drug delivery and acquired hearing loss.

Stephanie Goforth

Mrs. Goforth earned her Bachelor of Arts in business management from the University of South Florida in 1982. She now serves as a member of the USF Board of Trustees, serving as Chair of the Academics and Campus Environment Committee. She also chairs the USF St. Petersburg Campus Board and is a resident of Pinellas County.

Goforth is Sr. Vice President of the East Region Sales and Marketing and Wealth Management at Northern Trust Corporation. With more than 30 years of trust, investment and banking experience, Ms. Goforth joined Northern Trust in 2005. She was most recently with Bank of America where she was a Senior Vice President, Private Client Advisor and City Executive responsible for all components of private client business in St. Petersburg. Prior to joining Bank of America in 1995, she worked with

SunTrust Bank and First Florida Bank (Barnett Bank). She holds the series 7, 6, 63 and 66 licenses and is a certified financial planner. She is a current board member and Treasurer of All Children's Hospital Foundation, the CASA Board of Trustees, the Heros' of St. Petersburg Board and the St. Petersburg YMCA. She is also Past President of the Suncoaster's Festival of States Organization.

Darlene Jordan

Darlene Luccio Jordan is a member of the Board of Governors of the State University System of Florida, serving on the Academic and Research Excellence Committee; the Facilities Committee; the Innovation and Online Committee; the Strategic Planning Committee, the Tuition Appeals Committee; the Select Committee on Florida Polytechnic University; and the Drugs, Alcohol and Mental Health Task Force.

Jordan is the Executive Director of the Gerald R. Jordan Foundation, a nonprofit organization named for her husband that supports education, health and medical research, youth services, and the arts. In 2012, she was awarded the Fordham Founder's Award, honoring her outstanding philanthropic commitment to her Alma Mater, Fordham University. She is a member of Fordham's Board of Directors, serves on Fordham's Executive Committee, and is Chair of the Development and University Relations Committee. She is the current Co-Chair of the Financial Aid Campaign and of the successfully completed \$500 million comprehensive campaign. In April 2016, she was appointed to the Constitution Revision Commission. She received Palm Beach Atlantic University's Women of Distinction Award in March 2017 for her commitment to her community and educational causes. She is a Director of the Boys & Girls Clubs of Boston and a member of the Harvard Business School Board of Dean's Advisors and the Harvard Stem Cell Institute. Ms. Jordan is a trustee of the Preservation Foundation of Palm Beach and a member of the Board of Directors for Oxbridge Academy and Rosarian Academy.

Jordan is a former Assistant Attorney General for the Massachusetts Office of the Attorney General, where she served in the Insurance Fraud Division from 1996 to 1999. Previously, she was an Assistant District Attorney in the Norfolk District Attorney's office, from 1991 through 1996. She received her Bachelor of Arts in 1989 from Fordham University and her Juris Doctor from Suffolk University School of Law in 1992.

Shaquille Kent

Shaquille is a USF international student from Trinidad and Tobago enrolled in the Muma College of Business. Since his arrival in 2015, he has been heavily involved on campus, including serving as a USF Ambassador, Resident Assistant, member of the Order of the Golden Brahman and the American Marketing Association. He currently serves as USF's Student Body Vice President.

Rhea Law

Rhea Law is a graduate of the University of South Florida, where she earned a degree in management before earning a law degree at Stetson University. She is one of the founding members of the USF Board of Trustees, where she spent five years as vice chair and four years as the first (and only) female chair. She served on the Presidential Search Advisory Committee for the hire of Judy Genshaft in 2000. She is also a founding member of the board of directors of the USF Law Alumni Society, serves as a member of the USF University Research Foundation and was recently named a 2018 Distinguished Alumna by the USF Alumni Association. In 2018 she was inducted as an honorary member of the USF Chapter of the National Academy of Inventors in recognition of her support to innovation at USF. She currently chairs the board of directors for the Health Professions Conferencing Corporation with the USF Center for Advanced Medical Learning and Simulation and provides legal counsel for the Tampa Innovation Alliance. She is a past chair of the Florida Council of 100 and Tampa Bay Partnership. Law is a resident of Hillsborough County.

Law heads the Florida offices of Buchanan, Ingersoll & Rooney, where she also serves on the board of directors and chairs the diversity committee. The national law firm operates 17 offices in nine states. Founded in 1850, the firm is one of the longest standing law firms in the country. Last year, she was named Lawyer of the Year in The Best Lawyers in America publication and was identified as one of the top 25 influential business players in the Tampa Bay area by the Tampa Bay Times. In 2016, Law was the recipient of the Greater Tampa Chamber of Commerce Dottie Berger MacKinnon Women of Influence Award and was named as an inaugural member of the Power 100 published by the Tampa Bay Business Journal. In 2015, she was the recipient of the Most Powerful and Influential Woman Award in the Florida Diversity & Leadership Conference -- among many other awards and recognitions.

George Morgan

George Morgan earned a bachelor's degree in accounting from the University of South Florida in 1976. He is chair of the USF Foundation Board of Directors, participates on the USF Research Foundation Board and is a member of the USF Muma College of Business Executive Advisory Council. He and his wife, Jane, have pledged significant gifts to the university to benefit USF Athletics, and the colleges of business and marine science. Morgan is a resident of Manatee County.

Morgan served in executive and financial management for more than 20 years. He is the former president and chief executive officer of Virtual Radiologic, a national radiology firm that works with local practitioners and hospitals to optimize radiology's pivotal role in patient care. Morgan previously served for seven years as executive vice president of U.S. Oncology, one of the nation's largest networks of community-based oncology physicians dedicated to advancing cancer care in America. He held executive roles for five years at HCA, the largest private operator of health care facilities in the world, including service as president of the Ambulatory Surgery Division, COO, and CFO of the Western Group.

Frederick "Rick" Piccolo

Rick Piccolo is a member of the USF Sarasota-Manatee campus Board and a member of the USF Consolidation Task Force. Piccolo is an active member of the Sarasota community. He is a past chair of the Greater Sarasota Chamber of Commerce Board of Directors and is a past recipient of the Premier Volunteer Award, an honor given for his significant leadership commitment to the Chamber and community. Piccolo is a resident of Sarasota County.

Piccolo has been the president and CEO of the Sarasota Bradenton International Airport since 1995. After earning a bachelor degree in business administration from the State University of New York Buffalo, he began his career as a janitor at the Buffalo International Airport (BIA). He held several positions at BIA including building superintendent, property manager, assistant to airport manager and assistant director of operations. Locally, he worked in the operations department at Tampa International Airport and, prior to his position at SRQ, he was the assistant airport director at the St. Petersburg-Clearwater International Airport. Piccolo has served as president of the Florida Airports Council. He has achieved executive accreditation to the American Association of Airport Executives, the largest professional airport managers association in the world. Piccolo served as the 2007 chair of the Airports Council International – North America (ACI-NA). He also served as chair on the Board of Directors of Airports Council International. The Florida Department of Transportation selected Piccolo as the 2005 Aviation Professional of the Year. The Federal Aviation Administration also chose him as the 2005 Commercial Service Airport Manager of the Year. In October 2009, Airport Revenue News announced Piccolo as the winner of the "Small Airport CEO of the Year for 2009."

John Ramil

John Ramil received both his bachelor's and master's degree in engineering from USF. He is a member of the USF Board of Trustees. He is past chair of the Board. Mr. Ramil has also served as a director on the USF Foundation Board, the USF Alumni Board, the USF Engineering College Advisory Board and the

Gus Stavros Center for Free Enterprise Education Advocacy Board. In 1999, he was named Distinguished Alumnus of USF, is the recipient of the President's Fellow Medallion and in 2016 received an Honorary Doctor of Engineering from USF. Ramil has also completed Harvard University's Advanced Management Program. Ramil is a resident of Hillsborough County.

Ramil recently retired from TECO Energy where he served as president and chief executive officer. Ramil managed TECO Energy's strategy and operations, including its three major operating companies, Tampa Electric, Peoples Gas System and New Mexico Gas Co. In 2015, Mr. Ramil oversaw the \$10.4 billion transaction agreement with Emera, Inc. which will make TECO part of the Top 20 North American energy leaders. Ramil currently serves on the board of the Edison Electric Institute, an industry association, and on the boards of directors of Blue Cross and Blue Shield of Florida, the Florida Council of 100, the Moffitt Cancer Center Institute and the Tampa Bay Partnership. Previously, he served on the boards of Enterprise Florida, the Florida Chamber of Commerce, the Tampa Bay Performing Arts Center, the Greater Tampa Chamber of Commerce.

Debbie Sembler

Debbie Nye Sembler is a former member of the USF Board of Trustees and former chair of the USF St. Petersburg Campus Board. She is an active supporter of educational and civic causes across the Tampa Bay community, including serving on the boards of All Children's Hospital, the Florida Holocaust Museum, the Florida Governor's Mansion Foundation, Shorecrest Preparatory School, and Temple Beth-el. In addition to her work with USF, she is a member of the Florida Holocaust Museum Advisory Board and is also involved with Academy Prep and All Children's Hospital. Sembler is a resident of Pinellas County.

A University of Florida graduate with a B.A. in journalism and marketing, Sembler's professional career included serving as senior account executive on the Hong Kong and Mexico accounts for Hill and Knowlton; and the Director of Public Relations for the Wyndham Hotel Seaworld in Orlando. She was also the first director of marketing for Old Hyde Park Village.

Byron Shinn

Byron Shinn received his Bachelor of Arts in accounting from University of South Florida and is a member of the USF Board of Trustees. He also serves as Chair of the USF Sarasota-Manatee Campus Board and as a member of the USF System Consolidation Task Force. He also serves on the University of South Florida School of Accountancy Advisory Board and the USF Sarasota-Manatee Community Leadership Council. Shinn is a resident of Manatee County.

Shinn, a Certified Public Accountant, is partner-in-charge of the Bradenton and Sarasota offices of Alabama-based Carr, Riggs & Ingram LLC, a top 20 CPA and advisory firm. the President and shareholder of Shinn & Company, P.A. providing services in the areas of auditing, accounting, taxation and business consulting. His professional involvement includes Probable Cause Panel of Florida State Board of Accountancy, Past Board Member of the Florida State Board of Accountancy, member of the Federal Tax committee of FICPA. He has been active in numerous civic organizations, including the Manatee County Chamber of Commerce.

Dr. Charles Stanish

Dr. Charles Stanish is an anthropology professor in the USF College of Arts and Sciences and executive director of the USF Institute for the Advanced Study of Culture and the Environment. He is a member of the National Academy of Sciences and the American Academy of Arts & Sciences. He is a world-class scholar that was recruited from the University of California, Los Angeles, an AAU institution.

Stanish earned his BA from Pennsylvania State and his Ph.D. from the University of Chicago.

He has worked extensively in Peru, Bolivia, and Chile, conducting archaeological research on the prehistoric societies of the region. His theoretical work focuses on the roles that trade, war, ritual, and labor organization play in the evolution of human cooperation and complex societies. His primary books include *The Evolution of Human Co-operation* (2017-Cambridge), *Ancient Titicaca: The Evolution of Complex Society in Southern Peru and Northern Bolivia* (2003-Berkeley), *Ritual and Pilgrimage in the Ancient Andes* (with B. Bauer, 2001-Texas) and *Ancient Andean Political Economy* (1992-Texas). He also works with a sustainable development group to preserve global cultural heritage through a combination of micro-lending, direct community grants, and tourist infrastructure development. He was a Senior Fellow at Dumbarton Oaks Research Library and an External Faculty member of the Santa Fe Institute



Meeting Notes October 19, 2018

President Search Committee Meeting called to order by Committee Chair Les Muma. All members except John Ramil were present. Governor Darlene Jordan participated via telephone.

Members Present

Kathy Arthur
Braulio Colon
Anddrick Frazier
Robert Frisina
Stephanie Goforth
Darlene Jordan
Shaquille Kent
Rhea Law
George Morgan
Les Muma
Rick Piccolo
Debbie Sembler
Byron Shinn
Charles Stanish

Chair Muma welcomed committee members and thanked them for their service. Before introductions, Chair Muma explained the process and reviewed the charge by BOT Chair Brian Lamb. He shared that the search committee's task is to recruit the 7th President of the University of South Florida at a time of unprecedented success and exciting challenges and opportunities. The Board has retained the services of Greenwood/Asher and Associates to assist the committee in their work. The Board of Trustees' goal is to have a new president ready for ratification by the Board of Governors in the Spring which will require diligence and efficiency from all.

Chair Muma shared that the 1st order of business of the committee is to develop a position description. He stated that the committee needs to: 1) identify the skills, background and characteristics that the next President will require to build upon USF's position as a preeminent public research university; 2) as a national model for student success regardless of background;

and 3) as an institution with both a global outlook and a strong commitment to the state and region the University serves.

The Chair also explained that the proposed position description will go to the Board of Trustees for final review and approval. The search firm will begin the recruiting process, periodically updating the search committee. The search firm will bring forward names for consideration by the search committee. Committee will narrow them down for on campus interviews. After interviews, the search committee will forward unranked a list of those candidates for the Board to consider. The committee will provide all feedback to the Board for their review.

Chair Muma reminded the committee that the Board of Trustees makes the final decision on who the 7th President of USF will be. He stressed that transparency will be important throughout the process. He also shared that he and the Vice Chair will visit all campuses for a listening tour with the respective leadership. Dates will be shared with committee members to join if they are available. Themes will be reported back to the committee at the next meeting. It is the goal of the Board for a July 1, 2019 start date for the new president.

Chair Muma shared that staff developed a survey that faculty, staff, students, alumni and community members can submit their thoughts. Survey was shared with the committee along with BOG designated responsibilities which were distributed in the notebooks. Members introduced themselves.

Chair Muma introduced Deputy General Counsel Jodi Adamchak to review meeting compliance for the search. (Power-point presentation.) DGC Adamchak reviewed the open meeting and sunshine laws with the committee.

Chair Muma introduced Dr. Jan Greenwood, President for Greenwood/Asher & Associates, Inc. Dr. Greenwood introduced herself and her team (two were on the phone). Julie Holley, Principal Consultant introduced herself. A review of process and how presidential searches work occurred.

Dr. Greenwood asked the committee members to send best number and times that she could contact them periodically to brief on progress between meetings. Committee members were asked to verify contact information for staff.

Highlights of discussion:

- Tough competition as this is a big search year; many will declare late due to sunshine laws
- There will be visits to prospects by consultant and committee chair to discuss position
- Utilize national data base
- Listening tour will help shape position description
- Process toward the end will be quick and require commitment of everyone for approximately 5 days...review pool, interviews, references, onsite interviews, BOT interviews/selection

- Targeting Spring selection to aid in a smooth transition
- Knowledge: preeminence, AAU aspiration, peers and aspirational peers
- Reviewed information in folder that was distributed by firm.
- Flowchart to be placed on search website
- Until individual applies, they are not a candidate, therefore information will not be shared with committee out of respect of the individual
- Nominees are not candidates, but prefer committee members call her with name and firm will reach out to see if there is interest
- Compensation will be handled by Board of Trustees. USF is on the high end of market so doesn't expect it to be an issue

Dr. Greenwood asked members what does the ideal next president look like and what are members' expectations:

- Accomplished individual through roles they have held and work they have done
- AAU knowledge/experience; previously worked at AAU institution
- Experience with strategic planning and research and development capabilities; able to promote research & development/commercialization
- Experience with metropolitan university and with economic development
- Experience with regional institutions, i.e., multiple campuses, understanding multi-complex institution
- Experience engaging communities, working collaboratively with private sector, public/private partnerships, government and other higher educational institutions
- Experience working with legislators

The question was posted to the committee if they should consider non-academic professionals? Members who responded: tendency to lean toward academia but someone running a large corporation might be considered; member shared discussion with faculty only if they have a strong understanding higher education and strong provost with full authority to run academic enterprise.

- Longevity will be important; USF benefited from long-term president; data shows that average tenure after a long-term president is 3 years; on-boarding will be critical
- Turnover of leadership; response...typically the Advancement and Academic roles
- Due to consolidation, ideally would be helpful if the individual has experience consolidating areas, campuses
- Experience with student success; engaging diverse audiences and communicates effectively; can relate (is enthusiastic/passionate) about students; able to connect with them
- Level of commitment toward community...working collaboratively with private sector and being creative about it; community minded and involved
- International experience especially with global programming and the expansion of international relationships

- Experience with innovative programming for fundraising, not just state funds, being able to enhance financials through different funding sources including philanthropy; preferred experience raising funds for endowments and professorships, which are challenging areas for fundraising but a critical need for USF
- Understanding and appreciation for athletics
- Appreciation for bridging STEM and liberal arts
- Possibly knowledge about Florida
- AAU institution leadership, such as dean, provost or president
- Experience working with unions
- Passionate and skilled communicator

Discussion will continue after listening tour.

Next steps: listening tours, summary of survey responses, reach out to Dr. Greenwood or Dr. Visot if you have questions or information to share.

Governor Jordan requested that we schedule out the next couple months. Now that consultant firm is hired, we will coordinate dates for next couple meetings (some may be via telephone).

Chair Muma thanked the members and adjourned meeting.

Presidential Search Committee Listening Tour Chair Muma and Search Consultant Team

November 15, 2018

USF Sarasota-Manatee Campus Visit:

9-9:44 a.m.	Administrative Leadership including Deans (Dr. Karen Holbrook, RC)
10-10:45 a.m.	Faculty Leadership (Mike Gillespie, Faculty Senate Chair)
11-11:45 p.m.	Student Government Leadership

USF St. Petersburg Campus Visit:

2-2:45 p.m.	Administrative Leadership including Deans (Dr. Martin Tadlock, RC)
3-3:45 p.m.	Faculty Leadership (Ray Arsenault, Faculty Senate Chair)
4-4:45 p.m.	Student Government Leadership

November 28, 2018

USF Tampa Campus Visit:

9:30-10:30 a.m.	Deans
10:45-11:30 a.m.	Staff & Administrative Council Leadership
11:30-1 p.m.	Lunch with President's Direct Reports in Tampa
1-1:45 p.m.	System Community Board Leadership (Foundation; Alumni; Bulls Club, Sun Dome, Inc; Finance Council, etc.)
2-2:45 p.m.	System Community Board Leadership (split to provide additional time)
3-3:30 p.m.	Faculty Senate meeting (1 st ½ hour set aside for Jan and Les)
3:45-4:30 p.m.	Vice Presidents
4:30-5:15 p.m.	Student Government Leadership

November 29:

10-2 p.m.	Search Committee Meeting
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E-Mail sent to 60,000 constituents

Dear USF Community,

As you likely are aware, USF System President Judy Genshaft has announced her retirement next July following an historic 19-year tenure. We all are very grateful for her inspiring leadership that has brought us to this new era for our university.

The process to select our next president is under way, and it is closely following procedures established by the Florida Board of Governors. I was honored to be named as chair of a 15-member presidential search committee appointed by Brian Lamb, chair of the University of South Florida Board of Trustees. We are committed to a transparent and inclusive search, and your perspective is critically important to us. I invite you to share your input regarding characteristics, qualifications and criteria for the university's next president, and your thoughts about the strengths, opportunities and challenges facing USF. The "[Community Input Survey](#)" will help guide the work of the presidential search committee and the search firm.

We value the opinions of all members of the USF community and the many friends of the university, and look forward to receiving your input. The survey will be up through November 2nd.

Thank you and GO BULLS!

Sincerely,

Les Muma
Chair, USF Presidential Search Committee



Meeting Notes November 29, 2018

President Search Committee Meeting called to order by Committee Chair Les Muma. All members were present except George Morgan. Governor Darlene Jordan participated via telephone.

Members Present

Kathy Arthur
Braulio Colon
Anddrick Frazier
Robert Frisina
Stephanie Goforth
Darlene Jordan
Shaquille Kent
Rhea Law
Les Muma
Rick Piccolo
John Ramil
Debbie Sembler
Byron Shinn
Charles Stanish

Chair Muma welcomed committee members and thanked them for being at the meeting. He explained that the first part of the meeting is designed to assist the committee with understanding the landscape as they develop the position description. After the exercise, the committee will be provided a draft description that was developed based on research of AAU institutions' president descriptions, online surveys and the listening tour.

Consultants Jan Greenwood and Julie Holley divided the committee into pairs and handed out large notebooks. Each pair was asked to review the profiles of accomplished leaders throughout higher education from AAU institutions; non-AAU institutions; land-grant and metropolitan institutions and discuss the similar characteristics. The teams spent an hour going through the notebooks and discussing their profiles. The committee came back together and each group highlighted the category and the perceived common characteristics of the leaders. After each group presented, the committee highlighted common characteristics.

Chair Muma shared with the committee that he and the consultants visited with campus leadership throughout the system including administration, faculty, staff and student leaders. A couple committee members joined the sessions. They met with more than 130 individuals. Muma shared that he found the sessions valuable as well as the online survey comments. He also shared that he cannot go anywhere in the community without someone sharing his/her thoughts on the type of president we should recruit. Many of the themes are reflected in the draft position description being distributed.

The online survey was sent to over 60,000 faculty, staff, students, alumni and community leaders with the following response:

777 valid responses were received
128 from alumni/community leaders
131 from faculty
351 from students
153 from staff
14 didn't designate a category

A draft position description was distributed and members reacted. Once committee members were comfortable with the draft position description they recommended it move forward to the Board of Trustees for final approval. The committee's recommended position description:

The successful candidate must have the vision, commitment and leadership skills to achieve the university's ambitions for sustained preeminence and to lead a world-class faculty. They must also show a commitment to foster the growing national reputation of the University of South Florida, which consists of campuses in multiple locations in Tampa, St. Petersburg and Sarasota-Manatee, with synergy in all aspects of its education, research and service mission in a changing global economy and higher education environment. Lastly, the successful candidate must be committed to continue the university's success in serving a broad socioeconomic cross section of society with equal student performance. The search committee will consider candidates under the totality of the following **desired** qualifications:

- Has an academic background and credentials, including Ph.D., or highest degree in chosen academic field.
- Demonstrates a record of meaningful accomplishments in senior level leadership and decision-making in a complex research university and has a strong record of innovation and transformation.
- A record of building excellent leadership teams and organizing complex systems around core missions.
- Has experience at an AAU institution.

- Has experience in an administrative leadership position at a major research university and in successfully leading the development and implementation of a strategic plan in a complex multi-campus institution.
- Has proven success and passion to lead a research one university to new levels of academic accomplishment and research excellence. Is committed to attracting, developing and retaining world-class faculty, both domestic and international, who are at the core of the university's mission and success.
- Is committed to multi-disciplinary approaches of a preeminent, public, research-intensive university.
- Has the commitment, vision, entrepreneurial skills, and ability to foster growth of the research enterprise and the infrastructure to support it, ensuring its quality and competitiveness, as well as its contribution to economic development. Has proven success in raising funds from private sources, federal and state government and industry.
- Appreciates and is committed to fostering an exceptional, well-balanced and varied student experience, i.e., undergraduate, graduate, and international; in academics; in research; in co-curricular opportunities; in diverse social, multicultural and service experiences; and in residential and work activities. Relates well to, and understands the issues facing today's students.
- Will have respect and influence among peer and aspirant peer organizations and institutions.
- Exercises the highest integrity at all times and demonstrates a commitment to the diverse needs of the university community.
- A proven strong commitment to inclusion, diversity and equity.
- Demonstrates success working in a multi-campus environment with teaching sites each having their unique identities, preferably at a public university. Has the commitment to enhance state and community college partnerships and enrich transfer student access.
- Has the commitment to the importance of regionalism within a metropolitan area.
- Understands the complexity and interrelationships of university health science centers, affiliated teaching hospitals and practice groups, and the communities they serve, and has the vision to foster success in the academic health endeavor in a changing health care environment.
- Is able to identify and recruit high quality talent committed to excellence at all levels, and has a record of building, empowering and mentoring a strong, skilled and collaborative leadership team.
- Understands major intercollegiate athletics programs and their role within the university fabric, and is enthusiastic about and committed to fostering the programs' integrity, accountability to the university and to NCAA compliance, the academic

excellence and personal development of student athletes, as well as the programs' competitiveness.

- Is recognized as a national and international scholar of distinction with a proven record of distinguished academic, scholarly and professional accomplishments. Ability to forge relationships and partnerships on the local, national and global level.
- Understands and is committed to shared governance with the faculty, consistent with the principles and spirit of the constitution of the university's faculty senate and university policies 10.050 and 10.100.
- Has an appreciation for the importance of working cooperatively within the governance structure of the State University System of Florida including the ability to work with elected officials and policy makers to advance the university, at the local, state and federal level.
- Reflects visionary and transformative thinking and global perspectives about higher education and its role in society; thinks creatively about how to foster access, affordability, and excellence in education, including (a) leveraging innovative modalities, techniques and research to promote effective learning and student engagement, and (b) preparing students for success in all aspects of life and to make meaningful contributions to society.
- Has passion and intellectual energy to be involved in all aspects of university life and to fulfill the university's unique commitment to serve the State of Florida, through education, research, economic development, and global partnerships.
- Proven success in building strong external community relationships. Appreciates and is committed to leveraging the passion of the USF alumni base and becoming a part of USF and its culture.
- Has a record of fiscal acumen and sound fiscal leadership. Has a sophisticated understanding of the fiscal complexity and structure of academic research and multi-campus institutions; can lead development of new and creative funding models; appreciation of data analytics; and can optimize resources in a changing global economy and public higher education environment.
- Has the vision and the commitment to include the university community in shaping the university's future.
- Comprehension of higher education issues/trends and the ability to bring those into focus throughout USF.
- Strong executive skills with a demonstrated commitment to inclusive and collaborative decision-making processes.
- Effective communication skills, including written, as well as active listening skills.

Chair Muma shared that staff will be working on a marketing piece that will incorporate the approved position description. The consultants will begin to reach out to higher education leaders to aid in identifying prospects. Dr. Greenwood reminded the committee that the most viable prospects will not submit their application for full consideration until the very end. She stressed that for the next few months she will focus on recruiting and educating prospects therefore the committee will see little to no action. (Once the holidays are over, she and Julie will be extremely busy from mid-January to early March.) She will reach out to the committee members once she feels she has a strong pool for consideration. Again, she reminded the committee that most will not want to officially submit their application until the end of the process due to not wanting to jeopardize their current positions.

Chair Muma thanked the members and adjourned the presidential search committee workshop and meeting.



A Preeminent Research University

The successful candidate must have the vision, commitment and leadership skills to achieve the university's ambitions for sustained preeminence and to lead a world-class faculty. They must also show a commitment to foster the growing national reputation of the University of South Florida, which consists of campuses in multiple locations in Tampa, St. Petersburg and Sarasota-Manatee, with synergy in all aspects of its education, research and service mission in a changing global economy and higher education environment. Lastly, the successful candidate must be committed to continue the university's success in serving a broad socioeconomic cross section of society with equal student performance. The search committee will consider candidates under the totality of the following **desired** qualifications:

- Has an academic background and credentials, including Ph.D., or highest degree in chosen academic field.
- Demonstrates a record of meaningful accomplishments in senior level leadership and decision-making in a complex research university and has a strong record of innovation and transformation.
- A record of building excellent leadership teams and organizing complex systems around core missions.
- Has experience at an AAU institution.
- Has experience in an administrative leadership position at a major research university and in successfully leading the development and implementation of a strategic plan in a complex multi-campus institution.
- Has proven success and passion to lead a research one university to new levels of academic accomplishment and research excellence. Is committed to attracting, developing and retaining world-class faculty, both domestic and international, who are at the core of the university's mission and success.
- Is committed to multi-disciplinary approaches of a preeminent, public, research-intensive university.
- Has the commitment, vision, entrepreneurial skills, and ability to foster growth of the research enterprise and the infrastructure to support it, ensuring its quality and competitiveness, as well as its contribution to economic development. Has proven success in raising funds from private sources, federal and state government and industry.
- Appreciates and is committed to fostering an exceptional, well-balanced and varied student experience, i.e., undergraduate, graduate, and international; in academics; in research; in co-curricular opportunities; in diverse social, multicultural and service experiences; and in

residential and work activities. Relates well to, and understands the issues facing today's students.

- Will have respect and influence among peer and aspirant peer organizations and institutions.
- Exercises the highest integrity at all times and demonstrates a commitment to the diverse needs of the university community.
- A proven strong commitment to inclusion, diversity and equity.
- Demonstrates success working in a multi-campus environment with teaching sites each having their unique identities, preferably at a public university. Has the commitment to enhance state and community college partnerships and enrich transfer student access.
- Has the commitment to the importance of regionalism within a metropolitan area.
- Understands the complexity and interrelationships of university health science centers, affiliated teaching hospitals and practice groups, and the communities they serve, and has the vision to foster success in the academic health endeavor in a changing health care environment.
- Is able to identify and recruit high quality talent committed to excellence at all levels, and has a record of building, empowering and mentoring a strong, skilled and collaborative leadership team.
- Understands major intercollegiate athletics programs and their role within the university fabric, and is enthusiastic about and committed to fostering the programs' integrity, accountability to the university and to NCAA compliance, the academic excellence and personal development of student athletes, as well as the programs' competitiveness.
- Is recognized as a national and international scholar of distinction with a proven record of distinguished academic, scholarly and professional accomplishments. Ability to forge relationships and partnerships on the local, national and global level.
- Understands and is committed to shared governance with the faculty, consistent with the principles and spirit of the constitution of the university's faculty senate and university policies 10.050 and 10.100.
- Has an appreciation for the importance of working cooperatively within the governance structure of the State University System of Florida including the ability to work with elected officials and policy makers to advance the university, at the local, state and federal level.
- Reflects visionary and transformative thinking and global perspectives about higher education and its role in society; thinks creatively about how to foster access, affordability, and excellence in education, including (a) leveraging innovative modalities, techniques and research to promote effective learning and student engagement, and (b) preparing students for success in all aspects of life and to make meaningful contributions to society.
- Has passion and intellectual energy to be involved in all aspects of university life and to fulfill the university's unique commitment to serve the State of Florida, through education, research, economic development, and global partnerships.
- Proven success in building strong external community relationships. Appreciates and is committed to leveraging the passion of the USF alumni base and becoming a part of USF and its culture.

- Has a record of fiscal acumen and sound fiscal leadership. Has a sophisticated understanding of the fiscal complexity and structure of academic research and multi-campus institutions; can lead development of new and creative funding models; appreciation of data analytics; and can optimize resources in a changing global economy and public higher education environment.
- Has the vision and the commitment to include the university community in shaping the university's future.
- Comprehension of higher education issues/trends and the ability to bring those into focus throughout USF.
- Strong executive skills with a demonstrated commitment to inclusive and collaborative decision-making processes.
- Effective communication skills, including written, as well as active listening skills.

Consultant Firm

Greenwood/Asher & Associates, Inc.
42 Business Center Drive, Suite 206
Miramar Beach, FL 32550
850-650-2277
www.greenwoodsearch.com

Dr. Jan Greenwood, Partner & President
Jangreenwood@greenwoodsearch.com

Julie Holley, Esq., Senior Executive Search Consultant
julieholley@greenwoodsearch.com



A University on the rise seeks a leader with vision.

The University of South Florida is a dynamic, young, agile university system on an incredible trajectory. One that recently made it one of only three Preeminent State Research Universities in Florida, and the only one in a major metropolitan area, and earned Phi Beta Kappa's newest chapter designation. Currently three separately accredited institutions, USF is in the process of consolidating all three under the Florida Excellence in Higher Education Act, which will strengthen the University's position nationally and internationally and pave the way for even higher standards and further growth.

The successful candidate must have the experience, vision and drive to continue this trajectory. They must possess the leadership skills and commitment to sustain preeminence, improve the University's national reputation, and continue building synergy between education, research, fundraising, financial stability and service to a diverse socioeconomic community. The President will represent the University and all its interests nationally and internationally and will report to the University of South Florida's Board of Trustees.

Evidence of USF's Culture of Excellence:

- Home to a student body of over 50,750 students representing 145 countries.
- Ranked #58 among public universities and #124 among all universities according to U.S. News and World Report's 2019 National University Rankings.
- Designated a "Preeminent State Research University" by the Florida Board of Governors in 2018.
- Recognized by the Carnegie Foundation for the Advancement of Teaching as a Doctoral University with Highest Research Activity, a distinction attained by only 2.5% of all post-secondary institutions
- Recognized by The Education Trust as being #6 in the nation for eliminating the completion gap between black and white students, #4 for Latino student success, and #1 in the State of Florida (2017).
- Ranks 1st in Florida, 5th in the nation among public universities and 12th worldwide for granted U.S. patents, according to the Intellectual Property Owners Association.
- \$568 million in total research expenditures in 2016/17, placing USF 25th in the nation among public universities according to the National Science Foundation.
- \$1.8 Billion Annual Budget and \$4.4 Billion Annual Economic Impact.
- Highest MCAT Scores in the State of Florida.

- Athletics programs that serve over 500 student athletes with an 84% graduation rate competing through 19 varsity teams in 11 different sports. 16 conference titles since joining the American Athletic Conference in 2013.

Greenwood/Asher & Associates, Inc. is assisting the USF Board of Trustees in the search for the next president. Applications and nominations are being accepted. Screening of applications will continue until an appointment is made and applications are encouraged to be submitted by March 15, 2019. Application materials should include a letter addressing how the candidate's experience and skills match the position requirements, a CV or résumé and contact information for at least five references. Individuals wishing to nominate a candidate should include the name, position, address and telephone number of the nominee.

Consultants Jan Greenwood (JanGreenwood@greenwoodsearch.com) and Julie Holley (julieholley@greenwoodsearch.com) may be reached at (850)650-2277, and inquiries, nominations and applications should be directed to:

Greenwood/Asher Associates, Inc
42 Business Center Drive, Suite 206
Miramar Beach, FL 32550
www.greenwoodsearch.com

This search is being conducted under Florida law, including the Sunshine law and public records law. For more information about the University, please visit <https://www.usf.edu/>.

If an accommodation due to a disability is needed to apply for this position, please call (352) 392-4277 or the Florida Relay System at (800) 955-8771 (TDD). The University of South Florida is an Equal Opportunity Employer.

Ads placed in the following Higher Education publications:
Chronicle of Higher Education (print 2/1/2019 plus 30 days online)
Online Advertisement for 30 or 60 days:

Diverse
Hispanic Outlook
HigherEdJobs.com
Inside Higher Education
Women in Higher Education
LinkedIn

**Governor Jordan's Update
Board of Governor's Meeting
January 31, 2019**

The vision of the Board of Trustees and strategy they provided for the search committee and search firm is to hire someone with strong academic and scholarly experiences, preferably someone with AAU institutional experiences and knowledge.

Search committee met before the holidays to develop the position description. Members participated in an exercise prior to discussing those qualities we believed the next USF President needs to possess. The committee reviewed profiles of AAU presidents and provosts and top research university presidents and provosts at non-AAU institutions to get a good understanding of the types of experiences and qualities such leaders possess.

The position profile was completed and approved at the last Board of Trustees meeting.

Currently the search firm is in outreach and marketing phase of the process and are finding that the position is viewed as an exciting opportunity with national and international recognition for the new president to continue advancement of USF.

Staff developed a marketing piece for use by the search firm.

Position has been advertised and marketed in numerous online publications including The Chronicle of Higher Education; Women in Higher Education; Diverse; Hispanic Outlook; and Inside Higher Education

The BOT is targeting for a Spring 2019 completion of the search.

Sent to 60,000

From: PRES Board of Trustees <board@USF.EDU>

Sent: Wednesday, March 13, 2019 1:53 PM

To: PRESIDENTLIST@LISTSERV.USF.EDU

Subject: Presidential Search Message from BOT Chair and BOT Search Committee Chair



USF Community,

We write to you today with great optimism for the successful outcome of our national search for the University of South Florida's next president. We are pleased to update you on where we stand in the efforts to attract highly qualified individuals for this important leadership role.

Our search firm consultant, Greenwood/Asher, which is led by Jan Greenwood, initiated outreach to leaders in academic research institutions and organizations across the nation to ignite interest in the USF presidency. A primary consideration during the recruiting process was the alignment of potential candidates with the position profile developed by the 15-member Search Committee. There has been significant interest in the opportunity as demonstrated by the talented candidates who have submitted their application.

Here is what you can expect when the selection process starts Monday, March 18. Once an individual submitted an application to our search firm, the applicant's name and CV were posted on the [presidential search website](#). If you haven't already, we encourage you to review the list. Once the search committee has narrowed the list, only those selected for on-campus interviews will remain posted on the website.

- **March 18:** The search committee reviews every application and decides whom to interview, based on their qualifications under the search criteria.
- **March 20:** The search committee interviews those applicants invited to campus. The location of the interviews will be posted on the search website.
- **March 21:** Each finalist will visit each campus and participate in a conversation with a member of the search committee. These "conversations with candidates" will be open to all campus constituents.
- **March 22:** The Board of Trustees interviews each finalist and elects the next USF president, subject to confirmation by the Board of Governors. These interviews will be

accessible to the campus community and the location and specific times will posted on the search website.

The “conversations with candidates” on March 21 are designed for faculty, staff and students to learn more about the respective candidate’s background and future vision for the University of South Florida. A member of the search committee will lead the conversation and ask questions of the candidates. Locations and specific times for the “conversations” will be posted on the search website after the search committee meeting on Monday, March 18.

Thank you for your dedication to the University of South Florida. We are confident that the next president will continue to lead our great university toward national and international excellence.

Sincerely,

Brian Lamb
Chair, USF Board of Trustees

Les Muma
Chair, USF Search Committee
Member, USF Board of Trustees

**Presidential Search Committee Meeting
March 18, 2019**

The search committee chair called the meeting to order at 8:08 a.m. Chair Les Muma thanked everyone for being present and being on the committee; stressed the goal is to come out of this meeting with the top four applicants to move on to an on-campus interview on Wednesday; shared that the process is well underway and we are getting near the end; and felt that they have a strong applicant list to work from. He asked the consultant Jan Greenwood to review the process for today's meeting.

Dr. Greenwood reviewed the process and types of candidates in the finalist pool. She explained that there are: (1) three categories for applicants – ad responses, nominations, market segmentation (those headhunted); (2) there tends to be a wider breadth and depth of candidate pool for Florida searches; (3) they lost one candidate to other search (named president of Colorado State); (4) explained that March 15th was not a hard closing date, but for “best consideration”; and (5) events at UCF have affected their recruitment with some prospects not moving forward to candidacy level.

The Consultants had members split into three groups to review 1/3 of the candidate application materials against the criteria set forth by the committee and Board of Trustees. Members on the phone were put on cell phones so that each of them could participate in a group. Once all committees completed their review of their list (11, 11, 12) and a short break, all members returned to present their recommendations.

Dr. Greenwood shared with the committee that the Provost at FIU had withdrawn.

Group one reported out with Debbie Sembler presenting: She stated that their group would like to bring forward two candidates for consideration after they reviewed the criteria and candidate CVs. They recommended Dr. Jeffrey Vitter, Distinguished Professor and former Chancellor from University of Mississippi and former Chancellor and Dr. Wanda Blanchett, Interim Provost & Vice Chancellor for Academic Affairs and Dean and Distinguished Professor from Rutgers University-New Brunswick.

Group two reported out with Rhea Law presenting: She stated that their group would like to bring forward one candidate for consideration after they reviewed the criteria and candidate CVs. They recommended Dr. Steven Currall, Provost and Vice President for Academic Affairs from Southern Methodist University, citing success in multi-campus environments, health science centers, grants/gift giving, entrepreneurship. She stated out of the 11 candidates their group reviewed, they found his experiences significantly more qualified.

Group three reported out with Les Muma presenting: He stated that their group would like to bring forward one candidate for consideration after they reviewed the criteria and candidate CVs. They recommended Dr. Debasish (Deba) Dutta, Distinguished Professor and former Chancellor from Rutgers University-New Brunswick.

Committee member shared his concerns over Dr. Vitter and the “noise” around him and the issues with athletics and NCAA. Committee felt all should be interviewed and Dr. Vitter's could address those concerns.

Dr. Greenwood stated that if these candidates are solidified, her firm will go forward with referencing and discovery – thorough vetting will occur

Chair Muma mentioned that background checks will definitely occur to ensure all candidates are checked thoroughly. The committee voted unanimously to move forward with the four selected candidates. They took a short break so that the consultants could reach out to the four candidates to ensure they want to move forward with the process.

Dr. Greenwood returned and notified the committee that all four candidates have accepted interviews for Wednesday the 20th.

Each candidate will interview for 1 hour and 15 minutes on Wednesday. Chair Muma shared that he hopes Wednesday will be more of a discussion. In the meantime, if committee members would like more context on a specific candidates, please let the consultants know. Candidates were told of the timeline and have made necessary preparations to be in the area on the published dates. Lastly the search firm will work on questions for the committee to ask so all candidates are asked the same questions. The committee will meet on Wednesday at 8 a.m. to review questions and start the first interview at 8:30 a.m.

The Chair asked that Dr. Visot provide an update on schedule – Wednesday interviews; Thursday visits to campuses with Rick Piccolo (USFSM), Debbie Sembler and Kathy Arthur (USFSP) and Rhea Law (USFT) moderating the fireside chats with candidates; and Friday – BOT interviews and meeting.

Meeting was adjourned at 10:49 a.m.



**USF Presidential Search Week
Dr. Debasish (Deba) Dutta Itinerary
March 19-22, 2019**

Tuesday, March 19, 2019

Arrives at 9:47 p.m. United Flight 1640 with car service (Ambassador Limo) picking up in baggage area for transfer to Embassy Suites Tampa. (Car service #209345)
Hotel Reservation #: 83881526

Wednesday, March 20, 2019

Hotel pickup by Dr. Terry Chisolm, Vice Provost for Strategic Planning, Performance & Accountability at Embassy Suites Downtown: 7:15 a.m. Dr. Chisolm will meet you at the valet parking drop-off (entrance) due to construction.

Arrive at USF Gibbons Alumni Center by 8:15 a.m. Ms. Savannah Bennett, GA for Office of the President will greet you at the door and take you into the conference room for last minute prep with Jan Greenwood and Julie Holley.

Search Committee Interview – 8:30 a.m. – 9:45 a.m.

Immediately following interview, Dr. Chisolm will escort candidate to Lifsey House (Presidential Entertainment) for photo shoot and short bio interview with University Communications staff. Kim Hill will greet you at the House. Dr. Chisolm will provide a tour of the USF Tampa campus prior to returning to hotel.

Remainder of the day is free to prepare for Thursday's events.

Thursday, March 21, 2019

Hotel pickup by Dr. Prithish Mukherjee, Vice Provost and AVP Strategic Talent Recruitment, University Reputation and Impact at 7 a.m. at same location as previous day.

Conversations with Candidates: 8 – 9 a.m. at USF Tampa with Rhea Law; 11-12 Noon at USF Sarasota-Manatee with Rick Piccolo; than 2-3 p.m. at USF St. Petersburg with Debbie Sembler and Professor Kathy Arthur. Optional dinner after last forum in local community.

Friday, March 22, 2019

Hotel pickup by Dr. Terry Chisolm, Vice Provost for Strategic Planning, Performance & Accountability at Embassy Suites Downtown: 7 a.m. Dr. Chisolm will meet you at the valet parking drop-off (entrance) due to construction.

Arrive at USF Gibbons Alumni Center by 8 a.m. Ms. Savannah Bennett, GA for Office of the President will greet you at the door and take you into the conference room for last minute prep with Jan Greenwood and Julie Holley.

Board of Trustees Interview – 8 a.m. – 9:15 a.m.

Immediately following interview, Dr. Chisolm will escort candidate back to hotel.

Upon completion of all interviews, the Board of Trustees will convene to discuss candidates and select the seventh president for the University of South Florida. Greenwood/Asher & Associates or the USF Board of Trustees Chair will notify the candidates of their selection. The escort hosting the chosen candidate to serve as the 7th President will return to the hotel to pick him/her up to return to campus. The President-elect will return to the Gibbons Alumni Center, Traditions Hall. If his/her spouse travels to Tampa (all were invited), they will join the President-elect.

A private reception will be held immediately following the announcement at an off campus location.



**USF Presidential Search Week
Dr. Jeffrey Vitter Itinerary
March 19-22, 2019**

Tuesday, March 19, 2019

Arrives at 12:10 p.m. with Mr. Travis Miller, GA for Office of the President picking up for transfer to Le Méridien Tampa.

Reservation #: 89559880

Remainder of day is free to prepare for Wednesday's interviews.

Wednesday, March 20, 2019

Hotel pickup by Ms. Hilary Black, Senior Associate Counsel at 9:15 a.m. Ms. Black will meet you at the valet parking drop-off (entrance).

Arrive at USF Gibbons Alumni Center by 10 a.m. Ms. Savannah Bennett, GA for Office of the President will greet you at the door and take you into the conference room for last minute prep with Jan Greenwood and Julie Holley.

Search Committee Interview – 10:15 a.m. – 11:30 a.m.

Immediately following interview, Ms. Black will escort candidate to Lifsey House (Presidential Entertainment) for photo shoot and short bio interview with University Communications staff. Kim Hill will greet you at the House. Ms. Black will provide a tour of the USF Tampa campus prior to returning to hotel.

Remainder of the day is free to prepare for Thursday's events.

Thursday, March 21, 2019

Hotel pickup by Ms. Paige Geers, USF System Director of Strategic Operations at 7 a.m. at same location as previous day.

Conversations with Candidates: 8 – 9 a.m. at USF St. Petersburg with Debbie Sembler and Professor Kathy Arthur; late breakfast with escort; 2-3 p.m. at USF Tampa with Rhea Law; than 5-6 p.m. at USF Sarasota-Manatee with Rick Piccolo. Optional dinner after last forum in local community.

Friday, March 22, 2019

Hotel pickup by Ms. Hilary Black, Senior Associate Counsel at 8:45 a.m. Ms. Black will meet you at the valet parking drop-off (entrance).

Arrive at USF Gibbons Alumni Center by 9:30 a.m. Ms. Savannah Bennett, GA for Office of the President will greet you at the door and take you into the conference room for last minute prep with Jan Greenwood and Julie Holley.

Board of Trustees Interview – 9:45 a.m. – 11 a.m.

Immediately following interview, Ms. Black will escort candidate back to hotel.

Upon completion of all interviews, the Board of Trustees will convene to discuss candidates and select the seventh president for the University of South Florida. Greenwood/Asher & Associates or the USF Board of Trustees Chair will notify the candidates of their selection. The escort hosting the chosen candidate to serve as the 7th President will return to the hotel to pick him/her up to return to campus. The President-elect will return to the Gibbons Alumni Center, Traditions Hall. If his/her spouse travels to Tampa (all were invited), they will join the President-elect.

A private reception will be held immediately following the announcement at an off campus location.



**USF Presidential Search Week
Dr. Wanda Blanchett Itinerary
March 19-22, 2019**

Tuesday, March 19, 2019

Arrives at 1 p.m. with Ms. Savannah Bennett, GA for Office of the President picking up for transfer to Hilton Downtown.

Reservation #: 3534249426

Remainder of day is free to prepare for Wednesday's interviews.

Wednesday, March 20, 2019

Hotel pickup by Ms. Tanya Vomacka, Director of Strategic Communications at 11:30 a.m. Ms. Vomacka will meet you at the valet parking drop-off (entrance).

Arrive at USF Gibbons Alumni Center by 12:15 p.m. Ms. Savannah Bennett, GA for Office of the President will greet you at the door and take you into the conference room for last minute prep with Jan Greenwood and Julie Holley.

Search Committee Interview – 12:30 p.m. – 1:45 p.m.

Immediately following interview, Ms. Vomacka will escort candidate to Lifsey House (Presidential Entertainment) for photo shoot and short bio interview with University Communications staff. Kim Hill will greet you at the House. Ms. Vomacka will provide a tour of the USF Tampa campus prior to returning to hotel.

Remainder of the day is free to prepare for Thursday's events.

Thursday, March 21, 2019

Hotel pickup by Mr. Steven Prevaux, University Ombudsman and former General Counsel at 6:30 a.m. at same location as previous day. (Sorry for the early pickup)

Conversations with Candidates: 8 – 9 a.m. at USF Sarasota-Manatee with Rick Piccolo; 11-12 p.m. at USF St. Petersburg with Debbie Sembler and Professor Kathy Arthur; lunch with escort; then 5-6 p.m. at USF Tampa with Rhea Law. Optional dinner after last forum in local community.

Friday, March 22, 2019

Hotel pickup by Ms. Tanya Vomacka, Director of Strategic Communications at 10:45 a.m. Ms. Vomacka will meet you at the valet parking drop-off (entrance).

Arrive at USF Gibbons Alumni Center by 11:30 a.m. Ms. Savannah Bennett, GA for Office of the President will greet you at the door and take you into the conference room for last minute prep with Jan Greenwood and Julie Holley.

Board of Trustees Interview – 11:45 a.m. – 1 p.m.

Immediately following interview, Ms. Vomacka will escort candidate back to hotel.

Upon completion of all interviews, the Board of Trustees will convene to discuss candidates and select the seventh president for the University of South Florida. Greenwood/Asher & Associates or the USF Board of Trustees Chair will notify the candidates of their selection. The escort hosting the chosen candidate to serve as the 7th President will return to the hotel to pick him/her up to return to campus. The President-elect will return to the Gibbons Alumni Center, Traditions Hall. If his/her spouse travels to Tampa (all were invited), they will join the President-elect.

A private reception will be held immediately following the announcement at an off campus location.



**USF Presidential Search Week
Dr. Steven Currall Itinerary
March 19-22, 2019**

Tuesday, March 19, 2019

Arrives at 12:30 p.m. with Dr. Donna Petersen, Dean COPH picking up for transfer to Marriott Waterside.

Reservation #: 81413265

Remainder of day is free to prepare for Wednesday's interviews.

Wednesday, March 20, 2019

Hotel pickup by Dr. Valeria Garcia, AVP Office of Decision Support at 1 p.m. Dr. Garcia will meet you at the valet parking drop-off (entrance) due to the construction.

Arrive at USF Gibbons Alumni Center by 2 p.m. Ms. Savannah Bennett, GA for Office of the President will greet you at the door and take you into the conference room for last minute prep with Jan Greenwood and Julie Holley.

Search Committee Interview – 2:15 p.m. – 3:30 p.m.

Immediately following interview, Dr. Garcia will escort candidate to Lifsey House (Presidential Entertainment) for photo shoot and short bio interview with University Communications staff. Kim Hill will greet you at the House. Dr. Garcia will provide a tour of the USF Tampa campus prior to returning to hotel.

Remainder of the day is free to prepare for Thursday's events.

Thursday, March 21, 2019

Hotel pickup by Dr. Cindy DeLuca, AVP for Innovative Education at 10:15 a.m. at same location as previous day.

Conversations with Candidates: 11 a.m. – 12Noon at USF Tampa with Rhea Law; 2-3 p.m. at USF Sarasota-Manatee with Rick Piccolo; 5-6 p.m. at USF St. Petersburg with Debbie Sembler and Professor Kathy Arthur. Optional dinner after last forum in local community.

Friday, March 22, 2019

Hotel pickup by Dr. Valeria Garcia, AVP Office of Decision Support at 12:30 p.m. in same location at previous days.

Arrive at USF Gibbons Alumni Center by 1:15 p.m. Ms. Savannah Bennett, GA for Office of the President will greet you at the door and take you into the conference room for last minute prep with Jan Greenwood and Julie Holley.

Board of Trustees Interview – 1:30 p.m. – 2:45 p.m.

Immediately following interview, Dr. Garcia will escort candidate to hotel.

Upon completion of all interviews, the Board of Trustees will convene to discuss candidates and select the seventh president for the University of South Florida. Greenwood/Asher & Associates or the USF Board of Trustees Chair will notify the candidates of their selection. The escort hosting the chosen candidate to serve as the 7th President will return to the hotel to pick him/her up to return to campus. The President-elect will return to the Gibbons Alumni Center, Traditions Hall. If his/her spouse travels to Tampa (all were invited), they will join the President-elect.

A private reception will be held immediately following the announcement at an off campus location.

**Presidential Search Committee Meeting
March 20, 2019**

Chair Muma called meeting to order at 8:06 a.m. with briefing on logistics for the day (keep greetings short, ask to be on first name basis). The following order will be used for questions: Muma, Piccolo, Law, Shinn, Sembler, Colon, Kent, Arthur, then Frisina. Members on Zoom can type in questions during the discussion portion, if needed. Chair Muma will finish questions with the following “Is there anything in your background, issues or concerns, that you think we should be briefed on before we go on?” Format will be identical for all four candidates and a discussion will follow each interview about the strengths of each candidate—no negatives.

Dr. Greenwood reviewed the information in the notebooks at their place: schedule, resumes, questions being asked, questions that are not allowed to be asked; referencing has been occurring since the Monday meeting (going back as far as 10 years). She also shared that referencing will continue up until Friday than another company will be brought in to do credit checks, criminal background checks as needed. Vice Chair Law reminded the committee of the limited time for interviews so be sure to stay on topic, but be conversational to reflect our openness as a university. Committee is using a model of behavioral interviewing, so follow-up questions are encouraged if needed.

Dutta Interview – 8:30-9:49 a.m.

Vitter Interview – 10:15-11:30 a.m.

Blanchett Interview – 12:32-1:40 p.m.

Currall Interview – 2:13-3:25 p.m.

The committee reconvened after a short break to review the strong points of each candidate.

Dutta:

- AAU research institution experience
- Experience in consolidation—viewing through the lens of student success
- Sustainability of Preeminence
- Understanding of budgeting models and experience with different scales of budgets
- Focus on human issues as an academic institution
- Open office hours as chancellor
- Did homework on metrics/moving towards AAU
- Experience as diversity officer and developing diversity strategic plan
- NSF experience
- Importance of good relationship with press
- Maintaining uniqueness of regional campuses
- Good handle of trends in higher education
- Experience in athletics—changing conferences (moving up)
- Detailed plans for each answer to questions
- “When I say I it is a big We”
- Emphasized budget transparency and clear understanding of goals as they relate to financial decisions
- Experience with working with elected officials

Vitter

- Understanding role of working with legislature/elected officials
- Growing/regaining research prestige with Carnegie classifications
- Confronted previous issues upfront with interview—unemotionally and clearly and discussed what he learned from the process
- Discussed areas of improvement for previous positions
- AAU institution experience
- Engaging communicator
- Emphasized relations with students
- Balanced view of athletics
- Spoke highly of family—discussed them upfront
- Would spend considerably time at regional campuses—doing 100 day listening/learning tour
- Mention of global initiatives and programs

Blanchett

- Focused on increasing rankings—successes at Perdue
- Student access
- Strong background in faculty diversity programs
- Empathetic to consolidation process—good listener
- Has great personal success story—lived what we want our students' stories to be
- Success with endowments
- Often credited people she worked with—promotes collaborative culture and values people and their uniqueness
- Articulate and believable as a communicator
- Lots of energy

Currall

- Opening comments aligned with USF vision and aspirations
- AAU experience—confidence in how to elevate USF
- Innovative processes and strategies
- Integrity and oversight as key for athletics
- USF's relationship with Tampa Bay should be like Stanford's relationship with Silicon Valley
- Cultural intelligence to work with faculty and allow for integration of disciplines
- Innovative in economic development efforts
- Comes from public high school
- Expertise in organizational behavior
- Focus on research—strategic plan on increasing research
- Lots of experience with health institutes
- Fundraising since age of 23
- Pointed out metrics that we should begin measuring on our own (national recognition amongst presidents/provosts)
- Seemed presidential

- Good personal characteristics
- Entrepreneurial efforts
- Distinguishing the university as a focus

The Chair thanked the committee members for their work, especially his Vice Chair Rhea Law. He also reminded them of the conversations with candidates and encouraged attendance if possible. Chair Muma let the members know their official role is complete as he adjourned the meeting at 3:53 p.m.

Conversations with Candidates

USF Tampa – Alumni Center, Traditions Hall with Rhea Law moderating

USF Sarasota – Manatee in A320A large classroom with Rick Piccolo moderating

USF St. Petersburg – Student Center Ballroom with Debbie Sembler and Kathy Arthur moderating

Conversations will occur simultaneously at: **8-9 a.m.; 11-12 p.m.; 2-3 p.m.; 5-6 p.m.** (gives escorts 2 hours to travel to next location, check out area). Escorts will be with the candidates at all times. Greenwood/Asher & Associates consultants will be at all sites.

Search committee moderator intro: feel free to adjust opening comments...idea is to provide the candidate the opportunity to share their experiences with our colleagues on all campuses in a “conversational setting”...

- Thank you for joining us today. I’m “**COMMITTEE MEMBER**”.... and am here today as a representative of the Presidential Search Committee. As we move through the process to select our seventh president, it is important that our process is transparent to our most important stakeholders -- the USF community. Today’s conversation is an opportunity for you to hear directly from each of our final candidates before the Board of Trustees conducts its interviews on Friday.
- Before we begin, I want to express our sincere gratitude to the USF community for your involvement in the search process thus far. *To “REGIONAL CHANCELLOR TADLOCK OR HOLDBROOK”, thank you for your leadership on this beautiful campus and hosting the Presidential Search candidates today.* You have provided feedback, ideas and suggestions that helped us develop the qualifications for this very important position.
- As a reminder, we are still welcoming comments on the Presidential Search website. This site includes all of our updates throughout the week, the full detailed schedule, candidate CVs, and other resources.
- Today I have the pleasure of introducing you to “**CANDIDATE**”, bio info.
- ***(Offer candidate the opportunity to introduce themselves)***
- Over the next 45 minutes, I will be having a “fireside chat” with “**CANDIDATE**” covering topics that were developed based on feedback we received from our campus communities and constituents. These are the same topics being discussed with all of our candidates, at each campus location today.

Questions (*it's important that you get through the first 5 though you should be able to get through all*)

1. Over the past several decades, USF has transformed from a regional university into a major research institution, recognized globally. What do you believe are two or three strategic opportunities USF could focus on to continue this trajectory?
2. Can you share your initial thoughts or perspective on how, as President, you would support an effort to become one accredited (and branded) University with the understanding that we have a regional masters granting campuses that have ambitious goals as well? Please share any experience or learnings you have with similar transitions, including what advantages will come to the regional campuses?
3. As President, can you share what would be your approach to engaging with the respective branch campuses and learning about the respective distinctive cultures (Sarasota/Manatee & St Petersburg), including working with the Regional Chancellor, faculty, staff, our students, and the community to drive the strategic priorities for the local campus?
4. How have you led efforts to work with key stakeholders such Board of Trustees, state governing bodies of higher education, elected officials to drive the strategic priorities of the universities and give an example of an outcome you are proud?
5. USF is one of the top 25 public research institutions in the U.S., with over half a billion dollars in externally funded research and rising. How do we drive continued growth of our research efforts while still placing a strong emphasis on access and student success for under-represented, first-time-to-college student populations?
6. USF plans to consolidate accreditation among its three campuses. Drawing on your experience with a multi-campus university structure.... How do you make sure each branch campus plays an important role in the success of the university?
7. USF is one of the state's leading metropolitan universities, and is a significant economic driver for the Tampa Bay region with an economic impact of more than \$4 billion annually. How can the university ensure that we are providing the strongest talent pipeline to the region's employers? How can universities adapt their curriculum and programs to changing workforce needs considering the future landscape of higher educations?
8. With the move to one preeminent university, can you share your initial thoughts how faculty and students might collaborate across the university to advance areas of distinctiveness or even new opportunities that may exist throughout the Tampa Bay Region. Can you share an example where you have done something similar like this your prior experience?

USF BOARD OF TRUSTEES (BOT) INTERVIEW QUESTIONS

Interviews are 75 minutes each and will be moderated by a non-BOT member (Search Committee Vice Chair Rhea Law). The format includes one hour for BOT members to ask questions to candidates and last 15 minutes for candidates to ask their questions to BOT members. Target is 8 to 10 questions. This timeframe allows for a few follow up questions from Trustees, if needed, throughout the interview.

At the beginning of the interview each BOT member will briefly introduce herself/himself to the candidate.

1. Opening request and question:

As you respond to each of our questions, please provide examples of accomplishments that have resulted from your work, what your role was, and what process you used.

Question:

Share with us why you are interested in being our president and how your background aligns with what USF needs.

2. Leadership, strategy and vision:

Question:

As President, how would you lead USF to continue the trajectory of meeting and exceeding requirements for pre-eminence, positioning for AAU, driving student success and elevating its position as one of the most important regional assets in Tampa Bay. This is particularly important as we move through accreditation consolidation to have one healthy University faculty, staff, and students so please consider that in your response

Question:

Can you please share more about your leadership style, including the type of culture you create within you team and organization? Give examples of how you have done this in the past

Question:

How have you led efforts to work with key stakeholders governing bodies of higher education, elected officials to drive the strategic priorities of the universities? Please include your insights on how you would work specifically with the USF Board of Trustees and Legislators.

3. Resource development:

Question:

Fund raising, including both public and private, is essential to the long term financial health of the University. Please share examples of how you have led funding raising in your prior experience and what specifically would your role be at USF to continue our momentum with this key strategic priority?

Question:

As President, how do you view the importance of college athletics in your approach to resource allocation and advancing opportunities for student athletes. Please give an example of how you have engaged with college athletics

4. University Distinctiveness:

Question:

How have you built university distinctiveness in a highly competitive major metropolitan area that align with the strategic priorities of the University? Are there a few areas of distinctiveness that you think USF could focus on for the future? Provide examples of results of your work.

Question:

As President, how would you best position USF to continue its progress to provide access and be a model for diversity, equity and inclusion.

5. Management:

Question:

What insights or work experiences, internationally and domestically, have prepared you for running a large, complex \$2+ billion institution? As President, please share how you would leverage these experiences in your processes and approach to managing the organization

Question:

What decision have you made that in hindsight you would take back, what would you have done differently, and what did you learn from it?

Question:

Please share your philosophy for development of people and having a healthy one university culture and give an example of how you have done this in the past

Question:

Please share your vision for the consolidation of our three institutions while enhancing the momentum of the research at each campus. After visiting with each campus, can you share your thoughts about vision and opportunity.

Question:

Can you give us examples of your direct engagement in leading the research and medical side of the University?

BOT Presidential Candidate Interviews and Special Meeting
March 22, 2019
(Unofficial Minutes)

The Board of Trustees preparation meeting prior to the interviews was called to order at 8 a.m. with the following Trustees present:

Trustees Horton, Mullis, Lamb, Zimmerman, Muma, Michael, Carrere, Kheireddine, Ramil, Goforth, Shinn, and Tokarz.

Chair Lamb provided background on format and logistics of interviews

- Trustee Muma will do introductions of candidates
- Rhea Law will moderate and ask a series of preset questions. Trustees are encouraged to ask follow-up questions. Last 15 minutes will be devoted to candidate to ask Trustees questions, would like additional discussion.

Dutta Interview – 8 – 9:15 a.m.

- Self introduction
- RL questions and trustees' follow-up

Vitter Interview – 9:45 – 11 a.m.

- Self introduction
- RL questions and trustees' follow-up

Break for lunch

Blanchett Interview – 11:45 a.m. - 1 p.m.

- Self introduction
- RL questions and trustees' follow-up

Currall Interview – 1:30- 2:45 p.m.

- Self introduction
- RL questions and trustees' follow-up

After a short break, the Board of Trustees convened a special meeting. Chair Lamb reviewed the search process over the last several months – “covered a lot of ground” and called the meeting to order at 3:13 p.m. He asked Dr. Visot to call roll.

The following trustees present: Trustees Carrere, Goforth, Horton, Khierdine, Lamb, Michael, Mullis, Muma, Ramil, Shinn, Tokarz and Zimmerman. Trustee Watkins joined the call prior to candidate discussion and Trustee Goforth had to leave meeting prior to vote due to flight taking off.

Action Items:

FL 101 – Approval of compensation study and package for new President. Chair Lamb called on Trustee Zimmerman to present the item.

Trustee Zimmerman reviewed the study and shared that the new president's compensation must be consistent with valid compensation study, as per the BOG policy. He shared the following:

Objectives of the BOT are to identify compensation ranges. Trustee Zimmerman recommends base compensation of \$550,000 to \$600,000; incentive of \$250,000 to \$300,000 with the same awarding procedure currently in place. Discussion occurred with trustees asking questions:

Are recommendations consistent with the data provided in the form of the compensation study – yes; \$100,000 moving expense and how it could be used in the event of old home not being sold – feel the markets are good and only this one time amount; recommendations seem to position next president favorably with respect to UF and FSU presidents' compensation – supportive of proposed package; hits in the middle. Several trustees commented they are supportive of package.

Motion made by Trustee Muma, second by Trustee Ramil – unanimously approved by those in attendance (person/call).

FL 102 – Contract Approval

Chair Lamb called on Trustee Zimmerman and General Counsel Solis to discuss contract.

GC Solis gave an overview of new terms to contract including differences to current presidential contract.

Motion by Trustee Mullis, second by Trustee Horton – unanimously approved; motion grants Chair Lamb latitude to negotiate final terms within the previously approved compensation ranges

FL 103 – Approval on 7th USF President of USF

Chair Lamb introduced Jan Greenwood to speak about background checks, referencing, etc. and thanked her for her work.

Dr. Greenwood shared: over 269 prospects initially reviewed by presidential search committee; all candidates were considered qualified and competent to do the job – all have AAU and a wide breadth of experience (multi-campus); soft skills assessment was done.

Questions and comments to Dr. Greenwood from Trustees:

Gratitude to consultants for work done; Trustee Muma communicated often with consultants; sunshine laws give public confidence and credibility in how university operates, but does that hurt the search (consultant reply: sunshine laws often knock out sitting presidents and chancellors as it hurts donor relations with the universities, but does not mean candidates are better or worse, just different); and Chair stated that market-based decisions were made for compensation and in selecting president.

The Chair felt the board was ready to discuss where everyone is about candidates... thinks they are ready to make this decision. He shared that approximately 500 pages were sent out to prospects, over

200 profiles examined to determine USF qualifications, all in 180 days, 15 search committee members narrowed the field to 4 candidates for on campus interviews. The Chair stressed a lot has gone into getting Board to the number 1 candidate – stressing a lot of work and effort has occurred. Chair asked the Trustees to think about positive themes that have informed your personal decision as a trustee in selecting the president and where you saw distinguishing themes or characteristics to help you make a decision; also think about the profile that was previously established. He turned to Trustee Muma who chaired the search committee. Trustee Muma acknowledged work done by the Chair and his committee Vice Chair Rhea Law. He stressed that he feels they came up with outstanding final candidates but none were better than the final 4. He shared that there were a lot of the positive characteristics from the profile in the finalists and believes any of the 4 could run USF and keep up the current trajectory. He requested that only positive comments as negative comments will not help the process and could hurt future searches for finalists.

The Chair started with Trustee Watkins due to being on phone with limited time.

NW: regrets not being able to be present in person, but had one on one time with finalists after their search committee interview; each candidate has uniqueness over the other – it is all about finding the right balance and providing right leadership. Similar theme throughout the trustees.

Chair Lamb asked each trustee to provide their recommendation:

- LM: Currall
- JR: Currall
- OH: Currall
- HM: Currall
- JZ: Currall
- DM: Currall
- MC: Currall
- MK: Dutta
- BS: Currall
- CT: Vitter, will not oppose Currall (was #2)
- NW: Currall
- SG: Sent text from airplane for Currall (though she was aware she cannot formally vote)

The Chair thinks alignment is important therefore wanted to address dissenting opinions; he clarified that CT is supportive of Currall – CT: said yes; asked MK if he would be supportive – MK: said yes, but recommendation still stands.

Trustee Muma moved to select Steven Currall as the 7th President of the University of South Florida. Trustee Mullis 2nd the motion. Motion was unanimously approved of all present in person and phone. No one dissented. Dr. Steven Currall was named 7th President of the University of South Florida pending Board of Governors confirmation.

The Board took a break so that a call to all finalist could be made and Dr. Currall can return to campus.

President Genshaft provided introductory remarks to the Trustees and USF community before introducing Dr. Steven Currall and his spouse Dr. Cheyenne Currall.

Dr. Currall provided remarks, thanking the Trustees for their faith in him and that he looks forward to meeting with the Florida Board of Governors next Thursday for confirmation.

The Chair congratulated the President-elect and adjourned the meeting.

USF 7th President and CEO Tentative Transition Timeline

1. IMMEDIATE (Next 30 – 45 days)	<u>COMPLETE BY</u>	<u>RESPONSIBLE PARTY</u>
A. Preparation for BOG Confirmation (Including Accountability, Preeminence & Consolidation Plans)	March 23-28	BOT Chair, Chancellor
B. Press Release on BOG Confirmation	March 28	Media Director
C. Complete Contract Negotiations	March 28	BOT Chair, GC Solis
D. Prepare Initial Briefing Documents (President, Sr. VPs, RCs, GC, Athletics)	March 30	Chief of Staff (COS)
E. Schedule Initial Visit for Presidents in Tampa	March 30	Chief of Staff
F. Register for Harvard Seminar for New Pres.	April 1	COS, New President
G. Legal Briefing & Training on Florida Sunshine Laws	April 30	GC Solis
2. NEAR (April – June)		
A. Schedule Visits to Tampa (Include introductory visits with key constituents; meetings with senior leadership)	April – June	2 Presidents, COS
B. Establish Transition Team (if needed)	mid-April	New President, COS
C. Attend Harvard Seminar	July 5-10	New President
D. Benefits Brief	June	HR AVP, Sr. VP
E. President’s Evaluations of Current Leadership Team	June 15	President Genshaft
3. FAR (July – December)		
A. Stakeholder Introductory Meetings (faculty leadership)		New President’s Asst.
B. Stakeholder Introductory Meetings (Community leaders, Local Delegation, Major Donors)		New President’s Asst. & Sr. VPs, RCs
C. Leadership Retreat	September	New President, COS, Transition Team
D. 2019-2020 Goals	September	New President, BOT Chair, Gov. Comm.
E. Media Training by Profession Consultant	July-August	New President, COS, BOT Chair
F. Sr. VP for Advancement PD	October	New President, Sr. VP Foundation Board

Initial Briefing Documents by Sr. Leadership Include:

Governance Structure

Organizational Charts

USF Accountability Plans

USF Preeminence Plan

List of Stakeholders for respective leadership areas

Financial Status Reports, Cash Flow Reports, Investment Reports, Budget Reports

Infrastructure and Physical Plant Needs and Timetables

Top 5 Priorities for Each Sr. VP and RC Area

Legal Briefs on Critical Issues

Critical Partnership Agreements