



BOARD OF TRUSTEES

March 23, 2022

VIA email delivery

Marshall M. Criser III
Chancellor
Board of Governors
State University System of Florida
325 West Gaines Street, Suite 1614
Tallahassee, Florida 32399

Dear Chancellor Criser:

Please accept the enclosed summary and materials regarding the University of South Florida's presidential search process, as required by Florida Board of Governors Regulation 1.002. USF's presidential search process commenced in August 2021, tasked with recruiting the 8th President during a time of unprecedented success and exciting challenges and opportunities. Throughout this process, we remained grounded in our strategic priorities and mission, actively consulted with our internal and external stakeholders, and operated transparently in our processes. USF also closely followed BOG Regulation 1.002.

After conducting numerous listening sessions and a thorough nationwide search, USF invited two highly qualified candidates from diverse backgrounds for on campus interviews with the USF's Presidential Search Committee on March 1, 2022. The Search Committee advanced two candidates for consideration by the full USF Board of Trustees. The candidates returned to USF on March 21, 2022 for campus visits with members of the USF community, which were held on all three USF campuses. On March 22, 2022 the Board of Trustees interviewed the candidates and unanimously selected Rhea F. Law to serve as USF's 8th President.

The University of South Florida hereby respectfully requests Board of Governor's approval for President-elect Rhea F. Law on March 30, 2022. Please do not hesitate to contact me with any questions regarding the search process.

Sincerely,

Will Weatherford
Chair, USF Board of Trustees

BOARD OF TRUSTEES

University of South Florida | 4202 E Fowler Avenue, | Tampa, FL 33620-4301
813-974-1678 | usf.edu



BOARD OF TRUSTEES

cc: The Honorable Brian Lamb, Chair of the Florida Board of Governors
The Honorable Eric Silagy, Vice-Chair of the Florida Board of Governors
The Honorable Ken Jones, Florida Board of Governors and member of the USF
Presidential Search committee
USF President-elect Rhea F. Law

BOARD OF TRUSTEES

University of South Florida | 4202 E Fowler Avenue, | Tampa, FL 33620-4301
813-974-1678 | usf.edu



Presidential Search Committee Timeline

July 19, 2021	President Currall announces retirement from USF Presidency effective August 2 nd .
August 2, 2021	Special Board of Trustees Meeting to select Interim President Rhea F. Law
August 6-17, 2021	Search Firm Advisory Committee meets to review and recommend a search firm
August 24, 2021	Board of Trustees Meeting to select search firm, SP&A Executive Search (Alberto Pimentel, Partner)
August 24, 2021	Presidential Search Committee members announced
September 15, 2021	First Presidential Search Committee meeting to introduce members, review the charge, review sunshine law, and meet search consultant, Alberto Pimentel
October 2021	Listening Tour conducted by Chair Griffin and Alberto Pimentel
October 22, 2021	Committee meeting to review fact finding efforts and gather input from committee members. Initial discussion of position profile.
November 19, 2021	Committee meeting to review draft position profile and advertisement
December 7, 2021	Board of Trustees meeting to approve position profile and advertisement
December 8, 2021	SP&A Executive Search posted position profile

February 3, 2022	Committee meeting to provide status update on recruiting efforts
March 1, 2022	Committee meeting to provide a recruitment update, review applications, and select semi-finalists
March 4, 2022	Committee meeting to interview semi-finalists: Rhea Law and Jeffrey Talley selected to interview with Board of Trustees
March 21, 2022	Campus visits with candidates to meet with USF community
March 22, 2022	USF Board of Trustees meeting to interview & review criteria/candidates, approve compensation package, approve contract, and select 8 th University of South Florida President.

Presidential Search Committee Biographies

Search Committee Chair: Michael “Mike” E. Griffin, USF Board of Trustees, Sr. Vice President, Savills

Mike is a Senior Vice President and Market Leader for Savills, a worldwide company known for its consistent delivery of a full range of integrated real estate services across the globe. Mike joined Savills in 2015 upon its acquisition of Vertical Integration, the startup Florida-based real estate solutions firm that Mike joined upon his graduation with a Business Administration, B.S. degree from the University of South Florida in 2003. Beyond his Chamber and civic service, Mike has made his mark at his alma mater, initially serving two terms as Student Body President and as the charter student member of USF’s Board of Trustees. As an alumnus, Mike has served as the founding Chairman of USF’s Financing Corporation that developed several bond financings projects for USF. Thereafter, Mike chaired the USF Alumni Association Board of Directors and served on the USF Foundation Board of Directors. In 2018, Mike was appointed to serve on the USF Consolidation Task Force – where he served as its chairman – which focused on providing implementation recommendations to consolidate USF’s three campuses. His Board of Trustees assignments are chair of the Finance Committee and member of the Strategic Initiatives Committee.

Search Committee Vice Chair: Melissa Seixas, USF Board of Trustees, State President – Duke Energy Florida

Melissa is Duke Energy’s state president in Florida, serving approximately 1.8 million electric retail customers in central Florida, including metropolitan St. Petersburg, Clearwater, and the Greater Orlando area. Seixas has a strong tradition of supporting her community. She has served on numerous boards for nonprofit and business organizations including the Clearwater Marine Aquarium, the Pinellas County Urban League, the St. Petersburg and Clearwater Chambers of Commerce, Pasco Economic Development Council, and as immediate past chair of the board of directors for the St. Petersburg Downtown Partnership. She also has a long history of service to the University of South Florida and was honored as the 2019 recipient of the USFSP Regional Chancellor Award for Civic Leadership. She currently serves as chair of the USF St. Petersburg Campus Advisory Board and as a member of the board of trustees for the University of South Florida.



Tammy Allen, Ph.D., USF Distinguished University Professor, Industrial-Organizational Psychology

As an industrial and organizational psychologist, Dr. Allen's work over the past 20 years has focused on important topics that touch the lives of most adult members of society (e.g., how do individuals simultaneously manage their work and family roles and how can organizations help; what are the contributors to individual career growth and development such as mentoring relationships; and what aspects of work impact employee and family wellbeing). She has over 180 peer-reviewed journal articles, books, and book chapters. Her work has been cited over 40,000 times, has received multiple awards, and has been featured by a variety of media outlets. She has shared her research and teaching as a visiting scholar and guest speaker at universities and organizations across the world. Dr. Allen is currently the co-PI on several studies funded by the National Science Foundation that examine remote work, boundary management, and technology. She is also the recipient of the Outstanding Graduate Faculty Mentor Award from the University of South Florida, among other honors. She holds a B.A. from California State University (Fullerton), and a doctorate from the University of Tennessee.

Derrick Brooks, Board Member, EVP Corporate & Community Development, Vinik Sports Group, Motivational Speaker, NFL Hall of Famer, Board Member, Kforce, Inc., President and Founder, Derrick Brooks Charities

Derrick Brooks was drafted by the Tampa Bay Buccaneers in the first round of the 1995 NFL Draft, where he remained to play his entire 14-season professional career. Brooks was appointed by to the board of trustees of Florida State University by Governor Jeb Bush in 2003, where he occupied a seat until 2011. He has also served on the Florida Department of Education Foundation, St. Leo's University and Brooks-DeBartolo Charities, Inc. In 2007, he was appointed by Governor Charlie Crist as the Chairman for the Governor's Council on Physical Fitness – helping to eliminate the problem of childhood obesity in the State of Florida. Derrick also serves on other Board of Directors. By partnering with the DeBartolo Family, he was able to realize a lifelong dream with the opening of the very first traditional charter high school in the Tampa Bay area – Brooks DeBartolo Collegiate High School



Lisa Carlton, USF Sarasota-Manatee Campus Advisory Board, former State Senator and Representative to the Florida House of Representatives

Lisa Carlton is an eighth-generation Floridian who owns and manages the Mabry Carlton Ranch, a cattle and citrus operation in Sarasota County. An attorney, she is known for her distinguished service as a Florida legislator. Senator Carlton was elected to represent the 70th District in the Florida House of Representatives in 1994. After two terms, she was elected to represent the 23rd District of the Florida Senate in 1998, where she contributed to the establishment of the current Sarasota-Manatee campus that opened in 2006. She served as appropriations chair under three Senate presidents and was president pro tempore of the Senate during the 2006-2008 term. Senator Carlton serves as a member of the board of directors of Sarasota-based FCCI Insurance Group and is a founding member of the Florida Historic Capitol Foundation. Her record of public service has earned her recognition from many local and state organizations including Girls Inc., Stetson University, State College of Florida, the Sarasota Coalition on Substance Abuse, Florida Forever and USF.

Braulio Colón, Vice President, Florida Student Success Initiatives, Helios Education Foundation

Braulio Colón is an experienced non-profit executive and education system-change strategist. His leadership experience has focused on Florida state-based programmatic and policy development work at the state agency, university, community-based, and philanthropic levels. Mr. Colón was Executive Director and co-founder of the Florida College Access Network, an independent organization based at the University of South Florida that engages communities for higher education by promoting program and policy development designed to influence systemic change and improve college-preparation, access, and completion rates for limited-income, first-generation, and underrepresented students. Braulio serves on the governing board of the USF Alumni Association as Chair-elect and serves in an advisory capacity as member of Florida Philanthropic Network's Education Affinity Group, member of LEAP Tampa Bay's Leadership Council, and member of Tampa Bay Partnership's Racial Equity Advisory Group.



John Couris, President and CEO, Tampa General Hospital

John D. Couris is the President & CEO of Tampa General Hospital, a nationally recognized, not-for-profit, academic, and research health system partnered with the University of South Florida. As a visionary leader, Couris has had continued success in building healthcare companies throughout the country by driving innovation, operational excellence, and strategic collaborations. He is best known for creating an organizational culture that thrives on authenticity, kindness, vulnerability, and transparency. Couris believes that focusing on his team's well-being drives positive experiences for healthcare consumers. Couris is a graduate of Boston University and holds a Master of Science in management from Lesley University in Cambridge, Massachusetts. He is currently a doctoral candidate in business administration and management program at the University of South Florida Muma College of Business and will receive his degree in fall of 2021.

Julia Cunningham, USF Board of Trustees, USF Student Government President

Julia Cunningham is a senior at the University of South Florida pursuing a double major in psychology and political science. She currently serves as the Student Body President for the 2nd Consolidated term of Student Government. Cunningham is also on the Executive Board for the student organization Minorities in Pre-Law. Prior to her election as Student Body President, she served as a Student Government Senator and the Vice Chairperson of the Ethics Committee. During her time as a Senator, she sponsored several bills including a resolution to move USF towards 100% renewable energy by 2040. As the Vice Chair of the Ethics Committee, she oversaw investigations into student misconduct and the confirmations of federal appointments. She spent the past year working as an intern for Congresswoman Kathy Castor and was awarded a campaign fellowship for Tedra Cobb's 2020 campaign for the New York District 21 congressional seat. Her Board of Trustees assignment includes the Academics and Campus Environment Committee.

Oscar J. Horton, USF Board of Trustees, President and CEO of Sun State International

Oscar J. Horton has a proven record of managing organizational change and improving business efficiencies, currently serving as president and CEO of Sun State International, a position he has held since January 2000. Mr. Horton graduated from the University of Arkansas in 1974 and began his career as a sales representative for International Truck & Engine's Financial Corporation, rising through various positions throughout the organization. In his final role, Oscar served as vice president and general manager of international's foundry business. After a 25-year career with International, Mr. Horton left for his current position with Sun State International. Mr. Horton serves on the board of directors for The Bank of Tampa and is Chairman of the Board for Academy Prep Center of Tampa and has previously been on the board of the USF Foundation. Mr. Horton's Board of Trustees assignments include the Academics and Campus Environment Committee, Collective Bargaining Team, and the Audit & Compliance Committee.

Patrick Hwu, MD, President and CEO, Moffitt Cancer Center

Patrick Hwu, MD, is the president and CEO of Moffitt Cancer Center, one of the nation's leading cancer hospitals and the only National Cancer Institute-designated comprehensive cancer center based in Florida. As an internationally recognized tumor immunologist, Dr. Hwu has led pioneering research and clinical efforts to better understand the interactions between tumors and the immune system. He helped launch the field of gene modified T cells, publishing research on the first chimeric antigen receptor directed against cancer. His work focuses on vaccines, adoptive T-cell therapies, and immune resistance. An internationally recognized physician scientist, Hwu has a proven track record leading collaborative teams to make breakthroughs in science while improving cancer outcomes for cancer patients. He served as a house officer in Internal Medicine at The Johns Hopkins Hospital and completed a fellowship in oncology at the National Cancer Institute, where he worked as a principal investigator leading tumor immunology studies.



Ken Jones, Founder and CEO of TL Capital and Third Lake Partners, SUS BOG

Ken Jones is the founder and CEO of TL Capital and Third Lake Partners, worldwide private investment firms dedicated to the investment management and capital deployment for numerous private clients who own and operate some of the largest privately held companies in the world. Since inception in 2013, Ken has led and executed the vision, strategy and growth of the firm which invests capital in a broad array of asset classes including alternatives, real estate, private credit, direct private equity, and funds as well as co-chairing the firm's investment committee. In 2012, Ken served as President and CEO of the Republican National Convention where he was responsible for the organization and day-to-day executive management of all host committee responsibilities for the convention. He graduated with honors from Florida State University with a degree in communication and earned his law degree from the University of Florida where he was a member of Florida Blue Key and was the youngest-ever elected President of the University of Florida Law School Bar Association.

Mark T. Mondello, CEO, Jabil Inc.

Mark Mondello was appointed as CEO and director of Jabil in 2013. He joined Jabil in 1992 as a manufacturing supervisor. He was promoted to project manager in 1993, named vice president, business development in 1997, Senior Vice President, Business Development in 1999, and COO in 2002, overseeing global operations, business development, new product development, supply chain, and information technology. Prior to Jabil, Mr. Mondello was a commercial and defense-related aerospace project manager for Moog, Inc. A native of Chicago, he holds a B.S. in mechanical engineering from the University of South Florida.



Joan A. Reid, Ph.D., Associate Professor, Department of Criminology, Director of the USF Human Trafficking Risk to Resilience Research Lab

Dr. Joan A. Reid is an Associate Professor of Criminology and Director of the USF Trafficking in Persons Risk to Resilience Research Lab. Dr. Reid received her MA in Rehabilitation and Mental Health Counseling and PHD in Criminology from the University of South Florida. Dr. Reid is a Licensed Mental Health Counselor in Florida and Certified Rehabilitation Counselor. While primarily focused on advancing research to inform anti-human trafficking policies and practices, Dr. Reid also provides counseling services and forensic mental health assessments in sex trafficking court cases in her private practice.

Dr. Reid has authored over 60 publications primarily focused on child sex trafficking in Florida including groundbreaking research documenting the disproportionate risk of exploitation in sex trafficking among children with disabilities. The real-world impact of her research is extensive, appearing as a citing authority in human trafficking cases in various State Supreme Courts and an amicus brief related to the U.S. Supreme Court case *Jane Doe vs. Backpage*. Dr. Reid's research has been cited in state and federal government agency policy reports on child trafficking in Florida, California, and in National Reports to the U.S. Congress.

Sylvia Wilson Thomas, Ph.D., USF Associate Professor, Electrical Engineering, Fellow – American Institute for Medical and Biological Engineering, Senior Member, National Academy of Inventors

Dr. Sylvia Wilson Thomas is an Associate Professor in Electrical Engineering, affiliate faculty in Medical Engineering, and former Assistant Dean (Engineering) at the University of South Florida (USF) College of Engineering in Tampa, Florida. She is a Senior Member of the National Academy of Inventors (NAI) and a fellow of the American Institute for Medical and Biological Engineering (AIMBE). Dr. Thomas leads the Advanced Membrane and Materials Bio and Integration Research (AMBIR) laboratory at USF. Dr. Thomas' research and teaching endeavors are focused on the investigation of bio (biomedical, biological) and nano electronic device integration using advanced material systems for nano membrane technology, energy harvesting, sustainable environments, drug delivery, and bio-applications to meet global technological challenges. She also conducts research on the diversity, equity and inclusion of under-represented minorities and women.

Debbie Nye Sembler, USF St. Petersburg Campus Advisory Board, past member USF Board of Trustees

Debbie served on the USF Presidential Search Committee and the USF Consolidation Task Force. Debbie is an active supporter of educational and civic causes across the Tampa Bay community, including serving on the board of the USF Foundation and on the Executive Committee for USF Woman in Leadership and Philanthropy. She served in the past on the All-Children's Hospital, 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. 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.

Jose E. Valiente, Chair, USF Foundation Board of Directors, (retired) Partner at Clifton, Larson, Allen, LLP

Jose Valiente graduated in accounting in 1973, is recipient of the Donald A. Gifford Service Award, recognizing a USF graduate who has provided countless hours of service to USF. In the years following his graduation from USF, Valiente built a thriving accounting firm that also earned accolades for its community service. After two mergers, Valiente Hernandez, PA, became part of a top-10 U.S. CPA and consulting firm, Clifton Larson Allen, in 2012. The man who immigrated to Tampa as a non-English-speaking 11-year-old from Cuba helped create the USF Latino Scholarship program 25 years ago. It has awarded more than \$2 million to more than 500 students and includes an annual giving scholarship program established by Valiente and his wife, Lourdes.

From: [University Communications & Marketing](#)
To: USF_COMMUNICATION_FOR_EMPLOYEES@LISTSERV.USF.EDU
Subject: USF presidential search committee
Date: Tuesday, August 24, 2021 11:30:57 AM
Attachments: [image001.png](#)



Dear USF community,

I would like to share with you an important update on the search process for the next president of the University of South Florida.

At today's USF Board of Trustees meeting, we named a broadly representative, 15-member presidential search committee that follows the membership guidelines established by the Florida Board of Governors for presidential searches. Each member of the committee brings a unique perspective on USF's future, and their diverse viewpoints will be valuable as this process moves ahead.

The committee, chaired by USF Board of Trustees Vice Chair Mike Griffin, is comprised of the following individuals:

- Chair Michael E. Griffin, USF Board of Trustees
- Vice Chair Melissa Seixas, State President – Duke Energy Florida, USF Board of Trustees
- Tammy Allen, USF Distinguished University Professor, Industrial-Organizational Psychology
- Derrick Brooks, EVP Corporate & Community Development, Vinik Sports Group; Motivational Speaker; NFL Hall of Famer; Board Member, Kforce, Inc.; President and Founder, Derrick Brooks Charities
- Lisa Carlton, USF Sarasota-Manatee Campus Advisory Board
- Braulio Colón, Vice President, Florida Student Success Initiatives, Helios Education Foundation
- John Couris, President and CEO, Tampa General Hospital
- Julia Cunningham, USF student, USF Board of Trustees

- Oscar J. Horton, President and CEO of Sun State International, USF Board of Trustees
- Patrick Hwu, MD, President and CEO, Moffitt Cancer Center
 - Ken Jones, Founder and CEO of TL Capital and Third Lake Partners, SUS BOG
 - Mark T. Mondello, CEO, Jabil Inc.
 - Sylvia Wilson Thomas, Ph.D., USF Associate Professor, Electrical Engineering, Fellow – American Institute for Medical and Biological Engineering, Senior Member, National Academy of Inventors
 - Debbie Nye Sembler, USF St. Petersburg Campus Advisory Board
 - Jose E. Valiente, Chair, USF Foundation Board of Directors, Retired Partner at Clifton Larson Allen, LLP

I have full confidence in this esteemed group of individuals, who care deeply about the University of South Florida and its future.

The search committee will soon reach out to key stakeholder groups to define the position profile in alignment with USF's mission and strategic aspirations; help market the position; and screen and interview the most qualified candidates, including providing opportunities for non-search committee members to interact with the finalists and provide feedback to the committee. The committee will then recommend an unranked list of finalists for ultimate consideration by the Board of Trustees.

After a thorough review of nationally regarded search firms, the USF Board of Trustees also today selected SP&A Executive Search, led by Alberto Pimentel, to work with the search committee and help attract a diverse pool of talented candidates. This firm has recent experience with similar roles at other public state universities in Florida, as well as for AAU institutions. Our search firm selection committee was also impressed by this firm's understanding of the changing higher education landscape nationally and its substantial candidate reach.

All meetings of the search committee will be open to the public. The full Board of Trustees will vote to select USF's next president, subject to confirmation by the Florida Board of Governors. Visit www.usf.edu/president-search for more information and opportunities for engagement in the process.

Thank you for your continued support and enthusiasm for USF's bright future.

GO BULLS!

Will Weatherford
Chair, USF Board of Trustees



Presidential Search Committee

Wednesday, September 15, 2021

9:00-11:00AM

USF St. Petersburg Campus, USC Ballrooms

A G E N D A

- | | | |
|------|--|---|
| I. | Welcome and Charge | Chair Mike Griffin |
| II. | Open Meetings and
Public Records Compliance | Gerard Solis, General Counsel/Kiara Guzzo |
| III. | Search Process Discussion with SP&A Executive Search | Alberto Pimentel |
| IV. | Next Steps and Timeline | Alberto Pimentel/Chair Griffin |
| V. | Adjournment | Chair Griffin |

Presidential Search Committee Meeting
Wednesday, September 15, 2021
9-11am
USF St. Petersburg Campus, USC Ballroom
Minutes

Chair Mike Griffin convened the USF Presidential Search Committee meeting at 9:00 am.

The USF Presidential Search Committee was created in August 2021, following the retirement of President Steven C. Currall. The BOT selected the firm of SP&A Executive Search to serve in support of USF's presidential search. The managing Partner of SP&A, Alberto Pimentel was in attendance.

The search committee will reach out to key stakeholder groups to define the position profile in alignment with USF's mission and strategic aspirations; help market the position; and screen and interview the most qualified candidates, including providing opportunities for non-search committee members to interact with the finalists and provide feedback to the committee. The committee will then recommend an unranked list of finalists for ultimate consideration by the Board of Trustees.

Committee Chair Mike Griffin ask everyone to introduce themselves. The search committee members are:

- Search Committee Chair: Michael E. Griffin, USF Board of Trustees, Sr. Vice President, Savills
- Search Committee Vice Chair: Melissa Seixas, USF Board of Trustees, State President –Duke Energy Florida
- Tammy Allen, Ph.D., USF Distinguished University Professor, Industrial-Organizational Psychology
- Derrick Brooks, Board Member, EVP Corporate & Community Development, Vinik Sports Group, Motivational Speaker, NFL Hall of Famer, Board Member, Kforce, Inc., President and Founder, Derrick Brooks Charities
- Lisa Carlton, USF Sarasota-Manatee Campus Advisory Board, former State Senator and Representative to the Florida House of Representatives
- Braulio Colón, Vice President, Florida Student Success Initiatives, Helios Education Foundation
- John Couris, President and CEO, Tampa General Hospital
- Julia Cunningham, USF Board of Trustees, USF Student Government President
- Oscar J. Horton, USF Board of Trustees, President and CEO of Sun State International
- Patrick Hwu, MD, President and CEO, Moffitt Cancer Center
- Ken Jones, Founder and CEO of TL Capital and Third Lake Partners, SUS BOG
- Mark T. Mondello, CEO, Jabil Inc.

- Sylvia Wilson Thomas, Ph.D., USF Associate Professor, Electrical Engineering, Fellow –American Institute for Medical and Biological Engineering, Senior Member, National Academy of Inventors
- Debbie Nye Sembler, USF St. Petersburg Campus Advisory Board, past member USF Board of Trustees
- Jose E. Valiente, Chair, USF Foundation Board of Directors, (retired) Partner at Clifton, Larson, Allen, LLP

Associate Director Kiara Guzzo will facilitate the search committee, USF General Counsel Gerard Solis will provide legal advice as it relates to the Sunshine and Public Record Laws for the committee. Assistant Tamara Brown will provide support by taking the minutes, which are public record.

Chair Mike Griffin commented that members who were selected to serve on this committee are a powerful, innovative, and collaborative group. This group is tasked with identifying three to four highly qualified candidates to bring before the Board of Trustees, not selecting the final candidate. Chair Griffin also discussed:

- The Charge
- The Tasks of the Search Committee
- SP&A Recruitment and Responsibility

Associate Director Kiara Guzzo provided a power point presentation to the search committee: University of South Florida Presidential Search Committee/Guidelines Regarding Open Meetings and Public Records Compliance. The power point highlighted the following:

- Chapter 286 Sunshine Law
- Chapter 119 Public Records Law
- Search Committee Meeting: Open
- Search Committee Meeting: Notice
- Search Committee Meeting: Minutes
- Voting
- Public Records Law: Highlights
- Penalties for Noncompliance
- Public Records Law: What's not Required
- Summary and Questions

USF General Counsel Gerard Solis provided practical tips as it relates managing the Sunshine Laws. In the search we would like two positive outcomes; for prospects to get into the pool and become applicants or to leave educated and thinking better about USF. Mr. Solis provided information on public records and on understanding the distinction between a candidate and a prospect.

SP&A Managing Partner Alberto Pimentel provided information on search process. The following information was discussed:

- The Search Process – Fact finding. Generate a level of enthusiasm. Listen to stakeholders. Hold Town Hall meetings and share information with the committee.
- The role of the search committee.
- Recruitment
- Providing a robust high-quality pipeline of candidates from which to select targets
- Providing a Diverse Pipeline
- Evaluating Backgrounds
- Targets, Prospects and Candidates – The distinction between the three.
- Vet the Candidates- Conducting Social Media, Background and Reference Checks
- Concerns of prospective candidates
- Converting from targets to candidates
- Provide information on the candidates
- Soliciting and telling the USF Story
- Laying the groundwork for the success of the new USF President
- Marketing – AAU (primary targets)
- Marketplace – Approximately a dozen active searches currently existing.
- Nominations
- Position Description
- The Landscape and Direct Competitors
- Being Decisive and Aggressive
- Open Search Process
- Speedy Process
- Raising the Bar and Getting the Best Candidates
- Be Critical
- What We're Looking For – Selling Points
- Passive and Active Recruitment
- 1st step Draft Documents - Create a position Profile. Create Advertisement 2nd step Recruitment, 3rd Step Assessment- Have respectful discussions on the pool of candidates- 6 to 10 candidates will interview with the Search Committee. That pool of candidates will get narrowed down to 3 or 4 candidates. 4th Step is the selection stage. Have the selected 3 or 4 candidates physically meet with USF constituents.
- Be realistic, honest, and enthusiastic with the candidate. Develop a bond.

Dr. John Couris – questioned the turnovers in the Market place and asked how do we stand out from the rest? Dr. Couris also wanted to know out of 12 major searches, how many are the firm SP&E currently involved in at this time?

Mr. Pimentel commented that the economy and the job of the president itself are a couple factors that are partly to blame for the high turnovers. To stand out we must be loudly enthusiastic ambassadors for USF and display it in a passionate way. We must be excited about the prospects for the future. Due to the conflict of interest, the USF President's search is the only search SP&A is involved in at this time.

Mr. Oscar Horton had a question concerning a nomination and the difference in moving from target to President. He also had questions about the position description.

Nominations can be shared with Mr. Pimentel, Chair Griffin, or on the Presidential Search website. If a committee member receives a nomination they should give the information to Mr. Pimentel, Mr. Solis or Ms. Guzzo.

Mr. Derrick Brooks asked for clarification concerning the SP&A Search Firm and the Presidents Search committee.

USF General Counsel Gerard Solis reminded the committee members that having discussions amongst each other concerning the search, is a public meeting.

Mr. Braulio Colon questioned the search process and the high turnovers. Mr. Colon also questioned the percentage of presidents who actually came from R1 AAU Institutions.

Almost all the Presidents came from R1AAU Institutions.

Dr. Patrick Hwu proposed that the committee give a broader search as well as develop a very strong succession planning; and grow leaders from within.

Mr. Jose Valiente commented that as a committee we shouldn't just concentrate on the academia of the candidate but also on their business sense. Mr. Valiente questioned when was the most recent search that the SP&A Search Firm had? He also wanted to know at what stage will the committee meet the prospect and what would be important enough to candidates to make them apply for the position here at USF?

The SP&A Firm recently placed the President for the University of California System and at Northern Arizona University. The Managing Partner Alberto Pimentel commented that the candidate will always question the type of Boards an institution has. Governing boards, resources, funding, and realistic aspirations are some of the things that attract candidates to institutions.

The committee will know about the prospects when they become a candidate. Mr. Alberto Pimentel commented that this is a public search for a top research university. There will be individuals who will apply, but don't qualify for the job. We will treat them all with respect.

Mr. Derrick Brooks made comments on high priority targets and asked for an explanation of the process as it relates to transition. Mr. Brooks also questioned if speaking to members of the Board of Trustees be a violation of the Sunshine Law.

Mr. Pimentel commented that we will identify prospects by having multiple conversations with them to assure their qualifications. Speaking to certain BOT members is not a violation of the Sunshine Law because they are not Search committee members.

Ms. Lisa Carlton had questions about academics and fit. It's important that the new President understand the structure of the university and the regional campuses. She also had a question concerning R1 AAU Universities and their structure in comparison to USF.

Mr. Pimentel gave a couple of examples of “a fit”. He commented that we want to make sure there is a value fit such as the importance of students and research are to USF. Also, we should make sure an individual’s communication style is a fit.

Chair Mike Griffin commented on the Presidential Listening Tours. They will be held with various stakeholder groups. This is an opportunity to have a broader outreach to the university community to get feedback on what the position description will entail.

Mr. Derrick Brooks questioned if the dates of the listening tours will be provided. Chair Griffin commented that only Mr. Pimentel and himself will be involved in these internal stakeholder listening tours and will report back to the committee.

Mr. Braulio Colon suggested scheduling a meeting with the Chairs of the President’s Advisory Councils.

Mr. Jose Valiente suggested meeting with the members of the Foundation Board.

Mr. Brooks questioned the legislative component. Will any members of the legislature have any input as it relates to the search?

This will fall under the external business community stakeholders and will be added to the list.

Dr. Tammy Allen suggested scheduling a meeting with the USF Distinguished Professors. She also suggested that the comments and perspectives on the survey reflect which person and campus they came from.

Dr. Sylvia Thomas suggested meeting with faculty, staff and students across all USF campuses.

Chair Mike Griffin commented that the potential Stakeholder Listening Sessions list will be revised and forwarded to the committee members.

Chair Griffin asked the search committee if they had any additions to the potential advertising venues. The advertisements will run for thirty days.

Dr. Sylvia Thomas asked if the committee was open to free advertisement. Chair Griffin replied yes and commented more about the social media websites.

Mr. Pimentel commented that faculty members will be asked to spread the advertisement throughout their networks.

Mr. Oscar Horton asked Mr. Braulio Colon was this search committee taking the usual strategy. The answer is yes.

Chair Griffin commented that USF’s Vice President and Chief Human Resources Officer Angela Sklenka was instrumental in picking out our search firm and will continue to have input on the search process.

The Presidential Stakeholder Survey will be online with a choice for people to remain anonymous if preferred.

Ms. Melissa Seixas asked SP&A Managing Partner Mr. Pimentel, to elaborate more on the listening tours and how they work. He commented on the following:

- Information gathered will be to educate the search firm.
- Information gathered will be to help educate the search committee.
- Information gathered will be to develop the profile and position description
- Use the information to guide on how we evaluate the candidates.
- Ask Stakeholders on the listen tours to complete the survey and ask for nominations for the position.
- Comments will be distributed and posted on the presidential search website.

Mr. Pimentel added that the search committee will have an opportunity to add and enhance on different topics.

Chair Mike Griffin had a request for the survey to go live on the website by tomorrow. There will also be an opportunity for public comments.

The committee was asked to weigh in on the Guiding Principles for a Successful Search document and to email comments to Ms. Kiara Guzzo.

Mr. Alberto Pimentel commented that the next steps is to get the listening tours scheduled so that we can move forward. He also discussed the timeline. We should focus on completing the bulk of the work of the search committee by November, bringing the process to a closure by late December or January.

Chair Mike Griffin commented that he would like to go before the Board of Governors at their January meeting.

Dr. John Couris questioned if there's a concern should the timeline of the search be extended? Dr. Couris also wanted to know if internal candidates are treated the same as external candidates.

Mr. Pimentel commented that the internal and external candidates are treated the same. There would be a difference if the interim or acting president applied for the position. He also explained that if the search gets extended it's because the pool of candidates isn't strong enough. If that's the case, then the process will start over. We want the best candidates.

Having no further business Chair Mike Griffin thanked everyone for their time and commitment and adjourned the president's search committee meeting.

From: [University Communications & Marketing](#)
To: USF_COMMUNICATION_FOR_EMPLOYEES@LISTSERV.USF.EDU
Subject: Seeking your input on USF's next president
Date: Monday, September 20, 2021 10:04:55 AM
Attachments: [image001.png](#)



Dear USF community,

As chair of the USF Presidential Search Committee, I'd like to update you on the next steps in the process and share several opportunities for you to get involved in helping us find the eighth president of the University of South Florida. Your input will be very valuable as we search for the person to lead the next chapter for our great institution.

Today we're launching a survey to gather feedback on specific qualities we should look for in the new president. Your responses will help us create a position profile that we'll use to recruit and attract the strongest pool of candidates possible. **The survey is [available here](#) and we ask that you complete it by the end of the day on Sept. 30th.**

Along with Alberto Pimentel from SP&A Executive Search, I'll also be leading a listening tour over the next couple of weeks to meet with stakeholders, including representatives from all three campuses within the university and key groups from the surrounding communities we serve. We want to gather a broad range of perspectives, including faculty, students, staff, alumni, deans, business leaders and other important partners in this process.

We'll soon be scheduling dates for the listening tour and we'll post information about our next search committee meeting on our presidential search [website](#). We look forward to keeping you informed as the search progresses. Thank you for your continued support and passion for USF.

Go Bulls!

Mike Griffin
Chair, USF Presidential Search Committee
Vice Chair, USF Board of Trustees



Listening Tour Schedule

Day in St. Pete (October 14th):

- 8-9 am: Breakfast with business community (hosted by SPDP)
Bank OZK boardroom
158 Beach Drive, St. Petersburg
- 10-10:30am: Student Government Leadership
University Student Center – Ballroom 1
200 6th Avenue South St. Petersburg, FL 33701
- 11:30-12:30pm: Lunch with Leadership including Faculty
University Student Center – Ballroom 1
200 6th Avenue South St. Petersburg, FL 33701

1st Day in Tampa (October 15th):

Center for Global Engagement
Patel Auditorium
11710 USF Genshaft Drive
Tampa, FL 33620

- 9-10am: Breakfast with Distinguished Professors
- 10:30-11:30: University Leadership Team Session 1
- 12-1: *break*
- 1-2pm: DSO Board Leadership Session 1

Day in Sarasota-Manatee (October 20th):

University of South Florida, Sarasota-Manatee Campus

Room B237
8350 N Tamiami Trail
Sarasota, FL 34243

- 8-9am: Breakfast with Business Community
- 10-10:30am: Student Government Leadership
- *10:30-12:15: Break*
- 12:15-1:15pm: Lunch with Leadership including Faculty

2nd Day in Tampa (October 21st):

Center for Global Solutions
Patel Auditorium
11710 USF Genshaft Drive
Tampa, FL 33620

- 9-10am: University Leadership Team Session 2
- 10:30-11:30am: DSO Board Leadership Session 2
- *12-1: Lunch with Business community*
- 1:30-2:30pm: Student Government Leadership

Additional Constituent Group Meetings:

- Deans of each College
- Faculty Senate Executive Committee
- Staff-Senate Executive Committee



Presidential Search Committee

Friday, October 22, 2021
9:00AM-12:00PM
USF Tampa Campus, CGS Rooms 136/138

A G E N D A

- | | | |
|-------|---|--------------------------------|
| I. | Welcome | Chair Mike Griffin |
| II. | Public Comments | |
| III. | Overview of Fact-Finding Efforts | Alberto Pimentel/Chair Griffin |
| IV. | Search Committee Input | Alberto Pimentel/Chair Griffin |
| V. | Development of Position Profile and Advertisement | Alberto Pimentel |
| VI. | Review of Updated Timeline | Alberto Pimentel |
| VII. | Next Steps | Alberto Pimentel |
| VIII. | Adjournment | Chair Griffin |

Presidential Search Committee Meeting
Friday October 22, 2021
9am-12pm
USF Tampa Campus – CGS 136
Minutes

Chair Mike Griffin welcomed everyone to Presidential Search Committee Meeting.

There were no public comments.

Overview of Fact Finding Efforts

Chair Mike Griffin reported that there have been several comments relating to the President's search. There were over 1900 responses to the survey. The President's survey response time was extended.

Of the responses 35% were students. 30% were identified as alumni. We are pleased with the amount of people who are engaged in the President's Search. This is also a reminder of the importance of this search.

Chair Mike Griffin along with Kiara Guzzo and Alberto Pimentel have participated in 33 listening sessions. Chair Griffin reported that they have met with stakeholders on each USF campus. They have also met with deans, faculty and staff leaders, community leaders and business leaders.

Chair Griffin reported that they've had two Town Hall meetings with approximately 200 people in attendance at both meetings. There was excellent feedback from the community at the meetings.

Alberto Pimentel went over key topics

- The committee was invited to read over the summarized responses.
- Funding – Be creative on ways to establish consistent revenue – provide flexibility on additional revenue streams for the different colleges.
- A need for a well- articulated, data driven vision for USF. An inspirational vision embraced by all USF campuses. One that answers- Who are we and where are we going?
- Consolidation – This has not been completed. There is a need for each campus to get fully addressed on individual wants and needs.
- Infrastructure – There are processes that need to be re-thought.
- Leadership on various levels on all USF campuses.
- Relationships on and off campus. There is a need to repair and establish new relationships.
- Respect- Look at each campus separately. They are all unique.
- Community Engagement – Being visible and supportive.

- Morale – Ways to improve low morale. Healing.
- Communication – Listening and taking issues into consideration. Being respectful listen and be transparent.
- One USF – Better communication on all campuses
- Invest in Athletics and Academic Buildings
- AAU – Is it on the list of priorities? What's the pathway?
- Life after the Coronavirus. What should faculty and staff expect in the workforce? What are we doing for students?
- How do we keep the campus safe?
- Diversity Equity and Inclusion

Search Committee Input

Mr. Pimentel asked for feedback from the search committee.

Dr. John Couris acknowledged the thorough process of the search firm. He made comments concerning the type of person we're looking for. Someone who's academic and business oriented.

Trustee Julia Cunningham commented on feedback that she received from students. Not only are we looking for the next president but also the next CEO of our company. We are looking for someone who's going to be more engaged. Someone more like the Interim President Rhea Law and her willingness to interact with students.

Trustee Oscar Horton questioned flexibility and will the new person have the option to bring in more people to help in the new role as President. The next person will need to have charisma.

Mr. Jose Valiente commented that we need someone who is a communicator and will engage in the community. It's all about relationship building.

Dr. Sylvia Wilson Thomas commented that we're in need of someone who will sustain the trajectory that USF is on. We need someone with research resilience, equitable and inclusive pedagogy in classrooms across campuses. We'll need someone who values our stakeholders within and out of the USF community.

Dr. Tammy Allen commented that we need someone who will build and unite. Some who exemplifies in the areas of infrastructure and engagement with the community.

Development of Position and Profile

Mr. Pimentel asked the search committee for feedback on:

- What are some of the challenges that the next president will face? Where are the opportunities?

Trustee Julia Cunningham commented that we will need to expand the Athletics Program. Our challenges will be USF consolidation.

Mr. Jose Valiente commented that consolidation is a working process and we will need someone who can navigate their way through it. We'll need someone who can build relationships with other businesses. Florida has become a hotspot for business headquarters; we should be able to provide staff for local recruiting. There will be opportunities for funding.

Dr. John Couris commented on the critical importance of community engagement. The next president has to be balanced, thoughtful and present. We have to make sure USF is relevant to the business community as well as a leader in cultivating a talent pipeline. We will need someone with appreciation for efficient and effective speed.

Mr. Braulio Colon commented that we need someone with a passion and power for education. Someone with a moral commitment to truth, science, and diversity. The new President should have a proven track record of successfully navigating the economics of a public university and the funding associated with running the business. We need someone who will demonstrate leadership and has knowledge of the legal system. Someone who appreciate the advice from the USF General Counsel and trust the Sr. Leadership team.

Ms. Debbie Sembler commented that the new president will need to be an academic with good business acumen. He or she should be a good cheerleader for USF.

Ms. Lisa Carlton made comments that we need someone who can relate and engage with all of the different diverse communities surrounding the bay area.

Trustee Melissa Seixas commented that we need a leader with personality and style that has a tremendous amount of self-awareness and humility.

Trustee Oscar Horton commented that we need someone who is a good listener. Someone who'll have patients with students, faculty and the community as well as have a strategy.

Dr. Tammy Allen commented on a characteristic that was mentioned at the Town Hall meeting. The new person should have political acumen.

Dr. Sylvia Thomas commented that we need someone who's empathetic with integrity. A champion for USF. The search committee can take this opportunity to offer suggestions on engagement and how one can adapt to the culture and climate.

Chair Mike Griffin commented that we need someone who's willing to put the time in, excited and passionate about building different relationships. We need someone who wakes up excited about the green and gold. Chair Griffin commented that this is an opportunity to have conversations on the USF story and get prospects excited about the trajectory that we're on. He asked the committee for topics that should be discussed.

Dr. Sylvia Thomas suggested we discuss how brilliant USF students are and the passion they have for the university community. We should also discuss what our vision means to us, as well as discuss the amazing research program.

Dr. John Couris suggested discussing with the prospect that they will have a unique opportunity to lead a great organization and to make it world class; as well as an opportunity to build a legacy for the region and state. The USF and Tampa community is on the rise.

Ms. Lisa Carlton commented that the next president should be interested in helping students find careers within or away from the community after graduation.

Trustee Oscar Horton would like for the candidate to have done enough research and have knowledge about USF and be able to explain how they will help to elevate the university.

Mr. Braulio Colon made comments concerning our region and the USF community being connected. USF is the new leader in the state of Florida. We must continue to emphasize that fact.

Mr. Pimentel asked the committee to weigh in on what success measures will the candidate need to have. What accomplishments?

Trustee Julia Cunningham commented that the person should have student engagement. We should also discuss the importance of our trajectory and continue to aid minority students.

Mr. Jose Valiente suggested that the new person develop a relationship with the current Interim President Rhea Law, in order to hit the ground running and learn more about the University of South Florida first hand.

Dr. John Couris complemented a recent outstanding presidential search listening tour. Dr. Couris commented that the selected person has to have an appreciation for serving leadership as well being completely transparent with community, students, faculty etc... The person should be well balanced and doing well financially.

Dr. Tammy Allen has hopes that the candidates will ask: How will they be measured on success? The search committee should be prepared with responses.

Mr. Braulio Colon commented that we should go after the best talent.

Dr. Sylvia Thomas suggested doing a climate survey.

Ms. Lisa Carlton commented on the importance of finding out what the candidate's current duties and what was their track record in the past. We want a candidate who is not close to retirement. We need someone who plans to stay a while.

Chair Mike Griffin commented on the importance of having measurements in place. USF is currently undergoing community engagement on the strategic plan. The new President will need to quickly learn to run parallel paths. We need a self-starter.

Ms. Debbie Sembler questioned if we should look into how philanthropic the candidate has been in their past position(s)?

Dr. John Couris made comments on discussing philanthropy with candidates. We should be cautious and sensitive, it's defined in so many different ways; which can be intimidating.

Mr. Valiente discussed the fact that we need someone with flexibility. Someone with an understanding spouse or partner.

Ms. Lisa Carlton commented that we need someone who's willing to work with the other presidents in the SUS for state funding as well as with constituents in Tallahassee as the past President, Judy Genshaft did.

Mr. Braulio Colon commented that the new person should have an understanding that past president(s) do have history, connections and legacy with us.

Mr. Pimentel explained that going through the processes of listening to the different constituents for the purpose of recruiting a slate of candidates. The meetings, discussions and exercises are necessary reminders for the committee, public records requests personal networking and other purposes. The Position Profile document is to Increase the visibility of USF. The Marketing document will serve as a teaser and will be done by the end of the week.

The first draft of the Position Profile will be done in a week. It will include:

1. Descriptor of USF
2. Points of Pride
3. The Community
4. The Job Itself – Position challenges and salaries
5. Qualities we're looking for in a candidate
6. Application Process

Once the committee is satisfied with the document, it's given to the Board of Trustees for review. Once the document is approved, an advertisement is developed which will also need approval by the BOT. It's then published in the education journals amongst other places. This will take place the 1st or 2nd week of December. Calls are already being made.

Timeline – The advertisement and recruitment will be throughout the month of January. The search committee will reconvene during the end of January or the around the beginning of February. In February we will review files. The interviews will start in March and things will began to move quickly. The committee will interview approximately 5 candidates narrowing down to approximately 3 candidates for the Board of Trustees to interview and make a selection.

Mr. Pimentel commented that if we don't find what we're looking for in the final candidates, we will start the process over.

From now until the end of the year we will Identify as many prospects as possible then generate a level of interest on their part. Members of the committee may be asked to speak with certain prospects.

Chair Mike Griffin commented that we are listening to the community and making adjustments as it relates to the position profile. Having no further business Chair Griffin adjourned the Presidential search committee meeting.



Presidential Search Committee

Friday, November 19, 2021

10:30-11:30AM

Microsoft Teams

A G E N D A

- | | | |
|------|--|--------------------|
| I. | Welcome and Comments | Chair Mike Griffin |
| II. | Review of Draft Position Profile and Advertisement | Alberto Pimentel |
| III. | Next Steps | Alberto Pimentel |
| IV. | Adjournment | Chair Griffin |

Presidential Search Committee Meeting
November 19, 2021
10:30-11:30am
Teams meeting
Minutes

Chair Mike Griffin called the Presidential Search Committee meeting to order and thanked everyone for participating on the Teams meeting.

Chair Griffin announced that committee member Dr. Sylvia Thomas was appointed by President Rhea Law to be Interim Vice President for the office of Research and Innovation. The BOG regulations state that no committee member can hold a position that reports directly to the President. Dr. Thomas can no longer serve on the President's Search committee. Chair Griffin thanked her for her service and valuable contributions made while serving on the committee.

Chair Griffin announced that BOT Chair Will Weatherford is in the process of filling the vacancy on the search committee with a USF faculty member.

Chair Mike Griffin commented that the purpose of today's meeting is to review the draft position profile. The goal is to fine tune the document and address any material issues that may be missing so that it can be presented to the Board of Trustees for approval.

Input regarding the Position Profile

Mr. Alberto Pimentel thanked the USF Marketing Team for assisting with the lay out and presentation of the position profile document. He asked the search committee for any last-minute feedback, thoughts, or enhancements.

Dr. John Couris complemented the work put in to creating the position profile. It represents USF and the community very well.

Mr. Ken Jones also complemented the work done on the position profile. His company TL Capital has plans to use it as a potential template for future job searches. Mr. Jones had questions relating to the modern format of the position profile. He complemented plans of the new USF stadium mentioned on page 8.

Mr. Alberto Pimentel commented on the layout of the position profile. It was created to be a new cutting-edge style document. It captures the uniqueness of each of the USF campuses and is specifically designed to create a level of interest, to potential candidates.

Dr. Tammy Allen agrees that the contents as well as the graphics of this document showcases the university well.

Lisa Carlton commented that the position profile has a genuine feel to it. It highlights the mission, opportunities, and challenges at USF. It also captures the uniqueness of each campus.

University Communications and Marketing Director Kim Hill gave kudos to the design team on their hard work creating a video which is embedded in the position profile document. The video was played for the committee members.

Mr. Alberto Pimentel asked the committee if anything was missing in the position profile.

Trustee Melissa Seixas commented on the profile having broader information relating to the Tampa Bay region.

Mr. Ken Jones commented that the position profile should include information about the rising corporate growth in the Tampa Bay region as well as the sports teams who were close to making it to the championships and the teams who made and won the championships.

Chair Mike Griffin directed the committee's attention to slide 6 which highlights "Three Distinct Campuses- One USF". The Chair asked for feedback.

Mr. Alberto Pimentel asked if an existing video, relating to One USF, can be attached to the position profile document. Mr. Ken Jones commented on the possibility of the Tampa EDC (Economic Developing Council) having a video.

Dr. John Couris made a suggestion to consider highlighting the different colleges within USF; such as the Muma College of Business, the College of Engineering and the College of Arts and Sciences.

Mr. Pimentel commented on the emphasis on the growth of research. He asked committee members if the information provided was sufficient.

Dr. Patrick Hwu suggested having a video available for prospective candidates to view. The video should highlight the different areas of research at USF. Dr. Hwu also commented on putting more emphasis on the Ph.D. programs at USF.

Mr. Braulio Colon suggested putting more emphasis on the amazing trajectory that USF has been on as it relates to student success.

Mr. Pimentel asked the committee members for feedback on the section Challenges and Opportunities.

Trustee Melissa Seixas made comments about the leadership team information. It should be for discussion and dialogue with prospective candidates.

Dr. Patrick Hwu suggested broadening the Philanthropic efforts category. There is a wide range of resources.

Mr. Pimentel asked for feedback from the committee on the position profile section Characteristics and Qualifications.

Trustee Melissa Seixas suggested that there be more emphasis put on the financial acumen at USF.

Committee members Patrick Hwu, Lisa Carlton and Ken Jones dislike the language where it reads “limited financial resources”. Mr. Pimentel will change or soften the language in that section.

Senator Lisa Carlton suggested discussing interaction with state legislative leaders with prospective candidates.

Mr. Pimentel will continue to work with office of Communications and Marketing on the changes and updates to the position profile description. Once the changes are made, the final version will be sent back to the committee for a final approval, before going before the Board of Trustees for approval.

Mr. Alberto Pimentel will work on drafting the advertisement. The advertisement will be a smaller version of the position profile. Once it's drafted the advertisement will be sent to the committee members.

Chair Mike Griffin commented that the committee has an opportunity to provide feedback electronically. If there are no other material changes, the profile description will go before the Board. Having a consensus from the committee, Trustee Mike Griffin requested a motion for approval which was given by Lisa Carlton and seconded by Trustee Melissa Seixas then approved.

Trustee Mike Griffin announced that the search committee will reconvene in January 2022 and wished everyone a Happy Thanksgiving. Having no other business to discuss the meeting was adjourned.

From: [University Communications & Marketing](#)
To: USF_COMMUNICATION_FOR_EMPLOYEES@LISTSERV.USF.EDU
Subject: Update on the USF Presidential Search
Date: Friday, December 10, 2021 1:11:16 PM
Attachments: [image001.png](#)
[image004.png](#)



Dear USF community,

As we move ahead with our search to find the eighth president in University of South Florida history, I want to take a moment to say thank you. At the start of the search process, we asked for your input on the qualities and characteristics we should look for in the next leader of our great university. The response from Bulls Nation has been inspiring.

Approximately 2,000 people replied to an online survey within a few weeks. I held nearly 40 listening sessions with a wide range of groups on our campuses and in our communities. Hundreds of students, faculty and staff participated in our town hall meetings. I've had countless other conversations with alumni and various stakeholders.

Your authentic, valuable comments informed the presidential position profile that the USF Board of Trustees approved this week:



The [brochure](#) that your input helped us create is a tremendous showcase of USF that will make our university stand out from the rest. Along with our refreshed [presidential search website](#), it's an important tool that we'll use to recruit a strong, dynamic pool of candidates.

On behalf of the Board of Trustees and the Presidential Search Committee, I wish to extend our deepest appreciation. We look forward to updating you as the search progresses in the new year.

Go Bulls!

Mike Griffin

Chair, USF Presidential Search Committee

Vice Chair, USF Board of Trustees



America's
Fastest-Rising
University



we are the UNIVERSITY OF SOUTH FLORIDA

Situated in the diverse and fast-growing Tampa Bay region, the University of South Florida is a high-impact global research university dedicated to student success.

With campuses in Tampa, St. Petersburg and Sarasota-Manatee, we serve nearly 50,000 students pursuing undergraduate, graduate, specialist and professional degrees. Across our 13 colleges, undergraduates choose from more than 200 majors, minors and concentrations, from business and engineering to the arts and USF Health.

Founded in 1956, we are a relatively young university with rich traditions –traditions of access and opportunity for students, academic excellence, groundbreaking research, and serving our communities.

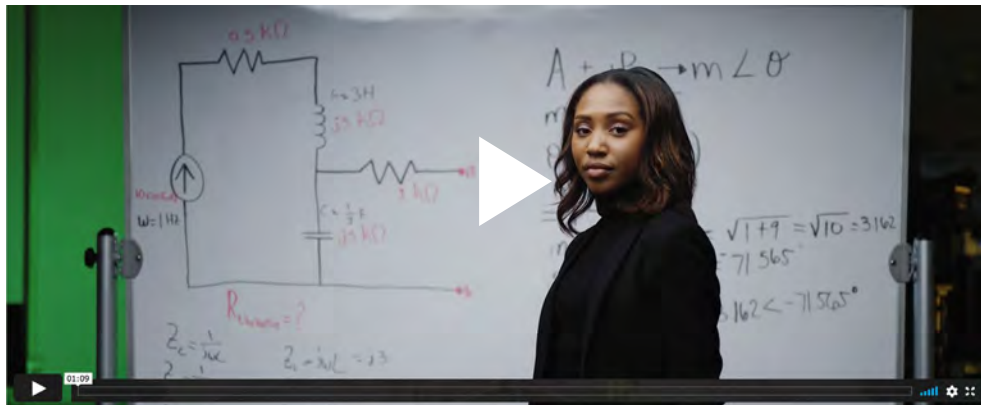
USF IS AMERICA'S FASTEST-RISING UNIVERSITY

Over the past decade, no university, public or private, has risen more spots in U.S. News & World Report's Best Colleges rankings. For the third consecutive year, USF ranks as one of the nation's top 50 public universities.

[WATCH OUR PSA VIDEO NOW ►](#)

USF'S RANK AMONG PUBLIC UNIVERSITIES VERSUS YEAR OF USNWR RANKING

10-Year Trend



FOUNDED IN ONE OF FLORIDA'S LARGEST METROPOLITAN AREAS,

USF opened as an urban university in 1956 boasting “An Accent on Learning.” We have evolved from a local college to a top-ranked Research 1 university with an international reputation.

We continue to redefine what it means to be a young university - breaking records and forging ahead to challenge even our oldest peer institutions.

[DISCOVER OUR REMARKABLE HISTORY](#)

POINTS OF PRIDE

Academic Value

#46

**AMONG PUBLIC
UNIVERSITIES**

*U.S. News & World Report
National University Rankings (2022)*

29th

**AMONG U.S. PUBLIC
INSTITUTIONS IN THE WORLD**

*Times Higher Education (2021)
World University Rankings*

Research and Innovation

TOP 10

**AMONG PUBLIC
UNIVERSITIES**

*for U.S. Patents
Intellectual Property
Owners Association*

**\$535.4
million**

*awarded in research contracts
and grants in fiscal year 2020*



Social Responsibility

#18

**AMONG PUBLIC
UNIVERSITIES IN THE NATION**

*for social mobility
U.S. News & World Report (2022)*

#1

**AMONG FLORIDA PUBLIC
UNIVERSITIES**

*for reducing inequalities
Times Higher Education (2021)*

Awards and Recognition

Phi Beta Kappa

membership awarded in 2018

*The
PHI BETA
KAPPA
Society*

TOP 10 **INSTITUTIONS IN THE NATION**
for Top Producer of Fullbright Scholars

USF IS ON THE RISE
[READ MORE POINTS OF PRIDE HERE](#)

USF AT A GLANCE

**INSTITUTIONALLY
ACCREDITED,**
SOUTHERN ASSOCIATION OF COLLEGES AND
SCHOOLS COMMISSION ON COLLEGES

\$692.7 MILLION
ENDOWMENT IN FY20-21

\$354 MILLION
TOTAL RESEARCH EXPENDITURES IN FY19-20

\$6.02 BILLION
ANNUAL ECONOMIC IMPACT ON FLORIDA IN FY19-20

36,196
UNDERGRADUATES

11,671
GRADUATE STUDENTS

15,678
FACULTY & STAFF

49,867
TOTAL STUDENT BODY

41%
DIVERSITY
9.5% AFRICAN AMERICAN
8% ASIAN
22% HISPANIC
0.1% NATIVE HAWAIIAN OR
OTHER PACIFIC ISLANDER,
OR MULTIRACIAL

146
COUNTRIES
REPRESENTED

THREE DISTINCT CAMPUSES — ONE USF

Our campuses house 13 colleges offering more than 200 undergraduate majors and concentrations with degree programs at the graduate, specialist, and doctoral levels, including the doctor of medicine. And because we believe our global footprint is as important as our local one, we offer 60 study abroad programs in more than 25 countries.



TAMPA CAMPUS



ST. PETERSBURG CAMPUS



SARASOTA-MANATEE CAMPUS



The Tampa Bay region has transformed from a well-kept regional secret to one of the fastest growing global powerhouses, attracting Fortune 500 companies including Raymond James Financial, Citi, Jabil, WellCare and JPMorgan Chase – as well as a growing number of tech companies that cite USF as a key reason for their recent relocation to Tampa Bay.

Dubbed “Champa Bay,” the Bay Area is home to NFL Champions Tampa Bay Buccaneers, NHL Champions Tampa Bay Lightning and American League Champions Tampa Bay Rays.

Tampa Bay is now one of the top 20 metropolitan areas in the U.S., within the nation’s third most populous state.

WE ARE HOME TO:

The largest and most diversified port in Florida at Port Tampa Bay

One of the highest-ranked airports in the country at Tampa International Airport

U.S. military bases at MacDill Air Force Base, which houses both U.S. Central Command and U.S. Special Operations Command

It is no coincidence that Tampa Bay’s growth has happened in parallel with the region’s only Research 1 public research university - the University of South Florida.

TAMPA

#1 for emerging tech cities, according to Forbes, ahead of even New York and San Francisco

#4 City in the U.S for net inflow of residents in 2020 - REDFIN

TAMPA

[LEARN MORE](#)

ST. PETERSBURG

#10 best large cities in the U.S. - ‘Conde Nast Traveler’ (October 2020)

One of the Best Places to Visit in Florida - Travel + Leisure (January 2020)

ST. PETERSBURG

[LEARN MORE](#)

SARASOTA-MANATEE

#2 among Fastest-Growing Places in the U.S. - U.S. News & World Report, 2020

#9 in the top 10 Best Places to Live in the U.S. for 2021-22, according to U.S. News & World Report

SARASOTA

[LEARN MORE](#)

MANATEE

[LEARN MORE](#)

TAMPA CAMPUS



With more than 1,500 acres and 250 buildings, this campus boasts a riverfront recreation area and is easily accessible from the heart of downtown Tampa.

The university's largest research-intensive campus, it includes state-of-the-art labs, a thriving student housing village complete with an on-campus grocery store, performance spaces at the College of the Arts, and athletics facilities. A robust USF Health district includes four health

colleges providing graduate and professional health programs, and shares campus space with the Moffitt Cancer Center. Also on campus, the USF Research Park covers more than 100 acres and is the crossroads where the university meets the region's rapidly growing knowledge economy.

ST. PETERSBURG CAMPUS



Situated on 52 acres of waterfront in the heart of a thriving downtown, it offers small class sizes with a focus on hands-on learning, research opportunities and an intimate residential campus experience.

Home to the College of Marine Science and the statewide Florida Institute of Oceanography, the campus is especially engaged in oceanography, coastal resiliency, environmental science and has a dedicated focus on arts, STEM education and finance.



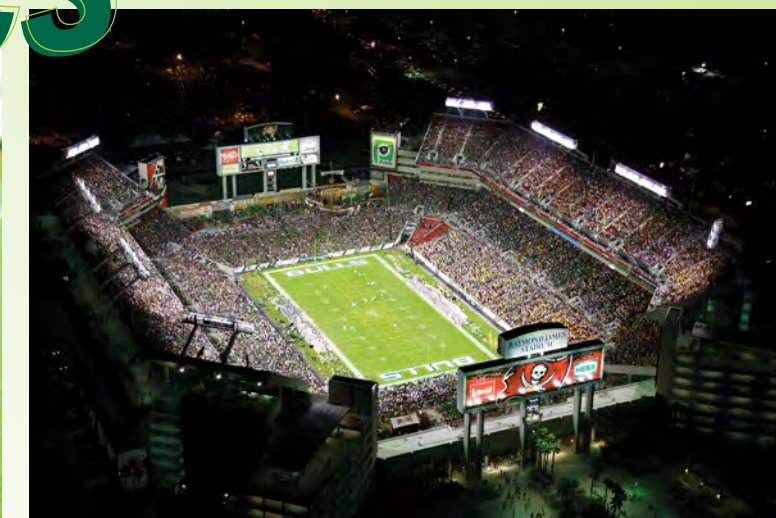
SARASOTA-MANATEE CAMPUS

Located along the beautiful Sarasota Bay, the Sarasota-Manatee campus is unique in fostering a personalized learning experience where class sizes are small, and the student to faculty ratio is 13:1.

The campus benefits from strong ties with the local communities, hosting the Florida Center for Partnerships in Arts-Integrated Teaching (PAInT), an accelerated nursing program, a School of Hospitality & Tourism Management, and a robust biology program with teaching laboratories at the Mote Marine Laboratory.



USF ATHLETICS



USF Athletics is committed to providing all student-athletes with opportunities to receive a world-class education, win championships, and develop into the leaders of tomorrow while embracing our partnerships within the Tampa Bay community.

- 19 varsity men's and women's teams that compete in 11 different sports, 18 at the NCAA Division I level in the American Athletic Conference
- 25 American Athletic Conference team titles since joining the conference in 2013
- 3.0 average combined annual grade-point for the sixth straight year in 2020-21
- 13 straight semesters with a combined GPA over 3.0
- 450 student-athletes earned their degree since 2016-17
- \$90+ million: USF's investments in its athletics facilities in recent years



THE AMERICAN
ATHLETIC CONFERENCE

USF HEALTH

USF Health is an integral part of the University of South Florida and includes the Morsani College of Medicine, College of Nursing, College of Public Health, the Taneja College of Pharmacy, and the School of Physical Therapy and Rehabilitation Sciences.



800 faculty teaching across dozens of graduate and professional degree programs.

1,000+ health care providers who provide more than 1 million outpatient appointments each year.

January 2020, the Morsani College of Medicine and Heart Institute opened in downtown Tampa, bringing 1,800 students, faculty and researchers to Tampa's waterfront as a key anchor at Water Street Tampa.

Fall 2021, the Morsani College of Medicine welcomed first-year students to its MD program, a class that has the highest median MCAT scores in the college's history (517) placing it among the 94th percentile nationally, as well as a record high average GPA (3.83).

\$400+ million in research awards.



TGH

The primary teaching hospital for the Morsani College of Medicine is Tampa General Hospital, which was recently ranked by USN&WR as the No. 1 hospital in Tampa Bay and one of America's best hospitals in five specialties. Additional affiliations include Moffitt Cancer Center, James A. Haley Veterans' Hospital, and Johns Hopkins All Children's Hospital.

In July 2020, the Morsani College of Medicine expanded its affiliation with Tampa General to further solidify one of the largest academic medical centers in Florida. The enhanced affiliation enables the two organizations to align administrative and clinical practice areas into a new organization – USF Tampa General Physicians.

CAMLS

USF Health CAMLS (Center for Advanced Medical Learning and Simulation) is one of the world's largest, free-standing simulation facilities exclusively dedicated to training health care professionals. Medical students, resident physicians and fellows, as well as surgeons and health care teams from across the country, tap into the expertise and simulation technology at CAMLS.

DIVERSITY, EQUITY AND INCLUSION

USF is committed to creating a more just society. Students, faculty and staff have been working together to develop anti-racist practices, resources and initiatives. The resulting actions include investments in research, programming and resources to address anti-racism at USF and beyond, including a restructuring of the office overseeing diversity, equity and inclusion initiatives at USF.



The anti-racism website serves as a collective resource and information warehouse for content related to USF's commitment to anti-racism.

The Diversity, Anti-Racism and Equity (DARE) Dashboards reflect USF's commitment to evidence-based actions to address inclusive excellence and racial equity.

USF committed \$500,000 to fund interdisciplinary research projects that explore a wide range of issues in systemic inequality, economic and health disparities, Black history and contemporary challenges for funding.



INVESTING IN GROWTH

USF is invested in the built environment to support our mission and priorities.



OSPREY SUITES

- 125,000-sq.-ft. residence hall on the St. Petersburg campus
- Increased the number of on-campus beds by nearly 70%
- Completed in 2020
- \$33 million



JUDY GENSHAFT HONORS COLLEGE

- Five-story, 85,000-sq.-ft. facility will serve our highest-achieving honors students on the Tampa campus
- Targeted completion date is late fall 2022
- \$54 million



RESEARCH PARK INNOVATION BUILDING

- Three-story, 120,000-sq.-ft. building will house laboratory facilities, office and meeting spaces for innovators and both established and startup companies on the Tampa campus
- Targeted completion date is late 2021
- \$42 million



INDOOR ATHLETICS PERFORMANCE FACILITY

- 88,000-sq.-ft. Indoor Performance Facility on the Tampa campus
- Targeted completion date is fall 2022
- \$22 million



STUDENT WELLNESS CENTER

- Three-story, 47,000-sq.-ft. Student Wellness Center on the Tampa campus
- A reflection of the university's deep commitment to health and wellness as a foundation for student success
- Targeted completion date is fall 2022
- \$27.4 million



** ILLUSTRATION FOR DISCUSSION PURPOSES ONLY – NOT ACTUAL RENDERING*

To further add to the richness and vibrancy of the USF campus experience, USF Board of Trustees chair Will Weatherford has publicly stated his desire for building an on-campus football stadium in the near future, a longtime vision for the university community.

USF leadership is now exploring next steps to bring this vision to a reality.



OUR LEADERSHIP STRUCTURE

FLORIDA GOVERNOR

FLORIDA BOARD OF GOVERNORS

(17 MEMBERS: 14 APPOINTED BY THE GOVERNOR)

USF BOARD OF TRUSTEES

(13 MEMBERS: 6 APPOINTED BY THE GOVERNOR, 5 APPOINTED BY THE BOARD OF GOVERNORS, 1 APPOINTED BY USF SYSTEM FACULTY COUNCIL, 1 APPOINTED BY USF SYSTEM STUDENT GOVERNMENT COUNCIL)

William Weatherford, Chair	Michael Carrere	Lauran Monbarren	Fredrick Piccolo
Michael E. Griffin, Vice Chair	Julia Cunningham	Leslie Muma	John B. Ramil
Timothy L. Boaz	Oscar Horton	Shilen Patel	Melissa Seixas
Sandra Callahan			

USF PRESIDENT

UNIVERSITY ADMINISTRATION

Ralph Wilcox,
Provost and Executive Vice President

Martin Tadlock,
Regional Chancellor, USF St. Petersburg

Karen Holbrook,
Regional Chancellor, USF Sarasota-Manatee

Nick Trivunovich,
Vice President for Business & Finance and
Chief Financial Officer

Charles Lockwood,
Senior Vice President for USF Health

Sylvia Wilson Thomas,
Interim Vice President for Research

Jay Stroman,
Senior Vice President for
Advancement and Alumni Affairs

Elizabeth Hordge-Freeman,
Interim Vice President for Institutional
Equity and Senior Advisor to the President
and Provost for Diversity and Inclusion

Michael Kelly,
Vice President of Intercollegiate Athletics

Kim Hill,
Vice President of University
Communications and Marketing
and Chief Marketing Officer

Richard Sobieray,
Interim Senior Vice President
for Financial Strategy

Gerard D. Solis,
General Counsel

Angie Sklenka,
Vice President and Chief
Human Resources Officer

Mark Walsh,
Assistant Vice President
for Government Relations

Paige Beles Geers,
Acting Chief of Staff

OPPORTUNITIES AND CHALLENGES



ESTABLISHING A BOLD VISION FOR THE FUTURE

The president will develop an ambitious vision for USF that will generate enthusiasm among its stakeholders and inspire the participation and engagement from community and statewide leaders. In serving as its most ardent champion, the USF's next president will lead the university's future efforts in promoting and highlighting its unique campuses, programs, and offerings. The president will work toward increasing the university's visibility and reputation within the region, nationally, and internationally to create new opportunities for building upon the university's distinguished history, contributions, and impact on a global scale.

BUILDING RELATIONSHIPS WITH LEGISLATORS AND KEY STAKEHOLDERS

As president of the University of South Florida, this individual will assume a position of significant stature in Tampa Bay region and within the state and will serve as an influential partner with local, state, and national government officials. In this capacity, the president will foster positive working relationships with legislators and other key stakeholders and advocate fiercely on behalf of USF and each of its campuses in a manner that will inspire continued investment in the university. In addition, the president will work closely with leaders of foundations, philanthropic organizations, and industry to enhance their understanding of the importance of higher education and the economic and intellectual impact USF has on the lives of its students, alumni, and the communities it serves.

LEVERAGING THE UNIQUE ATTRIBUTES OF EACH CAMPUS

The next president will take the helm of a university comprised of three campuses located across the Tampa Bay region — each with its own distinct identity and a shared commitment and passion for the university's mission and heritage. The president will explore strategies for developing and implementing a cohesive and well-integrated multi-campus environment that showcases the unique attributes and strengths of each campus while maximizing USF's collective intellectual capital and resources in a manner that will best serve the region and the state of Florida. In doing so, the president will promote and strengthen USF's identity by fostering a shared sense of mission and culture among all university constituents.

SPEARHEADING USF'S EFFORTS TO DEVELOP NEW RESOURCES

The next president of the University of South Florida must be an engaging and persuasive advocate who can stimulate an infectious enthusiasm amongst a broad spectrum of university partners and stakeholders. He/she will work to secure additional resources that will accelerate the university's upward trajectory and ensure its success in supporting its students, faculty, and communities. The president will play a critical role in advocating for and securing resources from local, state and federal sources, private donors and other external entities, leveraging the university's significant intellectual property portfolio, and partnering with USF's deans to create new revenue streams.

ENHANCING USF'S INFRASTRUCTURE

The next president of the University of South Florida must be an innovative and creative visionary who will guide the university in addressing campus needs in a shifting higher educational and economic environment while maintaining the university's commitment to its traditions of academic excellence, student success, and accessibility. To do so, the president must couple thoughtful, collaborative processes with strategic and decisive action to capitalize on opportunities for maximizing efficiencies amongst its campuses. In leading a university with world-class faculty and lofty ambitions, the president must be prepared to assess USF's existing infrastructure and aggressively address the need for updating policies, procedures, process, systems, facilities, etc. to support its ambitions.

GUIDING USF THROUGH CONSOLIDATION

USF has implemented a consolidation process aimed at reducing redundancies, increasing efficiencies, and creating a seamless integration of services among its three campuses. The next president will continue to refine this consolidation and foster an environment that harnesses the strengths and attributes of each individual campus while leveraging the university's collective strength. It will be important for the next president to provide each campus with the flexibility and autonomy necessary to address the distinct needs of their local communities.

STRENGTHENING USF'S LEADERSHIP TEAM

The president will be charged with assessing USF's goals for the future and building and enhancing USF's leadership team to meet these needs while fostering a culture of empowerment, entrepreneurship, autonomy, and accountability at all levels of the institution. In joining USF at this impactful time, the new president will have the opportunity to recruit and retain a talented team of exceptional academic and administrative leaders to assist in achieving the university's ambitious goals.

STRENGTHENING USF'S COMMUNITY TIES

Serving as a highly visible and influential leader within the Tampa Bay region, USF's next president must be prepared to capitalize on the platform provided to them by each individual campus to engage influential stakeholders and guide discussions toward developing new opportunities for partnership that are mutually beneficial and bring the university's strength to bear.

RECRUITING AND RETAINING USF'S WORLD-CLASS PEOPLE

In order for USF to maintain its commitment to academic excellence and creating an exceptional student learning experience, the next president will need to be a forceful presence in addressing the issues that impact the recruitment and retention of world-class faculty, staff, and students.

ENHANCING USF'S COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

The next president will play an essential role in promoting inclusive excellence across all USF campuses and strengthening a university culture supportive of and dedicated to the success of a diverse faculty, staff, and student body.

REINFORCING THE ROLE OF USF ATHLETICS

USF is committed to providing student-athletes with opportunities to receive a world-class education, compete at the highest level, and develop into the leaders of tomorrow. To do this effectively, the next president is expected to be a passionate supporter of USF's Athletics program and its role in creating a sense of pride among students, alumni, the Tampa Bay region, and the state. Additionally, the next president will have an opportunity to work with the Board of Trustees, athletics boosters, and other key campus stakeholders to build a new on-campus stadium.

QUALIFICATIONS AND CHARACTERISTICS

- A keen understanding of and passion for USF and its mission; the ability to lead a multi-campus metropolitan research university;
- The ability to develop and nurture effective working relationships with internal and external constituencies, including Trustees, alumni, faculty, deans, staff, students, government leaders, and corporate and community partners;
- Exceptional communication and interpersonal skills; the ability to serve as an active and engaged listener and leader;
- A record of success in building and nurturing highly effective teams and developing and retaining exceptional staff;
- A demonstrated passion for working with diverse student groups and enhancing USF's student-centric learning environment;
- A commitment to student success and providing a student experience that is second to none;
- An understanding of and respect for the roles and responsibilities of the faculty and the tenets of shared governance;
- A highly accessible and approachable management style; a servant-leader who invites collaboration, respects dissenting opinions, and demonstrates transparency in decision making;
- A visionary, compassionate, and humble leadership style with a commitment to the development of faculty, staff, and students;
- A high level of energy and enthusiasm for the university's mission, vision, and values as demonstrated through an authentic leadership style;
- The ability to foster a university environment that exemplifies respect, innovation, collaboration, and shared accountability;
- A deep commitment to and history of supporting diversity, equity, and inclusion;
- A proven commitment to promoting environmental sustainability efforts, both in improving campus sustainable practices and leveraging USF's intellectual strength toward addressing this broad societal issue of increasing importance;
- The ability to motivate a strong and effective leadership team with a collaborative and inclusive leadership style;
- The ability to foster a culture of innovation and collegiality;
- An understanding of and familiarity with higher education funding models coupled with strong financial acumen and judgment; a track record of success in leading a complex organization and making sound financial decisions while maximizing the use of resources;
- An understanding of the importance of creating and fostering a culture that promotes, rewards, and enhances academic excellence; a commitment to pursuing the academic and research activities commensurate with achieving AAU membership;
- A commitment to promoting interdisciplinary programs;
- A deep commitment to and expectation of accountability for clear strategic and tactical goals and meaningful metrics of progress;
- The ability to lead a complex and multi-faceted institution with a track record of success;
- An effective problem solver with a pragmatic, yet optimistic orientation;
- An ability to earn respect and trust among internal and external stakeholders;
- The ability to play a pivotal and high-profile role in the region, guiding the university's efforts in contributing to the area's economic, civic, and cultural development;
- An energetic and proven fundraiser;
- Appreciation for the significant role of intercollegiate athletics in the life of the university;
- A person of integrity and high ethical standards.

APPLICATION PROCESS

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applications should include a current curriculum vitae and a letter of interest describing relevant experience and interest in the position. Submission of materials via email is strongly encouraged. Nomination letters should include the name and contact information of the nominee.

In accordance with the State of Florida's open records laws, all nominations, applications, and letters of interest will be made public. Application materials should be submitted to:

Alberto Pimentel, Managing Partner
Will Gates, Partner
Sal Venegas Jr., Principal

SP&A Executive Search
6512 Painter Avenue
Whittier, CA 90601
Email: apsearch@spaexec.com
Refer to code "USF-President" in subject line







University of South Florida President

The University of South Florida's (USF) Board of Trustees invites nominations and applications for the position of President.

The University of South Florida

Founded in 1956, USF is a relatively young university with rich traditions – traditions of access and opportunity for students, academic excellence, groundbreaking research, and service to its communities. USF is home to a highly diverse student body of nearly 50,000 students supported by more than 15,600 faculty and staff. The university offers more than 180 undergraduate majors and concentrations with degree programs at the graduate, specialist, and doctoral levels, including the doctor of medicine. In addition to its ranking as #18 for social mobility by *U.S. News & World Report*, USF also ranks as one of the nation's top 50 public universities (#46). Moreover, during the last decade, no university, public or private, has risen more spots in its Best Colleges ranking as USF. In fiscal year 2019-20, USF had \$354 million in total research expenditures and an annual economic impact of \$6.02 billion on Florida.

Three distinct campuses – One USF

Situated in the diverse and fast-growing Tampa Bay region, USF is a high-impact global research university dedicated to student success with campuses in Tampa, St. Petersburg, and Sarasota-Manatee. USF's campuses:

Tampa campus – With more than 1,500 acres and 250 buildings, USF's Tampa campus is the university's largest research-intensive campus and includes state-of-the-art labs, a thriving student housing village store, performance spaces at the College of the Arts, and Athletics facilities. In addition, the USF Research Park covers more than 100 acres and is the crossroads where the university meets the region's rapidly growing knowledge economy. The Tampa campus also includes the USF Health district, which consists of four health colleges that provide graduate and professional health programs and share campus space with the Moffitt Cancer Center. USF Health is supported by more than 1,000 health care providers who serve over 1 million outpatients each year.

St. Petersburg campus – Situated on 52 acres of waterfront in the heart of a thriving downtown, USF St. Petersburg offers small class sizes with a focus on hands-on learning, research opportunities and an intimate residential campus experience. Home to the College of Marine Science and the statewide Florida Institute of Oceanography, the campus is especially engaged in oceanography, coastal resiliency, environmental science and has a dedicated focus on arts, STEM education and finance.

Sarasota-Manatee campus – Located along the beautiful Sarasota Bay, the Sarasota-Manatee campus is unique in fostering a personalized learning experience where class sizes are small, and the student to faculty ratio is 13:1. The campus benefits from strong ties with the local communities, hosting the Florida Center for Partnerships in Arts-Integrated Teaching (PAInT), an accelerated nursing program, a School of Hospitality & Tourism Management, and a robust biology program with teaching laboratories at the Mote Marine Laboratory.

For more information about USF, please visit <https://www.usf.edu/>.

Position Summary

The President is appointed by the USF Board of Trustees and serves as the university's chief executive officer responsible for setting the vision, strategy, and related institutional goals and objectives. The President, with their strong leadership team, will focus on achieving the university's core mission in a

culture that champions student success, academic excellence, and positively shaping the future – regionally, nationally, and globally.

USF's next president will be an exceptional leader who will foster collaborative and effective relationships with students, faculty, staff, alumni, donors, business and community partners, legislative leaders, and other campus stakeholders. In doing so, the President will actively engage with campus colleagues and the community to spearhead the university's efforts in setting a bold vision for USF's future.

Qualifications

USF seeks a dynamic leader with a high level of energy and enthusiasm for the university's mission, vision, and values. Leading candidates will demonstrate a visionary, compassionate, and humble leadership style with a commitment to the development of faculty, staff, and students. Moreover, the next President must have the ability to foster a university environment that exemplifies respect, innovation, collaboration and shared accountability.

USF's next President must possess exceptional communication and interpersonal skills, coupled with the ability to serve as an active and engaged listener and leader. In addition, the successful candidate will demonstrate a record of success in building and nurturing highly effective teams and developing and retaining exceptional staff. The successful candidate must also demonstrate the ability to play a pivotal and high-profile role in the region, guiding the university's efforts in contributing to the area's economic, civic, and cultural development. This will require a personal commitment to the university and an appreciation for the South Florida community it serves.

To view the full position profile and list of qualifications and desired qualities and characteristics, please visit <https://www.spaexec.com/pd/USFPresident.pdf>.

Application and Nomination Process

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applications should include a current curriculum vitae and a letter of interest describing relevant experience and interest in the position. Submission of materials via email is strongly encouraged. Nomination letters should include the name and contact information of the nominee.

In accordance with the State of Florida's open records laws, all nominations, applications, and letters of interest will be made public. Application materials should be submitted to:



Alberto Pimentel, Managing Partner
Will Gates, Partner
Sal Venegas Jr., Principal

SP&A Executive Search
6512 Painter Avenue
Whittier, CA 90601
Email: apsearch@spaexec.com
Refer to code "USF-President" in subject line



Presidential Search Marketing Plan

- We conducted a Presidential Search Listening Tour to engage the USF community and stakeholders at all three campuses in a conversation regarding the focus and expectation for the new President. These sessions provided us with the vital opportunity to gain a thorough understanding of the University and the broad range of views about the position and essential candidate qualifications.
 - ❖ During these listening sessions, we requested nominations from the USF community and invited them to share the Leadership Profile widely with their colleagues upon its completion.
- We will partner with the Search Committee and the USF community to develop and appropriately distribute the USF Presidential Search Leadership Profile. This document will be prominently placed on the University's website and include: a statement of qualifications (e.g. desirable experience and professional characteristics) for the position as well as a profile of the University of South Florida. It will also highlight key responsibilities for the position; reporting relationships; positive aspects about the University; challenges facing the University; potential opportunities for success for the new President; and key links to additional web-based information about the University of South Florida.
- Recruiting efforts will include the development of a comprehensive advertising strategy and the placement of the USF Presidential Search Announcement in traditional national outlets, professional journals, specialized publications, and other relevant online career sites. Potential advertising venues include:
 - ❖ The Chronicle of Higher Education
 - ❖ Inside Higher Ed
 - ❖ Diverse: Issues in Higher Education
 - ❖ HACU – Hispanic Association of Colleges and Universities
 - ❖ Hispanic Outlook in Higher Education
 - ❖ INSIGHT Into Diversity
 - ❖ Journal of Blacks in Higher Education
 - ❖ SHEEO – State Higher Education Executive Officers
 - ❖ Women in Higher Education
 - ❖ American Association of Hispanics in Higher Education
 - ❖ Asians in Higher Education
 - ❖ Blacks in Higher Education
 - ❖ Hispanics in Higher Education
 - ❖ LGBT in Higher Education
 - ❖ Native Americans in Higher Education
- Utilizing “best practices” of the executive search industry, we will aggressively pursue individuals who are not “on the job market” as well as those quietly seeking new employment opportunities.



Presidential Search Marketing Plan

- We will place calls to individuals who are well positioned to serve as sources. These individuals usually include: senior level administrators at peer and aspirational institutions (including AAU institutions); leaders of national higher education professional associations; representatives of groups focused on particular constituencies (e.g., women and minorities); and other higher education related organizations.
- We will also be sure to contact non-traditional prospects and encourage them to consider the opportunity. Specifically, we will target successful, senior executives from government, industry, the military, non-profit organizations, and other fields outside of higher education.
- Our firm has a strong track record of providing candidate pools in which women and members of underrepresented groups are well represented. We believe these special recruiting and outreach efforts are worthwhile, desirable, and quite productive. Depending on the University's needs, we will engage in specific activities in order to enhance the diversity of the prospect pool.
- In addition to directly contacting highly-qualified individuals and providing them with compelling and persuasive reasons to consider the opportunity, we will engage members of the Search Committee in the recruitment process. Their active involvement early in the recruitment cycle will increase the likelihood of generating interest on the part of high priority and somewhat reluctant candidates.



Presidential Search Committee

Thursday, February 3, 2022
10:30-11:30AM
Microsoft Teams

A G E N D A

- | | | |
|------|---------------------------------|--------------------------------|
| I. | Welcome | Chair Mike Griffin |
| II. | Status Update on Search Efforts | Chair Griffin/Alberto Pimentel |
| III. | Next Steps/Timeline | Alberto Pimentel |
| IV. | Adjournment | Chair Griffin |

Presidential Search Committee Meeting
February 3, 2022
10:30-11:30am
Teams Meeting
Minutes

President's search committee Chair Mike Griffin welcomed everyone to the meeting. He thanked everyone for their continued engagement during the search process.

There was a vacancy on the search committee after Dr. Sylvia Thomas was appointed as the Interim Vice President in the Office of Research. Chair Griffin was pleased to announce that BOT Chair Will Weatherford, has appointed Dr. Joan Reid as the new member of the President's Search committee. Dr. Reid currently serves as the USF Director of Human Trafficking Risk to Resilience Research Lab on the St. Petersburg campus.

Status update on Search Efforts

Chair Mike Griffin provided a recap on the process of the President's Search.

- Completed listening sessions and surveys
- Developed an advertising and position profile
- On December 7, 2021 the Board of Trustees approved the advertisement and position profile.
- On December 8, 2021 the position advertisement was officially posted and the initiation of the recruiting efforts started.

Consultant Alberto Pimentel provided an overview on the status of the president's search. He addressed the following:

- How we approached the search.
- Identify the Universe of prospects
- Our focus was based on the feedback from the surveys and listening sessions
- Target Institutions and Prospects
- Identified institutions to focus on: R1 Institutions; R2 institutions; Federal Agencies (DOE, NIH, NSF) and AAU institutions.
- We focused on foundations and corporations and the types of individuals that we would like to recruit.
- The potential candidates are presidents and former presidents, deans with strong reputations, provosts and vice presidents for research.
- Begin conversations without being pushy.
- Promoted and marketed USF
- We gathered intelligence
- Identified the "hard no's"

- The national landscape – There are 3 or 4 institution searches that are competitive to the USF Presidential Search.
- Information gathering - Information Sharing
- Raw Recruiting

Committee member John Couris asked if Mr. Pimentel could explain our strategy as it relates to the president search in comparison to the four searches that are happening in the state of Florida.

Committee member Patrick Hwu complimented the list of places in which we are seeking potential candidates. The government is a good place to look.

Committee member John Couris made comments on sticking to the position description and selecting prospects who will have a connection to the students and faculty. A person who appreciates and understands the value and trajectory of the University of South Florida

Committee member Oscar Horton questioned the timeframe of the search. He also asked if a short list of targets have been developed.

Alberto Pimentel commented that the search is expected to be completed by the end of the academic year. A list of potential targets is starting to emerge.

National Landscape Feedback

- There were no negative perceptions about USF.
- There was positive feedback about our AAU aspirations.
- If pursuing AAU, what's the timeframe?
- Does our aspirations align with our resources?
- Why pursue AAU?
- There were questions concerning the USF regional campuses.
- How do we incorporate the regional campuses in to the direction and mission of USF? How does it shape the region as a whole?
- The National Visibility of USF
- Is USF and the Board of Trustees interested in increasing the presence and visibility?
- There were complements on our current Interim President Rhea Law.
- There were questions concerning the other searches in the state of Florida.
- There are approx.50 targets who are heading towards becoming prospects. Some may advance to the candidate phase.
- Recruiting will continue
- Almost a dozen self-motivated people have applied for the position on their own. They're considered as candidates. A portal will be available after today's meeting. Members of the search committee will have access to review their information.
- Strategies of applying

- Next Steps – Identifying prospects and convert the prospects in to candidates.
- Assessing Candidates
- We are on track to complete in a timely manner.
- Funding for higher education

Committee member Tammy Allen questioned if there were any hesitancy factors that would keep a prospect from fully considering us.

Mr. Pimentel commented that there can be issues that we have no control of such as the public nature of the search or the negative opinion of higher education.

There have been questions and concerns about coordinating with the regional campuses as well as USF Health.

How does one make an impact on such a large area? There were also questions and concerns about having several positions that are currently open. People have asked how supportive is the Board of Trustees?

Chair Mike Griffin commented that USF is on an amazing trajectory and we need a leader that can take us to that next step. The Board is fully supportive.

Having no further business Search Committee Chair Mike Griffin ended the meeting.



Presidential Search Committee

Tuesday, March 1, 2022
9:00-10:00AM
Traditions Hall, Gibbons Alumni Center

A G E N D A

- | | | |
|------|--------------------------------------|--------------------|
| I. | Welcome | Chair Mike Griffin |
| II. | Reminder of Public Nature of Meeting | Chair Mike Griffin |
| III. | Recruitment Update | Alberto Pimentel |
| IV. | Review of Current Applicants | Alberto Pimentel |
| V. | Selection of Semi-finalists | Alberto Pimentel |
| VI. | Next Steps/Timeline | Chair Mike Griffin |
| VII. | Questions/Adjournment | Chair Mike Griffin |

Presidential Search Committee Meeting
March 1, 2022
9:00-10:00am
Traditions Hall, Gibbons Alumni Center
Minutes

Chair Mike Griffin welcomed everyone to the Presidential search committee meeting.

Reminder of Public Nature of meeting

Chair Griffin asked as a friendly reminder that when discussing the candidates, please discuss in a respectful manner.

Recruitment Update

SP&A Consultant Alberto Pimentel provided an update on the search.

- Outreach Efforts
- Recruitment Strategy - Nationally Focused and Extensive
- R1 Universities and AAU Universities- Focus on Deans, Provosts, Presidents and Vice President's for Research
- R2 Universities – Focused on Presidents and Provosts
- Federal Agencies - NIH, NSF, DARPA and DOE
- Individuals who occupy senior level roles in national labs around the country that are affiliated with universities
- Foundations with higher education focus
- We intensified outreach efforts when UF announced their presidential search.

Mr. Pimentel announced that Interim President Rhea Law was nominated for the role as President. After having a conversation with the search committee chair Mike Griffin, Interim President Law accepted the nomination. Most prospects declined to pursue the position any further.

For those that did decide to apply, we are here to review their applicants and follow our process.

Review the applicants

As of now there are 18 applicants. The committee was asked to choose which applicants they would like to discuss today. From the list of 18 applicants the committee had an interest in the following individuals:

- Vanya Quinones
- Rhea Law
- Sten Vermund
- Jeffrey Talley

Rhea Law- Interim President, University of South Florida

Rhea Law's leadership experiences and qualifications are numerous and diverse. A USF alumna, she is the former chief executive officer and chair of the board of Fowler White Boggs, a Florida law firm. She led the merger of Fowler with a national firm, Buchanan Ingersoll & Rooney, in 2014. 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.

Debbie Sembler's comments:

- Experience
- She is a visionary leader, a great communicator with a wonderful personality.
- Experience in Fundraising
- Established in the community

John Couris's comments:

- As President and CEO of TGH he's had the opportunity to work with directly with her.
- He describes her as outstanding, innovative and very focused.
- Committed to the community and USF
- She has already made an impact
- She wants the position

Jose Valiente's comments:

- Although she is not an academia she can lead a large organization with a billion-dollar budget and thousands of employees.
- She's well connected and known in the Tampa and USF community as well as in Tallahassee
- She has done a spectacular job as Interim President of USF in a short period of time.

Ken Jones's comments:

- Has known her for three decades. She has progressed in a phenomenal fashion.
- Rhea has the respect and admiration of her peers.
- She knows the institution and can lead it in a thoughtful way.

Julia Cunningham's comments:

- She has the ability to integrate herself into the community and reach out to students.
- Caring personality
- She has proven her ability to lead

Tammy Allen's comments:

- She's very supportive and committed to the success of the USF Sarasota-Manatee campus as well as USF in its entirety.

Braulio Colon's comments:

- She demonstrates strong and consistent leadership.
- Her reputation has grown to become top notch.
- She agreed to step in during a tough transition and has led very well.

Lt. Gen. Jeffrey Talley (U.S. Army, Ret.)

Lt. Gen. Talley is a senior executive with experience in military, academic, corporate and government positions. He has experience in large-scale organizations, public-private partnerships, national and cybersecurity, environmental and energy sustainability, disaster emergency management, infrastructure resilience, data analytics and technology, R&D and higher education.

Braulio Colon's comments:

- In his service as a leader in the military Jeffrey Talley has contributed an enormous amount to our country.
- He has broad and comprehensive experience.
- He is one of the top four applicants in the pool.

Derrick Brooks's comments:

- Jeffrey Talley has a diverse leadership style.
- His military involvement and leadership is intriguing as it relates to the USF Joint Military Leadership Center.

Discussions on Dean Sten Vermund

Professor of Public Health, and Dean of the Yale School of Public Health and serves as a Professor in Pediatrics at the Yale School of Medicine. He is a pediatrician and infectious disease epidemiologist focused on diseases of low and middle-income countries.

The Yale School of Public Health has approximately 800 students and its one of the top Schools of the Public Health in the country. Dean Vermund oversees a budget of less than \$100 million. He's a member of the National Academy of Medicine and has demonstrated integrating academics and community. He's worked at Vanderbilt and other top tier institutions.

Consultant Alberto Pimentel commented that this would be a transition from a private to a public university.

Tammy Allen's comments:

- He has a strong background.
- Dean Vermund's letter of interest indicated that he has as connection with USF
- He understands the local environment

John Couris's comments:

- There are only 566 students in the Yale school of Public Health, 185 full time faculty, 206 part time faculty and 74 Visiting Post Doctorates and Fellows. This is a small organization compared to USF.
- Dean Vermund has an undeniably impressive Bio. However, USF needs a strong leader with a strong vision, who understands big and complex organizations immediately.
- Based on previous discussions by the search committee Dean Vermund doesn't fit the criteria for the position.

Julia Cunningham's comments:

- He has an interesting background and comes from an Ivy League institution but not a good fit to lead the University of South Florida.

Mr. Pimentel discussed the 4 applicants who generated interest from the search committee.

1. Vanya Quiniones – Pace University
2. Rhea Law – University of South Florida
3. Jeffrey Tally- U.S. Global Leadership Coalition
4. Sten Vermund – Yale University

By show of hands Mr. Pimental asked the committee members to vote on who will be invited to be interviewed by the President's Search Committee.

Rhea Law and Jeffrey Tally will be the two candidates interviewed this Friday March 4, 2022, by the Search Committee.

Next Steps

- Interview with the Search Committee
- Both candidates will visit each campus
- SP&A Consultant Albert Pimentel will develop a list of questions based on the feedback from listening sessions and surveys, which will be provided
- The Search Committee will be given the logistics of the itinerary by the end of the day. A hybrid attendance option will be offered.

Mr. Pimentel commented that after contact with the candidates, he will have more information for the committee in the next 24 to 48 hours. All candidates are expected to interview in person.

Chair Mike Griffin thanked everyone for attending and look forward to seeing everyone this Friday March 4th. Having no further business search committee Chair Mike Griffin adjourned the meeting.

From: [PRES Board of Trustees](#)
To: USF_COMMUNICATION_FOR_EMPLOYEES@LISTSERV.USF.EDU
Subject: USF Presidential Search Update
Date: Tuesday, March 1, 2022 4:36:54 PM
Attachments: [image001.png](#)



Dear USF community,

I want to again thank you for your enthusiasm and trust as we search for USF's next president. This decision is incredibly important to the future of our university, and we appreciate how much engagement we've had with our community over the last seven months, including many of you. From the beginning, your input has been foundational to our search, and it's the reason we've reached an important milestone in the process.

Today, our search committee met to review our candidate pool and decide which candidates to advance to an interview stage. I am pleased to report that after a review of a diverse candidate pool, our committee selected two qualified individuals to advance to an interview round at the end of this week: Interim President Rhea Law and Lt. Gen. Jeffrey Talley (U.S. Army, Ret.)

I would like to share a little more information about each of these candidates, as well as share our next steps in the process.

Rhea Law

Rhea Law's leadership experiences and qualifications are numerous and diverse. A USF alumna, she is the former chief executive officer and chair of the board of Fowler White Boggs, a Florida law firm. She led the merger of Fowler with a national firm, Buchanan Ingersoll & Rooney, in 2014. 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 is also a founding member of the Board of Directors of the USF Law Alumni Society, served as a member of the USF Research Foundation Board and was named a 2018 Distinguished Alumna by the USF Alumni Association. She chaired the Board of Directors for the Health

Professions Conferencing Corporation with the USF Center for Advanced Medical Learning and Simulation (CAMLs). In 2018 she was inducted as an honorary member of the USF Chapter of the National Academy of Inventors in recognition of her support of research and innovation at USF. In 2013, she was granted an Honorary Doctor of Medicine Degree from the USF Morsani College of Medicine. She formerly served on the Board of Directors for the Tampa Bay Technology Forum and the H. Lee Moffitt Cancer Center and Research Institute Board of Directors and currently serves on Moffitt's National Advisory Board.

Interim President Law earned her undergraduate degree in management from USF, putting herself through school while working as the university research project administrator for the Office of Sponsored Research. She then earned her terminal degree in law at Stetson University College of Law, where she later served as chair of their Board of Overseers, helping to select both a dean of the College of Law and president of the university.

While she initially agreed not to apply for the permanent position, two weeks ago she was invited to do so by our search firm consultant, Alberto Pimentel, following a number of nominations for her candidacy among stakeholders both within the university and across the Tampa Bay region.

Lt. Gen. Jeffrey Talley (U.S. Army, Ret.)

Lt. Gen. Talley is a senior executive with experience in military, academic, corporate and government positions. He has experience in large-scale organizations, public-private partnerships, national and cybersecurity, environmental and energy sustainability, disaster emergency management, infrastructure resilience, data analytics and technology, R&D and higher education.

He currently serves as a member of the U.S. Global Leadership Coalition based in Washington D.C., an organization that works to strengthen tools of national security. He also serves as president and CEO of The Public Private Partnership Initiatives (P3i) Group, a management consulting firm for government, business, not-for-profit and academia. His military career included duty in the United States, Korea, Kuwait and Iraq. His service culminated in 2012 when he was appointed to the rank of lieutenant general and to a four-year term as the 32nd chief of Army Reserve & seventh commanding general of the U.S. Army Reserve Command – an organization of over 215,000 soldiers and civilians and 134 general officers and executives, with an annual operating budget of \$9 billion, and activities in over 30 countries, including all states and territories. He has received numerous medals and awards, including two Army Distinguished Medals and three Bronze Star Medals. He retired from the military in 2016 and was recognized by the U.S. Senate on June 28, 2016, with "Tribute to Lieutenant General Jeffrey W. Talley", as reflected in the congressional record.

Lt. Gen. Talley holds a Ph.D. (Civil and Environmental Engineering) from Carnegie Mellon

University, an Executive M.B.A. from the University of Oxford, an M.S.E. (Environmental Engineering and Science) from The Johns Hopkins University, an M.L.A. (Liberal Arts – History/Philosophy) from Washington University in St. Louis, an M.S.S. (Strategic Studies) from the U.S. Army War College, an M.A. (Religious Studies) from Assumption College, and a B.S. (Forestry - Natural Resource Management) from Louisiana State University. He is a registered Professional Engineer (P.E.), a Board-Certified Environmental Engineer (BCEE) in Sustainability, and a Diplomate, Water Resources Engineer (D.WRE).

The Search Committee will interview each of these candidates on Friday, March 4, from 8:30 a.m. to 11:30 a.m. in Traditions Hall, at the Gibbons Alumni Center on the Tampa campus. The interviews will be available via livestream at the [USF Presidential Search website](#).

Following the interviews, the Search Committee will evaluate each candidate and may recommend candidates for further evaluation and interview by the Board of Trustees. The Board of Trustees will then invite any finalists to participate in town halls on each of our campuses followed by an interview with the Board of Trustees. The Board will evaluate any finalists and may then name the next president, subject to confirmation by the Florida Board of Governors.

As we have done throughout the search process, we will continue to keep you updated. We are deeply grateful for your trust, support and participation.

Thank you, and GO BULLS!

Mike Griffin
Chair, USF Presidential Search Committee
Vice Chair, USF Board of Trustees



Presidential Search Committee

Friday, March 4, 2022
8:30-11:30AM
Traditions Hall, Gibbons Alumni Center

A G E N D A

- | | | |
|------|--|--------------------|
| I. | 8:30am – Welcome and Comments | Chair Mike Griffin |
| II. | 8:45-9:45am – Interview with Jeffrey W. Talley | Search Committee |
| III. | 10:00-11:00am – Interview with Rhea F. Law | Search Committee |
| IV. | 11:00-11:30am – Committee Discussion | Alberto Pimentel |
| V. | Adjournment | Chair Griffin |

Presidential Search Committee Meeting
March 4, 2022
8:30-11:30am
Traditions Hall, Gibbons Alumni Center
Minutes

Welcome and Comments

Committee Chair Mike Griffin welcomed everyone and announced that we are moving into the next step of the process for the 8th President of the University of South Florida. The Chair announced that we are meeting to interview the two semifinalists. Interim President Rhea Law and Jeffrey Talley

***Please refer to the meeting recordings to review the interviews in full.**

Jeffrey Talley interviewed with the search committee first.
Interim President Rhea Law interviewed with the search committee second.

The search committee members were assigned questions for the candidates.

The President's Search Committee introduced themselves to both candidates at the beginning of the separate interviews.

Questions asked by the committee:

Chair Mike Griffin

- Tell us about yourself professionally.
- Why at this point in your career are you interested in becoming the President of the University of South Florida?
- What interests you most about this university and this position?

Derrick Brooks

One of USF's institutional goals is to enhance its collaboration with and support of South Florida's diverse communities. Tell us about your experiences interacting with and supporting stakeholders external to your organization, e.g., state and local governmental officials, business leaders, alumni, community leaders, etc.

Jose Valiente

As you know, fundraising has become a more significant revenue source for public and private universities. Please describe your experience working with individual donors, foundations, and corporations to promote philanthropic activity. If you have not had any previous fundraising experience, how would you go about developing your expertise in this area?

Melissa Seixas

Tell us about your experiences working with and addressing the needs of a culturally and ethnically diverse population of students, faculty and staff. What specific strategies and/or initiatives have you employed to engage underserved populations and create an environment that values diversity, equity, and inclusion?

Braulio Colon

As you know, USF has a vibrant Division I athletics program that captures the attention of alumni, current students, and the nation. Tell us about your experience with Division I or other athletics programs. We are particularly interested in learning your approach to balancing the competing interest in advancing academic excellence and fostering new research against the needs of a thriving athletic program.

Debbie Sembler

Please describe your experience working with students in your current or previous positions. What steps would you take to improve the student experience at USF?

Ken Jones

As you may be aware, USF's Board of Trustees has established the goals of having the University pursue a pathway that will lead to achieving Top 25 status for public universities and membership within the AAU. What potential issues would the University need to overcome and what strategies would you employ to achieve this objective?

Joan Reid

As you are aware, faculty and staff play a significant role in executing the University's research, service, and teaching missions. How have you fostered/would you foster a culture and environment that inspires faculty and staff to contribute and perform at the highest level?

Lisa Carlton

The OneUSF initiative is a transformational process that will ultimately consolidate university functions across all of USF's campuses for the benefit of our students. How would you leverage the assets and resources of each campus while promoting their unique identities within their respective communities and regions?

Additional Questions for Dr. Talley:

Braulio Colon

USF has made significant gains in student success. We've seen our graduation rates rise significantly. We've seen our achievement gaps between different race and ethnicities at USF close. What do you see as the key to maintaining our progress and what would be your top priority in this area?

Tammy Allen

Asked for views on graduate education. For example, a top university must be able to attract top doctoral students. Our stipends are low which makes it difficult for us to compete for those students.

John Couris

Tampa General Hospital has a deep relationship with USF. USF Health is a significant part of the university. What is your perspective on life sciences and health care?
What are your shortcomings and how do you manage them?

Jose Valiente

Tell us about your family.

Lt. General Talley had questions for the search committee

What is the single biggest concern or challenge for faculty at USF?

How would you rate USF's diversity amongst the faculty, staff and senior leaders compared to the demographics of our students?

After Lt. General Jeffrey Talley's closing remarks, the President's Search Committee took a short break.

Additional Questions for Rhea Law:

Tammy Allen

If you were to get the job as President one of the responsibilities would be to hire a Provost. Would you search outside to fill that position?

Jose Valiente

As President what do you see in the immediate mid-term and long-term horizon for USF?

Interim President Rhea Law

Had a question concerning USF's focus on moving forward, addressing the financial issues, and taking off to the next steps.

After Interim President Rhea Law gave her closing remarks, the President Search Committee took a short break.

Search Committee Discussion

Positive aspects by the search committee concerning Jeffrey Talley:

Derrick Brooks comments surrounded Dr. Talley's ability to go from serving our country into the private and public sector, landing leadership roles at different institutions. He's very passionate about his accomplishments.

Melissa Seixas commented that Lt. General Talley gave detailed examples of his experiences. He talked about bridging academics, community, and business. He tapped into the diverse experience that he could bring to USF.

Tammy Allen's comments surrounded Dr. Talley's impressive record. Dr. Talley made a comment during his interview that the reputation of USF is regional. She feels as though he can bring USF to the world stage. He would also be an incredible fund raiser.

Ken Jones commented on the Lt. General's statement on Florida and Florida State. Somebody's got to be a winner! He has that competitive fire to be a winner. It was interesting that General Talley would say that fundraising was the second most important thing in university leadership. He had intelligent answers to difficult questions. He has an impressive 29-page cv and has had a successful career.

Braulio Colon commented favorably on the committee's vote to bring in Dr. Talley for an interview. They were able to learn more about his diverse experiences. He answered all questions in a full and complete way.

Positive aspects from the search committee concerning Interim President Rhea Law.

John Couris commented that Interim President Rhea Law knows and has an appreciation for the university, the community, and the state. She did an exceptional job interviewing with the committee. Her comments and statements came naturally. He was impressed with her comment concerning continuity and the importance of it. That's what the university and partners need.

Jose Valiente commented that Interim President Rhea Law is a known commodity. There will not be any transition issues or a learning curve. The Interim President is a proven leader who has already made progress in her role.

Ken Jones commented on Interim President Rhea Law's impressive resume and career; she has 71 awards listed on her CV. Mr. Jones agrees that the Interim President knows this university. She's an alumni and was on the Inaugural Board of Trustees for USF. Her different experiences at USF and in Tampa are valuable and hard to replicate. Governor Jones admires the depth that she brings to the job.

Derrick Brooks commented that the depth of her relationships is valuable. She has had the ability to leverage them during her time as Interim President. Mr. Brooks is impressed by her accomplishments as well as her ability to get things done at USF.

Tammy Allen commented that she is impressed with Interim President Rhea Law. She answered questions with examples such as the goals of community engagement, fund raising resource development, diversity, athletics, promoting One USF and the recognition of the St. Petersburg and Sarasota-Manatee campuses. Dr. Allen reflected on a favorite quote: You are what you do not what you say you'll do.

Braulio Colon enthusiastically agree with the committees' comments about Interim President Rhea Law. During her interview she displayed the order and progress of USF. She is aware and is paying close attention to the business issues here and overall did an organically phenomenal job answering all questions.

Debbie Sembler's comments surrounded Interim President Law's second day on the job. She spent hours at the St. Petersburg campus visiting several areas and meeting with several people. She's a person who shows up and is loved in the community. Ms. Sembler has received several emails of support since the announcement of Interim President Law applying for the position. She has an open door and is student oriented. It would be easy to hire her.

Joan Reid appreciated Interim President Law's ending comments of how much she enjoys her work at USF. it's important to have a leader who is inspired in their position. It shows that she loves her job.

Chair Griffin moved the discussion to determine which candidate(s) will proceed.

General Counsel Gerard Solis commented that the BOG regulation permits you to send one name forward with an explanation. The committee may vote by show of hands.

The Search Committee voted for both Dr. Talley and Interim President Rhea Law to proceed to the next steps which will include campus visits, an interview with Board of Trustees and a final meeting with Board of Governors.

Chair Mike Griffin announced that the work of the President's Search Committee is likely over. The candidates will proceed with the BOT and the BOG.

The Chair thanked all the members for their dedication and hard work since September 2021 as well as the members who joined the committee later.

On behalf of the Board of Governors, committee member Ken Jones thanked each of the President's Search Committee members for their service to the committee.

Chair Griffin thanked SP&A Consultant Alberto Pimentel and his team for their continued support. Having no further business Chair Mike Griffin adjourned the meeting.

From: [USF Board of Trustees Operations](#)
To: USF_COMMUNICATION_FOR_EMPLOYEES@LISTSERV.USF.EDU
Subject: Update on USF Presidential Search (3/4)
Date: Friday, March 4, 2022 4:00:11 PM
Attachments: [image001.png](#)



Dear USF Community,

I would like to share an important update in the presidential search process, as well as invite you to participate in some critical next steps.

Today, the USF Presidential Search Committee interviewed two candidates, Interim President Rhea Law and Lt. Gen. Jeffrey Talley. Each candidate brings diverse experiences and unique qualifications, and we found the interviews to be productive to our process. We asked each candidate a set of questions based on the position profile, and each had insightful perspectives to share about their leadership styles and their vision for the university.

As such, the Search Committee voted to advance both candidates to a next round, which includes visits on each of our campuses prior to interviews with the Board of Trustees. The candidate visits will give stakeholders an opportunity to interact more directly with each candidate, share ideas and ask questions. We will share details of these visits as soon as we have them available.

Following each campus visit, we will ask participants to share feedback via an online portal. This feedback will be reviewed by the USF Board of Trustees prior to interviewing the candidates. The Board will evaluate the candidates and may then name the next president, subject to confirmation by the Florida Board of Governors.

The hiring of the president is one of the Board's most important responsibilities. The leader of our great university will make an impact on literally hundreds of thousands of lives and will play a major role in shaping the progress of our region.

Thank you, and GO BULLS!

Mike Griffin

Chair, USF Presidential Search Committee

Vice Chair, USF Board of Trustees

From: [USF Board of Trustees Operations](#)
To: [USF COMMUNICATION FOR EMPLOYEES@LISTSERV.USF.EDU](mailto:USF_COMMUNICATION_FOR_EMPLOYEES@LISTSERV.USF.EDU)
Subject: USF Presidential Search Update (3/8)
Date: Tuesday, March 8, 2022 4:34:17 PM
Attachments: [image001.png](#)



Dear USF community,

I am pleased to share an important update in our search for USF's eighth president.

Last week the USF Presidential Search Committee interviewed and advanced two candidates, Rhea F. Law and Jeffrey Talley. The candidates are now invited to visit each of our campuses prior to interviews with the Board of Trustees. The candidate visits will give you, our stakeholders, an opportunity to interact with the candidates, share ideas and ask questions.

The visits will take place on Monday, March 21, at the following times and locations and will be livestreamed:

9-10 a.m.

- Sarasota-Manatee campus, Selby Auditorium: Rhea Law
- Tampa campus, Traditions Hall, at the Gibbons Alumni Center: Jeffrey Talley

11 a.m. - noon

- St. Petersburg campus, University Student Center Ballroom: Rhea Law
- Sarasota-Manatee campus, Selby Auditorium: Jeffrey Talley

2 - 3 p.m.

- Tampa campus, Traditions Hall, at the Gibbons Alumni Center: Rhea Law
- St. Petersburg campus, University Student Center Ballroom: Jeffrey Talley

We invite you to submit questions online ahead of the sessions through the [USF Presidential Search website](#). We will also solicit questions during the session from in-person participants.

Following each campus visit, we will ask participants to share feedback online through the USF Presidential Search website. This feedback will be reviewed by the USF Board of Trustees prior

to interviewing the candidates on Tuesday, March 22, at 9 a.m. in Traditions Hall, at the Gibbons Alumni Center on the Tampa campus. The Board will evaluate the candidates and may then name the next president, subject to confirmation by the Florida Board of Governors.

Thank you again for your trust and engagement in this important process.

GO BULLS!

Mike Griffin

Chair, USF Presidential Search Committee

Vice Chair, USF Board of Trustees



USF Board of Trustees

Tuesday, March 22, 2022 @ 9 AM
Traditions Hall, Gibbons Alumni Center

A G E N D A

I. Call to Order Chair Will Weatherford

II. Interview Candidates for USF President Search Committee Chair Mike Griffin

a. 9:15-10:15am: Jeffrey W. Talley

b. 10:30-11:30am: Rhea F. Law

Please note that this schedule is subject to change at the Chair's privilege.

III. New Business – Action Item

FL 101 – Approval of Presidential Appointment
for Confirmation by the Florida Board of Governors

Search Committee Chair Mike Griffin

FL 102 – Approval of Substantive Presidential
Contract Terms

Gerard Solis, General Counsel

FL 103 – Review of Compensation Study and
Approval of Compensation Decisions

Angie Sklenka, VP and CHRO

IV. Adjournment

Chair Weatherford