

**New College of Florida Presidential Search Committee  
Draft Minutes for December 8, 2020**

**Call to Order**

The virtual meeting (via the Zoom meeting platform) was called to order at 4:00 pm and a quorum was established. General Counsel Fugett confirmed that the meeting had been duly noticed.

**Committee Members Present:** Mary Ruiz (Chair), Ron Christaldi (Vice Chair), John Cranor, William C. Dudley, David Harvey, Emily Heffernan, Sarah Hernandez, Alan Levine, Sofia Lombardi, Michael McPherson, Dwayne Peterson, Sharon Landesman Ramey, Mona Rankin, Felice Schulaner, and James B. Stewart. **Members Absent:** None. All committee members attended virtually through the Zoom online meeting platform.

**Consent Agenda**

The minutes of the November 3, 2020, meeting were approved unanimously. Market Salary Data for presidential salaries was provided to the committee for review in advance of the meeting. This included peer group data from the State University System of Florida (SUS) and other Non-SUS Florida institutions.

**Search Firm Introduction**

Chair Ruiz informed the committee of the process through which a search firm was selected to assist in the presidential search. The Procurement Committee consisted of the Vice President of Finance and Administration (Chris Kinsley), General Counsel (David Fugett), Associate Vice President of Human Resources (Loretta Shields), Chief of Staff (Brad Thiessen) and the Board Chair (Mary Ruiz). Chair Ruiz then introduced the search firm that was chosen – WittKieffer.

The WittKieffer consultants that will be working with New College on the search for our new President include:

*Dennis Barden, Senior Partner*

Mr. Barden is a recognized thought leader in higher education search and contributes regularly to such publications as The Chronicle of Higher Education and CASE Currents. He is also a popular speaker and panelist on the topic of leadership in higher education and has been recognized by the Council for the Advancement and Support of Education with its Steuben Apple Award for excellence in the organization's international educational programs. He works from offices in Chicago and Sarasota, Florida.

*Lucy Leske, Senior Partner*

Ms. Leske is the co-chair of the WittKieffer Diversity Council and works with clients to enhance diversity and inclusive excellence in leadership recruitment. She has played a key role in expanding WittKieffer's international executive search practice. She served for ten years on the Board of Trustees at Mitchell College in New London, Connecticut, and on numerous boards and committees related to environmental and community sustainability in her hometown of Nantucket, Massachusetts.

*Veena Abraham, Senior Associate*

Prior to joining WittKieffer, Ms. Abraham was Senior Director of Regional Engagement for the University of Miami in Florida. In this role, she led the vision for the regional strategy for the University of Miami Alumni Association and was responsible for the planning and implementation of programs that strategically engaged alumni. Additionally, Veena served as the Associate Director of Regional Programs

for Georgetown University in Washington, D.C. Prior to working in higher education, Veena was a retail buyer and practiced law as a corporate immigration attorney.

### **Search Firm Presentation**

Lucy Leske and Dennis Barden provided a presentation to the committee giving an overview of the search, a timeline, and a general outreach schedule for campus input.

The general plan is this:

*Purpose* – For the search committee and search firm to:

- Gain an overall perspective of the environment in which the next president will operate.
- Shed light on any sensitive issues that might affect the recruitment strategy.
- Benchmark the qualifications essential for the role and serve as the foundation for both the search strategy and the eventual transition for the successful candidate.
- Assess the current pulse of the institution with regard to the leadership transition.
- Promote the values of transparency and inclusivity among the entire community.

*Methodology* – Input is gathered from key stakeholders on institutional strengths and challenges, leadership imperatives for the next president, performance expectations for the short and long term, and key qualities and qualifications.

- Meetings – WittKieffer meets with search committee, president and direct reports and other key stakeholders to gather input on the themes above as well as operational strengths and challenges facing the new president.
- Open forums – Working with NCF staff, open forums are held with faculty, students, staff and other interested stakeholders to gather input from the broader community on the themes above, from mid-December to early January. Search committee members are encouraged to attend.
- Electronic Survey – WittKieffer launches an electronic survey that is open to the entire NCF community from mid-December to early January.

*Deliverables and key dates*

- Leadership profile – WittKieffer will draft based on input from meetings, forums and survey, with assistance from NCF team. Search Committee to approve by January 18, 2021.  
The profile:
  - Articulates the collective vision, perspectives and requisite qualifications identified by the Board of Trustees, Search Committee and other stakeholders serve as a foundation for recruitment strategy to stimulate nominations and attract candidates.
  - Serves as a guide for candidate review and interview process.
  - Lays the foundation for new president's transition.
- Communication plan – to include periodic community emails and postings on NCF website on search progress.
- Advertising and recruitment strategy – execute January-March 2021.
- Application deadline – Late Feb
- First and second round interviews – Mid March/Early April 2021
- BOT Selects Top Choice for contract negotiation – May 2021
- BOT submits required documents to BOG – June 1, 2021
- BOG confirms appointment – June 22, 2021

**Open Discussion**

There were some question and some discussion regarding the upcoming open forums, including dates, times, and general guidelines as to how they would be conducted. Several members of the committee were assigned to chair the various open forums. Finally, there was some discussion where committee members gave opinions on the critical skills needed in the next New College President.

**Adjournment** – There being no other business, the meeting was adjourned at 5:10 pm.

Respectfully Submitted,

David A. Fugett  
General Counsel