

**FLORIDA A&M UNIVERSITY
BOARD OF TRUSTEES
PRESIDENTIAL SEARCH COMMITTEE
Minutes
October 17, 2013**

The Presidential Search Committee met on October 17, 2013. Trustee Karl White called the meeting to order and asked Ms. Barge-Miles to call the roll. The following members of the committee were present: Committee Chair Karl White, Trustee Torey Alston, Dr. Manoj Chopra, Committee Vice-Chair Spurgeon McWilliams, Mr. Tommy Mitchell, Trustee Narayan Persaud, Trustee Belinda Shannon, Trustee Anthony Siders, and Trustee Marjorie Turnbull. A quorum was established. Trustee White recognized the presence of Board Chair Solomon Badger, Trustee Glen Gilzean, and Committee Advisor former President Frederick Humphries.

Trustee White asked the Committee to consider approval of the minutes from previous committee meetings and sub-committee meetings. The following sets of minutes were approved by the Committee:

Presidential Search Committee Minutes Moved by Trustee Persaud Seconded by Trustee McWilliams	December 5, 2012
Presidential Search Public Forums Moved by Trustee Shannon Seconded by Trustee Persaud	October 11 & 27, 2012
Qualifications and Criteria Sub-Committee Moved by Mr. Mitchell Seconded by Trustee Persaud	August 30, 2012 September 6, 2012 October 8, 2012 October 19, 2012 October 26, 2012
Marketing and Communications Sub-Committee Moved by Trustee Alston Seconded by Trustee Persaud	August 30, 2012 September 12, 19& 26, 2012 October 3, 10, &24, 2012 November 14 & 28, 2012
Presidential Compensation Sub-Committee Moved by Mr. Mitchell Seconded by Trustee McWilliams	February 22, 2013

During consideration of the minutes, Mr. Mitchell indicated that he wanted to state for the record that he would like to discuss the National Alumni Association's request that Dr. Larry Robinson be allowed to apply for the presidency.

Next, Trustee White provided a re-cap of the search process, up to its suspension. He indicated that much of the Committee's work had been done. Greenwood/Asher was selected as the search firm and will continue to assist the University with the search process. He stated that the University was in a position now to continue its application process. The presidential search advertisement will run for 30 days, with the goal of completing the search by early February 2014, at the latest.

Trustee White asked Ms. Marion Frenche, Executive Search Consultant with Greenwood/Asher to discuss the current presidential search environment. Ms. Frenche reported that data from the American Council on Education indicated that 92% of presidents and provosts are in their mid-50's, the prospect pool should be heavily experienced in understanding business models for higher education, and identifying new streams of revenue. Potential applicants will be more seasoned, ready to step into the presidency and have the depth of experience the University is seeking. According to the presidential profile, the pool could have individuals who were not on a tenure track and have moved up from different areas of university administration.

In regards to FAMU's search, Dr. Greenwood, stated that they were watching the market very closely for competitiveness and timing and that FAMU is in good shape with its search. Trustee Shannon asked if the position description needed to be changed since it was first posted. Ms. Frenche indicated that a change in the market would not require a revision of the position description, as the University is still seeking someone that is a strong leader, transparent, able to execute the vision of the University, a strong fundraiser, an excellent communicator, able to navigate the political landscape and make hard decisions.

Trustee McWilliams asked if the University had considered broadening the scope of the search to consider individuals that were not in the mainstream academic environment. Trustee White responded that they would look broad and consider candidates from a non-traditional background. He stated that Greenwood/Asher has not been shy about bringing forth such candidates. Ms. Frenche walked the Committee through the preferred process for providing recommendations and provided her contact information.

Chairman Badger asked for a description of the process regarding the steps that would be taken after a person is nominated. Ms. Frenche indicated that upon receipt of a nomination, she contacts the individual to discuss their interest in the opportunity. That individual is pursued until he/she makes a decision regarding whether they want be involved in the search process.

Ms. Frenche shared that the pool will come from nominations/recommendations, self-nominations, and market segmentation, wherein Greenwood/Asher will reach-out to a segment of the market and recruit potential candidates for the University.

Trustee White stated that the search committee will set a time to meet to go through the applications. He stated that it is reasonable to expect that some prospects may wait until then to apply for the position, to minimize their risk of exposure to their current employer. He also noted that the time-frame should be very quick.

Trustee Alston asked Trustee White to discuss the two-step screening process. Trustee White replied that the Committee will go through the set of official applications, narrow it down to a smaller group of semi-finalist that the search committee will interview. From that group, a set of finalist will be selected. The finalist will have campus visits and interview with the full Board of Trustees, for a final decision.

Following a brief discuss regarding allowing Dr. Robinson to apply for the presidency, Trustee White interjected that the search committee is not in a position to address that concern, as the decision was made by the Board of Trustees. He noted that the National Alumni Association's position will be memorialized in the minutes, as requested by Mr. Mitchell.

Trustee White informed the Committee that the ad will run again for 30 days, in the *Chronicle of Higher Education* and in *Diverse Issues of Higher Education*. At the conclusion of the advertisement period, the Committee will be provided the pool of potential candidates from Greenwood/Asher, so that the screening process can begin.

Mr. Mitchell stated that he believes that the chosen candidate must have a mission and passion for the Historically Black Colleges and Universities (HBCU's). Trustee White said that this issue could be addressed in a form of a question to candidates.

Trustee White stated that the next meeting would probably be by phone and that the template that was received from the previous schedule, would be utilized again, as there have been no changes in the overall environment.

At the conclusion of the discussion, the meeting adjourned.