Florida Gulf Coast University Board of Trustees
January 15, 2008

SUBJECT: Minutes of August 25, 2007 Meeting

PROPOSED BOARD ACTION
Approve minutes

BACKGROUND INFORMATION
The Florida Gulf Coast University Board of Trustees met on August 25, 2007. Minutes of the meeting were kept, as required by Florida law.

Supporting Documentation Included: Minutes of August 25, 2007 Meeting
Prepared by: Executive Assistant to the President Barbara Krell
Legal Review: N/A
Submitted by: President Wilson G. Bradshaw
Chairman Lutgert convened the meeting of the University Board of Trustees with the following members present:

Brian Cobb  
Lindsay Harrington  
Larry Hart  
Bernie Lester  
David Lucas (via conference call)  
Scott Lutgert  
James Malone  
Edward Morton  
Jerry Starkey  
Michael Villalobos  
Jaynie Whitcomb  
Brad Piepenbrink, SG President  
Halcyon St. Hill, Faculty Senate President

Members of Staff Present:

Richard Pegnetter, Interim President  
Bonnie Yegidis, Provost  
Steve Magiera, Vice President for Advancement  
Mike Rollo, Vice President for Student Services  
Susan Evans, Chief of Staff  
Kathy Bottoms  
Barbara Krell

Guest: Robert Shearman, Henderson Franklin  
Dr. Peg Gray-Vickrey, Chair Search & Screen Committee

1. Call to Order – Chair Scott Lutgert

Chairman Lutgert called the meeting to order and a roll call attendance was taken by Ms. Evans as reflected above. He stated that if anyone wishes to speak, please see Ms. Bottoms at the staff table. Chair Lutgert stated we have important decisions to make today and before we begin he wished to thank the members of the Presidential Search and Screen Committee and our outstanding
staff for their tireless work in this process. Chair Lutgert asked for comments from Interim President Pegnetter.

2. President’s Remarks – Interim President Richard Pegnetter

President Pegnetter stated he would have a full report at a later time and his comments today would focus only on the search process and search committee. President Pegnetter stated that he could not say enough about all the work provided by the Search Committee and employees throughout the campus during this process. He said this involved an incredible amount of time and commitment from not only individuals inside the University but those outside the University community. President Pegnetter reported that this process brought about a great deal of visibility for Florida Gulf Coast University and as a result that people from all over the United States in important positions of success applied for the position. He stated that it is a measure of the fact that we are doing well at FGCU. President Pegnetter stated that the process went smoothly, effectively and efficiently. He stated we put together a committee quickly that was a manageable size but represented all dimensions of the campus not only internally, but externally and we are very proud of what the search process was able to do to get us to this point. President Pegnetter thanked everyone involved for getting us to this point.

3. Report of the FGCU Presidential Search and Screen Committee to Advance Three Candidates - Chair Peg Gray-Vickrey

Chair Lutgert asked that Dr. Gray-Vickrey provide the Report of the FGCU Presidential Search and Screen Committee. He thanked the Committee on behalf of the Board of Trustees for their outstanding job in providing excellent applicants for this position. Dr. Gray-Vickrey provided Trustees with a summary report of the FGCU Presidential Search and Screen Committee’s charge. She reported that the Committee has provided three unranked candidates unanimously approved for the Board’s consideration. Dr. Gray-Vickrey read the names in alphabetical order:

Dr. Wilson “Brad” Bradshaw
Dr. Karen Holbrook
Dr. Greg Weisenstein

Dr. Gray-Vickrey expounded upon the process for the 360 degree reference check process. She reviewed the entire schedule for various campus forums conducted with each candidate. Dr. Gray-Vickrey reported that the Foundation Board held a reception for each candidate Friday evening at the Embassy Suites.
Dr. Gray-Vickrey stated that this was the first presidential search conducted with a Board of Trustees in place at Florida Gulf Coast University. She reported that the Committee will be meeting one more time to do an after action report to keep a list of the process we used and a list of recommendations for future searches. Dr. Gray-Vickrey thanked many members of the campus community for their dedication to the search process. She also thanked Interim President Pegnetter for his counsel and for always being available throughout this process.

Trustee Morton asked Dr. Gray-Vickrey to explain the actual vote breakdown. Dr. Gray-Vickrey stated that there was unanimous support for the slate of three unranked candidates. She reported that the first thing that was done on Friday was to start with review of the references, review of new information on the forms, and then the Committee reviewed the strengths of each candidate. Dr. Gray-Vickrey reported that each member received one ballot and the names of the six candidates. She stated the members signed and printed their names on the ballots and then circled up to three candidates names the committee member felt were ready to move into the Presidency of Florida Gulf Coast University. Dr. Gray-Vickrey reported that after the ballots were tallied they were counted to make sure the number of ballots was correct. Dr. Gray-Vickrey read off each of the ballots in order and asked Ms. Evans to provide the vote tally as follows:

- Ray Alden – 0 votes
- Brad Bradshaw – 10 votes
- Karen Holbrook – 12 votes
- Joe Shepard – 7 votes
- Bob Smith – 1 vote
- Greg Weisenstein – 8 votes

Dr. Gray-Vickrey stated that this was the process the Search Committee took from the very start with every one of the votes – the Committee could vote up to the number of candidates but not over. She stated that throughout the process Committee members did not always vote for all six or all three or all ten.

Trustee Lester asked Dr. Gray-Vickrey to explain the reference process, specifically looking not only at qualifications but how good a fit for our particular situation. Trustee Lester stated that this has been a very compressed week as pointed out, but as he read in the media, it sounded almost like the Committee received the 1500 evaluations from the campus right before they made decisions yesterday or at the meeting. In addition, his concerns included the on-site visits that were made by Dr. Healy and Dr. Burns. He asked that if they were traveling all that time, isn’t it hard to put together how they were able to get this information back to the Committee and have the Committee consider it? Trustee Lester stated that within the timeframe, recognizing how difficult this was, how the Trustees would know not only that the candidates have clean records, but how those people interrelate with individuals on each of their campuses. Trustee
Lester asked for more information regarding this process. Dr. Gray-Vickrey reported that the referencing was done from the Search and Screen Committee, Greenwood and Associates, and Dr. Burns and Dr. Healy starting on Tuesday when the six finalists were named up until Friday. She reported that on Friday at noon, she had a meeting with Dr. Greenwood, Dr. Asher, Dr. Burns, and Dr. Healy via conference call. She stated they started off with a report from Dr. Burns and Dr. Healy and they went through each candidate and talked about the information they found. At that point, they discussed how they would report the references to the Committee and the groups’ recommendation was that the references checked out because they agreed that there was nothing in the referencing that would prevent the candidates from moving forward. Trustee Lester asked for any general comments that were made – did someone or did the Committee have access to that information. He asked if the Committee had the opportunity to consider that before marking their votes. Dr. Gray-Vickrey stated that the information they had received was not consistently different from the information that the Committee had seen in both the solicited and unsolicited references that were received and from feedback from the forums.

Trustee Hart stated that Dr. Burns and Dr. Healy did the on-site interviews. Trustee Lester stated he felt that this kind of process, references provided are a key part and it sounded like the Committee did not have access to a lot of that detail and that is what he wanted clarified. Trustee Hart stated he could not answer that question, he was on the Committee. He stated that if the question is “Did the Committee meet with the two people who went out and actually visited the campus,” his answer would be “No.” Trustee Hart stated they had not had any conversation to his knowledge with Dr. Burns or Dr. Healy. He stated the Committee’s information came through the consultant on this project and the Committee had no preview to Dr. Burns’ or Dr. Healy’s information.

Chair Lutgert asked Dr. Gray-Vickrey who Dr. Burns and Dr. Healy reported to and met with. Dr. Gray-Vickrey responded that they met with Dr. Gray-Vickrey, Dr. Greenwood, and Dr. Asher at noon on Friday.

Trustee Whitcomb asked that based on the scrutiny of the Florida Sunshine Laws, as we checked our references on the candidates, did we have access to their performance reviews. Dr. Gray-Vickrey stated we did not, however, in the referencing we talked with their superiors and their subordinates. She stated she did not engage personally in the referencing, and does not know the exact names of people who were referenced, but understood it was a complete 360 process. Trustee Hart stated that he assumed Dr. Burns and Dr. Healy looked at those. Dr. Gray-Vickrey stated that at the end of the meeting the group agreed that there was nothing in the references that would prevent a candidate from coming forward. She stated that with all referencing you often find positives and negatives, but it was consistent with materials we had received as a Committee and other sources of information. Trustee Hart asked if we can tell the Board of Trustees that Dr. Burns and Dr. Healy reviewed the performance appraisal of each
candidate they went to review while they were on site at their campus. Dr. Gray-Vickrey stated she did not think they reviewed the performance appraisals. Trustee Whitcomb asked if the performance reviews were public record in the states from which our candidates reside. Dr. Gray-Vickrey stated she did not know that answer.

Trustee Starkey asked what was the direction given to Dr. Burns and Dr. Healy and their direction to report back to the committee. He asked if this was exception reporting and if the goal was to determine if there was something that would disqualify their candidacy. Dr. Gray-Vickrey stated that she engaged in meetings with Dr. Burns and Dr. Healy and the final details were worked out through the President’s Office for their contracting. She stated they discussed performing campus visits and the importance of due-diligence and while phone call references are superb, she also believed going on campus to see the candidate’s campus adds an important dimension to the completeness of the background checks. She added the process was that they would set up a day of interviews after asking the candidates for a set of names. Dr. Burns and Dr. Healy came up with a proposal of what they were going to do and everyone was comfortable with the process. Dr. Gray-Vickrey stated they had a full day of interviews with individuals from a diverse background of the community in a set location and the majority of the names had to be set up by the candidate which was challenging. She stated they had a very good turn out of individuals that they referenced at all six sites. Trustee Starkey stated that because this was a 360 process where Dr. Burns and Dr. Healy were dealing with superiors, peers and subordinates, it sounds like they gathered a tremendous amount of data without inconsistencies and no issues that would prevent the candidates from serving as the President. Trustee Starkey felt that the Committee did an excellent job from a due-diligence standpoint for advancing the candidates to the Board of Trustees for consideration. Trustee Morton asked that Dr. Burns present a summary of his background. Dr. Gray-Vickrey added that the Committee stopped during the meeting yesterday to make sure that each member reviewed each form on the candidates to make sure the feedback was reviewed.

Dr. Burns reported that he researched the candidates at the University of Nevada, Las Vegas, (not Northern Illinois at the candidate’s request), because the candidate had been at Northern Illinois for less than a year and from there Dr. Burns went to the University of Arkansas and then to Florida Gulf Coast University. He stated that Dr. Healy went to North Dakota, Minnesota, and Ohio. Chair Lutgert asked for Dr. Burns’ explanation of the process and the records that were reviewed. Dr. Burns stated that they did not have access to performance evaluations. He understood their task was not to contact the formal references that the candidate might have listed because the search firm would do that. He stated there might have been some overlap. Dr. Burns stated that at 8:00 p.m. on Monday night of this week the Search and Screen Committee identified the six semi-finalists and at 8:01 p.m., Dr. Healy and Dr. Burns attempted to make airline reservations and alert the candidates that they would be visiting their campus. Dr.
Burns stated he asked for specific experiences the person had with the candidate that led them to believe they were ready for a presidency. Trustee Lucas asked Dr. Burns if he was convinced there was nothing negative that needed to be reported. Dr. Burns responded that the two candidates he visited first were not very successful on the (FGCU) campus and so he didn’t get too deeply into that in his report. He stated when the search firm gave its report on its 360 degree process, Dr. Greenwood was specific in saying that she was going to list categories of qualification and then give, not platitudes, but specific examples why all six of the candidates met those qualifications and areas of responsibility. Dr. Burns stated that as far as he knew, except for the Chair, no member of the Committee heard details from either Dr. Burns’ report or Dr. Healy’s. Trustee Lucas stated that the Search Committee essentially downloaded the job of reviewing the feedback and did not do it themselves. Dr. Burns stated he was not asked to give the Committee members anything specific from his interviews with candidates in three places. He stated he was not certain that anyone evaluated it and it was not in the Greenwood and Associates report—they reported on the interview process they had conducted which was entirely separate. Dr. Burns stated he did not know if there was an overlap because we did not name the people we spoke with on the six campuses because we told people we would not quote them by name. He stated that his report to Dr. Gray-Vickrey was these were the “types” of people, deans, chancellor etc. Dr. Burns stated that only on this campus, the host campus, was he able to get a member of the governing board. He stated that on this campus and one other, there was a time arranged to speak with the President or Chancellor of that institution. Dr. Burns stated he and Dr. Healy were able to talk about the more basic personal aspects and asked the references to be specific. Trustee Lucas asked if in his discussions with individuals there was anything that warranted further discussion in terms of their being not qualified. Dr. Burns said no and stated he would have been surprised at that point to have been told some scandalous issue that we had not discovered so far. He stated what he was looking for were positive statements that would explain to the Committee how to distinguish among the six in positive ways. Trustee Hart asked if Dr. Healy was available. Dr. Burns indicated that Dr. Healy flew back to Jacksonville but is available via phone. Mr. Starkey asked if Dr. Gray-Vickrey could summarize Dr. Healy’s report. Dr. Gray-Vickrey stated she would be happy to, but asked for more specific direction from the Board of Trustees since this is a public meeting and she would not want to cause any embarrassment to any candidate with unnamed sources. Trustee Starkey stated the Board is looking for affirmation that Dr. Gray-Vickrey has spoken to Dr. Healy and that he didn’t provide information which would cause us to have concern about one of the candidates we are reviewing today. Dr. Gray-Vickrey stated that there is no question in her mind that the information she received from Dr. Healy or Dr. Burns would disqualify any candidate from serving as President of Florida Gulf Coast University. Trustee Starkey stated that from his perspective and from the perspective of other Board members, Greenwood and Associates was responsible for the full referencing check and Dr. Burns’ and Dr. Healy’s was added due diligence to affirm the diligence of the consultant. Dr. Gray-Vickrey
confirmed this characterization. Trustee Morton asked if there were any strengths that were emphasized for particular individuals within the context of what this particular University needs in recommending these three candidates. Dr. Gray-Vickrey replied that we certainly looked at the area of fit in the reports she received to include where individuals would live, academic leadership, student success, Division I athletics and other specific areas. Trustee Morton asked if Dr. Healy indicated that the individuals had the same kind of strengths. Dr. Gray-Vickrey stated a lot depends on the questions, but the reports she had were of a more general nature.

Chair Lutgert thanked Dr. Gray-Vickrey and the Search Committee for their efforts. Chair Lutgert discussed the process of the interviews. He stated the plan was that each candidate would make introductory remarks and then have a spontaneous discussion on a number of questions. There was consensus that this process was acceptable to the Trustees. Chair Lutgert asked for a ten minute break and the meeting would reconvene at 9:45 a.m.

4. Candidate Interview – Dr. Wilson Bradshaw

Dr. Gray-Vickrey introduced Dr. Wilson Bradshaw to the Trustees.
(Note: Audio tape review is available upon request)

Chair Lutgert announced a break and the meeting reconvened immediately following.

5. Candidate Interview – Dr. Karen Holbrook

Dr. Gray-Vickrey introduced Dr. Karen Holbrook to the Trustees.
(Note: Audio tape review is available upon request)

Chair Lutgert announced a fifteen minute break and the meeting reconvened immediately following.
6. **Candidate Interview – Dr. Greg Weisenstein**

Chair Lutgert announced that the meeting will temporarily adjourn for lunch after this interview until approximately 2:30 p.m. in order to reconvene and finish the business for the day.

Dr. Gray-Vickrey introduced Dr. Greg Weisenstein to the Trustees.
(Note: Audio tape is available upon request)

7. **Board Discussion – Chair Scott Lutgert**

Chair Lutgert reconvened the meeting 2:20 p.m. He requested that Ms. Evans take the nine public comment requests in the order they were received. Chair Lutgert stated that under the By-laws the Board is able to set the time limit for speaking and suggested a three minute time limit for each speaker.

- Ms. Evans introduced Ms. Beverly Lalonde. Ms. Lalonde voiced her support for Dr. Holbrook.
- Ms. Evans introduced Dr. Elizabeth Elliott. Dr. Elliot voiced her support for Dr. Shepard.
- Ms. Evans introduced Mr. David Vazquez, Staff Advisory President. Mr. Vazquez reported on the participation of the staff during the forums held on campus and the needs of the University from a staff perspective. Mr. Vazquez, when asked by Trustee Morton, stated he personally endorsed Dr. Shepard.
- Ms. Evans introduced Mr. Alan Korest. Mr. Korest suggested that Dr. Shepard should be added as a fourth candidate to the pool of candidates under consideration by the Trustees.
- Ms. Evans introduced Mr. W. Green. Mr. Green spoke in support of Dr. Bradshaw.
- Ms. Evans introduced Mr. Dick Klaas. Mr. Klaas spoke in support of Dr. Shepard being included in the process. During Mr. Klaas’s comments, Mr. Shearman stated that the Board of Trustees can and should consider experience, however, age itself is not an appropriate consideration.
- Ms. Evans introduced Mr. Anthony Thomas. Mr. Thomas spoke in support of Dr. Bradshaw and Dr. Holbrook. He further stated he leaned more toward Dr Bradshaw.
- Ms. Evans introduced Mr. Ben Hill Griffin III. Mr. Griffin spoke about his concerns that the slate of candidates, while qualified, did not fit the needs of Florida Gulf Coast University to the degree that he expected.
- Ms. Evans introduced Dr. Donna Price Henry. Dr. Henry spoke regarding the Search Committee process and stated the Committee unanimously supported the slate of candidates that have been put forward to the Trustees today. Dr. Henry also stated she spoke on
behalf of the faculty in her college and University-wide who have been watching this process. She stated they believe in the process and the process has full integrity and support of the faculty.

8. Action item:

- Appointment of FGCU President – Chair Lutgert

Chair Lutgert asked for input from Trustees.

Trustee Morton asked what Dr. Healy’s research revealed. He asked if Dr. Healy would be able to join the meeting via conference call and the Trustees agreed.

Chair Lutgert stated that he realizes everyone has the same goal and that is to find the next and the best president for Florida Gulf Coast University. Chair Lutgert responded to Mr. Griffin’s comments stating it would be a big risk to conduct another search or continue this search due to the quality of the current applicants. Chair Lutgert stated we have an extraordinary Interim President and the University is moving along without a problem. He stated that in his view, we should pursue the candidates in front of us. Trustee Lucas asked if after the Trustees hear from Dr. Healy, a vote would be taken. Trustee Lucas asked for comments from Trustees regarding the candidates prior to the vote. Trustee Cobb stated he felt the Search Committee did a great job and we could live with any one of the three candidates. He stated that having been on the Board of Trustees for a few years now, he felt this will be a different University than it is today in ten years and rather than have a candidate that could grow into the job, he would rather have a candidate who’s been down the road and been through all the phases and personally was leaning towards Dr. Holbrook because of that. Trustee Morton stated he developed a matrix so that he could overlay the individual with what he perceived to be the need of the University. He stated that he believes that it is important for the Trustees to reflect on this afternoon—the right fit and the right person at the right time is essential to move the University forward. Trustee Morton stated that financial expertise is critical and there is no question that likability is important. Trustee Morton stated that one vote separated Dr. Shepard from consideration as a result of the process. He stated we have the ability to alter that process if we choose and we have the ability to step back and change the process or do nothing.

Chair Lutgert introduced Dr. Healy who joined the meeting by conference call. Chair Lutgert explained to Dr. Healy that he has been contacted because he had conducted the campus interviews on the three candidates selected as finalists and there is some question about information that may or may not have gotten onto the Screening Committee which may be relevant to the decision that the Board of Trustees is making. Dr. Healy responded that all three candidates received positive remarks. Trustee Lucas asked if there were any “knock-outs”.
Dr. Healy responded that there were not any “knock-outs”. Dr. Healy stated there were a couple of questions raised regarding Dr. Weisenstein—he had not had the opportunity to be exposed to much fundraising in his current position due to the structure at the University of North Dakota. He stated there were a couple of other things that were pointed out regarding the bus that Dr. Weisenstein takes around the state and the level of community involvement. He reported on the bus tour that there were a couple of people who questioned whether or not the expectations were productive and others were very positive about it. He stated there are some that felt he was very involved with the community, but this was a small community. Dr. Healy stated the only other issue raised regarding Dr. Weisenstein was that he had only two years as the Provost but individuals stated that they hoped that if he did not get this job that he would be a candidate for the President of North Dakota. Trustee Whitcomb asked if the same types of interviews were done in each city. Dr. Healy stated “yes,” along with the same questions and format. Dr. Healy stated there were no issues or concerns with Dr. Bradshaw. He stated that Dr. Bradshaw has been there seven years and has done an outstanding job under difficult circumstances. Dr. Healy reported that Dr. Holbrook had rave reviews with only one issue raised and that was whether she worked with the power structure correctly. But even that person stated she is the best possible candidate. Chair Lutgert asked if the comments regarding Dr. Weisenstein and Dr. Holbrook were minor or significant. Dr. Healy stated they were more minor. He stated all three had tremendous support.

Trustee Malone stated that there is a lot of validity to “been-there-done-that” and there is tremendous benefit to having someone with the experience of Ohio State. He stated that the flip of that, however, is that he feels that in his experience dealing with CEO’s it is very hard to go back and to downsize. He stated it is difficult for somebody to make the transition from the power, exposure and the stature more often than not. He stated that this was not a “building” situation and not a “high growth transition” kind of situation. Trustee Malone stated that what he heard from around the table and from the public forum is the importance that there be a continuum longer than the five years that Dr. Holbrook discussed and he did not believe that would be a good thing for this institution. Trustee Malone stated his bias at this time would be Dr. Weisenstein in terms of the growth of an independent university and being able to see it through.

Trustee Hart stated that he has gone through the entire process and spent many hours with a lot of people. He stated we have the opportunity to move this University at the forefront of this nation. Trustee Hart said that several people spoke on behalf of Dr. Shepard and he knows Dr. Shepard is a very fine individual and he was disappointed that after giving twelve years to this institution Dr. Shepard, did not have the opportunity to appear before this Board. He stated he did not know the reason. Trustee Hart stated that he would be remiss in not stating that Dr. Bradshaw far exceeds what we are looking for here today. He stated that if he had to make a selection among the three candidates that are
before him today, there is no question that Dr. Bradshaw has already proven himself as a problem solver. He stated if he had to vote today, his vote would definitely be Dr. Bradshaw.

Trustee Villalobos asked for clarification on what are the Board’s options today. Chair Lutgert stated the Board’s primary legal responsibility is the hiring and overseeing of the president and all options are open to us.

Chair Lutgert announced that for some unknown reason Dr. Holbrook has withdrawn her application prior to a vote, and therefore is no longer a candidate for the Presidency of Florida Gulf Coast University. Chair Lutgert stated “we have two remaining candidates before us”. Chair Lutgert stated that he received that information a few moments before his announcement and asked Ms. Evans to verify this and it has been verified. Chair Lutgert stated he had asked for a reason, and that at that point in time, he did not have a reason and is reporting this information. Trustee Lester stated the committee did a great job but felt Dr. Shepard is not part of the pool on the basis of one vote and all during the week everyone was advanced based on there being a majority or natural break. Trustee Lester stated that things are going exceptionally well and the group that is here today includes Dr. Shepard as part of the team and have kept things going well since Dr. Merwin stepped down. He stated he felt we should be considering Dr. Shepard along with the others. Trustee Lester stated that anytime a new CEO moves in some people are pleased and some are not. He stated there will be a period of adjustment if we bring in someone from the outside and there would be less of an adjustment period if Dr. Shepard were appointed. Trustee Lester asked that Dr. Shepard be considered as part of the pool.

Dr. St. Hill stated she is new to the process, however she believes the Board has delegated to the Search Committee a duty to select three candidates and to bring those three candidates to this Board for a decision. She stated three highly qualified candidates were brought forth with one withdrawing during the process. She stated the question remains do we go ahead and vote on the two candidates we have here now. Chair Lutgert stated there was discussion on the Committee about an alternate in case somebody withdrew and then each candidate was asked if they were chosen as a finalist would they continue through this process and not withdraw and each answered that yes they would. Chair Lutgert stated if they had chosen an alternate then there would be an opportunity for the Board to take another candidate under consideration under the procedures. He stated that did not take place. Trustee Hart stated the Committee did not agree on an alternate since it was the understanding there were three people selected and those three had agreed to proceed on. Trustee Hart stated the Board has two options, 1 — move ahead on the two current candidates and make a vote and option 2 – fill the void just created and conduct another interview. Trustee Lucas made a motion to go forward to vote on the two candidates before the Board and make a decision. Motion was seconded by Trustee Starkey. Trustee Cobb asked the question if we were to decide to interview Dr. Shepard,
when would we interview him and when would he be available. Chair Lutgert stated that his hunch was that Dr. Shepard would relish the opportunity to come in and be interviewed. Trustee Morton stated that this is somewhat disconcerting that someone who is asked a question yesterday withdraws and throws this whole process into turmoil. He stated we had three very good candidates and we need to be very respectful despite how he might feel personally, to the integrity of the process. He stated that he does have to question a process that while conducted in good faith by everybody concerned, through no fault of anyone, results in only two candidates. He continued that some felt we had a method for addressing that by the development of an alternative candidate, however, he has concerns that that process had resulted in only two candidates through the fault of no one. Trustee Morton stated that if we had the opportunity here today to bring in a third candidate who is willing to stand for that election, that we should take advantage of that. Trustee Lucas stated the problem is not with the process, the problem is with Dr. Holbrook. Mr. Shearman pointed out to the Board that the Search and Screen Guidelines do specifically contemplate and address the ability of the hiring official to consider candidates other than those advanced by a search committee and that is specifically addressed and would not be going outside the process. He cited Section number twelve of the Hiring Decision stating “if the hiring official wishes to select a candidate not recommended by the committee the hiring official should discuss the rationale for this position with the committee chair, provost, or division vice president and Equal Opportunity officer prior to extending an offer”. Mr. Shearman added that this is primarily in situations that do not involve the search for a president. Trustee Harrington stated he was concerned about the impact Dr. Holbrook’s withdrawal had created on the other two candidates. He stated his fear is about their attitude toward the University and the process and stated we need to exercise caution as we move forward to make sure we don’t harm those two candidates. Chair Lutgert stated he agreed with Trustee Harrington on that important point. He stated that it is important to respect the process that has been set up for the University. Trustee St. Hill concurred that changing the process now will have an impact on this University and this Board as to how we work in terms of integrity of a process that has been put in place. She stated for that reason only, because she believes Dr. Shepard is a fine person, she believe the two candidates before us should be voted on. Trustee Morton stated that the integrity of the process is essential for the integrity of the University and we need to be respectful irrespective of his own personal preference. Trustee Lester stated he does not wish to challenge the integrity of the process, but the counsel indicated that we are staying within the process and he feels we have not hurt the integrity of the system. Chair Lutgert stated that the idea of an additional candidate was not part of the initial charge the Trustees gave to the Search and Screen Committee. Trustee Lucas stated the reason the Committee did not put forth an alternate is because they were given assurances that nobody would drop out. Chair Lutgert stated the Trustees are taking this seriously and stated that Dr. Shepard is a very competent and outstanding individual, but he is concerned about the process here and what it does to the other two candidates. Trustee Lucas suggested asking the other candidates if they
would have a problem with this idea. Chair Lutgert stated that this could be done, however, he believed it would be better for the Board to make this decision.


Chair Lutgert opened discussion to the Trustees regarding Dr. Wilson Bradshaw and Dr. Greg Weisenstein. Trustee Lucas spoke in support of Dr. Bradshaw stating he has the experience here, and while he was impressed with Dr. Weisenstein, he feels Dr. Bradshaw is clearly superior. Trustee Hart agreed with Trustee Lucas. Trustee Cobb agreed with the previous speakers. Trustee St. Hill stated Dr. Bradshaw does have what it takes to move this University in the right direction. Trustee Morton stated he felt we have two very good candidates, but his preference is for Dr. Bradshaw because he believes Dr. Bradshaw will instil within our community a sense of trust, likability and togetherness that will bring this community together to move this organization in the appropriate direction. Trustee Morton stated he found that Dr. Bradshaw has done a remarkable job of building a sense of trust and belief that they move together as a team and he thinks that is what we need here today. **Trustee Morton made a motion to nominate Dr. Bradshaw as the next President of Florida Gulf Coast University.** Motion was seconded by Trustee Hart.

Trustee Whitcomb asked what the process was for today’s voting. Chair Lutgert requested a roll call vote at the appropriate time. Trustee Cobb asked if we could amend the motion and ask for a vote for one or the other candidate. Trustee Malone stated that he would like to have the choice be a unanimous one from the Board and asked for direction on how that could be accomplished. Mr. Shearman stated the Board has to put forward and make an affirmative vote on one of the candidates and even if there was an implied for the other by a “no”, the Board would then go back and vote affirmatively for that candidate. He stated the Board still has a choice to select neither candidate. Trustee Malone asked if it was possible to find a sense of the Board vote. Chair Lutgert stated that could be done and then a motion could go forward. Chair Lutgert began this process with Trustee Malone who stated he previously expressed his preference for Dr. Wesienstein, and would stay with that. Trustee Starkey stated he was leaning toward Dr. Bradshaw and Dr. Weisenstein and he was very impressed with the entrepreneurial spirit and track record of Dr. Bradshaw. He stated Dr. Bradshaw was able to grow the university in the urban area and take advantage of diverse resources including the community college campuses. Trustee Starkey thought Dr. Weisenstein’s answers were articulate and detailed but as he took all of this into consideration, his sense at this time was that Dr. Bradshaw’s experience as an existing president for the last seven years would probably tilt his vote in his favor. Dr. St. Hill
stated Dr. Bradshaw will be creative and innovative enough to move this University through the next decade. She stated Dr. Bradshaw is also very committed to being here and will land the eagle he brought with him today in the next decade. Dr. St. Hill stated she saw Dr. Bradshaw in the forums with faculty, students; he would be personable and would fit with the student centeredness we have. Trustee Piepenbrink stated he was very impressed with Dr. Bradshaw’s interactions from the student forums and that he was very charismatic. Trustee Whitcomb stated that after viewing the interview videos, her vote would be with Dr. Weisenstein. She stated her only concern with Dr. Bradshaw is the lack of experience with athletics. Trustee Whitcomb stated she especially liked Dr. Weisenstein’s entrepreneurial spirit and did like his articulate and direct answers to questions. Dr. Lester stated that for the reasons described by others, he would be in support of Dr. Weisenstein. Trustee Morton stated he is on the record with the motion. Trustee Hart stated he leans toward Dr. Bradshaw because he thinks he is a better fit for this University and brings the characteristics that allow staff to do their job. He stated we have a wonderful Athletics Director on campus and as he was thinking of athletics and placing Dr. Bradshaw and Mr. McAloose together, he felt he would not worry. Trustee Hart stated he also would not worry about fundraising as he looks at Mr. Magiera and realizes that Dr. Bradshaw will take advantage of what we have with all our staff in place. Trustee Villalobos stated he supported the comments regarding Dr. Bradshaw and felt he has what we need to move forward and think outside the box that we will need in the next decade. Trustee Cobb stated he supported Dr. Bradshaw. Trustee Harrington stated we have had three good candidates who have come forward and he thought the two best are the two who remained. Trustee Harrington stated he feels we need a strong commitment for a decade and because of that, he would support Dr. Bradshaw. Trustee Lucas stated he supports Dr. Bradshaw because he is innovative, flexible, and creative. Chair Lutgert stated both candidates were at the top of his list and both have very strong attributes and the Search and Screen Committee did an outstanding job. Chair Lutgert stated that while Dr. Weisenstein could jump into the job, Dr. Bradshaw was a person you could feel a close affinity to and has an extraordinary sense of energy and while it’s a close call-- the energy Dr. Bradshaw displayed would lead Chair Lutgert in that direction. He stated that he liked Dr. Bradshaw’s commitment to the term that he would be here and his excitement and energy for the job.

The motion was amended by Trustee Morton to add the successful completion of the contract to be negotiated by Trustee Lucas and successful ratification by the Board of Governors at their September meeting. Trustee Lucas agreed to this assignment. Trustee Hart accepted this amendment.

Chair Lutgert stated there would be a brief fifteen minute break until President Bradshaw would return to the meeting room. Chair Lutgert commended Interim President Pegnetter for his service to the University. He stated Dr. Pegnetter is an extraordinary man and the University could not thank him enough for his service.

9. Chair’s Closing Remarks & Adjourn Meeting – Chair Lutgert

Chair Lutgert announced the arrival of Dr. Wilson G. Bradshaw, the new President of Florida Gulf Coast University. Dr. Bradshaw stated that this was the happiest day of his life and he promised to give his very best to Florida Gulf Coast University. The meeting adjourned at 4:00 p.m. and a reception followed the Board meeting.