



**FLORIDA STATE UNIVERSITY**  
**PRESIDENTIAL SEARCH COMMITTEE MINUTES**

Thursday, December 10, 2020  
10:00 am

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**Members in Attendance:** Bridgett Birmingham, Caitlyn Blake-Hedges, Ed Burr, Joe Camps, Andrea Friall, Renisha Gibbs (Vice Chair), Nick Iarossi, Dazi Lenoir, Craig Mateer, DeVoe Moore, Leslie Pantin, Pam Perrewe, Bob Sasser, Eric Silagy

Absent: Christian Hall

**I. Call to Order and Welcome**

Vice President Kyle Clark called the meeting to order at 10:00am.

**II. Committee Update**

Trustee Burr updated the committee regarding Chairman Billy Buzzett. Chairman Buzzett was not reappointed for the second term of Board of Trustees, therefore will not be serving as Chair for the PSC. Trustee Bob Sasser was asked to serve as Chair. Introductions were given for Trustee Sasser and his affiliation with FSU. Since just appointed, instead of Trustee Sasser leading, Vice Chair Renisha Gibbs led the meeting. Kyle conducted the roll and confirmed a quorum.

**III. Public Comments**

No public comments were available.

**IV. Approval of Minutes from November 18, 2020**

Dr. Birmingham moved to approve the presented minutes and Mr. Les Pantin second the motion and was approved unanimously.

**V. Disclosure of any Potential Conflicts**

Vice Chair Gibbs reminded everyone of the ethics obligation that is posed by Florida law and committee policies. Committee were then asked to disclose any potential conflicts of interest. No concerns were stated.

**VI. Discussion with Search Firm**

Vice Chair Gibbs introduced Alberto Pimentel, the cofounder of Storbeck/ Pimentel & Associates. Mr. Pimentel introduced his colleague that joined him for the meeting, Mr. Will Gates. Mr. Gates is a senior partner and one of the founding members of the firm. Mr. Gates has twenty-five years of executive search experience, the last fifteen years focused on higher education. He has also worked with Mr. Pimentel on a number of previous searches for FSU.

Mr. Pimentel outlined the process for recruiting and retaining the best and strongest candidates. He explained the search process is well-structured yet flexible to accommodate the different needs of the candidates and the committee. Not only are they looking for the best candidate but also one with the greatest flexibility and possibility for success. The first phase of the process is called the

fact finding phase. In this phase, the firm gathers information about the university from key stockholders (i.e. students, faculty, staff, community members, alumni, etc.) then creates a document called the Position Profile. This document highlights the selling points of the university, as well as explains the responsibilities, associated with the role. It also summarizes the professional and personal qualities, background, and experiences sought in the successful candidate. A second document will be created and used to advertise the position and solicit perspective candidates. Publishing the advertisement in select online and hard copy publications and websites will raise the visibility of the opportunity and generate interest in the position.

Mr. Pimentel continued with his explanation of the process; step two is the recruitment phase. The challenges and opportunities impacting FSU, coupled with the attributes identified in phase one, will play a critical role in developing the candidate's recruitment strategy. The firm will search for individuals who meet these qualifications identified by the committee and listed in the Position Profile. Calls will be made to individuals at other universities, the private sector, government agencies and in other fields outside higher education to encourage them to consider and ultimately pursue the opportunity. At the conclusion of phase two a list of candidates will be generated and given to the committee for their consideration and evaluation. If the committee is not happy with the candidate list, phase two will be restarted.

Phase three of the process is the evaluation phase and will require a significant time commitment from each committee member. During this phase, the committee will be given the names and background information of all the candidates received to date and asked to review the files. The committee and firm will then meet again to discuss the candidates and identify those who are qualified and worthy of further consideration. If no candidates piques the interest of the committee, phase two will be revised, additional candidates will be recruited. At the conclusion of phase three, the committee will have a strong slate of candidates worthy of advancing to the next phase.

The last phase, phase four is the selection phase. The committee will conduct preliminary interviews with 8-12 candidates then select the top 3-4 to invite to participate in a day long virtual on-campus interview. The committee will collect feedback from the campus constituents and formulate a recommendation to share with the Board. The process ultimately requires the Board of Governors to interview the favored candidate(s). As the candidates advance through the interview process, the consultants will be engaged in conducting background, social media, and reference checks on the remaining individual(s). Phase four ends with the selection and announcement of the successful candidate.

A timeline that is sensitive to the needs of the candidates and the expectations of the Board will be created and followed. Chairman Sasser questioned how the campus visit would be conducted given the current pandemic? He indicated that both the candidates and the Board will want to meet, therefore a visit to the university campus and Tallahassee community will be planned. Mr. Pimentel explained that he will provide several options for a "campus visit" when the committee reaches that point of the process maintaining flexibility and monitoring the status on the pandemic will be important. A full day virtual campus tour may be an option, if needed. Kyle pointed out that with everything being virtual, the process for soliciting stakeholder input could be much broader and include the participation of alumni, Deans, faculty, staff and other DSO groups.

## **VII. New Business**

Vice Chair Gibbs thanked Mr. Pimentel of his thorough explanation of the search process. Kyle will work with Mr. Pimentel in scheduling community meetings to develop the position profile. Once this is completed, Kyle will identify the date for the next meeting. Vice Chair Gibbs asked if the committee had any further business to discuss. Dr. Perrewe asked about the process that would be employed to update the description and advertisement from 2014 search that was included with the

agenda. Kyle replied that the documents were distributed to the committee as a resource for their review and reflection. After input is collected from the campus community, a new draft document will be created. The committee, at that point, will have an opportunity to edit and approve the draft before it is finalized.

#### **VIII. Adjourn**

Vice Chair Gibbs adjourned the meeting at 10:30am.