



FLORIDA STATE UNIVERSITY
PRESIDENTIAL SEARCH COMMITTEE MINUTES
Monday, April 26, 2021
10:00am

Members in Attendance: Bridgett Birmingham, Ed Burr, Joe Camps, Andrea Friall, Renisha Gibbs (Vice Chair), Christian Hall, Nick Iarossi, Craig Mateer, DeVoe Moore, Leslie Pantin, Pam Perrew, Bob Sasser (Chair), Eric Silagy

I. Call to Order and Welcome

Chairman Bob Sasser called the meeting to order at 10:00 am.

II. Public Comments

One Public comment request was received, but the individual did not appear in person or call in for presenting.

III. Approval of Minutes from March 23, 2021

Mr. Iarossi moved to approve the presented minutes from the last meeting. Mr. Pantin seconded the motion, and it was approved unanimously.

IV. Disclosure of any Potential Conflicts

Chairman Sasser reminded everyone of the ethics policy. Committee members were asked to disclose any potential conflicts of interest. No concerns were stated.

V. Discussion with Search Firm

Chairman Sasser acknowledged Alberto Pimentel and Will Gates, the senior partners of SP&A Executive Search. Mr. Pimentel was asked to introduce and discuss the applicants who applied thus far.

Mr. Pimentel presented a list of individuals that have officially applied for the position. These individuals responded to the ad. In addition to these candidates, the firm is in the process of developing a group of prospects who have backgrounds and experience more closely aligned with the desired qualities and characteristics identified in the recruitment profile. Chairman Sasser has met with some of these prospects to engage their interest and encourage participation in the process. All individuals are being asked to submit their application materials to the committee on or before May 8. Although the process does not have a definitive deadline, it is important for the committee to have an opportunity to review candidate materials prior to the next meeting.

Chairman Sasser described the prospects with whom he has met as highly qualified and impressive individuals. They have a proven record of performance in leadership at top-tier institutions and are aware of FSU's rise in the rankings. They have a genuine interest in FSU.

Mr. Pimentel continued with a discussion of the candidate list that the committee reviewed before the meeting. He reiterated that the candidates being reviewed applied on their own and were not reflective of the candidate pool being assembled. He announced 13 names on the candidate list. Committee members requested clarification on two individuals; however, the committee expressed no interest in

any of the candidates presented. After reviewing the candidate list, Mr. Pimentel asked the committee if they had any questions or comments regarding any of the individuals. No comments or questions were raised. Permission was given to Mr. Pimentel by the Committee Chair to inform the 13 candidates that they were not chosen for further consideration by the committee.

The next step in the process is to continue building the candidate pool by motivating high-priority prospects to apply. Several of the committee members and Chairman Sasser will assist Mr. Pimentel in engaging these individuals. These outreach efforts will focus on persuading the prospects to become candidates. Mr. Pimentel stressed that the full committee would have the opportunity to vet all candidates prior to advancing them to the interview phase. Committee members had no questions about the process or the next steps.

Dr. Birmingham asked where the position was advertised. Mr. Pimentel answered that the position was posted in *Chronicle of Higher Education*, *Asians in Higher Education*, *Hispanic Outlook*, *Blacks in Higher Education*, and several local newspapers and numerous other online venues. A full list will be posted on the website.

Mr. Iarossi asked a question regarding the public records law. He stated that candidate applications are currently made public, yet there is a bill before the legislature that would exempt the university from publicly disclosing the applications. He asked if the bill's passage would have a significant impact on the quality of the candidate pool. Mr. Pimentel declared that the bill would not have much impact on the search. Currently, the biggest drawback is the inability to share prospect information with the committee at an earlier stage of the process.

Governor Silagy asked if the new bill would be to the committee's benefit and bring in better candidates. Mr. Pimentel answered the end result would be the same. The names of the final candidates would be publicly announced for several weeks so they would experience the same exposure.

Trustee Burr recognized that if the bill passes, the committee could then reevaluate starting the search process over. Chairman Sasser agreed that until the bill passes, the timeline would continue as planned. He asked if the committee had any additional questions; no questions were stated.

Mr. Pimentel provided an overview of the timeline: Chairman Sasser and Mr. Pimentel, along with members of the committee, will reach out to current prospects and encourage them to become candidates; prospects will need to submit their paperwork by May 8, and the committee will then review their materials. A meeting will be scheduled for the week of May 10 to discuss the files and evaluate the quality of the pool of candidates. The candidate list will be narrowed, and then we will continue to wait for last-minute candidates to come forward. The top 3-4 candidates will be invited to the campus during the week of May 17 to interview with the committee and campus community. Board of Trustees and Board of Governors will meet the candidates thereafter.

Mr. Pantin commented on receiving upcoming dates. Mr. Pimentel assured the information would be released soon.

Trustee Burr commented on the meeting framework and the number of candidates. Mr. Pimentel agreed that the number of candidates is driven by the quality of the pool.

Mr. Camps questioned how the selection of candidates would be conducted. Mr. Pimentel stated the various options have not yet been discussed with Chairman Sasser.

Trustee Burr reassured the committee that finalist interviews would be on campus, and the committee would have an opportunity to meet with candidates in person. Chairman Sasser indicated his preference to meet in person with the committee and a willingness to provide a virtual choice as well.

Mr. Camps and Mr. Iarossi agreed to an in-person meeting with the final candidates. Kyle commented the Donald L. Tucker Center is being equipped for the finalist interviews for those that would like to participate in person. Social distancing measures would be observed.

Chairman Sasser concluded the meeting by asking for questions and comments. Chairman Sasser reminded that a few committee members will be asked to reach out to prospects in the coming days. He also indicated that on May 8, candidate files will be sent to the committee for their review and, on May 11, the committee will meet to discuss the candidates.

VI. New Business

Governor Silagy confirmed, if an opportunity arises to speak with legislatures about the pending bill, he will speak of how beneficial this would be for Presidential Searches. Chairman Sasser agreed if the law passed, it would create more efficiency in Presidential Searches.

VII. Adjourn

Chairman Sasser adjourned the meeting at 10:55 am.