

Florida Polytechnic University Search Process

Board Chairman Rob Gidel announced the start of the search for the Founding President of Florida Polytechnic University on June 25, 2013 at a meeting of the Board of Trustees. Chair Gidel appointed all members of the BOT to the search committee along with Cindy Alexander, Foundation Board Chair. Mr. Norman Tripp was later appointed by the Chair of the Board of Governors to represent it on the search committee.

At its August 26, 2013 meeting, the Board authorized Chair Gidel to negotiate a contract with R. William Funk and Associates to assist the University with getting qualified candidates to apply for the position. Mr. Funk was introduced to the Board at its October 24, 2013 meeting after having signed a contract to assist the University.

At a December 16, 2013 the Board of Trustees discussed factors and issues that they might recommend to the Board of Trustees for use when evaluating candidates for the position. The Board then held a discussion with Bill Funk, whom it had hired to assist in the search process, posing questions to him and seeking his guidance on the search process.

The Presidential Search Committee held its first meeting on February 3, 2014 and appointed a Credentials Subcommittee, Compensation Subcommittee and a Collaboration Committee. At that same meeting the search committee discussed the search process and discussed a desire to have the Founding President begin work by July 1, 2014.

On March 7, 2014 and March 12, 2014 the Credentials Subcommittee met to develop a list of major qualifications for the person to be chosen as the Founding President of Florida Polytechnic University. They also identified other criteria that they felt would be important traits in the successful candidate.

The Compensation subcommittee met on April 8, 2014 and adopted a compensation study developed by the Association of Governing Boards and the College & University Professional Association for Human Resources. Based on that study, the Compensation subcommittee recommended that the contract be negotiated within the range presented in the study.

The Presidential Search Committee met on April 8, 2014 and took the following actions.

- (1) Approved the presidential selection criteria
- (2) Approved compensation guidelines as presented by the Compensation Subcommittee
- (3) Approved consideration of a list of 12 presidential candidates from among the list of 43 applicants
- (4) Approved consideration of a list of three candidates for discussion
- (5) Approved inviting Dr. Randy Avent and Dr. Robert McGrath to Lakeland for interviews and to meet with community leaders and staff.

On April 13, 2014 the Presidential Search Committee sat with approximately 75 community leaders and University staff they met and interacted with both candidates. Each candidate had a separate one hour meeting with the group.

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During its morning meeting of April 14, 2014 the Presidential Search Committee interviewed each candidate for 90 minutes using prepared questions and questions developed during the interviews. After considerable discussion, the search committee voted to recommend Dr. Randy Avent to the Board of Trustees as the Founding President of Florida Polytechnic University.

At its April 14, 2014 afternoon meeting, the Board of Trustees met and approved the compensation guidelines within which contract negotiations would occur. It then voted to adopt the Presidential Search Committee's recommendation of Dr. Randy Avent as the Founding President of Florida Polytechnic University pending confirmation by the Board of Governors.