Florida Gulf Coast University Board of Trustees  
January 31, 2007  

SUBJECT: Charge and Instructions for FGCU Presidential Search and Screening Committee

PROPOSED BOARD ACTION

Approve.

BACKGROUND INFORMATION

The FGCU Board of Trustees appointed an FGCU Presidential Search and Screening Committee on January 17, 2007. A charge and set of instructions to the Committee needs to be made by the FGCU Board of Trustees, and the document, including “Charge to Committee” and “Statement of Leadership Qualities,” is provided for consideration.

Supporting Documentation Included: Memorandum from FGCU Board of Trustees to FGCU Presidential Search and Screening Committee

Prepared by: FGCU Board of Trustees Chair Scott Lutgert, and FGCU Interim President Richard Pegnetter

Legal Review: General Counsel Wendy Morris (January 30, 2007)

Submitted by: Interim President Richard Pegnetter
MEMORANDUM

TO: Florida Gulf Coast University Presidential Search and Screening Committee
FROM: Florida Gulf Coast University Board of Trustees Chair Scott Lutgert
        for the Florida Gulf Coast University Board of Trustees
DATE: January 31, 2007

SUBJECT: (1) Committee Charge, and (2) Statement of Leadership Qualities

I. Committee Charge:
The Florida Gulf Coast University Board of Trustees on January 17, 2007 appointed the members of the Florida Gulf Coast University (FGCU) Presidential Search and Screening Committee including chair and vice chair appointments, as follows:

- **COMMITTEE CHAIR** – Dr. Peg Gray-Vickrey – Associate Vice President for the Office of Curriculum and Instruction in the FGCU Division of Academic Affairs.
- **COMMITTEE VICE CHAIR** – Mr. Dolph von Arx – Chairman of the Regional Business Alliance of Southwest Florida, and Former Chairman, President and CEO of Planters Lifesavers Company, an Affiliate of RJR Nabisco Inc., and a member the FGCU Foundation Board of Directors.
- **Mr. Dick Ackert** – Former Chair and Member of the FGCU Foundation Board of Directors.
- **Dr. Christine Andrews** – Assistant Professor in the FGCU College of Business, and Chair of the FGCU Environmental Stewardship Advisory Council (ESAC).
- **Dr. Sharon Bevins** – Member of the FGCU Board of Trustees, and President of the FGCU Faculty Senate.
- **Dr. Cecil Carter** – Associate Professor in the FGCU College of Education, and Faculty Athletics Representative for FGCU Intercollegiate Athletics.
- **Mr. Dudley Goodlette** – Former Member of the Florida House of Representatives, and Member of the FGCU Foundation Board of Directors.
- **Mr. Larry Hart** – Member of the FGCU Board of Trustees, and Chair of its Academic/Student/Faculty Affairs Committee.
- **Dr. Donna Price Henry** – Dean of the FGCU College of Arts and Sciences; Former President of the FGCU Faculty Senate, and Former Member of the FGCU Board of Trustees.
- **Dr. David Kakkuri** – Director of the FGCU Center for Leadership and Innovation.
- **Mr. Fred Pezeshkan** – Former Chair and Member of the FGCU Foundation Board of Directors.
• **Mr. Dave Powell** – Former Chair and Member of the FGCU Foundation Board of Directors.

• **Mr. Jameson Yingling** – FGCU Student, and Vice President of the FGCU Student Government.

• **Ms. Lisa Wasson** – Coordinator of Accounting in the FGCU Department of Finance and Accounting.

The FGCU Presidential Search and Screening Committee will be staffed by Susan Evans, Special Assistant to the President; University Spokesperson, and Board Secretary to the FGCU Board of Trustees. During the process, the Committee will report to the Interim President, acting on behalf of the Board of Trustees. A private search firm will be engaged to assist the Search and Screening Committee. The Interim President will coordinate the selection of a search firm with the Committee.

The Committee is charged with recommending to the FGCU Board of Trustees, not later than the fall of 2007, an unranked list of three individuals who, in the Committee’s judgment, are well qualified to lead Florida Gulf Coast University as its next president. The FGCU Presidential Search and Screening Committee is asked to base its recommendations on FGCU's established policies with respect to equal opportunity and affirmative action.

The FGCU Board of Trustees asks the Committee, in discharging its duties, to conduct the following activities:

- Draft and place advertisements for the position, using the Statement of Leadership Qualities as the basis for advertising;
- Actively solicit nominations and applications from a diverse group of well-qualified persons, including women and minorities;
- Oversee the receipt of and responses to applications and nominations from all sources;
- Screen applications using the Statement of Leadership Qualities as the basis for choice;
- Select and conduct airport interviews with semifinalist candidates;
- Assist in checking the background and references of semifinalists;
- Determine a list of finalists to be invited to campus for campus interviews
- Assist in arranging campus visits for finalist candidates;
- Invite key constituency groups to meet with finalist candidates;
- Ensure that appropriate information about FGCU and the presidency is provided to candidates at each stage of the screening process, and
- Recommend three qualified candidates to the FGCU Board of Trustees. The FGCU Board of Trustees will make the final choice and set the terms of appointment for the new president.
The FGCU Board of Trustees extends its gratitude to the members of the FGCU Presidential Search and Screening Committee for accepting this critical assignment that will lead to naming the next president for Florida Gulf Coast University.

II. Statement of Leadership Qualities:

Florida Gulf Coast University is seeking a new president. This individual must possess highest academic and personal standards; energy and persistence in the pursuit of excellence; superb leadership, interpersonal and communications skills, and the ability to create an inspirational vision for advancing Florida Gulf Coast University. The principal professional qualities sought are:

**Academic Leadership**
The president must support and understand the nature of undergraduate and graduate education found at a comprehensive public university like Florida Gulf Coast University. The president must respect the qualities of excellence in teaching, research productivity, and service, as well as the continuous improvement of academic programs through successful regional and program-specific accreditation and the use of systematic evaluation systems. The individual should be able to effectively lead the institution to expand the quality and number of academic degree programs at the undergraduate and graduate levels, recognizing that student success is at the heart of the University. A Ph.D. is preferred.

**Strategic Planning and Vision**
The president must possess the superior strategic leadership skills needed to position the University for its next phase of development, including enrollment growth, campus construction and expansion, student services and support, intercollegiate athletics, student housing, and access through off-campus instructional sites and distance learning. This leadership will involve coordination with the Florida Gulf Coast University Board of Trustees and the state Board of Governors. The individual should be skilled in identifying opportunities and communicating a vision for continued and enhanced growth and development in fulfilling the University’s role as a partner in the future of Southwest Florida.

**Resource Development**
The president must recognize the importance of acquiring public and private resources to ensure the financial stability of the University, and be able to successfully develop funds from all sectors. The individual should effectively engage in a high degree of personal involvement in soliciting and securing funds from state and federal sources, as
well as from donor and other philanthropic entities on behalf of the institution. Candidates are expected to have record of success in fund-raising and experience in working in a complex political environment.

**Effective Administrative Skills**
The president must demonstrate ability to administer a multi-faceted academic enterprise like Florida Gulf Coast University that includes the four major organizational divisions of Academic Affairs, Administrative Services and Finance, Advancement, and Student Affairs. He or she should possess excellent administrator skills for human, budgetary, financial, facility and campus resources within an environment of growth and change. The individual should have the ability to select, motivate, lead, and retain a diverse and effective administrative team to advance the University’s goals.

**Human Relations**
The president should embrace the collegial campus atmosphere at Florida Gulf Coast University, and be comfortable with a high degree of visibility and personal interaction with students, faculty, staff and external constituents. He or she should promote a climate within the University that appreciates and embraces diversity, civility and mutual respect. The president should serve as an example for high standards and performance expectations for all members of the campus community to cultivate an environment of excellence in performance, service and self.

**Community Development**
The president must be committed to developing and maintaining strong internal and external partnerships, and serve as the chief spokesperson for the regional linkages between the University and its communities. He or she should recognize the key catalyst role the University holds in improving the academic, business, professional, educational, economic development, health care, environmental, service and cultural quality of life for all in Southwest Florida.

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In closing, the next president of Florida Gulf Coast University should be an individual who possesses a collection of key attributes that provide the visionary leadership; academic commitment; innovation; support of students; public and private fundraising, and administrative skills to effectively advance the University to its next level of development and service for the people of Southwest Florida and Florida.

(END)