

Presidential Search Committee Meeting Agenda

Thursday, December 7, 2023
9:00 a.m. - 11:30 a.m.

Florida Polytechnic University
Barnett Applied Research Center and Virtual via [Microsoft Teams](#)

Dial in option: 1-863-225-2351 | Conference ID: 998 247 328#

COMMITTEE MEMBERS

Beth Kigel, Chair	Jack Harrell, III	Dr. Matt Bohm
Bud Strang	Jordan Jernigan	Melia Rodriguez
Dr. David Williams	Governor Ken Jones	Dr. Sanna Siddiqui
Don Wilson	Lyn Stanfield	Stephanie Madden
Gary C. Wendt	Mark Bostick	Wesley Barnett

AGENDA

I.	Call to Order	Beth Kigel, Chair Presidential Search Committee
II.	Roll Call	Kristen Wharton Corporate Secretary
III.	Public Comment	Beth Kigel, Chair
IV.	Opening Remarks	Beth Kigel, Chair Cliff Otto, Chair Florida Polytechnic University Board of Trustees
V.	Committee and Staff Introductions	Beth Kigel, Chair
VI.	Presidential Search Regulations	
	A. Board of Governors Regulation 1.002	David Fugett, Vice President and General Counsel
	B. Sunshine Law	David Fugett
	C. Non-Disclosure Agreement	David Fugett
VII.	Presidential Search Logistics	
	A. Campus Community Survey Results	Beth Kigel, Chair

- B. [Position Criteria](#)
Action Required Beth Kigel, Chair
 - C. [Marketing Plan](#)
Action Required Samantha Lane, Director
Marketing, Branding, and
Creative Services
 - D. [Application Process](#) Beth Kigel, Chair
 - E. [Presidential Search Committee Timeline](#) Beth Kigel, Chair
- VIII. Next Steps and Adjournment Beth Kigel, Chair
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1.002 Presidential Search and Selection

- (1) Pursuant to a delegation of authority from the Board of Governors, each board of trustees is responsible for conducting a search and selecting a candidate to serve as the president of the institution, subject to confirmation of the candidate by the Board of Governors. To ensure that the search process is transparent, robust, and designed to attract highly qualified individuals, each university board of trustees must conduct the search process in accordance with the following criteria:
- (a) The Chair of the board of trustees, in consultation with the Chair of the Board of Governors, shall appoint the members of a search committee comprised of no more than 15 members, one of whom must be a member of the Board of Governors and at least three of whom are members of the board of trustees. Committee members selected to serve on the search committee should consist of individuals from the institution's faculty, the student body, the institution's foundation board, and, if applicable, the institution's financing corporation board. However, none of the individuals selected to serve on the search committee should hold positions that report directly to the president. In addition, the Chair of the board of trustees should consider appointing alumni, donors, and/or members from the community where the institution is located to serve on the search committee. The Chair of the board of trustees will appoint a trustee member of the search committee to serve as chair of the committee.
 - (b) The board of trustees or its designee:
 - 1. shall obtain an executive compensation analysis that encompasses all components (salary, benefits, bonuses, and all other forms of remuneration) and that takes into consideration compensation paid to the current president, presidents of peer institutions, as well as other relevant factors (such as market trends, the available qualified pool and relevant competition for candidates), from which the search committee will establish a range of compensation that will be submitted to the board of trustees for approval and use by the board of trustees or its designee in negotiating the employment contract with the final candidate;
 - 2. may retain the services of an executive search firm/consultant, subject to a competitive procurement process or use of a competitively procured, pre-qualified list, if total compensation will exceed the threshold established in Board Regulation 18.001; and any search firm/consultant that is retained should be familiar, or demonstrate its ability to become familiar, with Florida's Sunshine laws in chapters 119 and 286, Florida Statutes, and the confidentiality requirements in section 1004.098, Florida Statutes, applicable to executive searches; and
 - 3. shall provide a charge to the search committee that outlines the scope of the search, the estimated timeline for the search, and the committee's responsibilities.

- (c) The search committee, assisted by the executive search firm/consultant (if retained) will be responsible for:
1. oversight of a webpage on the institution's website that includes a link to the home page for meetings related to the search and information on the means of providing stakeholder input, which shall be maintained for purposes of transparency;
 2. establishing a calendar of public events for the process as they are planned that takes into account the need to align the timing of the selection process with the estimated timeline specified by the board of trustees to the extent feasible, and meeting dates of the board of trustees, and of the Board of Governors for purposes of the confirmation process;
 3. developing recommended position criteria that are consistent with the institution's mission, strategic plan and aspirational goals, which shall be approved by the board of trustees;
 4. approving a marketing plan, that will be submitted to the board of trustees;
 5. identifying individuals who may apply, be nominated, or recruited, taking into consideration their experience, qualifications and leadership capabilities under the position criteria to produce a pool of qualified applicants;
 6. vetting applicants by, at a minimum, ensuring that available public records and online resources are checked in order to narrow the pool of qualified applicants who will be invited to participate in interviews with the search committee and that the references of candidates to be referred to the board of trustees are thoroughly checked;
 7. determining, under the position criteria, the applicants to be interviewed by the search committee and conducting those first applicant interviews; and
 8. recommending an unranked list of final applicants who are qualified under the position criteria to further the institution's mission, goals and priorities for on-campus meetings or forums with faculty, students, and other stakeholders and for consideration and on-campus interviews by the board of trustees. The search committee is required to submit more than two qualified applicants, selected by a majority vote of the search committee, to the board of trustees for consideration, other than in exceptional circumstances making fulfillment of this requirement infeasible. If more than one candidate is not coming forward, the board of trustees must be notified of the reason and may decline to act.
- (d) The board of trustees or its designee, with the assistance of the executive search firm/consultant (if retained), shall then be responsible for:
1. ensuring that at least a preliminary criminal, financial, education and professional background check is conducted for the final applicants who are recommended by the search committee to interview with the board of

- trustees; ensuring that additional screening of those applicants is conducted by contacting other persons or entities that can provide additional information relevant to the position criteria on the applicant's job performance in his or her current and past positions, an assessment of the applicant's leadership capabilities and management style, ability to work with various stakeholders, and expected effectiveness as an advocate for the institution and the State University System; and ensuring that a background check of the president-elect is finalized prior to recommendation of the president-elect to the Board of Governors for confirmation;
2. holding on-campus meetings with faculty, students, and other stakeholders and conducting final interviews with the board of trustees;
 3. selecting a final qualified candidate under the position criteria as president-elect for recommendation to the Board of Governors for confirmation;
 4. drafting an employment contract covering the financial and key performance terms, to be reviewed by the Board of Governors general counsel prior to execution for compliance with state law, that is consistent with the compensation range approved by the board of trustees, and that is contingent upon confirmation of the candidate by the Board of Governors; and
 5. submitting a written description of the selection process and criteria, the president-elect's qualifications, and a copy of the employment contract to the Board of Governors for consideration in the confirmation process. The president-elect is not eligible to commence employment with the institution or execute the employment contract prior to confirmation by the Board of Governors.
- (2) The Board of Governors' member who serves on the search committee shall be responsible for reporting on the progress of the search and selection process at each regularly scheduled meeting of the Board, and shall serve as a member of any search committee subcommittee established for the purpose of analyzing the appropriate range of compensation for the final candidate. As part of the member's report to the Board, the member will keep the Board informed on matters relating to the range of compensation and other material terms of any proposed employment contract discussed by the search committee or the board of trustees during the search process.
- (3) All persons with access to confidential applicant information protected by section 1004.098, Florida Statutes, shall execute a non-disclosure agreement to ensure confidentiality of the information as required by law. Failure to abide by the requirements of the non-disclosure agreement may subject an individual to civil or criminal penalties under Florida's Sunshine Laws.

- (4) The Chancellor shall brief the president-elect in preparation for the meeting at which the president-elect shall be presented to the Board of Governors for confirmation.
- (5) The president-elect shall personally appear before the Board of Governors at a scheduled meeting for an interview as part of the confirmation process. The Chair of the board of trustees, or designee, will describe the search process and the material terms of the proposed employment contract, and introduce the president-elect to the Board. The president-elect should be prepared to respond to questions related to the institution's mission under its strategic plan, general awareness of institutional and system metrics, and any priorities established by the Board of Governors for the institution.

Authority: Section 7(d), art. IX, Fla. Const.; History: New 06-23-16, Amended 08-31-17, Amended 11-09-22.

VI.C. Non-Disclosure Agreement

Florida Polytechnic University Presidential Search Committee Non-Disclosure Agreement

The Florida Polytechnic University Board of Trustees (the “Board”) has launched a search for the next President of Florida Polytechnic University (“University” or “Florida Poly”). As the review of presidential applications commences, it is imperative that, to the extent required or permitted by law, applicants be afforded maximum confidentiality. To attract and retain the most competitive and diverse group of talented applicants, and to safeguard the integrity of the process, the undersigned member of, and/or support to, the Presidential Search Committee (the “Committee”) agrees and commits to the following:

1. I certify that I am not an applicant for the position of President of Florida Poly. I accept responsibility for conducting myself in a professional manner as an ambassador of the University, its Board, and the University’s presidential search process.
2. I acknowledge that only the Chair of the Committee is authorized to speak on behalf of the Committee, and only the Chair of the Board is authorized to speak for the University.
3. I acknowledge that information is a crucial component of the work to be performed related to the Presidential Search. This work includes information developed and received about applicants and their employing organization. I understand this effort is necessary to attract and retain high quality applicants, to avoid putting their current positions in jeopardy, and to protect the integrity of the University. Specifically, to the extent required or permitted by applicable law, I will adhere to the following principles:
 - a. I understand and acknowledge that I must hold in strict confidence, and protect information containing the identity of, or any other information about, applicants for the presidential position at Florida Poly. This includes, but is not limited to, names, past or present employers, locations, education, experience, or any other information that might provide clues as to the identity of an individual.
 - b. I understand and acknowledge that I will have access to confidential information of the University, the Board, and the presidential search process, such as discussions regarding the qualifications and merits of individual applicants, possible candidates for the position, and of current or former University employees. I understand and acknowledge that I must hold now, and in the future, in strict confidence and protect all information I receive as a result of that access and from those discussions.
 - c. I will not contact individuals for informal references or other information on applicants, unless this is specifically requested by the Committee.
 - d. I agree to take all steps reasonably necessary to prevent unauthorized persons from gaining access to any confidential information in my possession relating to the search and to safeguard passwords and computers from unauthorized access. This includes ensuring confidentiality if participating virtually in meetings that discuss confidential information.

VI.B. Non-Disclosure Agreement

4. I will return all records relating to the search, as requested, during the period of the search, and return all records at the conclusion of the search.
5. I will follow all applicable rules and regulations of the University and applicable state and federal laws. I understand that nothing in this Agreement will prevent Florida Poly from complying with the requirements of Florida law, including, but not limited to, Chapter 119 of the Florida Statutes and Section 1004.098, Florida Statutes, regarding disclosure of public records, now and in the future.
6. This Agreement shall be governed by and construed in accordance with the laws of the State of Florida.

Signature

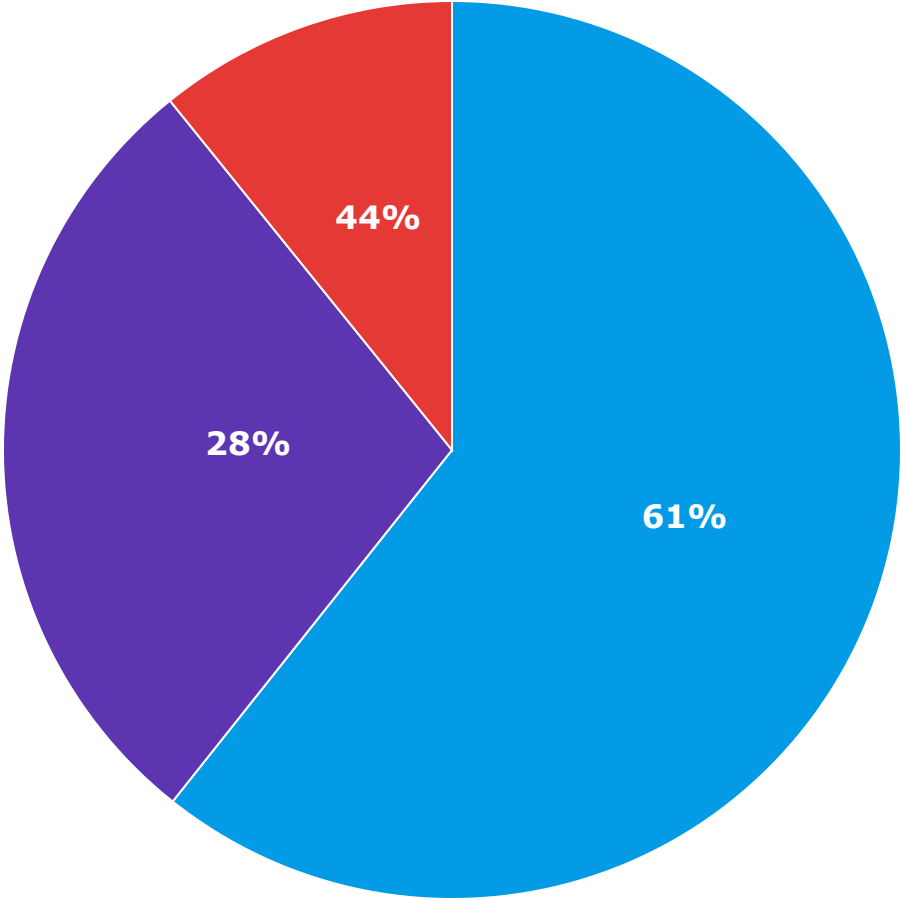
Print Name

Date

Campus Community Survey Results

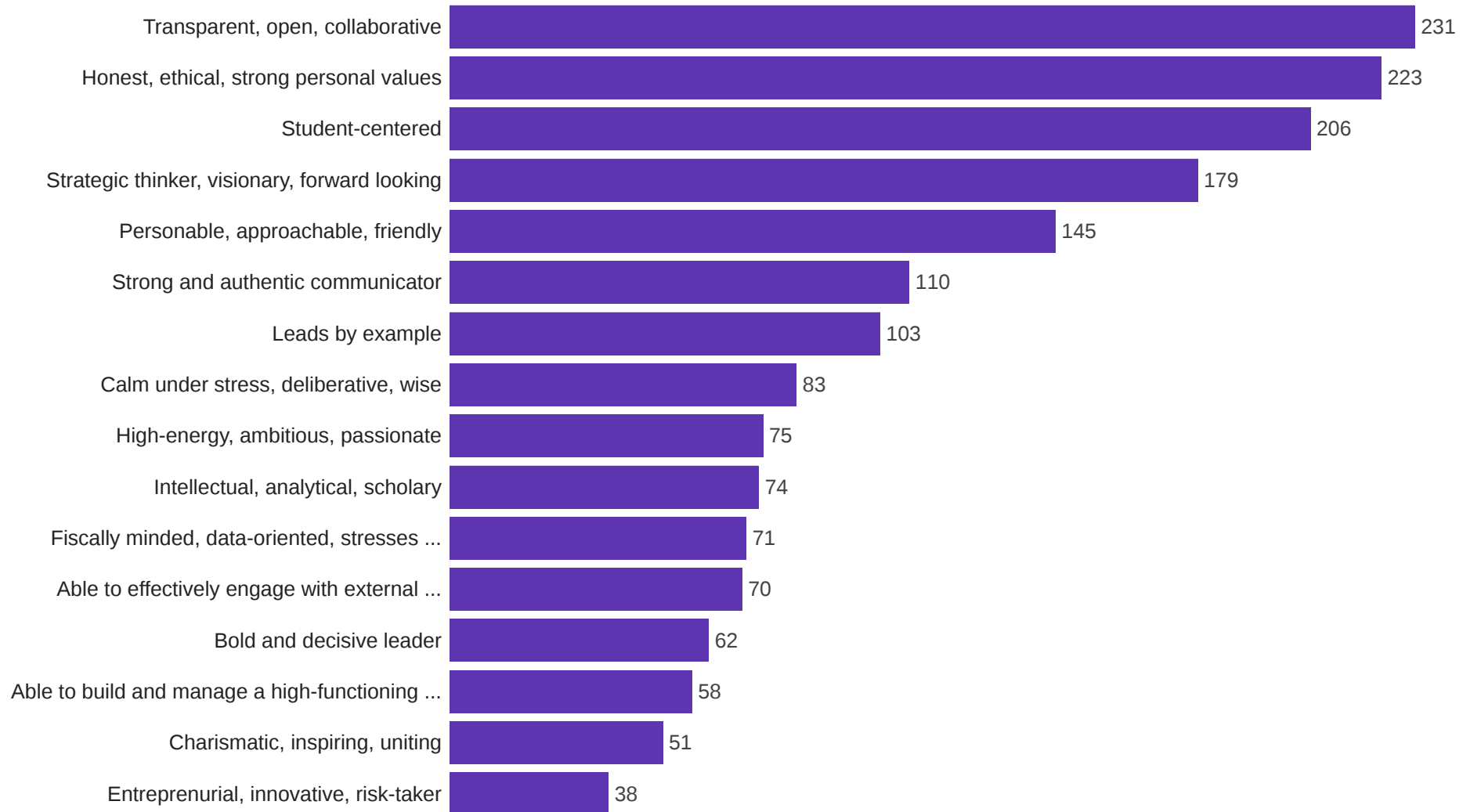


How would you describe your affiliation with Florida Poly?



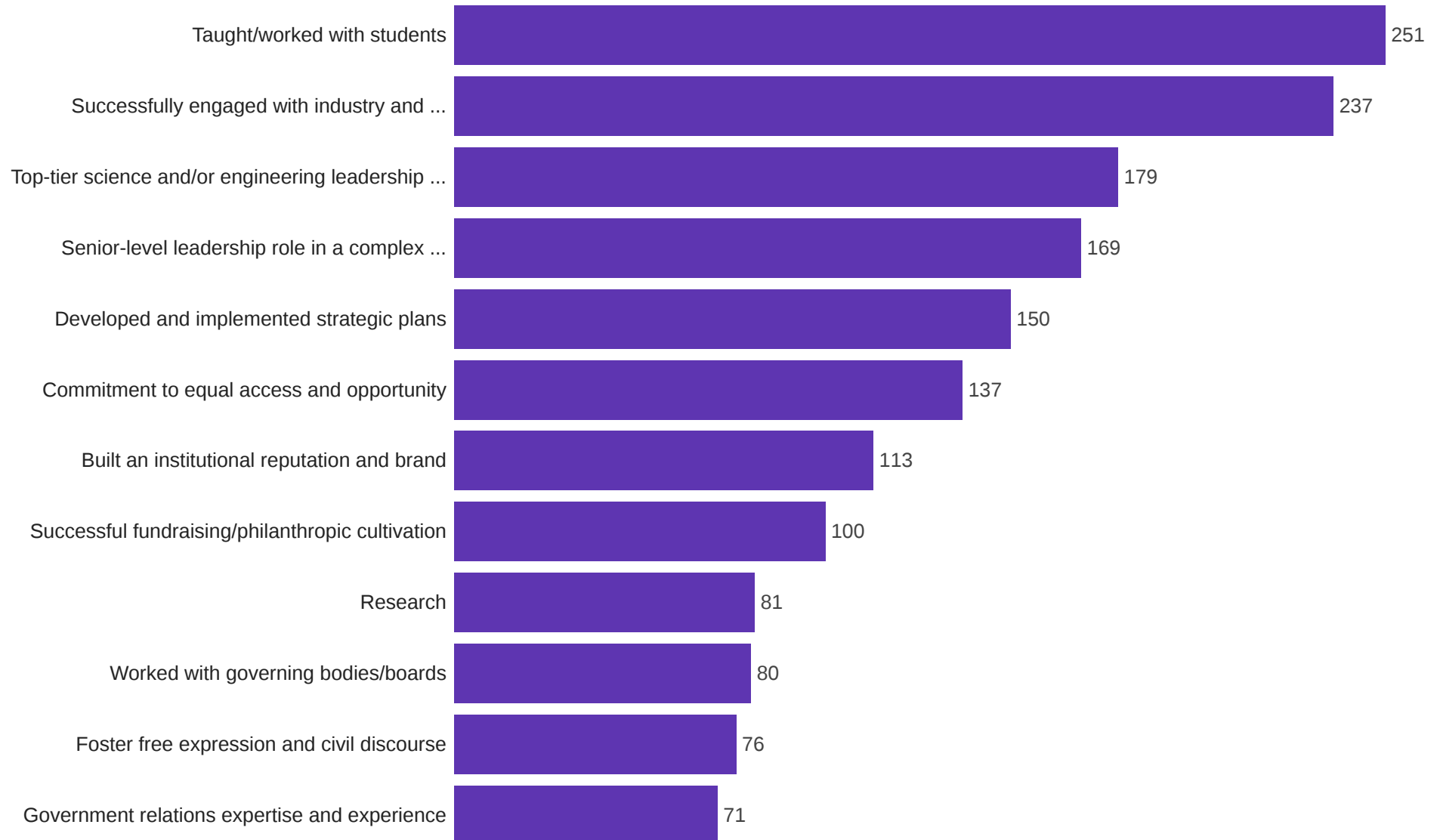
● Student ● Staff ● Faculty

Please select up to five of the most important attributes you believe Florida Poly's next president should possess.



● Choice Count

Please identify up to five of the career experiences and abilities you would most like to see in Florida Poly's new president.



● Choice Count

Do you have any additional input regarding the search for Florida Poly's next president?

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I want to see this school continue to expand and improve for the better. Any person who can carry that on, and make a fulfilling experience for the students in the future. Someone who can bring in a strong educational force for future growth.

The next president must consider mental health support services to be a priority to the growth of this institution. We cannot continue to serve and retain our students with inadequate mental health services.

Our next president should be able to capitalize on our impressive and impactful past successes, amplify those and that common vision, and move us forward along that potential continuum toward those or better goals.

We need someone that can form an even stronger team which is also open to the ideas of their team. Improve employee retention and satisfaction for best employer rankings. I think expanding university offerings to bring in additional outside funding would help attract more investments and grow the university quicker. Someone who is also able to continue to grow these relationships and find a way to receive major investments both from state and local government but also from large corporations.

Please bring someone in who cares about the students and their wellbeing over finances. We really are suffering both in education and in other ways.

A president with excellent interpersonal skills holds significant importance within the Florida Poly community. We value leaders like Randy, who embody approachability and kindness. A leadership style characterized by a rigid approach is not likely to thrive at Poly. Transparency and conscientiousness are also highly prized qualities in a leader.

Have someone, that is focused on the task and hand and doesn't drift away from it for even one second.

Find someone real, caring, fair. Too much favoritism and nepotism and salaries are unfair! All in who you know, not what you do. Positions made up for some, while others are not paid equal to their position. AVP's don't work even 40 hours, yet paid 6 figures. Quit remote working because NOTHING gets done and people are unreachable. Staff is the backbone & if they aren't treated fairly, how can the university run properly for the students?

As colleges exist for the purpose of education, their obligation is to the students, so please just let it be someone who cares about the students and wants to improve Florida Poly in a student-centered way both academically and in terms of student life on campus instead of abusing it as a money making machine.

Who knows where to take Florida Poly in 10 years?

Florida Poly has a diverse and unique student body. People from every religion, every walk of life and background. Whoever you choose, make sure they are here to protect the rights of the students and what we believe in.

Makes a parking lot

I believe we need a leader with a vision, but more importantly, with the intellectual humility (see Google's thought leadership on what makes a good hire) to admit when others have a superior position. Someone who has some charisma and personal power of their own, but is more focused on pulling the greatness out of the fantastic faculty, staff, and students we already boast.

Please continue the fun place to study without the political correctness.

No

Prolific fundraising track record. In the next 20 Years, that will be crucial to success.

Anyone except Vollaro

They must approve of Solaris :)

I would like to see an improvement in the diversity equity and inclusion within the school. I would also like to see a president who can recognize the issues within the student body and address them. I would like someone who could fix the parking problem and the staffing problem.

The next president should be one that is patient, kind, intellectual, and charismatic. The next president should be one that is able to engage with all kinds of students and staff. As well as have a mindset on how to get things done with efficiency and with fiscally sounded mind.

We need someone that is able to make connections across industries. Even though fl poly has a stem based mission and e could find funding/support for any industry. We need someone who is able to communicate persuasively and with passion to showcase fl poly. They also need to be an esteemed member of society and is part of the right social circles to help polys cause

Not pay to win

Someone who won't give up on this adolescent school would be great. Growing pains happen, we just need someone who will take them in stride and lead us to a better future.

Someone who LISTENS TO STUDENTS and takes our issues and suggestions to heart as opposed to only ever caring about the donors and pushing students aside.

no

I would love to see someone of color as our president. When I've seen the board of trustees and other govern groups on campus, there is a strong lack of people of color. It would be amazing if they were Hispanic or from somewhere else that would be considered ethnic!

Please work to get this right. We need someone that understands academia and also how to put building blocks in place to continue to grow the institution. Ask the candidates "HOW WILL YOU PUT YOUR MARK ON THIS INSTIUTION" and listen carefully to their response.....is it measured and doable, have they thought about the institution enough to provide a reasonable response. Also ask them their first year plan, and first 100 day plan.....again, consider if they response is thoughtful.

Ideally someone who understands what type of institution we are and who will work to help mold us into our future potential rather than fit us into a box of their past experience.

No

Understand our current academic degree programs, stabilize then strategically grow our all-STEM university with attention to the holistic student experience as they work toward becoming new STEM professionals or pursue graduate studies.

Someone who cares about building a community. Not a company or industry.

N/A

For this next phase of Florida Poly's growth, we need an energetic, more extroverted leader who can successfully engage with our external audiences, including legislators, industry, and major donors. I would say he or she does not necessarily need to come from an engineering academic background, but one who is more well-rounded in their capability to champion and grow the university's name recognition, enrollment, key relationships for funding, and physical campus.

Should NOT be vollarro

The president should be someone who drives a car so they can see how dogshit parking is on campus.

I would prefer to see candidates that had experience leading stem focused schools versus four-year liberal art schools.

Someone who wants to make the fields of study grow at Florida Polytechnic University.

Try not to pick someone with a criminal record. Look at the CEOs and executives for any current industry in America, and pick someone that is the exact opposite.

Reflect the diversity of the STEM career fields with this choice of president

The next president should make smart decisions to lead and improve the university so it has the potential to become the next MIT, they have to be able to expand and grow the school so the surrounding areas can quickly populate.

Don't pick Vollaro.

N/A

Someone who isn't part of the elite social group.

The next president should be open to more flexible options for students and prioritize the student experience at FPU.

Will commit to fixing the parking issue on campus

A strategic leader who is passionate about the entirety of Florida Poly, from the Faculty, Staff, Students and University Community to grow the University into the future.

Results oriented. Genuine, evidence based not just fake publicity.

It is going to be hard to fill President Avents shoes.

The President should be someone who wants the best for the brand of Florida Polytechnic. This should be increasing the minimum requirements for the institution to reduce poor behaviors of students who know how to play the school game and teachers who give their students leeway because they care.

This is not increasing test scores. More like extracurricular STEM activities or STEM-adjacent sports. Most sports require a fundamental feeling of how mechanics work in order to do well called form.

No.

Our education shouldn't be a political battlefield, our next president shouldn't just be another loudspeaker for the current flavor-of-the-month propaganda. They should put students, staff, and faculty first, and everything else second, because Florida Poly won't be a successful school if it doesn't focus on what matters most.

Please make it someone who cares about the people who work for him and doesn't just care about the brand of the University.

Hi

I think that if the graduation/dropout rate of the school does not improve it will severely stunt the growth of the university in the long run. Accepting students who later drop out is a severe waste of university resources and discourages those who are accepted into the university from attending. I think that should be the focus when selecting a new president.

Open door policy and willing to work with the faculty.

The next president must be honest and have no indications of corruption. They also must have no history of showing favoritism or activism among students or professors. They must be impartial and willing to listen.

I feel that the best College/university presidents are focused on the tasks at hand and do not try to influence the students or faculty to one way or another, they rather lead by being able to get everyone to work together on a single goal.

I feel that poly need to have better faculty leadership, every faculty member I know complains that the work culture here is toxic to some degree.

I want a president I can talk to, one who is actually seen on campus. I also want one that does not like to push non-work related agendas such as social or cultural movements on student and faculty.

The next president must be above reproach and must be impartial and not be into any form of political activism.

I feel that the next president should be impartial and not take sides in political issues.

The next president must be, above all, honest. I also want a president who will be impartial and not take sides in social issues or politics as is so often the case at other Universities. A president should also take the lead and foster good will among faculty, which I feel is the greatest weakness of our outgoing president.

Our next president needs to be a seasoned academic leader (having held either Provost or President level) who is informed of the current challenges facing higher education, is committed to the mission and vision of being a leading STEM institution, who is student-focused, and who engages easily and proactively with external stakeholders including industry, government leaders, & potential donors. The president should be aware of, and committed to, the current strategic vision and plan of FLPoly.

The person who will be the next president of FL POLY must have transparency in his/her diplomatic actions, a sense of retaining the best professors, and concern for the future welfare of students. Without these, keeping a circle of his/her own, and being associated with only a few favorites will not help the growth of the university.

Poly is ready to go from startup to scaling. Today, Poly is a fairly conventional STEM teaching school..no real differentiation. Given the cold start, this is a great achievement. However, it is now time to take it to the next level in terms of impact, thought leadership, and scaling.

Higher Education leadership experience in a STEM environment is critical.

I appreciated the opportunity to participate and contribute to this survey. Thanks so much!!

I would prefer someone with leadership experience at a STEM school, and can form a clear, concrete, and deliberate vision for the university. Also, someone with traits that are less common among university presidents may be well positioned to help us maintain a unique identity and attract a greater variety of students.

non political/ideological -

Anyone but Vollaro

No.

It would be nice if you could let the student body know who is in the running AND allow the students to voice their opinion BEFORE you make a decision. We all have to live with this.

It would also be nice if you could inform us afterward how this survey influenced any decisions made. This is a stem school after all. We like data. We also like not wasting our time.

I would like to see a president who puts students first in their decision-making.

The last president failed to make an impression on me as a student. In full honesty, I don't even know his name, that is how disconnected I am with him. I would love to have a president who actually interacts with the students instead of being a distant figurehead of the school that we never see.

Please pick someone who is actually the best candidate out of the selection available for this role. Not someone who is decent but, "checks certain boxes". I along with the other students of this university should and do want someone who will put the university first along with its success. Not someone who tries to ruin everything to implement their morals or opinions throughout the university and its curriculum. The best candidate. Not just "any" candidate.

Empathy is important when you are making decisions that effects people.

Our newest strategic plan specifies a "trajectory toward doctoral programs" and I would like a President who would guide that trajectory carefully and purposefully. The foundation of a quality graduate program is an experienced faculty body focused on research. I would like to see more emphasis on faculty development, mentorship, research development, and recruitment. I also see the need for more accountability on-campus for faculty who do not meet expectation.

I would want the next president to personally convene and facilitate routine group meetings with students. The objective should be to rapidly improve the student experience at Florida Poly by including students in the decision making process.

As a feature of inclusive innovation, communication between high-level (president) and lower-level (student) stakeholders is important.

It should be weekly (or at most monthly) in order to address the most up-to-date problems of students.

Get someone who won't embezzle school funds.

The main traits I want out of a new university president are someone focused on student success and engaging with the students regularly. In my eyes, the role of university leadership is to lift up their students and ensure they have the tools for success both inside and outside the classroom. I hope that the next university president is not only someone who embodies these principles themselves but will make sure that the other leadership also follows these ideals of student success.

I would like to see someone who has worked with students and who will put them first. The idea of pulling in a President from outside the university shows that the university does not value its professors and staff. If the university does not value them, why should we, as students, continue to attend the university?

Someone that would restrict Dr. Vollaro to one department.

The president should work with everyone in Poly not only the higher level but should consider all.

Whichever person will get rid of flame and restrict Vollaro to a single department.

Someone who can actually run the school and stay here longer than a year. I don't need a crazy academic background I NEED someone who knows how to run and fix this place and get all the faculty in check.

Someone who will make more parking lots. Make things with poly more standardized and fix the student retention/drop out rate.

n/a

When confronting problems, they seek to get the facts before they make a decision on which solution to pursue.

No

Strong relationships with business in Tampa, Orlando, and Lakeland

I think the next president should exemplify not only what the school stands for, but hold values and character traits that are in line with the mission of the school. They should be someone who prioritizes the students' experience and opinions and passionately pursues a stronger and better school.

I want it to be someone who isn't a selfish politician, it should be someone kind, generous, and ready to improve and push the Florida Poly community.

Sees the need to build a parking lot and makes other student-orientated satisfaction decisions.

Please do not let DeSantis take over this institution like he did New College. Please also appoint someone who can listen to the students and work with student government. Please also pick someone who can appoint an effective provost. Bring in someone who is young and enthusiastic, and who is able to work with the everchanging climate of the world. Listen to the students, please!

I highly encourage that they come from a STEM field

Keep politics out of the presidential search and selection. Select a president that is right for the university and students, not for partisanship.

No

Would LOVE to see a woman, someone with experience in diversity equity and inclusion, someone who is prepared to make Florida Poly a success in the coming years, and someone who cares about student success.

I believe they should represent the diversity of staff and faculty that we have while also maintaining a strategic edge in the continued development of what Florida Poly can become.

Florida poly is way behind the times in its policy, the current president has an outdated old fashioned approach, not allowing professors to record classes, & having an in class mentality, online classes are a norm for most universities but Florida Poly lacks online & remote courses, also courses in afternoons for working adults, we need more practical real world learning & less worthless academics, please find a forward thinking modern leader, sad its a tech school & have anti-tech polices

The next President should be a unifier. They should be able to work with outside leaders and businesses to invest monetarily and provide public support.

Someone who puts student mental health on the top of the list and encourages open source resources to be used (opens tax books etc)

For the upcoming president, I would like them to not only engage with the community, but while doing so, to promote respect and passion, promoting motivation that keep students looking forward to a own personal set goal.

Something that I would love to see is the improvent of the University expirience, as well as the teaching methods. As a first year at poly, given that it is a fairly new college, I feel that there isn't a sense of pride and sense of belonging in the university.

Needs to be forward thinking and interested in innovation.

Don't let Ron desantis ruin this school by swaying who is the next president. We worked too long and hard to get here. Do what's best for the students!

nothing at this time

Please do everything possible to avoid a political choice - recent examples of leadership being replaced with political choices (New College) have led to an immediate drop in quality in the institution, with double the number of students dropping out.

The next president should be well aware of what has been accomplished over the past decade at Florida Poly and should continue with that mission, rather than coming in and completely changing the dynamics of the institution. His ideas should compliment what is currently being developed at the institution.

The next president should be one that is willing to listen and hear what the students say and eager to take action on these matters. They should also be evolved with student life, showing up to events and connecting with students. Lastly, they should stand up for the students when issues related to our freedoms arise, such as the shutdown of Palestine-supporting groups on campuses and the request for information of transgender adults.

The next president of Florida Polytechnic should be someone who can build on the momentum the univeristy has created, with a focus on innovative research and industry partnerships around economic growth and high skill/high wage jobs. The president should have national recognition in their field, be politically agniostic, and provide a clear vision for how the university is positioned in the higher education landscape for STEM education.

Being a member of IEEE since it is a highly recognized professionally organization that instills ethics to follow as a member

A President expecting employees to work at their location of position. Too many "work remote" and not much gets done and you cannot contact them. Someone who holds the AVP's accountable, expects organization and results, and doesn't let the AVP's make up their own hours/schedules/expectations, etc. Salary guidelines!!! Too many employees are OVERPAID for their positions! Certain AVP doesn't even work 40 hours weekly, makes well over \$100K. Allows theft of company time! Fix this mess please!

No

The next university president should be far more proactive about peeling back the layers of the educational operations of the institution and work to reform what has degraded or failed to uphold the standard often touted by public relations officials. As a student who has held a critical eye to much of what I've experienced throughout my time here, I believe that the truth of the university is not conducive to what it hopes to grow into and that active scrutiny and reevaluation is necessary.

I believe that the new president should be ready to help the school grow. Campus and population is expanding rapidly at Poly and it is important that this president collaborates with students and faculty to understand our side of what needs to happen to improve the school.

Florida Poly's next president should focus on building university reputation and outreach. Having worked with industry and government, employers are presently surprised with the quality of Poly students, but lack the required channels and outreach to effectively understand the rigor and standards at Poly, conduct industry outreach opportunities, or even effectively communicate with the school in general.

someone who values and seeks to expand upon the current structures and programs at Florida Poly. They should have a clear vision for the university's growth, aligning with its established goals and values. includes fostering innovation, maintaining high academic standards, and continuing to build a strong community among students, faculty, and staff. A strong background in financial management and strategic fiscal planning is crucial.

The president should be well known across the student body for being active and attentive to their needs and wants

A mindset of Mission first, and people always

The next president needs to someone that has built successful programs, and who has a deep understanding of the challenges in undergraduate STEM education. It must be someone who has taught in the trenches. We need a strong balance between teaching and research.

N/A

N/A

Florida Poly Presidential Position Criteria

Florida Polytechnic University, a [top ranked](#) public, four-year undergraduate institution within the State University System of Florida, seeks a new president. Located in Lakeland, Florida Poly is the only state university dedicated exclusively to science, technology, engineering, and mathematics (STEM) education.

The president is Florida Poly's chief executive officer and reports to the Florida Poly Board of Trustees (the Board). Subject to the oversight and governance of the Board, the president is responsible for all Florida Poly operations and for assuring that all of those operations uphold and are consistent with the University's mission. These responsibilities include overall leadership and management of the institution, its academic and educational functions, its institutional fundraising, the development of strategic plans, and fiscal and budgetary plans and the allocation of resources. The president also has oversight responsibilities for Florida Poly's private affiliated organizations including the Florida Poly Foundation. The president will advance Florida Poly's academic and outreach efforts to enhance its programs and ensure that student services and support are provided to create appropriate learning environments.

Florida Poly's mission is to serve students and industry through excellence in education, discovery, and application of engineering and applied sciences and a bold vision to be the academic leader in building Florida's technology-based economy. Florida Poly, in the short time it has been in existence, has experienced amazing success. The University's enrollment continues to grow and it is in the process of building a new dorm and research facilities. For the third consecutive year, Florida Poly is ranked as the No. 1 public college in the Southeast by U.S. News and World Report. The University is also ranked as a top-20 public engineering program without a Ph.D. in the nation.

With its history of innovation and commitment to academic excellence, Florida Poly seeks a president who is ready to advance Florida Poly to the next step in growing the University to be the premier STEM university known for producing highly desirable graduates and new technology solutions. The president must be an inspiring, visionary champion of STEM education with the ability to harness the energy, talent, resources, and passion of Florida Poly's many partners and friends.

Candidates for the position should demonstrate significant, successful leadership experience in a complex organizational setting; an understanding of and ability to advocate for Florida Poly's mission and uphold its historical commitments; a commitment to the value and promise of outstanding, innovative STEM education; a deep and abiding interest in student success and academic excellence; a proven ability to lead Florida Poly's fund-raising efforts; and the interpersonal skills to develop productive relationships with all members of the Florida Poly community and others key to the success of the University.

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Qualifications and Attributes

The following criteria include the presidential qualities and characteristics established by the Florida Poly Board of Trustees in consultation with alumni, stakeholders, industry partners, and friends of Florida Poly.

Academic

- a) As the highest-ranking official of a major public university, the president should be a distinguished scholar or leader dedicated to the advancement of academic scholarship. A Ph.D., or advanced terminal degree, and/or significant executive experience in a STEM-related field that would command respect and complete confidence is required.
- b) While academic experience (professional and administrative) is strongly desired, exceptional candidates can also have demonstrated a high degree of scholarly and administrative success outside academia.
- c) Demonstrated commitment to and support for excellence in teaching, research, and service, and a willingness to champion interdisciplinary collaboration and genuine innovation in these areas.
- d) A willingness and ability to successfully work with industry partners on and off campus to provide exceptional research and growth opportunities for students and faculty.
- e) An appreciation and respect for all academic disciplines and a demonstrated support for scholarly work and academic excellence.

Leadership

- a) A dynamic, transparent, and confident leadership style appropriate to be the public face of a prominent public STEM institution with high state and national profiles.
- b) The commitment and confidence to embrace an ambitious goal of continual recognition as a top public STEM university.
- c) Ability and commitment to accelerate Florida Poly's enrollment trajectory, including the ability, fortitude, and strategic vision to take Florida Poly to the next level by increasing the number of quality students who welcome and can excel at the academic rigor of Florida Poly.
- d) Demonstrated commitment to free expression and civil discourse.
- e) Knowledge of the national trends in higher education, specifically regarding STEM education.
- f) Ability to identify new academic innovations and establish partnerships with private sector and governmental agencies to realize the potential for growth and opportunity at Florida Poly.
- g) Ability to improve the performance metrics that inform and impact Florida Poly's external rankings and performance measures established by the Florida Board of Governors and the Legislature.
- h) A passion for learning and the belief in the power of education to change lives.
- i) An understanding of all aspects of the student experience, and the ability to interact and engage with undergraduate and graduate students.

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j) An understanding of all aspects of the faculty and staff experience and the ability to effectively interact with faculty and staff.

Collaboration with Stakeholders

a) Ability to inspire trust and confidence among all internal and external constituents and stakeholders.

b) Ability to serve as a partner to the Board of Trustees and the Florida Poly Foundation to develop Florida Poly's priorities and strategic plan, leading Florida Poly to successfully carrying out that plan in a manner consistent with becoming a leading STEM institution.

c) Commitment to working collaboratively with the Florida Board of Governors and all elected state leaders to advance Florida Poly priorities.

d) A passion for and commitment to Florida Poly's academic values and the capacity to communicate its mission and needs clearly and persuasively to all external and internal constituencies.

e) A record of accomplishment serving as a relationship builder who is authentic, ethical, and of good character.

f) Demonstrated commitment to the faculty's participation in governance, including academic standards and policies, with faculty playing an appropriate role as determined by the Board of Trustees in decision-making processes that affect the academic and working environment of Florida Poly.

g) Experience serving as a passionate advocate for a university or organization and the capacity to establish fruitful relationships with members of the legislative and executive branches as well as donors, alumni, and other individuals who may be in a position to promote Florida Poly's agenda and interests.

h) Demonstrates an effective communication style that would be embraced by a broad spectrum of internal and external stakeholders.

i) Commitment to Florida Poly's role as a contributor to local, state, and national economic, environmental, and cultural vitality, and recognition of Florida Poly as a partner with the community in which it serves.

Operational Responsibilities

A. General

a) Demonstrated success in leading an academic unit or institution of higher education, including administrative experience, or experience serving in a senior-level leadership role in a complex organization in higher education, government, business, or the nonprofit sector.

b) An established history of leading and managing institutional change while achieving long- and short-term strategic objectives that advance the mission and goals of a complex organization.

c) The ability to develop high-performing leadership teams and to cultivate environments with a shared sense of mission and culture that encourages entrepreneurship, innovation, strategic risk-taking, and collaboration.

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- d) The ability to set clear expectations, priorities, and performance metrics that align with the vision for Florida Poly and inspire faculty and staff to achieve success.
- e) Experience leading an institution or organization during times of uncertainty, crisis, innovation, and opportunity.

B. Fiscal

- a) A high level of sophistication and understanding of the fiscal issues affecting institutions of higher education, in particular an astute understanding of public university finances and state-level budgeting and appropriations.
- b) Experience with complex budgetary matters, managing and allocating resources effectively, and large-scale budgetary decision-making.
- c) Experience in identifying and developing new revenue streams from public, private, and governmental sources.
- d) Commitment to collaborate and work with the executive and legislative branch of the Florida government to serve the mission and fulfill Florida Poly's needs.

C. Advancement / Fundraising

- a) A demonstrated ability to raise funds, with the capacity to cultivate a broad range of stakeholders including donors, alumni, and outside supporters of Florida Poly.
- b) Demonstrated success in fundraising from public and private sources and working with key stakeholders to engage them with the institution, as well as a willingness to place that activity high on their agenda.

D. Student Life

- a) An appreciation for the significant role of increasing the vibrancy of student life at Florida Poly. This may include providing quality services (food, housing, etc.), athletics, and opportunities for students to find a balance between the academic rigor of a STEM university and enjoying a well-rounded life.

PRESIDENTIAL SEARCH MARKETING PLAN

Advertising Outlets	Details	Cost
Chronicle of Higher Education * https://www.chronicle.com/	~ Premium Exposure Package: Extended Network, The Chronicles Daily Newsletter, Sponsored Job, Top Job ~ 60 Days (12/15 - 2/15)	\$ 935.00
Inside Higher Ed * https://www.insidehighered.com/	~ Maximum Exposure for Online job listing ~ 60 Days (12/15 - 2/15)	\$ 400.00
HigherEdJobs.com * https://www.higheredjobs.com/products/vip-position.cfm	VIP Upgrade: ~ Graphic Ad on Homepage ~ Branding added to job listing ~ Priority job upgrade	\$ 995.00
Florida Poly LinkedIn	~ Boosted Job Listing ~ 60 Days (12/15 - 2/15)	\$ 1,600.00
American Association of University Professors (AAUP) https://www.aaup.org/	~ Online job listing ~ 60 Days (12/15 - 2/15) ~ E-Newsletter Ad linking to job listing ~ February 7, 2024	\$ 1,200.00 \$ 2,000.00
American Conference of Academic Deans (ACAD) https://acad.org/	~ Digital Ad: Premium Job Flash Package Plus Network of 1,000+ Sites ~ 60 Days (12/15 - 2/15)	\$ 1,398.00
American Society of Civil Engineers (ASCE) https://www.asce.org/	~ Online job listing ~ 60 Days (12/15 - 2/15)	\$ 1,095.00
Civil Engineering (ASCE Publication) https://www.asce.org/publications-and-news/civil-engineering-source/civil-engineering-magazine	~ Online job listing ~ 60 Days (12/15 - 2/15)	\$ 1,095.00
American Society of Engineering Educators (ASEE) https://www.asee.org/	~ Online job listing ~ 60 Days (12/15 - 2/15)	\$ 1,400.00
Civil + Structural Engineer https://cseengineermag.com/	~ Digital Web Ad linking to job listing ~ 60 Days (12/15 - 2/15) ~ Digital e-News Ad linking to job listing ~ One week: January 8, 2024	\$ 2,000.00 \$ 1,200.00
Roads & Bridges https://www.roadbridges.com/	~ Digital Ads linking to job listing: \$75-\$225 per 1K impressions ~ 60 Days (12/15 - 2/15)	\$ 2,500.00
Currently working to contact:		
American Society of Mechanical Engineers (ASME) https://www.asme.org/	Emails sent, followed up 11/29	
Institute of Electrical and Electronic Engineers (IEEE) https://www.ieee.org/	Email sent, followed up, called again 11/29 and left voicemail	
Engineering News-Record https://www.enr.com/	Email sent, left voicemail, followed up 11/29	
		Total Cost \$17,818.00

Presidential Application Process

Applications

Applications are now being accepted. We strongly encourage submitting application materials as PDF attachments. Materials should include:

- A letter of interest that addresses specifically how the candidate's experience and qualifications intersect with Florida Poly's qualifications, attributes, and listed strategic priorities as presented in the Presidential Profile
- A current resume/curriculum vitae

Applicants selected for interviews will be asked to provide a minimum of three (3) personal/professional references. Applications should be submitted by February 8, 2024.

Please submit application materials and inquiries to: presidentalsearch@floridapoly.edu

Further information about Florida Polytechnic University may be found at: [Presidential Search \(floridapoly.edu\)](https://www.floridapoly.edu/presidential-search)

Nominations

If you know of someone who may be an outstanding candidate, we encourage you to reach out to them and ask them to apply using the above process.

Confidentiality

The search will be conducted with a commitment to confidentiality. Pursuant to [section 1004.098, Florida Statutes](#), applicants' personal identifying information is confidential and exempt from public disclosure requirements. Personal identifying information of applicants selected for the final group who will be interviewing on campus will be made public pursuant to [section 119.071, Florida Statutes](#).

VII.E. Presidential Search Committee Timeline

Presidential Search Committee Timeline 2023-2024

Date(s)	Activity
2023	
July 24	President's retirement announced
August 21	Appointment of Presidential Search Committee; appointment of Search Committee Chair
August 21	Charge issued to the Search Committee
November 9	Board of Governors Meeting <ul style="list-style-type: none"> Governor Ken Jones provided Search update
December 7	Presidential Search Committee Meeting <ul style="list-style-type: none"> Approve position criteria Approve marketing plan
December 13	Board of Trustees Meeting <ul style="list-style-type: none"> Approve position criteria Review marketing plan
December 15	Marketing plan executed; position description posted
2024	
December 15, 2023 –February 8, 2024	Recruitment Phase
January 25	Board of Governors Meeting <ul style="list-style-type: none"> Governor Ken Jones provides Search update
January 31	Receive final executive compensation analysis
Week of February 5	Presidential Search Committee Meeting <ul style="list-style-type: none"> Develop and approve executive compensation guidelines for contract negotiations
February 8	Application Deadline
February 13	Board of Trustees Meeting <ul style="list-style-type: none"> Approve executive compensation's guidelines for contract negotiations
February 21	Board of Governors Meeting <ul style="list-style-type: none"> Governor Ken Jones provides Search update
Week of March 4	Presidential Search Committee Meeting <ul style="list-style-type: none"> Review and select candidates for initial virtual interviews
March 11-22	Presidential Search Committee Meetings <ul style="list-style-type: none"> Conduct candidate interviews (candidates will attend virtually)
Week of March 25	Presidential Search Committee Meeting <ul style="list-style-type: none"> Select and recommend an unranked list of final qualified applicants to the Board of Trustees