



UNIVERSITY OF CENTRAL FLORIDA

Board of Trustees

4000 Central Florida Boulevard
Orlando, FL 32816

March 25, 2019

The Honorable Ned Lautenbach, Chair
Board of Governors
State University System of Florida
325 West Gaines Street, Suite 1614
Tallahassee, Florida 32399

Re: Confirmation of University of Central Florida Interim President
Thaddeus Seymour, Jr., Ph.D.

Dear Chair Lautenbach:

As you know, UCF has been through a very challenging time. One of the bright spots during this period has been the service of Thaddeus Seymour, Jr., Ph.D., as interim president. Our Board of Trustees unanimously selected Dr. Seymour because of his exceptional background — both in business and academia — and his impactful work at UCF to date.

Since 2015, Dr. Seymour has been instrumental in creating UCF's Collective Impact Strategic Plan, building a shared campus with Valencia College in downtown Orlando and forming a new division at UCF devoted to partnerships and innovation.

Before UCF, Dr. Seymour had a successful 30-year career in business, most notably as one of the visionaries of Lake Nona Medical City. His work has helped bring more than \$3 billion in health and life science investment to the area.

His deep relationships in the community and across the state make him the perfect choice for interim president, where his attention will be focused on rebuilding trust in UCF.

A summary of key contract terms also is included for your review, and compensation will be paid in compliance with state laws, including statutory provisions governing compensation, termination and severance.

In accordance with the Board of Governors Regulation I.001(5)(c), the UCF Board of Trustees respectfully requests the Board of Governors' confirmation of Dr. Seymour as Interim President.

Please contact me or UCF's Office of the General Counsel if we can answer any questions or provide additional information.

Cordially,

Robert A. Garvy

Chairman, UCF Board of Trustees



UNIVERSITY OF CENTRAL FLORIDA

Confirmation of University of Central Florida Interim President Thaddeus Seymour, Jr., Ph.D.

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cc: Marshall Criser, III, Chancellor, State University System of Florida
The Honorable Tim Cerio, Chair, Audit and Compliance, BOG
Vikki Shirley, General Counsel, BOG
Thaddeus Seymour, Jr., Ph.D., Interim President, UCF

Summary of Key Contract Terms

Parties:

University of Central Florida Board of Trustees and Dr. Thaddeus Seymour, Jr.

Term:

February 21, 2019 until arrival and Board of Governors' confirmation of a permanent President.

Compensation/Benefits:

Annual salary of \$506,000. Any amount of salary in excess of the amount authorized by the Florida Legislature will be paid from non-state sources.

No additional benefits beyond the current benefits applicable to his position as a university Vice President.

Termination:

The Board of Trustees may terminate the agreement at any time, with or without cause, in which case Dr. Seymour will return to his previous position as a university Vice President.



UNIVERSITY OF CENTRAL FLORIDA

Thad Seymour, Jr., Ph.D.

*Interim President
Vice President for Partnerships
and Chief Innovation Officer*

Thad Seymour was selected as interim president by UCF's Board of Trustees on Feb. 21, 2019. Thad also serves as UCF's Vice President for Partnerships and Chief Innovation Officer, focused on expanding and deepening the university's partnerships and enhancing UCF's ability to cultivate the talent needed to strengthen and diversify Central Florida's economy.

Prior to his current role, Thad spent two years leading efforts to bring UCF Downtown to life and positioning the campus, which will open in August, as an innovative model of 21st-century higher education. Before that, he led the development of UCF's Collective Impact Strategic Plan, which was unanimously approved by the UCF Board of Trustees in May 2016.

Before UCF, Thad's three-decade business career included senior executive roles with large healthcare and technology companies, as well as multiple early stage businesses. As senior vice president of Tavistock Development Company, he led strategy and business development for Lake Nona Medical City and helped bring more than \$3 billion in health and life sciences investment to the fast-growing innovation cluster. Thad also led the recruitment of the United States Tennis Association to Orlando to build the nation's largest tennis complex, and founded and served as president of the Lake Nona Institute, a not-for-profit organization committed to driving innovative collaboration among Lake Nona's diverse partners, including health and wellness, education and sustainability. It also hosts the widely acclaimed annual Lake Nona Impact Forum.

Thad served as a board member of BioFlorida and was the 2015 recipient of the BioFlorida Leadership Award. He co-chaired bioOrlando and is a past chair of the Florida Research Consortium. Within the Orlando community, Thad has served on the board of Visit Orlando and the president's advisory council of Valencia College. He is a past chair of StarterStudio, a nonprofit entrepreneurial support and co-working organization in downtown Orlando, and Shepherd's Hope, which provides free medical care to more than 20,000 uninsured patients throughout Central Florida. Thad currently serves as an executive committee member of the Orlando Economic Partnership.

Thad holds a Bachelor of Arts in History from Dartmouth College and a Master of Arts and doctorate, both in History, from the University of Wisconsin. He also holds an MBA from the Kellogg School of Management at Northwestern University. He and his wife, Katie Glockner Seymour, have three grown children.

THADDEUS SEYMOUR, JR., PH.D.

P.O. Box 160002
Orlando, FL 32816-0002

407.823.2484
thad.seymour@ucf.edu

SUMMARY OF EXPERIENCE

Experienced academic leader and corporate executive with demonstrated success in leading senior teams in higher education and fast-growing private and public companies. Proven general management skills, with strong functional experience in strategy, mergers and acquisitions, business development, marketing, sales, professional services, and finance. Industry experience in multiple vertical markets, with particular strength in higher education, healthcare, technology, and real estate development. Extensive experience with venture-backed companies. A passionate strategist and advocate for regional and statewide economic development. Academic background and experience, with track record of collaborations among universities, independent research institutes, charitable foundations, and a wide range of not-for-profit organizations. Collaborative, strategic leader with high sense of urgency and relentless focus on innovation and value creation.

EXPERIENCE

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|----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| Sept. 2015
to Present | UNIVERSITY OF CENTRAL FLORIDA | ORLANDO, FL |
| | One of the nation's largest research universities with over 68,000 students, a highly respected faculty, and a national reputation for partnership and innovation. | |
| 7/18-present | Vice President for Partnerships and Chief Innovation Officer | |
| | Creating new division to amplify the university's impact through strategic partnerships and both internal and external innovation efforts. Areas included in the division include the UCF Downtown campus, the Center for Higher Education Innovation, corporate partnerships, community-focused entrepreneurship programs, economic development, community relations, and the Florida High Tech Corridor. | |
| 6/16-6/18 | Vice Provost for UCF Downtown | |
| | Led the development and preparation for opening of a new urban campus in partnership with Valencia College that will welcome approximately 7,700 students in August 2019. Developed unique and strategic community and corporate partnerships that will amplify the economic, social, and cultural impact of the university on downtown Orlando and beyond. | |
| 9/15-5/16 | Senior Advisor to the Provost for Strategic Planning | |
| | Under the direction of the provost, led the development of the university's aspirational Collective Impact Strategic Plan, approved by the UCF Board of Trustees in May 2016. Oversaw multiple teams of university and community stakeholders, collaborated with university senior leaders and trustees, and developed a high-quality, metric-driven, 20-year roadmap for the university. | |
| May 2008
to June 2015 | TAVISTOCK DEVELOPMENT COMPANY | ORLANDO, FL |
| | Privately held real estate development company affiliated with the Tavistock Group, an international private investment organization. Tavistock Development Company has developed Lake Nona Medical City and the surrounding community comprised of over 7,000 acres. | |
| 12/12-6/15 | Senior Vice President | |
| | Oversaw business development, marketing, sales, strategic alliances, and new ventures for Lake Nona project. \$3 billion in construction since 2007 has established a robust platform on which the project will continue to grow over the next several decades. | |

- 12/09-3/16 **President, Lake Nona Institute**
 Founded and led the not-for-profit organization committed to driving innovative collaboration among a diverse set of partners using Lake Nona as a living laboratory in the arenas of health and wellness, education, and sustainability. The Institute created and hosts the annual Lake Nona Impact Forum, among multiple other collaborative research and innovation initiatives.
- 05/08-12/12 **Vice President and General Manager, Health and Life Sciences**
 Responsible for development and execution of Medical City strategy, working with the partner organizations, and developing external strategic alliances with national and global companies.
- Nov. 2004 to May 2008** **CURASCRIP, INC. (a subsidiary of Express Scripts, Inc.)** **ORLANDO, FL**
 \$4 billion specialty pharmacy and distribution subsidiary of Express Scripts, Inc. (Fortune 150 Pharmacy Benefit Management company), dispensing and distributing expensive, hard-to-handle biotech drugs to patients, physicians, and alternate site settings.
- 10/05-5/08 **Vice President, Marketing and Corporate Communications**
 Responsible for marketing, strategy, and communications across CuraScript's four business units, which generated nearly \$100 million in EBITDA.
- Reported to CuraScript CEO with responsibility for marketing strategy development and execution.
 - Successfully led entire rebranding of CuraScript following 2005 Priority Healthcare acquisition.
 - Led marketing team of 16 professionals with \$4.4 million budget supporting \$4 billion in revenue.
- 11/04-10/05 **Vice President, Corporate Development (Priority Healthcare, acquired October 2005)**
 Responsible for driving company strategy and accelerating growth through acquisitions. Led management team in defining transformational strategy to become a healthcare services company. \$1.3 billion sale to Express Scripts represented a 58% market cap increase since joining the company.
- Negotiated immediately accretive \$32 million infusion pharmacy acquisition in Louisville, KY.
 - Built strong deal pipeline and doubled acquisition capital pool from \$200 million to \$400 million.
 - Project managed Priority Healthcare teams through the Express Scripts sale process, including due diligence, definitive agreement drafting, communications, and regulatory/shareholder filings.
- July 2003 to Oct. 2004** **CFSE BUSINESS SERVICES, INC.** **WINTER PARK, FL**
 Financial advisory and strategic consulting firm affiliated with Chastang, Ferrell, Sims & Eiserman, LLC, then the largest regional accounting firm in Central Florida.
- President**
 Worked with growth companies to provide strategic and financial advisory services, including M&A assistance, capital raising, interim management, business valuation, and strategic consulting.
- Sold wireless public safety software business to publicly held acquirer.
 - Provided valuation and business strategy assistance to multiple client companies.
 - Board chairman and consultant to assistive technology company.

**Jan. 2000
to June 2003**

PERFORMANCE PARTNERS

LAKE MARY, FL

Management consulting firm established to improve the operational execution of clients through business strategy refinement, executive team development, interim management, and capital-raising.

Principal

Worked with high-potential clients to accelerate growth, establish a scalable infrastructure, and develop sustainable value in the business.

- *Co-founder and chairman of software firm (acquired in 2005, sold to Oracle).*
- *Chairman and consultant to Web content management tools provider (acquired in 2002).*
- *Enhanced strategy and partnership opportunities for Chicago-based healthcare ASP provider.*

**Jan. 1995
to Dec. 1999**

AVIO CORPORATION

MAITLAND, FL

A venture-backed healthcare software company. Acquired by Shared Medical Systems (SMS) in 1999, which was subsequently acquired by Siemens in 2000.

President and Chief Operating Officer

Full operating responsibility for high-growth clinical software business for large physician groups.

- *Raised \$22 million in venture capital and strategic partner equity financing.*
- *Software twice recognized as Microsoft Healthcare Product of the Year.*
- *Negotiated and closed \$20 million+ distribution agreement with largest partner.*
- *Negotiated and closed multi-million-dollar global contract with large auto manufacturer.*

1992 to 1994

HBO & COMPANY (now McKesson)

LONGWOOD, FL

A leading provider of hospital information systems. Previously IBAX Healthcare Systems (a Baxter and IBM joint venture), acquired by HBOC in June 1994.

9/92-12/94

Vice President and General Manager, Series 3000 and Value Added Products

Responsible for all functions of five highly profitable business units and new product development.

- *Responsible for Pharmacy, Operating Room, and Small Hospital businesses, with staff of 70.*
- *Grew Operating Room business 70% and increased Pharmacy profit margin to best in the industry.*
- *Led post-acquisition effort to ensure successful transition for one of first HBOC acquisitions.*

1/92-9/92

Director, Strategic Planning and Marketing

Responsible for company strategic planning and marketing communications. Reported to CEO.

- *Initiated and led process to define strategy for each product line in company turnaround. Resulted in company reorganization and return to profitability in 1993.*
- *Managed corporate communications and completed successful company repositioning.*

- 1987 to 1991** **PANSOPHIC SYSTEMS, INC.** **LISLE, IL**
 A publicly traded \$200 million systems and applications software company. Acquired by Computer Associates (Islandia, NY), 1991.
- 10/90-12/91 **Director of Operations and Marketing**
 Responsible for Customer Service, Operations and Marketing for \$160 million Systems Software Division.
- 5/89-9/90 **Manager, Midrange Sales and Industry Marketing**
 General management responsibility for IBM midrange-systems software business.
- 7/87-4/89 **Strategic Planning Manager**
 Led financial team for six prospective acquisitions and coordinated \$40 million budget.
- 1984 to 1985** **NORTH CENTRAL COLLEGE** **NAPERVILLE, IL**
Visiting Lecturer, History Department
 Taught undergraduate courses in American twentieth century, urban, and economic history.
- 1977 to 1979** **KIMBALL UNION ACADEMY** **MERIDEN, NH**
History Teacher and Coach
 Taught history and coached three sports at college preparatory school for 250 students.

EDUCATION

- 1985 to 1987** **KELLOGG GRADUATE SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY** **EVANSTON, IL**
 Masters of Business Administration, June 1987. F.C. Austin Scholar (awarded to top five percent of incoming students). Concentrations in marketing, finance, and management policy. Summer Intern, First National Bank of Chicago, 1986.
- 1979 to 1985** **UNIVERSITY OF WISCONSIN** **MADISON, WI**
 Ph.D. in American History, August 1985. M.A., January 1981. Vilas Fellow, History Department Fellowship. Teaching Assistant and Research Assistant, 1980-1982. Concentration in early twentieth century history. Dissertation Title: “*A Progressive Partnership: Theodore Roosevelt and the Reform Press — Riis, Steffens, Baker, and White.*”
- 1973 to 1977** **DARTMOUTH COLLEGE** **HANOVER, NH**
 Bachelor of Arts in History, *cum laude*, with distinction in major, June 1977. Language Program, Bourges, France. Congressional Internship, Washington, D.C. Fraternity President, Fraternity Governing Board, Dragon Senior Honor Society, Swimming Team.

OTHER INFORMATION

Current community involvement: Orlando Economic Partnership (executive committee), Canine Companions for Independence volunteer, Shepherd's Hope volunteer. Former board member of: StarterStudio (chair), Shepherd's Hope (chair), Lake Nona Institute (co-founder and president), Florida Research Consortium (chair), Bio-Orlando (co-chair), BioFlorida, Visit Orlando, One Blood (formerly Florida's Blood Centers), Florida Venture Forum, Rollins College Center for Entrepreneurship, Orlando Chapter of the Association for Corporate Growth (ACG). Past community involvement includes: Trinity Preparatory School trustee and Booster Club president, assistant Boy Scout scoutmaster, president and secretary of Dartmouth Club of Central Florida, Dominican Republic house construction project participant, parish council member, Masters swim team coach, Big Brother program participant, and volunteer firefighter. Interests include family activities, scuba diving, photography, active sports, and travel. Married to wife Katie Glockner Seymour for 38 years, with three grown children.

REFERENCES

Available upon request.