

**The Florida State University Board of Trustees Conference Call**  
**Florida State University Alumni Center**  
**Tuesday, July 21, 2009**  
**SUMMARY MEETING MINUTES**  
**10:30 AM – 11:05 AM**

Members Present: Susie Busch-Transou, June Duda, David Ford, Andy Haggard, Rob Jakubik, Harold Knowles, Leslie Pantín, Jr., Jim Smith and Eric Walker were present. Members Absent: Trustees Derrick Brooks and Manny Garcia.

**1. Call to Order and Welcome: Mr. Jim Smith, Chairman**

- Chairman Jim Smith called the meeting to order and Fran Conaway performed the roll call.

**2. Discussion and Selection of Presidential Search Consultant**

- General Counsel Betty Steffens reported on the activity of the Planning Committee relative to the selection of a presidential search consultant.
- Ms. Steffens reported that the Planning Committee conducted research as to the procedures and guidelines for a presidential search including the full background and files from the 2002 Presidential search conducted by this Board. They also reviewed the process used by the Florida Board of Governors in their recent search for the chancellor.
- Ms. Steffens further reported that Frank Murphy, assistant vice president for University Relations & Advancement and university director of communications, was consulted and has developed a draft communications plan. This would include the creation and maintenance of a public web site.
- Ms. Steffens reported that she and Dr. Standley also met with Trustee Eric Walker regarding the need and the commitment to include and involve the faculty throughout the search process.
- Ms. Steffens said that the Planning Committee met and developed an approach to identify search firms and called on Joyce Ingram of the committee to give a brief overview.
- Ms. Ingram reported that the Planning Committee developed a list of questions to be used for identifying search firms and provided that list to the trustees and then identified eight search firms looking at the list of firms considered during the university's 2002 presidential search, information collected from the Board of Governors and other referrals.
- Of the eight firms, six responded in writing to the questions, and their responses were reviewed by members of the Planning Committee. Ms. Steffens advised that Bill Funk withdrew based on other commitments.
- Ms. Ingram reported that the committee recommends Academic Search as the best fit for Florida State University's search for a new president and further described the firm's qualifications.

- She said Academic Search has:
  - Successfully placed presidents at other universities. Since 2004 they have completed 162 presidential searches; with approximately 94 percent still in office; with 75 total presidential searches in the past three years.
  - The firm has a proven track record of identifying a diverse pool of candidates for consideration (of the 75 presidential searches, the following appointments have been made: 23 female (31%); 2 African American; 1 Native American. They know where to go to find qualified candidates)
  - The firm has successfully placed key administrators at Florida State, including deans of the College of Medicine and Business. It understands Florida's Public Records and Open Meeting Laws and Florida State University's characteristics and needs.
  - Florida State will be the primary focus for the senior consultant assigned to this search.
- Chairman Smith reported that he had spoken with Academic Search senior consultant John Hicks over the phone and he is impressed with his professionalism and knowledge of FSU. He believes Mr. Hicks has the abilities to get the job done.
- Trustee Walker, speaking on behalf of the Faculty Steering Committee, said that the committee, after discussion of Academic Search vs. firms that specialize in presidential searches for AAU universities, endorsed the selection of Academic Search and John Hicks. Trustee Busch-Transou emphasized the need for top-quality candidates. Chairman Smith said he wants a sweep of AAU members, looking at provosts or even presidents who may be interested in moving to Florida State. Trustee Kinsey prefers that the next Florida State president have a background as a private-sector CEO and have a broad array of skills. Trustee Haggard noted that Mr. Hicks has worked with Florida State extensively.

### 3. Action Item: (ACTION)

- Trustee Pantín moved to select John Hicks, senior consultant of Academic Search, to conduct Florida State's presidential search. Trustee Kinsey seconded, and the motion passed unanimously.

### 4. Discussion of Presidential Criteria

- Chairman Smith invited trustees to provide a list of the leadership qualities they are looking for in the next President, either at this meeting or via the presidential search web site. Trustees' comments will be communicated to the public and the search consultant. He noted that they would take the time necessary to find a quality president for Florida State and wants the consultant to look at sitting presidents and provosts of AAU members. Chairman Smith's suggested criteria include: outstanding academic credentials, national recognition and reputation, and the ability to raise \$1 billion for Florida State University.
- Trustee Pantín encouraged a national search to find the best person for Florida State University—one who can take the university to the next level. Chairman Smith noted that this will be an open search. Trustee Walker affirmed the need for a strong CEO, with credentials in addition to academics. Trustee Busch-Transou said the next president should embody the university's values of Strength, Skill and Character, demonstrating integrity, high morals, experience, and the ability to balance academics, athletics and the arts. The new president should be a manager of change. Trustees Pantín and Duda said the timetable shouldn't be rushed, and Chairman Smith affirmed that they would wait for the best-qualified candidate to emerge. Trustee Haggard said that the university aspires to AAU membership and that this is the next chapter, so they will need to take the time to find a highly qualified academic and fundraiser.

## 5. Discussion of Search Process

- Chairman Smith suggested that once the search consultant is on board, the Trustees will develop the structure and composition of the Presidential Search Advisory Committee, which will have faculty, students, and other institutional constituencies represented.
- He explained that the Presidential Selection Committee, which will receive the recommendations from the Advisory Committee, will be comprised of the full Board of Trustees, which will ultimately select the next president.
- The Advisory Committee will be named at the Board's September meeting. Chairman Smith encouraged trustees to have conversations about their preferences for presidential qualifications and criteria with Mr. Hicks, Ms. Steffens, Ms. Ingram and Dr. Standley. He reminded them that the Sunshine Law prohibits trustee-to-trustee conversations on this issue.

## 6. Presidential Search Communication Plan

- Frank Murphy, assistant vice president for University Relations & Advancement and director of University Communications, explained the plan for communicating the presidential search to the university community and the public. A web site, [www.president.fsu.edu/search](http://www.president.fsu.edu/search) is being launched to ensure full information is available about the search. Trustees and the public can send comments to: [presidentsearch@fsu.edu](mailto:presidentsearch@fsu.edu).

## 7. Action Item: (ACTION)

- Trustee Pantín moved to approve the consultant's contract and fee of \$75,000. Trustee Haggard seconded, and the motion passed unanimously.

## 8. Adjournment

- The meeting adjourned at 11:05 a.m.