

UNIVERSITY OF FLORIDA SUMMARY OF PRESIDENTIAL SEARCH PROCESS

CONDUCTED FOR THE FLORIDA BOARD
OF GOVERNORS | NOVEMBER 3, 2022



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SECTION 1

***Letter from
UF Board of
Trustees to
BOG Chair***

LETTER FROM THE UNIVERSITY OF FLORIDA BOARD OF TRUSTEES

November 2, 2022

The Honorable Brian Lamb, Chair
Florida Board of Governors
325 W. Gaines Street, Suite 1614
Tallahassee, FL 32399

Re: Confirmation of University of Florida President-Elect, Dr. Benjamin Sasse

Dear Chair Lamb,

On behalf of the University of Florida (“UF”) Board of Trustees, it is my pleasure to present President-elect Dr. Benjamin “Ben” Sasse to the Board of Governors for confirmation as the University of Florida’s 13th President. This request follows the UF Board of Trustees’ unanimous selection of Dr. Sasse as university president at its meeting on November 1, 2022 and is made pursuant to Board of Governors Regulation 1.001(5)(c) and in accordance with the requirements set forth in Board of Governors Regulation 1.002.

Dr. Sasse was the sole finalist selected unanimously by the diverse 15-member Presidential Search Committee for recommendation to the UF Board of Trustees. The committee conducted a comprehensive and exhaustive process from March 2022 through October 2022, reaching out to hundreds of prospects, speaking with 35, and focusing on 12. The committee had a robust discussion about each of the 12 candidates and determined that there was unanimous consensus on the top choice.

As you are aware from this and other recent searches, the new state law allowed UF to attract an exceptional group of candidates to the process by protecting their names and identities from public disclosure unless they were chosen as a finalist. Similar to other recent searches in the state, each of the 12 candidates participating in our process made clear that they would not continue in the process unless they were named as the sole finalist. This is consistent with almost every other top 10 and major public university in the country, where a single finalist was presented to the respective board. The UF Board of Trustees appreciates the Board of Governors’ support and understanding of these circumstances and your agreement to waive the general requirements as you take up a review of long-standing regulations.

We further appreciate the time and dedication of Governor Charlie Lydecker who represented the Board of Governors on our Presidential Search Committee. In addition to serving as a search committee member, Governor Lydecker served on the committee's working group on compensation and provided tremendous value and insight throughout the many months of the search process.

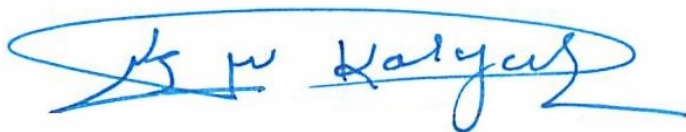
When we began our search for the next UF President, I charged the search committee with finding a once-in-a-generation leader who can leverage existing momentum to lead UF in its quest to become the first public university based in the south to be firmly and consistently recognized as one of the top-ranked public universities in the U.S. that the state, nation and world look to for leadership.

Our search committee conducted 16 listening sessions with a broad set of UF stakeholders to develop a set of key qualities and criteria that we wanted in our 13th President. The committee prepared an extensive qualifications document, approved by our Board of Trustees, which is contained in the packet we have submitted to the Board of Governors. Those qualifications include, for example:

- Passion for students, a belief in the power of education to change lives and a concern with all aspects of the student experience;
- An educator of national stature with demonstrated intellectual leadership, and with internationally recognized achievements and success;
- A passion for and a commitment to the academic values and culture of the University of Florida and the capacity to communicate the University's mission and needs clearly and persuasively to all external and internal constituencies;
- The ability to embrace an ambitious and evolving vision for the University that ultimately enhances its brand so it is consistently recognized around the world among the top public universities in the U.S.;
- Ability to anticipate skills required by students for a changing work force and to evolve curriculum to meet those needs; and
- A track record serving as a relationship builder who is authentic, ethical and humble.

Dr. Sasse doesn't just possess these qualities and abilities, he lives them. He has a bold vision for higher education, the University of Florida, and our partnership with the state universities in this great system. His passion for lifelong learning and teaching our students to be prepared for the changing world is unmatched. His high intelligence has made him a sought-out leader on some of the world's most complex issues. And his grit, humility, good nature, and ability to relate to people of all backgrounds have made him successful at every turn in his broad career. Dr. Sasse believes the University of Florida is the most interesting university in the most dynamic state in the country. Our Board of Trustees agrees. And, we believe unanimously that Dr. Sasse is exactly the right leader, right now, for the University of Florida. Therefore, I ask the Board of Governors, at its November 10th meeting, to consider and confirm the appointment of Dr. Benjamin "Ben" Sasse as the 13th President of the University of Florida. In compliance with the requirements of the Board of Governors Regulations 1.001 and 1.002, I have enclosed additional information for your reference and review.

Sincerely,



Morteza "Mori" Hosseini
Chairman of the Board of Trustees
University of Florida

SECTION 2

*Presidential
Search
Committee*



MR. RAHUL PATEL

Search Committee Chair, UF Trustee

Mr. Patel is a partner in the law firm of King & Spalding, LLP where he has been a mergers and acquisitions lawyer for 25 years. King & Spalding is an international law firm with over 1200 lawyers in 23 offices around the world.

Mr. Patel is co-head of the firm's private equity/mergers and acquisitions group and was elected by the firm's partnership to serve a second term on its policy committee, which serves as the firm's world-wide governing and management committee. Mr. Patel is ranked by "Chambers Global," "Chambers U.S.A." and "Chambers Asia-Pacific" as a leading mergers and acquisitions lawyer.

Mr. Patel received a Bachelor of Arts degree in 1994 and law degree in 1997 both from the University of Florida where he was inducted into UF's Hall of Fame upon graduation. He is the past president of the UF National Alumni Association, the past president of the UF College of Law Alumni Council and is a member of the executive board of the UF Foundation. Mr. Patel was one of three University of Florida Law School alumni given the inaugural Outstanding Young Alumnus Award. He is also a member of the Board of Directors of Crawford & Company and a member of the board of trustees of The Westminster Schools.



MR. DOUGLAS "DOUG" BAND

UF Foundation National Board Member

Doug Band began his tenure in the White House as an intern during the Clinton presidency. He was later appointed by President Bill Clinton as a special assistant to the president, making him one of the youngest deputy assistants ever to serve in that capacity.

Doug went on to become Clinton's chief advisor from 2002 until 2012 and was the key architect of Clinton's post-presidency. He created and built the Clinton Global Initiative, which develops and implements solutions to pressing challenges around the world such as improving health systems and investing in clean energy or water. To date, CGI has raised \$69 billion for 2,100 philanthropic initiatives around the world and impacted over 435 million people in 180 countries.

Throughout his career, Doug has been involved in various negotiations to free Americans held around the world and has advised several heads of state, governors, and mayors with transitioning out of public life. He is now advising companies on a larger scale in New York as the co-founder and president of the global advisory firm Teneo Holdings.

Doug has served on the University of Florida Foundation's national board, nominating committee, board of directors, and the student affairs development advisory board.

A native of Sarasota, Florida, Doug earned a bachelor's degree from the University of Florida. He earned a master's degree from Georgetown University's graduate school and a Juris Doctor degree from Georgetown University Law Center.



DR. DAVID BLOOM

UF Faculty Representative, Faculty Senate Chair and Professor, Department of Molecular Genetics & Microbiology

Dr. David C. Bloom, Ph.D., is a professor in the Department of Molecular Genetics & Microbiology at the University of Florida

College of Medicine and director of the training program in basic microbiology and infectious disease. Dr. Bloom's area of expertise is in virology and viral therapeutics. Dr. Bloom is actively involved in graduate and medical education and teaches medical, graduate and pharmacy students. He has mentored more than 20 graduate students and postdocs and over 20 undergraduate researchers.

In addition, Dr. Bloom has served on the UF Graduate Council and Academic Personnel Board. Dr. Bloom received a B.S. in Biology from the University of North Carolina at Chapel Hill, before receiving his Ph.D. in microbiology from Vanderbilt University. Dr. Bloom was a National Multiple Sclerosis Society postdoctoral fellow at the University of California, Los Angeles. Dr. Bloom joined the Department of Microbiology at Arizona State University in 1996 as an assistant professor. In 1999, he moved his laboratory to UF.

Dr. Bloom's research has been funded by the National Institutes of Health, the National Aeronautics and Space Administration and the pharmaceutical industry. He was also the recipient of the prestigious Burroughs Wellcome Fund Pathogenesis of Infectious Diseases Award. His research has resulted in more than 80 peer-reviewed publications and reviews, six patents (issued and pending) and he is a co-author of the widely used virology textbook, "Basic Virology."



MR. DAVID DUDA

UF Alumnus

Mr. David J. Duda was appointed president of A. Duda & Sons, Inc. in September 2009 and chief executive officer in September 2010. He joined the company in 1987 as a business & systems analyst and went on to hold a variety of positions in finance and accounting before

being named chief financial officer of the corporation in 2001. Prior to being appointed president, he most recently served as executive vice president and chief administrative officer.

Mr. Duda holds a Master of Business Administration degree in Finance and a Bachelor of Science in Food and Resource Economics, both from the University of Florida.

A native of Oviedo, Florida, Mr. Duda is a member of St. Luke's Lutheran Church, where he served as congregational vice president (2000 to 2002), and president (2002 to 2004).

Mr. Duda has been an active member of the Florida Council of 100 since 2011 and a member of the board of directors of the Citizens Bank of Florida since 2013. Mr. Duda also served as the chair of the Board of Trustees of the Oviedo Medical Center, an HCA hospital, from 2016 to 2019. From 2007 to 2010, Mr. Duda chaired the External Advisory Committee for the Food & Resource Economics Department of UF's College of Agriculture & Life Sciences. In addition, from 1991-2000 Mr. Duda served on the board of supervisors of the Viera East Community Development District, a special-purpose unit of local government in Brevard County.



MR. MANNY FERNANDEZ

UF Alumnus

From developing one of the earliest laptop computers to creating the first programmable memory device, Mr. Manuel “Manny” Fernandez has long been at the forefront of technology. The industry pioneer and technology executive has led multiple

technology-driven companies and currently serves as the managing director of SI Ventures, a firm he co-founded in 1996. Prior to that, Mr. Fernandez was chairman and CEO at several information technology companies, including the leading information research and advisory firm Gartner.

Mr. Fernandez serves on the boards of directors for Leggett & Platt Inc., Performance Food Group and Logic Source. He previously served as the executive chairperson of Sysco, chairperson of Brunswick Corporation, Black+Decker, Inc., Time, Inc. and Flowers Foods. He also served in President George W. Bush’s Information Technology Advisory Committee.

As a distinguished alumnus and philanthropist, he has impacted the University of Florida through his generous support and service. When UF’s Board of Trustees formed in 2001, Mr. Fernandez was appointed by then-Gov. Jeb Bush and became chairman in 2003, a role he served in for four years. During his appointment, Mr. Fernandez helped implement a differential tuition program, chaired the presidential search committee that recommended the hiring of Bernie Machen and remained a strong advocate for the now Machen Florida Opportunity Scholars program. In honor of his many contributions, Mr. Fernandez was awarded UF’s Association of Hispanic Alumni Gran Caiman Award, the Center for Entrepreneurship & Innovation’s Distinguished Alumnus Entrepreneur of the Year Award and the UF Presidential Medallion.



MS. LAUREN LEMASTERS

***UF Student and
Student Body President-Elect***

Prior to serving as student body president, Ms. Lemasters was involved in the student government cabinet and served as chief of staff to Student Body President Brown during her undergraduate career. As chief of staff, she oversaw executive agencies responsible for enhancing the student experience. Lauren planned and executed the 2021 State of the Campus address, where more than 200 students filled the University Auditorium to learn all about student government's accomplishments and vision. Ms. Lemasters also served on the local fee, land use and facilities planning and Title IX university committees. She most enjoyed connecting with student leaders as chief of staff and managing projects and initiatives for the office of the student body president.

When Ms. Lemasters is not in her office on the third floor of the Reitz Union, she is exploring Gainesville or spending time with the Gainesville High School students she has mentored since her sophomore year of college.

Lauren is from Jacksonville, Florida. She is a proud member of Florida Blue Key, the 2021 to 2022 Reitz Scholars Cohort and Alpha Delta Pi. Ms. Lemasters plan for her term as student body president is to focus on projects that positively impact student's daily life, promote the core values of the University of Florida and foster a sense of celebration and tradition amongst the Gator Nation. Ms. Lemasters is graduating Spring 2022 with a degree in criminology and political science and a minor in leadership. This summer she will begin pursuing a Masters in Management.



MR. CHARLES “CHARLIE” LYDECKER

Florida Board of Governors

Mr. Charles H. Lydecker is chairperson and CEO of Foundation Risk Partners (FRP), a company he co-founded in 2017. Ranked as one of the top 20 largest commercial insurance operations in the United States, FRP has more than 120 locations across the country and is headquartered in Daytona Beach, Florida.

Mr. Lydecker is a 1985 graduate of American University with degrees in political science and business administration. He attended college on a full athletic scholarship as a member of the swim team. Professionally, Mr. Lydecker also earned the Chartered Property Casualty Underwriter, Certified Insurance Counselor and Associates in Management designations.

Charlie is a member of the board of trustees of American University in Washington, D.C. He is on the board of the NASCAR Foundation, Halifax Hospital Foundation, The Florida Chamber of Commerce and chairperson of the Volusia/Flagler YMCA. Charlie served two terms as vice chairperson of the Florida Ethics Commission, is a past chairperson of the Florida Housing Finance Corporation, past chairperson of the Florida Birth Related Neurological Injury Compensation Association, past vice chairperson of the Florida Self-Insurers Guarantee Association and an executive board member of the Florida State Fair Authority. He is fundraising chairperson for the YMCA of Volusia/Flagler Counties, past chairperson of Futures Public Education Foundation, the United Way of Volusia/Flagler counties, and the Boy Scouts of America in Daytona Beach. He twice served as chairperson of the Daytona Beach/Halifax Area Chamber of Commerce and is an alumnus of Leadership Florida and Leadership Daytona Beach.

He has been recognized with numerous awards for his years of community and public service. Mr. Lydecker was recognized in 1995 by Florida Trend magazine as one of Florida’s Emerging Top 20 State Leaders, and he was presented the key to the City of Daytona Beach by the mayor and honored by the dedication in his name of Charleston Place Apartments in the City of Holly Hill for his leadership in creating affordable housing for local residents. Additionally, Mr. Lydecker received the Ryan Lochte Service above Self Award; and the Ormond Beach City Commission and the Volusia County Council honored Mr. Lydecker with a proclamation naming a day in his honor for years of achievement and community service. He received the Heroism Award from the Boy Scouts of America and he’s been inducted into New York’s Smith Point National Lifeguard Champions Hall of Fame and has three U.S. Masters Swimming World records.



DR. LISA LUNDY

***UF Faculty Representative, Professor
and Undergraduate Coordinator,
Department of Agricultural
Education and Communication***

Dr. Lisa Lundy is an agricultural communication faculty member in the Department of Agricultural Education and Communication. Dr.

Lundy serves as the undergraduate coordinator for the department, as well as an affiliate faculty member of the UF/IFAS Center for Public Issues Education.

Originally from Alachua, Florida, Dr. Lundy is a three-time alumna of the University of Florida. She received her B.S. in advertising in 1999, then went on to get her M.S. in 2001 and Ph.D. in 2004 in agricultural education and communication, specializing in agricultural communication.

Dr. Lundy is an accredited public relations (APR) professional and has worked in higher education and nonprofit public relations. From 2004 to 2015, she taught public relations at LSU'sanship School of Mass Communication. She served theanship School as associate dean for sponsored research and programs from July 2010 through June 2012.

Dr. Lundy was a Southeastern Conference Academic Leadership fellow from 2011 to 2012, participating in a year-long professional development program that seeks to identify, prepare and advance academic leaders for roles within SEC institutions and beyond. Her current research focuses on the role of culture and social media in food and water conservation communication.



DR. DUANE MITCHELL

***UF Faculty Representative, Professor,
Department of Neurosurgery***

Dr. Duane A. Mitchell, M.D., Ph.D., is the Phyllis Kottler Friedman professor in the Department of Neurosurgery. He serves as the University of Florida assistant vice president for research, associate dean for clinical and translational sciences at the UF College of Medicine,

and director of the UF Clinical Translational Science Institute (CTSI). Dr. Mitchell also serves as the co-director of the Preston A. Wells Jr. Center for Brain Tumor Therapy at UF Health. He graduated from the Medical Scientist Training Program (MD/PhD) at Duke University Medical Center and completed post-graduate training in pathology and neuro-oncology research prior to joining the faculty at Duke in 2005 as an assistant professor. During his tenure at Duke, Dr. Mitchell served as the director of preclinical research at the Preston Robert Tisch Brain Tumor Center and as the associate director of the Duke Brain Tumor Immunotherapy Program. In 2013, Dr. Mitchell was recruited to UF and leads a comprehensive neuro-oncology program focused on translational brain tumor research within the Preston A. Wells Jr. Center for Brain Tumor Therapy.

In collaboration with the center's founder and co-director, Dr. William A. Friedman, the Wells Brain Tumor Center has grown to one of the largest brain tumor centers in the United States, with over 100 full-time employees dedicated to brain tumor research and clinical care and drawing patients from more than 35 states and internationally for novel brain tumor treatments. Dr. Mitchell is a leading expert in the development of innovative immunotherapy treatments for adults and children with malignant brain tumors. He has pioneered many novel brain tumor immunotherapies that have been translated into first-in-human clinical trials and multi-center phase 2 studies.

Dr. Mitchell has received numerous awards and recognition for his work, including a 2016 Top 10 Clinical Research Achievement Award from the Clinical Research Forum in Washington, D.C., induction into the American Society for Clinical Investigation in 2019 and induction into the Academy of Science, Engineering and Mathematics of Florida in 2020. Dr. Mitchell has received over \$40 million in research awards as principal investigator and has been continuously funded by the NIH for his cancer research since 2009. His research has been supported by the NIH, Department of Defense and numerous private foundations. He is an inventor on more than 25 patents for novel cancer therapeutics.

Dr. Mitchell has served on several national and international advisory boards for industry, academia, and government agencies, including the NCI Board of Scientific Counselors, Cancer Prevention and Research Institute of Texas Scientific Review Board and as gubernatorial appointee and chair of the Scientific Advisory Board for the Florida Center for Brain Tumor Research.



MS. MARSHA POWERS

UF Trustee

Ms. Marsha D. Powers recently retired from Tenet Healthcare Corporation where she served as the company's chief strategy officer. She previously served as the CEO of Tenet's eastern division, coastal region. She was responsible for directing the strategy

and operations for 17 acute care hospitals, five freestanding emergency rooms, seven mental health facilities, two Level 1 trauma centers, seven rehab centers, 10 outpatient surgery centers and 25 outpatient centers in South Florida, Massachusetts and South Carolina.

A veteran health care executive, Ms. Powers has more than four decades of experience, including operational responsibility for large and diverse hospital networks. Prior to joining Tenet, Ms. Powers served as a division president of Triad Hospitals, Inc., where she oversaw the operations of 11 hospitals, two ambulatory surgery centers and a physician management organization in Mississippi, New Mexico, Nevada, South Carolina, Tennessee, Texas and West Virginia. She also helped develop two new hospitals and three replacement hospitals and completed four major hospital expansions. Before working at Triad, Ms. Powers served as president of Quorum Health Service's southeast region. Her responsibilities included overseeing eight hospitals and three physician practice groups.

Ms. Powers holds a bachelor's degree in biology from Sweet Briar College in Virginia and a master's degree in business administration, specializing in health and hospital administration, from the University of Florida. She is a member of the American College of Healthcare Executives and previously served on the board of governors of the Federation of American Hospitals where she received the Corris Boyd Leadership Award for her "outstanding leadership, knowledge, experience, energy, wisdom, and integrity instrumental in promoting awareness, changing behaviors, and empowering others." In 2018, Ms. Powers was named by Becker's Hospital Review as one of 100 Great Leaders in Healthcare and in 2019 as one of the Women Leaders of Hospitals and Health Systems to Know.



MR. FRED RIDLEY

UF Trustee

Fred Ridley is a business lawyer and a partner in the international law firm of Foley & Lardner LLP, where his practice is focused on the areas of real estate development and finance, and recreational amenity and resort development.

He is the former national chair of Foley's Real

Estate Practice, a member of the Hospitality & Leisure and Sports Industry Teams, and a member of the Transactions Practice Group. He also is a former member of the firm's Management Committee.

Outside of his professional endeavors, he has enjoyed a distinguished career in amateur golf, including winning the 1975 United States Amateur Championship and is the last U.S. Amateur golf champion never to have turned professional. He was a member of the UF Gator Golf Team from 1970-1974. He has held several leadership positions in the sport, including serving as president of the United States Golf Association. In 2006, he was the recipient of the PGA of America's Distinguished Service Award. Presently he is Chairman of Augusta National Golf Club and the Masters Tournament.

Fred received his J.D. degree in 1977 from Stetson University College of Law and his undergraduate degree from the University of Florida in 1974.



DEAN LAURA ROSENbury

UF Levin College of Law

Dean Laura A. Rosenbury is the dean and Levin, Mabie & Levin professor of law at the University of Florida Levin College of Law. Dean Rosenbury joined UF Law in July 2015 with the goal of raising the national and international profile of Florida's flagship law school. Under

her leadership, UF Law has extended its reach around the globe, increased incoming applications by 185%, enrolled six of the most accomplished and diverse classes in UF Law's 113-year history and hired 31 new faculty members.

UF Law has also raised over \$100 million in private funds since 2015, including: the largest and fastest match challenge in UF history by securing a \$20 million gift; the largest ever gift from a living UF Law graduate to endow a health law program; and the coordination of a \$40 million gift from the estate of UF Law's namesake, Fredric G. Levin. Since 2016, UF Law has jumped 27 spots in the U.S. News rankings and currently ranks among the top 25 law schools in the nation.

Before joining the UF Law community, Dean Rosenbury was a professor of law and vice dean at Washington University School of Law in St. Louis. She also has served as a visiting professor at Harvard Law School, Stanford Law School and University of Chicago Law School. Dean Rosenbury's research and teaching focus on the law of private relationships, exploring how law and social norms interact in family law, employment discrimination law and property law. Her work has been published in the Yale Law Journal, Michigan Law Review, University of Pennsylvania Law Review, Cornell Law Review and in many other journals and books. Dean Rosenbury was elected to the American Law Institute in 2010 and was named a fellow of the American Bar Foundation in 2014. In addition, she has taught courses on negotiation, non-adversarial communication, team building and leadership for practicing lawyers and other executives.

Before entering academia in 2002, Dean Rosenbury worked as a litigation associate at Davis Polk & Wardwell in New York City, primarily defending corporations in white-collar criminal cases. Dean Rosenbury also clerked for Judge Carol Bagley Amon of the U.S. District Court for the Eastern District of New York and Judge Dennis Jacobs of the U.S. Court of Appeals for the Second Circuit. Dean Rosenbury received her A.B. summa cum laude in women's studies from Harvard-Radcliffe College and her J.D. cum laude from Harvard Law School, where she served as a primary editor of the Harvard Law Review.



MR. ROBERT “BOB” STILLEY

UF Alumnus

Mr. Robert “Bob” Stilley has served as president and chief executive officer of HeartCare Imaging, Inc. since its inception in 1998 bringing more than thirty years of experience in the diagnostic imaging and cardiology industries to HCI. Through his leadership, HCI

has become a leader in providing diagnostic imaging and consulting services to many of the nation’s leading universities, physician providers and rural hospitals. HCI has been awarded ‘Best Places to Work in Healthcare’ by Modern Healthcare for 2017, 2018, 2019, 2020 and 2021. In his prior tenure, Mr. Stilley was an original partner in Summit World Trade.

Mr. Stilley was with Summit from 1986 to 1998 and was instrumental in Summit’s successful joint ventures with Hitachi Medical Systems of Japan and SMV of Buc, France. These joint venture companies revolutionized the diagnostic imaging marketplace through the introduction of products like Open MRI. His tenure at Summit included roles as vice president and president of various Summit companies. Mr. Stilley is a member of the American Society of Nuclear Cardiology, the Society of Nuclear Medicine and a founding member of the Society of Cardiovascular Computed Technology.

Mr. Stilley is the most recent past-chair and presently serves as the vice chair of the board of trustees for Jupiter Medical Center and Jupiter Health in Jupiter, Florida. Mr. Stilley received the Trustee of the Year award in 2017 from the Florida Hospital Association for his outstanding board work on behalf of Jupiter Medical Center.

Mr. Stilley served on the Florida Atlantic University Board of Trustees from 2006 to 2021. During his tenure on the FAU board, he served as board chair, vice chair, and chair of various board committees. Mr. Stilley was awarded the FAU Presidential Service Award and Talon Award in recognition of his contributions to FAU’s success.

Mr. Stilley is a lector and Eucharistic Minister at St. Jude Catholic Church in Tequesta, Florida. He received his degree in business administration from the University of Florida.



MS. LYNDA TEALER

***Executive Associate Athletics Director,
University Athletics Association***

Ms. Lynda Tealer serves as the executive associate athletic director at the University of Florida. She joined the University Athletic Association in 2003. Ms. Tealer has experiences as an administrator at both the conference and university levels as well as a student-athlete.

Before Florida, Ms. Tealer served as the associate commissioner at the Southland Conference where she oversaw the league's regular season and championship competitions. Prior to joining the Southland Conference, Ms. Tealer was at Santa Clara University for four years starting as the compliance director and was elevated to SCU's assistant athletics director for student-athlete services and senior woman administrator five months later.

Ms. Tealer is a 1992 graduate of the University of San Diego where she earned a degree in business administration while playing basketball four years for the Toreros. She also possesses a Juris Doctor degree from the University of Texas at Austin School of Law.

Ms. Tealer has been named to various NCAA and Southeastern Conference committees during her career and currently serves as the vice chair of the NCAA Division I Council.



MS. ANITA ZUCKER

UF Trustee

Ms. Anita Zucker currently serves as the chair of South Carolina-based global conglomerate, The InterTech Group, Inc. (TIG). As one of the largest private companies in the United States, TIG and its affiliates operate in a diverse group of industries ranging from aerospace and

specialty chemicals to real estate and entertainment. In addition to its wholly-owned entities, TIG and its affiliates are substantial investors in a large number of public companies. In addition to the publicly reported holdings, TIG and its affiliates hold substantial investments in a diverse portfolio of equity, debt and real estate holdings.

In 2008, Ms. Zucker became the first female governor of the Hudson's Bay Company (HBC) in HBC's 338-year history. The \$6 Billion HBC had been acquired by TIG in a public-to-private transaction in 2006.

Ms. Zucker has been a leader in the Charleston area and South Carolina for numerous organizations. She served as chairperson of the board of governors of the School of Business at the College of Charleston. She also served on the advisory boards of the School of Humanities and Social Sciences and Jewish Studies, and she served on the board of the Addlestone Hebrew Academy, Porter Gaud and Ashley Hall Schools. Ms. Zucker is past chair of the Medical University of South Carolina Foundation Board. Ms. Zucker served on the president's Initiatives Committee of the University of South Carolina.

Ms. Zucker has served as president of the Charleston Metro Chamber of Commerce and the Education Foundation. She is a former member and past chairperson of the Trident Technical College Foundation Board and Executive Board and serves on the Trident Technical College Governing Board.

Ms. Zucker is the recipient of numerous awards including the "Order of the Palmetto" presented by South Carolina Governor David Beasley for her dedication to education and the Distinguished Alumnus Award from the University of Florida as well as the 2019 James L. Fisher Distinguished Service Award and the 2019 Ernst and Young Lifetime Achievement Award.

Ms. Zucker earned a B.A. in education from UF and a Master's of Education from the University of North Florida and holds honorary doctorate degrees from Medical University of South Carolina, Clemson University, The Citadel, College of Charleston, the University of South Carolina, Yeshiva University, Johnson and Wales University and Claflin University.

SECTION 3

*Presidential
Search
Advisors*



DR. J. SCOTT ANGLE

President Search Advisor

In July 2020, Dr. J. Scott Angle became the University of Florida's Vice President for Agriculture and Natural Resources and leader of UF/IFAS. He provides management and strategic leadership for the UF College of Agricultural and Life Sciences, the Florida Cooperative Extension Service, the Florida

Agricultural Experiment Station, the School of Forest Resources and Conservation, and the School of Natural Resources and Environment. He shares administration of the UF College of Veterinary Medicine as well as UF's Water Institute, Emerging Pathogens Institute, and Genetics Institute.

On November 1, 2018, Dr. Angle was sworn in by U.S. Secretary of Agriculture Sonny Perdue as the third permanent Director of the National Institute for Food and Agriculture (NIFA). NIFA supports US research, educational, and Extension efforts in a wide range of scientific fields related to agricultural and behavioral sciences.

Angle worked for 24 years as a Professor of Soil Science and administrator (Associate Director of the Maryland Agricultural Experiment Station and Maryland Cooperative Extension) at the University of Maryland. His early work focused on the study of losses of nutrients from agro-ecosystems and their impact on the Chesapeake Bay. He also studied the impact of heavy metals on the food chain with the goal of protecting our food supply from these harmful elements. Later, he concentrated his research on phytoremediation, the use of plants for extraction of heavy metals from soil. In 2005, he moved to Athens, Georgia, where he served as Dean and Director of the College of Agricultural and Environmental Sciences at the University of Georgia for 10 years.

A frequently published author, Angle is a fellow in the American Society of Agronomy, the Soil Science Society of America, and the American Association for the Advancement of Science (AAAS). He is also a Fulbright Fellow to the UK and OECD Fellow to Australia.

Angle served as President and CEO of the International Fertilizer Development Center (IFDC), from 2015 to 2018, where he oversaw a staff of more than 800 and coordinated development projects in Africa and Asia. IFDC provides solutions to alleviate global hunger and poverty through the promotion of economic development and self-sufficiency.

Angle earned his B.S. and M.S. at the University of Maryland in Agronomy and Soil Science, respectively. He earned his Ph.D. from the University of Missouri with an emphasis on Soil Microbiology.



DR. PAUL BROADIE II

President Search Advisor

Dr. Paul Broadie II became the fifth President of Santa Fe College on February 1, 2020. For nearly three decades, he has expanded academic programs, student services, innovative technology, community partnerships and campus facilities, always with

a focus on the student. Previously, he led two Connecticut colleges at the same time — Housatonic Community College in Bridgeport and Gateway Community College in New Haven. He is now advancing his compelling record in Florida at Santa Fe.

Dr. Broadie oversees the largest single donation in Santa Fe's history with a \$40 million gift from Ms. MacKenzie Scott, directing it to foster a college-going culture in our region; advance economic and social mobility; promote student success; and invest in teaching and learning excellence.

He enhanced student opportunities by launching transformational initiatives, including a two-generational approach to breaking cycles of poverty by promoting sustainable employment for the parent and academic success for the child; a pre-college program that embeds Santa Fe specialists in local high schools and leads to all Alachua and Bradford county public school students qualifying for Santa Fe scholarships; and plans for a STEM-focused charter school enabling each student to earn a high school diploma, an A.S. degree, and a minimum of two industry credentials at no family cost.

Dr. Broadie continues the college's tradition of ensuring all students receive a global education. Under his leadership, Santa Fe received the 2021 Simon Award for Comprehensive Internationalization from NAFSA: Association of International Educators, which recognizes overall excellence in internationalization efforts.

He holds a Ph.D. from Colorado State University, an M.B.A. from Long Island University, and a B.S. in Business Administration from Mercy College.

He is married and has three children and two grandchildren. Dr. Paul Broadie, II became president of SF in February of 2020.



DR. W. KENT FUCHS

President Search Advisor

Dr. Kent Fuchs became the 12th President of the University of Florida in January 2015. Building on many years of excellence and focused leadership, the university has since reached its goal of joining the nation's Top 5 public research universities.

UF continues to advance through the addition of 600 new faculty positions, the construction of advanced and beautiful university facilities, a university wide artificial intelligence initiative, and a fundraising campaign that is expected to top \$4 billion by the end of 2022, at least one billion over its original goal.

Previous to the UF presidency, Dr. Fuchs was provost of Cornell University. He has served in academic leadership positions and as a faculty member of electrical and computer engineering at Cornell, Purdue and the University of Illinois.

He is a fellow of the American Academy of Arts and Sciences, the American Association for the Advancement of Science, the Institution of Electrical and Electronics Engineers, the Association for Computing Machinery, and has received numerous awards for teaching and research.

He earned his doctorate in electrical and computer engineering from the University of Illinois, and a Master of Divinity from Trinity Evangelical Divinity School. He also holds a Bachelor of Science in Engineering from Duke University.

Dr. Fuchs is married to Linda Fuchs. The Fuchses have three sons, a daughter, and four grandchildren.

Dr. Fuchs announced in January that he is planning for 2022 to be his last year as president. Following the transition, he will remain at UF as a professor in his home department of electrical and computer engineering.



DR. JOSEPH “JOE” GLOVER

President Search Advisor

Joe Glover has been Provost and Senior Vice President of Academic Affairs since July 2008.

Dr. Glover joined UF in 1982 as an assistant professor in mathematics. He chaired the Mathematics Department from 1993 to 1998 and served as Associate Dean for Faculty

Affairs in the College of Liberal Arts and Sciences from 1998 to 2001. Beginning in 2001, Dr. Glover served as Associate Provost for Academic Affairs for six years and as Interim Provost for nine months. Dr. Glover chaired a Task Force on the Future of the University of Florida, helped develop the university’s strategic plan, and represented the university on the executive board of the New World School of the Arts. He served as Interim Dean of the College of Liberal Arts and Sciences in 2007-2008.

Dr. Glover received his bachelor’s degree in mathematics from Cornell University and his master’s and doctoral degrees in mathematics from the University of California, San Diego. He taught at the University of California, Berkeley, and the University of Rochester before joining the University of Florida faculty. He held a National Science Foundation postdoctoral fellowship at UCSD in 1982. His awards include an NSF-CNRS fellowship held at the Universite de Grenoble II, a CLAS Teaching Award, and a mentoring award from the McKnight Foundation. His research in probability theory, stochastic processes, and potential theory has been supported by the NSF, the AFOSR, and the NSA.



MS. AMY M. HASS

Legal Advisor to the Search Committee

Amy Meyers Hass serves as the Vice President and General Counsel for the University of Florida, overseeing the legal affairs of the University and its affiliated entities. Her duties include representing and advising the

University on legal matters relating to governance, research, constitutional issues, athletics, international endeavors, litigation, and governmental investigations.

Prior to joining the Office of the Vice President and General Counsel in 2006, Amy was a litigator with Sutherland Asbill & Brennan LLP (now Eversheds Sutherland LLP) in Atlanta and New York where she represented financial services companies and individuals in a wide range of government enforcement proceedings, civil litigation, white collar criminal defense, and internal corporate investigations.

Amy graduated, with honors, from the University of Florida Levin College of Law and earned her undergraduate degree from Furman University where she was a member of the women's soccer team.

Amy serves on the AAU General Counsels Committee, is a frequent presenter at national conferences, and has previously served on the Florida Bar's Education Law Committee and on the Editorial Board of the Journal of College and University Law.



**DR. CHARLES
“CHARLIE” E. LANE**
*Administrative Liaison to
the Search Committee*

Charlie Lane is the University of Florida’s Senior Vice President and Chief Operating Officer, responsible for overseeing numerous university-wide functions including Information

Technology, Human Resources, and Office of Internal Audit, Business Affairs, and Real Estate. He was appointed to the position in March 2014. Dr. Lane is also serving as the interim Vice President for Human Resources.

Dr. Lane came to UF from the University of Southern California, where he began working in 1991 and last held the position of Associate Senior Vice President, Administration. Dr. Lane’s career spans both the for-profit and non-profit sectors. Prior to working for USC, he worked for the University of Houston, Intermedics, Inc., and Texas Instruments, Inc.

Dr. Lane’s academic credentials emphasize the natural, applied, and social sciences. He earned a bachelor’s degree in biology (summa cum laude) from Southwest Baptist University, a master’s degree in industrial hygiene from the University of Central Missouri, a master’s degree in public health from the University of Texas, and a master’s degree in public administration from USC. Charlie completed his Doctor of Public Administration degree at USC in 1998. He also holds the CSP, ARM, and SPHR designations.



DR. MARSHA C. MCGRIFF

President Search Advisor

Dr. Marsha McGriff has more than two decades of experience in developing and leading strategic efforts to build and support diversity and inclusion in higher education.

Prior to her arrival at UF, she served as the associate vice president for inclusive excellence at Ball State University, in Muncie, IN, where she led the campus in creating its first inclusive excellence strategic plan.

Previously, Dr. McGriff spent nearly 20 years at Indiana University serving in various roles. She was the director of the Hudson & Holland Scholars Program in the Office of the Vice President for Diversity, Equity and Multicultural Affairs and she served as director of student services and admissions at the Indiana University Lilly Family School of Philanthropy.

In her spare time, she enjoys reading a good book, playing tennis, and spending time with family and friends.

Dr. McGriff received her bachelor's and master's degrees from Tuskegee University in AL and her Doctor of Education in Interdisciplinary Leadership from Creighton University in Omaha, NE.



MR. THOMAS "TOM" J. MITCHELL

President Search Advisor

Thomas J. Mitchell joined the University of Florida as Vice President for Advancement and Executive Vice President for the UF Foundation in June 2010. He leads an organization with annual private support commitments of \$560+ million and an endowment that currently totals \$2.5 billion.

Upon the heels of the successful \$1.8 billion Florida Tomorrow campaign in October 2012, he spearheaded a university-wide campaign planning process to launch UF's fourth campaign, Go Greater. The campaign is an 8-year, \$3+ billion effort focused on multidisciplinary initiatives. To date, \$4.5B+ has been raised.

Mr. Mitchell is active in national organizations and is a frequently sought-after speaker. He has received the CASE IRF Commonfund Award, chaired the CASE IRF International Conference, served on the CASE 50 Steering Committee and the CASE Board of Directors, and is a member of the global CASE Laureate family. Mr. Mitchell has authored more than 400 papers on institutional advancement and managing institutionally related foundations.



DR. SABYASACHI “SABY” MITRA

President Search Advisor

Saby Mitra is the Dean of the Warrington College of Business at the University of Florida. As dean, Saby is responsible for the strategy, administration, budgets, and operations of the undergraduate Heavener School of Business,

the Hough Graduate School of Business, and the Fisher School of Accounting with 7000+ students, 120+ faculty, two undergraduate programs, nine graduate programs, and two doctoral programs. Prior to his deanship, Saby spent 27 years of his academic career at the Scheller College of Business at Georgia Tech, most recently as senior associate dean of faculty and research and Thomas R. Williams — Wells Fargo professor of information systems. In this role, he managed all faculty, doctoral programs, IT services, and administrative support staff in the college. Prior to his role as senior associate dean of faculty and research, he served as senior associate dean of programs responsible for overseeing all degree and non-degree programs in the Scheller College of Business. Saby also has extensive experience in leading corporate programs at the intersection of business and technology for several Fortune 500 companies.

Saby’s research and teaching focuses on business analytics, electronic commerce, information security, and IT governance. His research has been published in top business school journals such as Management Science, Information Systems Research, MIS Quarterly, Journal of Marketing, Organization Science, IEEE Transactions, and Production and Operations Management, among others. He has served as Senior Editor and Associate Editor for Information Systems Research, the premier journal in his academic discipline. Saby obtained his PhD in Business Administration (Management Science) from the University of Iowa and his Bachelor of Technology degree in Mechanical Engineering from the Indian Institute of Technology, Kanpur.



DR. DAVID R. NELSON

President Search Advisor

David R. Nelson, M.D., was appointed senior vice president for health affairs at the University of Florida and president of UF Health in April 2019. Dr. Nelson oversees operations for all components of UF Health, the university's academic health center, with campuses in Gainesville and Jacksonville.

This includes six health science colleges, nine interdisciplinary research centers, three hospital systems, and more than 100 physician practices. He is committed to strategically position UF Health for smart growth; enhancing operations; supporting faculty, staff and students; and fostering a diverse, inclusive and equitable community. He also has continued to explore ways to optimize the speed of translation of research, bringing science to the bedside and to the community to improve patient care for individuals and populations.

A professor of medicine and an expert in liver disease, Dr. Nelson's record of academic achievement includes more than \$100 million in research funding, more than 200 publications, and multiple leadership roles in his area of expertise. He has co-authored the U.S. treatment guidelines for hepatitis C, the Clinical Pharmacogenetics Implementation Consortium guidelines for the use of genomic-guided hepatitis C (HCV) therapy, and represented the United States on the World Health Organization HCV guidelines committee. As a principal investigator on basic science, translational research, and training grants, he developed an international real world data network (HCV-TARGET), a collaboration between clinician investigators, the pharmaceutical industry, and the Food and Drug Administration (FDA). This transformed drug development pathways and led to faster and safer development of HCV therapies, resulting in his recognition by the FDA with the Regulatory Science Excellence Honor in 2018.

In 2013, he was recognized for one of the Clinical Research Forum's Top 10 Clinical Research Achievements and in 2014, he received the Association of American Medical Colleges' Learning Health System Research Champion Award. He has continuously been recognized as one of America's top physicians/gastroenterologists and has been the recipient of multiple exemplary teaching awards, an outstanding alumnus award from his medical school, a UF Research Foundation Professorship Award, and a UF Term Professorship Award.

Dr. Nelson received his undergraduate degree from Dartmouth College and his medical degree from State University of New York Upstate University in Syracuse, New York. He completed a residency in internal medicine at the University of Massachusetts and obtained fellowship training in gastroenterology and hepatology at UF.



DR. MARY G. PARKER

President Search Advisor

Dr. Mary Parker is Vice President for Enrollment Management and Associate Provost at the University of Florida. As a member of the President's Cabinet, Dr. Parker serves as the university's chief enrollment strategist and oversees the division of enrollment

management. The division includes the Office of Admissions, Office of the University Registrar, Office for Student Financial Aid and Scholarships, and UF Online Enrollment Services.

Dr. Parker has more than 27 years of higher education experience within enrollment management where she has addressed financial aid optimization strategies, revenue-generation funding models, and domestic and international recruitment strategies supporting and enhancing student success.

Prior to joining the University of Florida, Dr. Parker served as the Inaugural Vice President for Enrollment Management at Kent State University. Before Kent State, Dr. Parker was the Associate Vice President for Enrollment Management at the University of Utah.

Mary has a Doctor of Education degree from the University of Pennsylvania. She holds a Master of Education with an emphasis in Student Affairs and a B.A. in History and Government from Southeastern Louisiana University in Hammond, LA.

She is also a member of the College Board, the National Association for College Admissions Counselors, the American Association of Collegiate Registrars and Admissions Officers, and the National Association of Financial Aid Administrators.



DR. NICOLE PEREZ STEDMAN

President Search Advisor

Dr. Nicole Stedman is Associate Provost and Dean of the Graduate School.

She is a three-time University of Florida alumna: Bachelor of Science in Family, Youth, and Community Sciences (1998), Master of Science in Agricultural Education and Communication (2001), and Doctor of Philosophy in Agricultural Education and Communication, with an emphasis in leadership education (2004).

Her professional history includes developing leadership curricula for at-risk youth as a program specialist with the Eighth Judicial Circuit Office of the State Attorney Project Payback, three years of teaching as an assistant professor at Texas A&M University, and 14 years of teaching, research, and administration at UF as a professor, associate chair of its Department of Agricultural Education and Communication, Faculty Senate chair, and Board of Trustees member.

As an active and publishing researcher, she has partnered in \$3.2 million in funded grants and participated in international outreach to Belize, Costa Rica, the Czech Republic, the Dominican Republic, Ecuador, Ireland, the Netherlands, Portugal, Spain, and the United Kingdom. Her teaching has garnered awards from UF (2010, 2013), the American Association for Agricultural Education (2018) and Southern Region (2013), the North American Colleges and Teachers of Agriculture Fellow (2011) and Scholar (2015), and the Association of Public and Land-Grant Universities Regional Excellence in College and University Teaching (2016).

Her scholarship, grounded in critical thinking pedagogy, has driven her collaborative work in developing models of Emotionally Engaged Thinking (EET), which promotes use of emotion as a catalyst for decision-making.



MR. SCOTT STRICKLIN

President Search Advisor

Scott Stricklin was named Athletic Director at UF on Sept. 27, 2016. Stricklin has 30-plus years of experience in intercollegiate athletics including 25-plus in the SEC. Stricklin was named 2020 Athletic Director of the Year by Sports Business Journal and 2016 Athletic

Director of the Year Award by Under Armour/NACDA. He just completed his three-year term on the College Football Playoff Committee and currently serves as the chair for the USOPC College Sports Sustainability Think Tank. During his time at Florida, the Gators have won seven National Championships, 25 SEC titles and posted new records academically. Under Stricklin's leadership, the UAA continues to strategically implement the Facilities Master Plan including program-changing upgrades to its softball stadium, a new baseball ballpark, and a new stand-alone football training center.

SECTION 4

*Charge to the
Presidential
Search
Committee*



CHARGE TO THE PRESIDENTIAL SEARCH COMMITTEE, BOARD CHAIR MORI HOSSEINI

The University of Florida Presidential Search Committee is appointed to serve in an advisory role to the University of Florida Board of Trustees, which shall select the 13th President of the University of Florida. Rahul Patel is serving as Chair of the Search Committee.

The President of the University of Florida is one of the most influential and impactful positions in all of public higher education and in the State of Florida. In 2021, for the first time, the University of Florida was ranked a Top 5 public university in the country by US News & World Report. The opportunity to serve as the next President of the University of Florida represents a once-in-a-generation opportunity to lead Florida's flagship university in its quest to be firmly and consistently recognized among the most prominent and influential public and private universities in the country. The next president will promote UF's core values and build upon the following qualities which distinguish UF among today's leading public research universities:

1. Florida is now the third most populous and one of the fastest growing states in the country. With new interest in its urban centers from corporate leaders across a wide range of industries, Florida is a national leader well positioned to enter a new era of influence.
2. UF has great momentum as a university. Seven years ago, pursuant to the US News & World Report rankings, UF was the 14th ranked public university in the country. Today, UF is ranked 5th among the nation's top public research universities by U.S. News & World Report, with only University of California – Los Angeles, University of California – Berkeley, University of Michigan, and University of Virginia ranked ahead of it.
3. UF has one of the most comprehensive academic health programs in the country, which includes six academic health colleges. UF also has one of the top academic health care systems and hospitals in the southeast, consistently ranked among the top health systems in Florida.
4. In keeping with its land grant mission, UF has one of the nation's most comprehensive agriculture and natural resources programs with a presence in each of Florida's 67 counties. IFAS is a significant thought leader and driver of the Florida's \$130 billion agriculture community, which is one of the significant components of Florida's economy and a key component of the nation's food supply.





5. UF's partnership with NVIDIA, one of the leading computing and artificial intelligence companies in the world, and UF's Artificial Intelligence initiative represents a signature moment in UF's history, uniquely positioning UF to become the higher education leader in Artificial Intelligence facilitating interdisciplinary collaboration among, for example, faculty within the adjacent colleges of journalism, engineering, and medicine.
6. UF closed a deal on April 1st to acquire Scripps Florida, one of the world's premier biomedical research enterprises and regarded as one of the most influential institution in the world for its impact on innovation and addressing the world's most pressing health concerns. In addition, UF is developing a permanent graduate and professional UF campus in West Palm Beach with a focus on FinTech, Cybersecurity, and Data Analytics which will benefit our engineering, law, and business programs. The plans include building a one million square foot graduate school campus in West Palm Beach.
7. A world class athletics program. UF is the only program in the country among the top 10 in each of the last 37 national all-sports standings.

8. The UF Foundation's fundraising program is ranked among the top 5 in the nation among public universities. The current Go Greater campaign is projected to exceed its \$3B working goal with an estimated finish of over \$4B+ in the fall of 2022. Additionally, UF has one of the highest alumni participation rates in the country for public institutions.
9. UF was an early adopter of leveraging technology for on-line education and in February 2022 was ranked the #1 university in the country for on-line learning.
10. UF has experienced unwavering support from the state of Florida, which has endorsed UF's drive to become one of the nation's very best public research universities, including supporting those efforts with hundreds of millions of dollars in additional funding.



THE NEXT PRESIDENT OF THE UNIVERSITY OF FLORIDA MUST HAVE THE **EXPERIENCE, ACCOMPLISHMENTS, VISION AND REPUTATION** TO LEAD THE UNIVERSITY OF FLORIDA TO BUILD UPON ITS TOP-TIER POSITION.



The Search Committee, assisted by SP&A Executive Search, is charged to undertake the following:

SEARCH CRITERIA: Develop and recommend to the University of Florida Board of Trustees for its approval, the search criteria and job description for the next President. The search criteria and job description shall reflect the University's vision of its next leader, while being qualified as "desired" criteria, which are unranked and allow each member of the Search Committee and each Trustee to judge how to weigh and apply the criteria, individually and overall. The criteria should reflect University's official status as Florida's foremost preeminent public research university and the University Board-endorsed goal to be consistently ranked among the top-5 public AAU research universities. The criteria and job description should also reflect qualifications of a leader with the ability to effectively position the University of Florida to achieve its strategic priorities and who has the stature and vision to translate the value generated by the university over the last decade into elevating UF's national and global reputation. Consistent with the principles of shared governance, the search criteria should be developed with outreach to a broad range of UF stakeholders, including faculty, students, staff, community leaders, alumni, donors, boosters, business leaders, and a listserv of [over 200,000] addresses of the UF campus and extended community.

RECRUITMENT AND OUTREACH: Recruit and actively solicit nominations and applications from a diverse group of well-qualified persons, as measured against the search criteria. Ensure that appropriate information about the university and the presidency is provided to candidates at each stage of the screening process.

ASSESSMENT: Assess the qualifications of applicants for the position of UF President against the search criteria, determine those highly qualified applicants to be interviewed by the Search Committee, and conduct interviews of those applicants and determine those applicants who are most highly qualified under the search criteria.

RECOMMENDATION: Recommend to the Board of Trustees for its interview, consideration, and engagement with UF Stakeholders a small and unranked number of the most highly qualified candidates consistent with Board of Governors Regulation 1.002.

COMMUNICATIONS: Conduct a search process that is transparent, including frequent communication with UF stakeholders to keep them apprised of the progress of the search and opportunities for input and engagement, while balancing an appropriate level of confidentiality consistent with the laws of the State of Florida and the regulations of the Board of Governors.

COMPLIANCE: Take other action required by and conduct the search in compliance with the laws of the State of Florida, including Section 1004.098, Florida Statutes, and the regulations of the Board of Governors, including Board of Governors Regulation 1.002.

The Board of Trustees extends its gratitude to the members of the Search Committee for accepting this assignment.



SECTION 5

*Search
Timeline
& Process*

UF PRESIDENTIAL SEARCH MEETINGS AND LISTENING SESSIONS

| | |
|-----------------------|--|
| MARCH 29, 2022 | UF Announcement of Search Committee |
| APRIL 15, 2022 | UF Announcement of Advisors to the Search Committee Chair and UF BOT Chair |
| APRIL 19, 2022 | Search Committee Kickoff and Organizational Meeting |
| APRIL 26, 2022 | Profile and Qualifications Working Group Meeting |
| APRIL 26, 2022 | Marketing Working Group Meeting |
| APRIL 27, 2022 | Marketing Working Group Meeting |
| MAY 2, 2022 | Search Advisors Meeting |
| MAY 4, 2022 | UF Announcement on Listening Sessions and Thoughts to Search Consultant |
| MAY 5, 2022 | Search Listening Session: <ul style="list-style-type: none">• Faculty Senate/All |
| MAY 6, 2022 | Marketing Working Group Meeting |
| MAY 10, 2022 | Search Listening Sessions: <ul style="list-style-type: none">• Undergraduate Students• Graduate Students• Health Sciences Faculty• IFAS Faculty• 9 Month College Faculty |
| MAY 11, 2022 | Search Listening Session — Professional Students |
| MAY 16, 2022 | Search Listening Sessions: <ul style="list-style-type: none">• All UF Staff• UF Administration• Open Session 1 |
| MAY 17, 2022 | Search Listening Session: <ul style="list-style-type: none">• All UF Faculty |
| MAY 23, 2022 | Search Listening Sessions: <ul style="list-style-type: none">• Open Session 2• Alumni Groups |
| MAY 24, 2022 | Search Listening Sessions: <ul style="list-style-type: none">• Community (GNV)• Community (S.FL, other) |

| | |
|---------------------------|--|
| MAY 27, 2022 | Profile and Qualifications Working Group Meeting |
| JUNE 1, 2022 | Profile and Qualifications Working Group Meeting |
| JUNE 2, 2022 | Compensation Working Group Meeting |
| JUNE 10, 2022 | Search Committee Meeting |
| JUNE 16, 2022 | Board of Trustees Meeting, GGRIA Committee (search update) |
| JUNE 20, 2022 | Marketing Working Group Meeting |
| JUNE 27, 2022 | Transition and Integration Working Group Meeting |
| JUNE 30, 2022 | UF Announcement with Search Progress Update |
| JULY 6, 2022 | Search Committee Meeting |
| AUGUST 17, 2022 | Campus Visit Working Group Meeting |
| AUGUST 25, 2022 | UF BOT Chair speak at Faculty Senate Meeting (search update) |
| SEPTEMBER 29, 2022 | Search Committee Meeting |
| OCTOBER 6, 2022 | UF Announcement of Search Committee Finalist |
| OCTOBER 8, 2022 | UF Announcement of Campus Visit/Open Forums |
| OCTOBER 10, 2022 | Campus Visit/Open Forums |
| OCTOBER 24, 2022 | Compensation Working Group Meeting |



SECTION 6

***Position
Advertisement,
Qualifications
& Criteria***

PRESIDENTIAL SEARCH

The University of Florida's (UF) Board of Trustees invites nominations and applications for the position of President. Given Florida's position as the third most populous and one of the fastest growing states in the country, and the University of Florida's position as one of the most important institutions in the state of Florida, UF's next President will lead one of the most important institutions in one of the most important states in the country and serve in one of the most influential and impactful positions in all of public higher education. The new President must be prepared to capitalize on UF's incredible momentum, as demonstrated by its rapid ascent from #14 to #5 in US News & World Report's top public university rankings within the last seven years, to lead the University to new heights.

THE UNIVERSITY OF FLORIDA

Home to a diverse community dedicated to excellence in education and research and shaping a better future for Florida, the nation, and the world, the University of Florida is a component unit of the State of Florida and one of only 17 universities in the country to have the distinction of land, sea, and space grant status. The following are certain important characteristics about UF:

ASSOCIATION OF AMERICAN UNIVERSITIES: As the State's flagship university, it is the only Florida institution to belong to the prestigious Association of American Universities and is one of only six in the country with colleges of law, medicine, agriculture, and veterinary medicine on one central campus.

RANKING MOMENTUM:

For the fifth year in a row, UF rose in the U.S. News & World Report rankings and is now recognized as one of the Top 5 public research universities in the United States. The only public universities ranked ahead of UF are UCLA, Berkley, University of Michigan, and University of Virginia.





UF HEALTH: UF Health is one of the top academic health care systems and hospitals in the southeast and consistently ranks among the top two health systems in Florida.

ATHLETICS: UF is proud of its NCAA Division I Athletics program whose student-athletes have led the University to a top 10 finish in each of the last 38 years and have earned the distinction of being only one of two programs to capture a national championship in each of the previous 13 complete seasons.





INSTITUTE OF FOOD AND AGRICULTURAL SCIENCES: Exemplifying the University's commitment to serving the State of Florida, UF's Institute of Food and Agricultural Sciences serves as a significant thought leader and driver of the State's \$130 billion agriculture community, a critical component of Florida's economy and the nation's food supply.

STATE SUPPORT: The University benefits from unwavering support from the State of Florida which has endorsed UF's drive to become one of the nation's very best public research universities, including supporting those efforts with hundreds of millions of dollars in additional funding.

PRIVATE SUPPORT: UF also fosters a highly engaged and active philanthropic community that has led to the University's achieving a record \$700+ million in FY2022 for a total of \$4+ billion in UF'S Go Greater campaign. UF is currently ranked #4 among public universities in fundraising and #1 in the AAU for the percentage of alumni (20%) who give back to the University.



SOUTH FLORIDA INITIATIVE: Scripps Florida, one of the world's premier biomedical research enterprises and regarded as one of the most influential institution in the world for its impact on innovation and addressing the world's most pressing health concerns, is now part of UF. In addition, UF is developing a permanent graduate and professional UF campus in West Palm Beach with a focus on FinTech, Cybersecurity, and Data Analytics which will benefit UF's engineering, law and business programs.



ARTIFICIAL INTELLIGENCE INITIATIVE:

UF's partnership with NVIDIA, one of the leading computing and artificial intelligence companies in the world, and UF's Artificial Intelligence initiative represents a signature moment in UF's history, uniquely positioning UF to become the higher education leader in Artificial Intelligence.

ONLINE INITIATIVE:

Ranked the #1 university in the country for online learning.

RESEARCH: As the University continues to benefit from its Faculty 500 hiring initiative, the current student-faculty ratio is 17:1, compared to 21:1 five years ago.



Building upon UF's more than \$1 billion in research funding in 2022, these new talents will enhance the University's ability to secure additional funding and provide graduate and undergraduate students an opportunity to work with top scholars and researchers as part of their educational experience. The University faculty, which numbers over 6,000, has 61 funded Eminent Scholar Chair positions and 45 elections to the National Academies of Science, Engineering, and Medicine or to the American Academy of Arts and Sciences. Present and past faculty include Pulitzer Prize winners, a pioneer in aviation engineering, a leading scholar on econometrics, three winners of NASA's top award for research, one of the four charter members of the Solar Hall of Fame, and a winner of the Smithsonian Institution's award for conservation.

ACCESSIBILITY: As the University continues to climb, it remains highly accessible to students. Its sixteen colleges offer students almost 100 undergraduate majors and 200 graduate programs with an affordable tuition that allows more than half of the University's graduates to leave with no student loan debt. UF's student population of over 57,000, with almost 80 percent of whom are from Florida, makes it an integral part of Gainesville, a town of approximately 141,000 residents and the University's host city. In addition, almost every state in the nation is represented in UF's student body and the University has a large international enrollment, approaching 4,000 international students representing more than 140 countries. UF's freshman retention rate of 97 percent speaks to the outstanding quality of the University's entire academic experience.

POSITION SUMMARY

The University President is the Chief Executive Officer of the University of Florida and reports to the University of Florida Board of Trustees (the “Board”). Subject to appropriate accountability to and governance of the Board, the President is responsible for all operations of the University, including overall leadership and management of the institution; its academic, research and healthcare enterprise; fundraising; intercollegiate athletics; the development of strategic plans; fiscal and budgetary plans and the allocation of resources. The President also has oversight responsibilities for the University’s private affiliated organizations including a foundation, research foundation, agricultural research entities, investment management company, development corporation, hospitals and healthcare entities, alumni association, and athletic association, among others.

In their role, the President will advance the University’s academic, research, and outreach efforts to maintain and enhance the strength of UF’s programs and offerings and ensure that student services and support are provided to create appropriate learning environments.



QUALITIES & CHARACTERISTICS

INTRODUCTION

The University of Florida's (UF) next president will have a once-in-a-generation opportunity to leverage existing momentum to lead UF in its quest to become the first public university based in the south to be firmly and consistently recognized as one of the top ranked public universities in the U.S. that the state, nation and world look to for leadership.

The following criteria are not prioritized in any order and have been established based upon broad consultation with advisory groups of faculty, students, staff, alumni, and friends of the University. While a candidate may not demonstrate excellence in every one of these areas, a successful applicant will meet many of these attributes.





ACADEMIC ACCOMPLISHMENTS

- a. As the highest-ranking official of a major public university, the President should be a distinguished scholar.
- b. An educator of national stature with demonstrated intellectual leadership, and with internationally recognized research or scholarly achievements who will continue to advance the academic distinction of the University of Florida. Often, these accomplishments are represented by the following: terminal degree in their academic field, member of national academy or institute, or fellow of a major academic society.
- c. While academic experience (professional and administrative) at a research university or comparable setting is strongly desired, exceptional candidates can also have demonstrated a high degree of national or international scholarly and administrative success outside of academia.
- d. A passion for and commitment to the academic values and culture of the University of Florida and the capacity to communicate the University's mission and needs clearly and persuasively to all external and internal constituencies.

- e. Demonstrated commitment to fostering academic freedom and to the right of all members of the University community to express their academic and professional views openly, with their University affiliation.
- f. Highly respected by the academic community both within and outside of the University of Florida.
- g. Demonstrated commitment to and support for excellence in teaching, research, and service and a willingness to champion interdisciplinary collaboration and genuine innovation in these areas.
- h. An appreciation and respect for all academic disciplines and a demonstrated record of support for scholarly work and academic excellence.

LEADERSHIP EXPERIENCE

A. GENERAL

- i. As the leader of a large, complex public institution, the ability to embrace an ambitious and evolving vision for the University that ultimately enhances its brand so it is consistently recognized around the world as among the top public universities in the U.S.
- ii. Ability and commitment to accelerate the University's upward trajectory and international prominence, including the ability, fortitude, and strategic vision to take the University to the highest level with demonstrated leadership and emphasis on increasing quality across the University.
- iii. Knowledge of the national trends in higher education that impact top tier research universities coupled with the experience necessary to effectively address them and position the University for success.
- iv. Ability to leverage the various initiatives set forth in the charge from the Chair of the Board of Trustees, including: growing stature of the State of Florida, UF Health, IFAS, Artificial Intelligence Initiative, South Florida Initiative, On-Line Initiative, Athletics, and the next Capital Campaign.

- v. A transparent, inclusive, and approachable leadership style.
- vi. Ability to anticipate skills required by students for a changing work force and evolve the curriculum to meet those needs.
- vii. Ability to identify new and emerging research and academic innovations, support their growth, and establish partnerships with private sector and governmental agencies to fully realize their potential.
- viii. An appreciation for the various metrics that inform and impact the University's external rankings and performance measures established by the Florida Board of Governors and the ability to maintain and exceed its current success.
- ix. Will not use the University of Florida as a platform to advocate for personal political viewpoints.

B. LAND-GRANT MISSION

- i. An appreciation of the role of the land-grant mission, as defined in the Morrill Land-Grant Acts of 1862, in advancing the excellence and stature of the University.
- ii. A commitment to the land-grant mission of the University and the mission's contributions to education, research, and extension of public service for the benefit of the state, the nation, and the world.



C. STUDENT / FACULTY EXPERIENCE

- i. Passion for students and the belief in the power of education to change lives.
- ii. A concern with all aspects of the student experience, and the ability to interact with undergraduates, graduate and professional students, and postdoctoral scholars.
- iii. A concern with all aspects of the faculty experience and the ability to effectively interact with faculty.

COLLABORATION WITH STAKEHOLDERS

A. GENERAL

- i. Ability to inspire trust and confidence among all internal and external constituents.
- ii. Ability to serve as a partner to the Board of Trustees to develop the University's priorities and strategic plan, leading the university to successfully carrying out that plan in a manner consistent with a Top 5 public university.
- iii. Commitment to working collaboratively with the Florida Board of Governors and elected leaders to advance university priorities.
- iv. A track record serving as a relationship builder who is authentic, ethical, and humble.
- v. Demonstrated strong commitment to faculty governance in all matters, including academic standards, policies, and rewards with faculty playing an integral role in all decision-making processes that affect the academic and working environment of the University.
- vi. Experience serving as a passionate advocate for a university or organization and the capacity to establish fruitful relationships with members of the legislative and executive branches as well as donors, alumni, and other individuals who may be in a position to promote the University's agenda and interests.
- vii. Demonstrates a high EQ and an effective communication style that would be embraced by a broad spectrum of internal and external University stakeholders.
- viii. Commitment to the University's role as a contributor to local, state, national and international economic, environmental, and cultural vitality and recognition of the University as a partner with the communities in which it serves.



OPERATIONAL ACUMEN

A. GENERAL

- i. Demonstrated success in leading a large, complex unit or institution of higher education, preferably at a R-1 or AAU university, including administrative experience.
- ii. Experience serving in a senior-level leadership role in a complex organization in government, business, or the nonprofit sector.
- iii. An established history of leading and managing institutional change while achieving long- and short-term strategic objectives that advance the mission and goals of a complex organization.
- iv. The ability to develop high-performing leadership teams and to cultivate environments with a shared sense of mission and culture that encourages entrepreneurship, innovation, strategic risk-taking, and collaboration.

- v. Commitment to and demonstrated success in the recruitment and retention of exceptional faculty and staff coupled with a track record for mentoring faculty and investing in their professional development such that they are well positioned to excel in their respective fields and contribute to the University's academic community at the highest level.
- vi. The ability to set clear expectations, priorities, and performance metrics that align with the vision for the University and inspire faculty and staff to achieve success.
- vii. Experience leading an institution during times of uncertainty, crisis, innovation, and shifting expectations.

B. INCLUSION, DIVERSITY, EQUITY AND ACCESS

- i. A demonstrated commitment to the values of inclusion, diversity, equity, and access in educational and work environments.
- ii. A genuine passion for building and maintaining a community of diverse faculty, students, and staff in which all people feel included and encouraged to express their viewpoint.

C. FISCAL

- i. A high level of sophistication and understanding of the fiscal issues impacting institutions of higher education, particularly at public research universities, including an astute understanding of university finances.
- ii. Experience with complex budgetary matters, managing and allocating resources effectively, and large-scale budgetary decision-making.
- iii. Experience in identifying and developing new revenue streams from public, private, and governmental sources.



D. ADVANCEMENT / FUNDRAISING

- i. An accomplished fundraiser with the capacity to cultivate a broad range of stakeholders including donors, alumni, and friends of the University.
- ii. Demonstrated success in fundraising from public and private sources and working with key stakeholders to engage them with the institution and willingness to place that activity high on their agenda.

E. HEALTH SYSTEMS

- i. Vision and awareness of horizon issues to foster success in the University's academic health affairs endeavor in a changing health care environment, including ability to oversee a complex, inter-related system of the University health sciences center, affiliated teaching hospitals through Florida, and practice groups.
- ii. Capacity to engage with health system leaders to mitigate risk, lead innovation, and continue to improve the delivery of health care services in the State of Florida.

F. RESEARCH ENTERPRISE

- i. Commitment, vision, entrepreneurial skills, and the ability to foster growth of the University's research enterprise and the infrastructure to support it, ensuring its quality and competitiveness, as well as its contribution to economic development and scientific discovery.

G. ATHLETICS

- i. An appreciation for the significant role of intercollegiate athletics in the life of the University community, and enthusiasm for fostering the programs' integrity, competitiveness, compliance, and accountability.
- ii. The ability to balance the complex needs of an intercollegiate athletics program and integrate that with the priorities linked to fulfilling the institution's teaching, research, and service missions.



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, nominations, applications, and letters of interest will be held in confidence with the finalists' identities and materials made public. Application materials should be submitted to:

Alberto Pimentel, Managing Partner
Will Gates, Partner
Sal Venegas Jr., Partner
SP&A Executive Search
6512 Painter Avenue
Whittier, CA 90601
Email: apsearch@spaexec.com
Refer to code "UF-President" in subject line

THE UNIVERSITY OF FLORIDA IS AN EQUAL OPPORTUNITY EMPLOYER

The University is committed to non-discrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, marital status, national origin, political opinions or affiliations, genetic information and veteran status in all aspects of employment including recruitment, hiring, promotions, transfers, discipline, terminations, wage and salary administration, benefits, and training.

SECTION 7

*President
Profile/
Prospectus*

**Prospectus available for download on UF Presidential Search website.*



UF

Find Your

GREATER

Unprecedented Momentum

UNPARALLELED IMPACT

UF has rapidly ascended the public university rankings, going from #14 in 2017 to #5 today—the most momentum of any university in the top 10.



1. The Opportunity:

This is a once-in-a-generation, career-defining role to helm one of the best, most competitive and comprehensive public research universities in the country.

[Learn more](#)

2. The Leader:

We're looking for the best of the best — a bold and visionary executive with proven experience leading complex organizations and an academic pedigree befitting a top 5 public university.

[Learn more](#)

3. The Expectation:

An ambitious and evolving vision laser-focused on sustainable growth will be key as UF continues to pursue its aspirational goal to become one of the world's leading higher education institutions.

[Learn more](#)



Unrivaled Scope & Scale

The University of Florida is a truly dynamic institution—widely considered to be among the world's most comprehensive universities. It is one of only six institutions in the country with colleges of law, medicine, agriculture, and veterinary medicine on one central campus and one of only 17 in the nation to boast land-, sea-, and space-grant status.

Thanks to its extraordinary depth and breadth, Florida's flagship University is uniquely positioned to lead interdisciplinary collaborations and boundary-breaking research efforts that are shaping a better future for the state, the nation, and the world. Guided by a shared passion for the **greater good**, the Gator Nation is a diverse and expansive community with a proven trajectory of excellence across academics, research, outreach, health, athletics, and more.

The University of Florida has been a member of the AAU since 1985.



Association
of American
Universities
Inquiry · Innovation · Impact

Learn more

About the University of Florida and its history

Mission

The University is committed to equipping students with the skills, opportunities, and experience to lead and influence the next generation and beyond. With a cutting-edge curriculum centered on broad-based, inclusive public education, leading research, and public service, UF stimulates a remarkable intellectual vitality and cultivates innovation that can be translated for economic, cultural, and societal benefit.

Learn more

About the University of Florida's mission

Class of #UF26 By the Numbers

65,000+ Applicants

6,700+ Confirmed

4.5 Average GPA

1407 Average SAT

31 Average ACT



Points of Pride

- > **LOCATED IN THE STATE OF FLORIDA:** Opportunity to lead one of the most important institutions in one of the most important states in the country.
- > **ARTIFICIAL INTELLIGENCE INITIATIVE:** Partnership with NVIDIA, one of the leading computing and artificial intelligence companies in the world, and UF's Artificial Intelligence initiative represents a signature moment in UF's history, uniquely positioning UF to become the higher education leader in Artificial Intelligence.
- > **WORLD-CLASS HEALTH SYSTEM:** One of the top academic health care systems and hospitals in the southeast, consistently ranked among the top two health systems in Florida.
- > **INSTITUTE OF FOOD AND AGRICULTURAL SCIENCES (IFAS):** Significant thought leader and driver of Florida's \$130 billion agriculture community, which is one of the significant components of Florida's economy and a key component of the nation's food supply.
- > **ATHLETICS:** Only program in NCAA Division I athletics to finish within the top 10 in the standings in each of the last 38 years, and the Gators are one of only two programs to capture a national championship in each of the previous 13 complete seasons.
- > **FUNDRAISING:** Achieved record philanthropy raising \$800+ million in fiscal year 2022, securing a total of \$4+ billion in the University of Florida Go Greater campaign. UF is currently ranked #4 among public university in fundraising and #1 in the AAU for the percentage of alumni (20%) who give back to the University.



- > **RESEARCH:** Anticipated to exceed \$1B in research funding in 2022.
- > **SOUTH FLORIDA INITIATIVE:** Scripps Florida, one of the world's premier biomedical research enterprises and regarded as one of the most influential institutions in the world for its impact on innovation and addressing the world's most pressing health concerns, is now part of UF. In addition, UF is developing a permanent graduate and professional UF campus in West Palm Beach with a focus on FinTech, Cybersecurity, and Data Analytics.
- > **ONLINE INITIATIVE:** Ranked the #1 university in the country for online learning.
- > **GOVERNOR AND STATE LEGISLATIVE SUPPORT:** Unwavering support from the state of Florida, which has endorsed UF's drive to become one of the nation's very best public research universities, including supporting those efforts with hundreds of millions of dollars in additional funding.

[Learn more](#)

About the University of Florida's
points of pride



Position Summary

The University President is the Chief Executive Officer of the University of Florida. Subject to appropriate accountability to and governance of the University of Florida Board of Trustees (the “Board”), the President is responsible for all operations of the University, including overall leadership and management of the institution; its academic, research and healthcare enterprise; fundraising; intercollegiate athletics; the development of strategic plans; fiscal and budgetary plans; and the allocation of resources. The President also has oversight responsibilities for the University’s private affiliated organizations including a foundation, research foundation, agricultural research entities, investment management company, development corporation, hospitals and healthcare entities, alumni association, and athletic association, among others. In this role, the President will advance the University’s academic, research, and outreach efforts to maintain and enhance the strength of UF’s programs and offerings and ensure that student services and support are provided to create appropriate learning environments.

Key Opportunities

- > **ENHANCE AND ADVANCE THE VISION FOR THE UNIVERSITY** - In partnership with UF’s faculty, staff, students, and other key stakeholder groups, the next President will be presented with the tremendous opportunity to advance the University’s vision for the future that builds upon UF’s successes and continued upward trajectory. The President must bring high levels of enthusiasm and passion for the University’s work in serving the state of Florida and an ability to inspire excitement in the development and subsequent realization of this bold vision for the future.
- > **STRENGTHENING THE UNIVERSITY’S LAND-GRANT MISSION** - As UF’s most ardent champion, the President will bring to the position a resonance with and understanding of its land-grant mission and a deep commitment to advancing the University’s endeavors in teaching, research, service, and economic development.
- > **BUILDING NEW AND STRENGTHENING EXISTING PARTNERSHIPS** - UF’s President serves as an active and visible member within and outside the campus community and will build new and strengthen existing relationships that will create mutually beneficial alliances across the state of Florida.

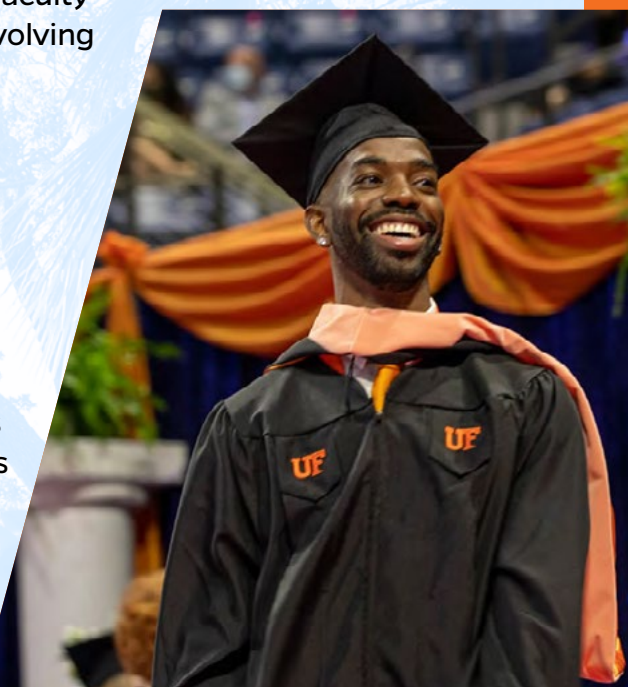


UF, a modern land-grant university, serves the diverse needs of Florida's cities.

- > **PROMOTING DIVERSITY, EQUITY, AND INCLUSION** - UF's next President will lead in continuing conversation and efforts to promote diversity, equity, and inclusion among all members of the UF community, fostering an environment that is thoughtful and fervent in addressing and supporting the diverse needs of all of its current and future constituents and results in tangible changes at all levels.
- > **SUPPORTING UF'S FACULTY AND STAFF** - UF possesses a strong history and tradition of creating effective and welcoming teaching and learning environments for its students. To maintain the University's strength in this area, the next President must be dedicated to leading efforts to recruit, develop, and retain talented and high-quality faculty and staff in a highly competitive and rapidly evolving higher educational environment.

Learn more About the University of Florida's
faculty and staff

- > **INCREASING UF'S NATIONAL AND INTERNATIONAL PROMINENCE** - UF's President will be an integral figure in leading the University's ongoing efforts to promote its unique programs, strengths, and contributions to increase the University's reputation both nationally and internationally.
- > **ENHANCING THE STUDENT EXPERIENCE**
The University of Florida enrolls over 57,000 high-achieving students, almost 80 percent coming from within the state. UF's next President will lead the state's flagship University—a desirable student destination thanks to its abiding commitment to supporting the growth, development, and success of every Gator.

Learn more About the University of Florida's
student experience

The National Academies of
SCIENCES • ENGINEERING • MEDICINE



The University faculty, which numbers over 6,000, has 61 funded Eminent Scholar Chair positions and 45 elections to the National Academies of Science, Engineering, and Medicine or to the American Academy of Arts and Sciences.

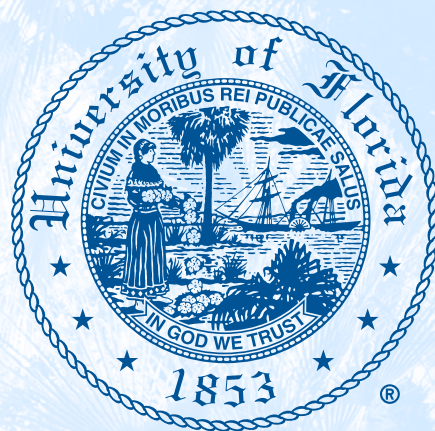
Qualities & Characteristics

Driven by extraordinary momentum, the University of Florida's next President will have a once-in-a-generation opportunity to firmly establish UF as a premier university that the state, nation, and world all look to for leadership. The next President must have the experience, vision, and commitment to lead the University in sustaining its top-tier position while ushering in UF's next chapter as an institution with a statewide urban footprint, alongside University, state, and industry stakeholders.

In particular, the most competitive candidates will demonstrate many of the following qualities and characteristics:

Academic

- > An educator of national stature with an earned terminal degree in their chosen academic field, demonstrated intellectual leadership, and internationally recognized research or scholarly achievements who will continue to advance the academic distinction of the University of Florida.
- > A passion for and commitment to the academic values and culture of the University of Florida and the capacity to communicate the University's mission and needs clearly and persuasively to all external and internal constituencies.
- > A demonstrated commitment to fostering academic freedom and to the right of all members of the University community to express their academic and professional views openly, with their University affiliation.
- > An abiding dedication to promoting free expression of all viewpoints as critical to excellence and the educational, research, and service endeavor.

[Learn more](#)

About the academic
qualities of this role

Leadership

- > The ability to embrace the current vision for the University and accelerate its upward trajectory and international prominence; the ability, fortitude, and strategic vision to take the University to the highest level with demonstrated leadership and an emphasis on increasing quality across the University.
- > Knowledge of the national trends in higher education that impact top-tier research universities coupled with the experience necessary to effectively address them and position the University for success.
- > Experience as an accomplished fundraiser with the capacity to cultivate a broad range of stakeholders including donors, alumni, and friends of the University.
- > The awareness of key issues on the horizon within the changing health care environment and the vision to respond to them, ultimately fostering success in the University's academic health affairs endeavors.
- > A blend of commitment, vision, and entrepreneurial skills that will foster growth for the University's research enterprise, ensuring a high level of quality and competitiveness while contributing overall economic development.
- > An appreciation for the significant role of intercollegiate athletics in the life of the University community, and an enthusiasm for fostering competitiveness, compliance, and accountability. A champion for excellence and integrity in academics and athletics (I.e. "winning with integrity.")



Learn more 

About the leadership
qualities of this role

Administrative

- > Demonstrated success in leading a large, complex unit or institution of higher education, preferably at a R-1 or AAU university.
- > Experience serving in a senior-level leadership role at a major university or other complex organization in government, business, or the nonprofit sector.
- > An established history of leading and managing change while achieving long- and short-term strategic objectives that advance the mission and goals of a university.
- > A high level of sophistication and understanding of the fiscal issues impacting institutions of higher education, particularly at public research universities.
- > Experience with complex budgetary matters, managing and allocating resources effectively, and large-scale budgetary decision-making.
- > The ability to oversee a complex, interrelated system of health science centers, affiliated teaching hospitals, and practice groups.
- > The ability to develop high-performing leadership teams and to cultivate environments with a shared sense of mission and culture that encourages entrepreneurship, innovation, strategic risk-taking, and collaboration.
- > A demonstrated commitment to the values of inclusion, diversity, equity, and access (IDEA); a genuine passion for building and maintaining a community of diverse faculty, students, and staff in which all people feel included and encouraged to express their viewpoints.



Learn more 

About the administrative
qualities of this role

Collaboration

- > The ability to inspire trust and confidence among all internal and external constituents.
- > A track record of serving as a relationship builder who is authentic, ethical, and humble.
- > A demonstrated commitment to faculty governance in all matters, including academic standards, policies, and rewards, with faculty playing an integral role in all decision-making processes that affect the academic and working environment of the University.
- > Experience serving as a passionate advocate for a university or organization and the capacity to establish fruitful relationships with members of the legislative and executive branches as well as donors, alumni, and other individuals who may be in a position to promote the University's agenda and interests.
- > A transparent, inclusive, and approachable leadership style.

[Learn more](#)

About the collaborative
qualities of this role

Going Greater

The University of Florida has the momentum, expertise, and resources to enlighten and lead—to enrich the lives of citizen across the state, the nation, and the world.

The next UF President is uniquely positioned to guide this momentum and oversee the state's flagship university as it becomes a true national and global higher education powerhouse. Our aspirational vision calls us to Go Greater.



Application & 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, nominations, applications, and letters of interest will be held in confidence with the finalists' identities and materials made public. Application materials should be submitted to:



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

SP&A Executive Search
 6512 Painter Avenue
 Whittier, CA 90601

Email: apsearch@spaexec.com
 Refer to code "**UF-President**" in subject line

THE UNIVERSITY OF FLORIDA IS AN EQUAL OPPORTUNITY EMPLOYER

The University is committed to non-discrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, marital status, national origin, political opinions or affiliations, genetic information and veteran status in all aspects of employment including recruitment, hiring, promotions, transfers, discipline, terminations, wage and salary administration, benefits, and training.

SECTION 8

***Biography &
Curriculum
Vitae***



PRESIDENT ELECT
DR. BEN SASSE



BEN SASSE

U.S. Senator, State of Nebraska

Ben Sasse is a fifth-generation Nebraskan with the honor of representing the Cornhusker state in the U.S. Senate. Having never run for anything before, he and his family campaigned tirelessly in a rickety old campaign bus in 2013 and 2014, ultimately winning all of Nebraska's 93 counties in one of the biggest landslides in state history.

After deciding with his family to run for re-election in 2020, Ben set a record, earning the most votes in the history of Nebraska — again winning all 93 counties.

Like many Nebraskans, Ben learned about hard work in corn and bean fields at an early age. The son of a coach and a graduate of Fremont High, he was recruited to wrestle at Harvard and subsequently earned a PhD in American history at Yale. An occasional professor, Ben has spent most of his worklife helping companies and institutions through technological and

leadership disruptions. He's worked with the Boston Consulting Group and McKinsey and Company, as well as private equity firms and not-for-profit organizations, to tackle failing strategies across dozens of sectors and nations.

Before being elected to the Senate, Ben spent five years as a college president. When he was recruited to lead Midland University, Ben was just 37, making him one of the youngest college presidents in the nation. The 130-year-old Lutheran college in Ben's hometown was on the verge of bankruptcy when he arrived, but became one of the nation's fastest-growing schools just three years later.

A member of the intelligence, judiciary, finance, and budget committees, Ben is focused on the future of work, the future of war, and the First Amendment. He worries that the Senate lacks urgency about cyber and about the nation's generational debt crisis. An opponent of perpetual incumbency, he has no intention of spending his life in the Senate.

Ben has written two books – one about the evaporating distinction between adolescence and perpetual adolescence in economies with limited work for teenagers, and the other about the paradox of loneliness and collapsing local community precisely as the digital revolution makes middle-class Americans the richest people in human history. Both books quickly became national best-sellers.

Ben and his wife, Melissa, have three kids – Corrie, Alex, and Breck, any one of whom can often be spotted accompanying their dad on their weekly commute from Nebraska to Capitol Hill. In their spare time, the Sasse kids seek to break their parents via more unauthorized adoptions.

COMMITTEE ASSIGNMENTS

UNITED STATES SENATE COMMITTEE ON FINANCE

The Senate Finance Committee (formerly the Select Committee on Finance and Uniform National Currency) has jurisdiction over trade, tax, and health care policy. The committee also is tasked with oversight and reform of federal entitlement programs such as Social Security, Medicare, and Medicaid.

UNITED STATES SENATE COMMITTEE ON THE JUDICIARY

Established in 1816 as one of the original standing committees in the United States Senate, the Senate Committee on the Judiciary's broad legislative jurisdiction has assured its primary role as a forum for the public discussion of social and constitutional issues. The Committee is also responsible for oversight of key activities of the executive branch, and is responsible for the initial stages of the confirmation process of all judicial nominations for the federal judiciary.

UNITED STATES SENATE SELECT COMMITTEE ON INTELLIGENCE

The Committee was created by the Senate in 1976 to “oversee and make continuing studies of the intelligence activities and programs of the United States Government,” to “submit to the Senate appropriate proposals for legislation and report to the Senate concerning such intelligence activities and programs,” and to “provide vigilant legislative oversight over the intelligence activities of the United States to assure that such activities are in conformity with the Constitution and laws of the United States.”

UNITED STATES SENATE COMMITTEE ON THE BUDGET

Established in 1974, the Committee on the Budget is one of the newest committees in the Senate and is responsible for carrying out many duties assigned to Congress in Article 1 of the Constitution, specifically acting as “the power of the purse.” Some of those responsibilities include drafting budget plans, debt-limit legislation, monitoring and enforcing spending, revenue, and the federal budget.

CURRICULUM VITAE

BENJAMIN ERIC SASSE

b. Plainview, Nebraska, February 22, 1972

EDUCATION

Ph.D., Yale University, 2004

M.Phil., Yale University, completed en route to 2004 Ph.D

M.A., Yale University, completed en route to 2004 Ph.D

M.A., St. John's College, Annapolis, 1998

B.A., Harvard University, 1994

Junior Year Abroad, Oxford University, fall 1992 (no degree)

Fremont Senior High School, 1990

SELECTED WORK EXPERIENCE

1/15 TO PRESENT: U.S. Senator for Nebraska

10/09 TO 12/14: Midland University, President and Professor of History, Fremont, NE

1/09 TO 12/12: Platte Strategy Consulting, various consulting projects with both public and private sector entities, Fremont, NE; Austin, TX

8/04 TO 12/09*: LBJ School of Public Affairs at the University of Texas, Assistant Professor, Austin, TX

**granted leaves of absence twice: Spring 2005; Spring 2007 through Fall 2008*

12/07 TO 1/09: U.S. Department of Health and Human Services, Assistant Secretary for Planning and Evaluation, Washington, DC (nominated in July 2007, unanimously confirmed by Senate in December)

12/06 TO 12/07: U.S. Department of Health and Human Services, Counselor to the Secretary, Washington, DC

7/05 TO 9/05: Consulting work for the U.S. Department of Homeland Security, Washington, DC

1/05 TO 7/05: U.S. House of Representatives, Chief of Staff to Nebraska Congressman, Washington, DC

9/03 TO 12/04: U.S. Department of Justice, Office of Legal Policy, senior adviser / chief of staff, Washington, DC

8/98 TO 5/04: Yale University, graduate student / teaching fellow, New Haven, CT

8/96 TO 8/98: U.S. House of Representatives Page Program, tutor / proctor, Washington, DC

11/95 TO 12/02: Platte Strategy Consulting, various consulting projects with both public and private sector entities, Fremont, NE; Anaheim, CA; Alexandria, VA; New Haven, CT; Washington, DC

9/94 TO 11/95: Boston Consulting Group, Associate Consultant, Chicago, IL

SELECTED WRITING

Them: Why We Hate Each Other — and How to Heal (St. Martin's Press, 2018). New York Times National Bestseller

The Vanishing American Adult (St. Martin's Press, 2017). New York Times National Bestseller

"Engel v. Vitale," in *Postwar America: An Encyclopedia of Social, Political, Cultural, and Economic History*, James Ciment, general editor (M. E. Sharpe, 2007)

"Griswold v. Connecticut," in *Postwar America: An Encyclopedia of Social, Political, Cultural, and Economic History*, James Ciment, general editor (M. E. Sharpe, 2007)

SELECTED FELLOWSHIPS

2009-2010: Center for Politics and Governance Fellowship, Austin, TX

2004-2005: Austin Community Foundation Fellowship, Austin, TX

2000-2003: Harvey Fellowship, Mustard Seed Foundation, Arlington, VA

1998-2002: Yale University Fellowship, Yale University, New Haven, CT

SELECTED SERVICE

- 2021-PRESENT:** Distinguished Advisor, Solarium, Foundation for Defense of Democracies, Washington, DC
- 2020:** Re-election to the U.S. Senate – won 93 of 93 Nebraska counties. Highest vote-getter in the history of Nebraska
- 2019-PRESENT:** Board Member**, National Endowment for Democracy, Washington, DC
***Tim Kaine (D-VA) and I began as full fiduciary board members, but converted to non-fiduciary status on advice of Senate Ethics Committee counsel*
- 2019-2021:** Founder / Commissioner, U.S. Bipartisan Cyberspace Solarium Commission, Washington, DC
- 2015-2016:** Congressional Executive Commission on China (Human Rights), Washington, DC
- 2014:** Election to the U.S. Senate – won 93 of 93 Nebraska counties
- 2006-2010:** Selection Committee, Mustard Seed Foundation, Arlington, VA
- 2005-2006:** Selection Committee, OneStar Foundation, Austin, TX
- 2004:** Attorney General’s Special Act Award – for helping “manage White House and inter-agency communications related to the creation of a National Intelligence Director,” Washington, DC
- 1993:** Summer Director, Agape Center, Chicago, IL
- 1992-1994:** Quincy Director, Harvard Big Brothers/Big Sisters, Cambridge, MA

SELECTED HONORS AND AWARDS

- 2006:** Teaching Award Recipient, Lyndon B. Johnson School, University of Texas, Austin, TX
- 2006:** American Young National Leader Award, Atlantik-Brucke Foundation, Berlin, Germany (deferred)
- 2005-2006:** Policy Research Institute Award, University of Texas, Austin, TX
- 2004:** Theron Rockwell Field Prize (university-wide dissertation prize), Yale University, New Haven, CT
- 2004:** George Washington Eggleston Historical Prize (American history dissertation), Yale University, New Haven, CT

2002-2003: Annie G. K. Garland Dissertation Fellowship, spent conducting research at the Library of Congress, Washington, DC, and Seeley G. Mudd Library, Princeton, NJ

1998: Masters honors thesis on John Calvin and the uses of law, high honors, St. John's College, Annapolis, MD

1998: Finalist, Essay of the Year, St. John's College, Annapolis, MD

1997: Finalist, Essay of the Year, St. John's College, Annapolis, MD

1995: Received highest performance review in the Associate class, Boston Consulting Group, Chicago, IL

1994: Undergraduate honors thesis on Martin Luther and the history of just war theory, magna-plus honors, Harvard College, Cambridge, MA

VARIOUS AWARDS FOR COLLEGE: (e.g., Harvard College Scholarship, National Merit Scholarship, Coca-Cola National Scholarship, Century III Leaders/National Association of Secondary School Principals Scholar, etc.)

SECTION 9

***Proposed
Employment
Terms***

PRESIDENT-ELECT SASSE EMPLOYMENT CONTRACT

The below terms are consistent with standard provisions in presidential contracts in the state of Florida and nationally, and reflect the recommendations and analysis performed by our executive compensation consultant, Mercer.

SPECIFIC KEY TERMS:

- Five-year employment contract beginning February 6, 2023
- Proposed base salary of \$1,000,000
- Accrued retention payment of \$1,000,000 after completion of five years
- Annual performance bonus up to 15% of base salary
- Standard Executive University benefits (health, disability, vacation, life)
- Retirement contribution of 15% annual base salary
- Requirement to reside in University-owned President's house
- Allows for termination with or without cause
- Requires 180 days' prior written notice of resignation
- Faculty appointment in the either the College of Business or the College of Liberal Arts and Sciences, at the choosing of President-elect Sasse
- Standard covenants and cooperation with the Board of Governors included

The Board of Trustees approved the President-elect on November 1, 2022. The Board of Governors will consider the President-elect's contract at their meeting on November 10, 2022.

