

FLORIDA BOARD OF EDUCATION

November 19-20, 2001

SUBJECT: University Presidential Search Policy

PROPOSED BOARD ACTION

Approve policy guidelines for presidential searches.

BACKGROUND INFORMATION

2001 legislative action resulted in the following statutory provisions.

s. 229.0072, F.S., Reorganization implementation process. — *In order to best achieve the legislative purpose of the Florida Education Governance Reorganization Implementation Act:*

.....
(4) *Subject to review and approval of the State Board of Education, the Florida Board of Education shall:*

.....
(f) *Establish policies for university and community college boards of trustees to follow in selecting presidents.*

s. 229.0081 Powers and duties of university boards of trustees. —

.....
(2) *Notwithstanding the provisions of chapter 240, each university board of trustees may adopt rules and policies consistent with the university mission, with law, and with rule of the Florida Board of Education, including rules and policies for the following:*

(a) *Selecting the president to serve at the pleasure of the board and perform such duties as are assigned by the board or otherwise provided by law or by rule.*

(b) *Fixing the compensation and other conditions of employment of the president.*

(c) Conducting periodic evaluations of the president, submitting such evaluations to the Chancellor for review, and suspending or removing the president in accordance with guidelines established by the Chancellor.

(d) Appointing a presidential search committee to make recommendations to the full board of trustees, from which the board shall select a candidate for reference to the Chancellor and ratification by the Florida Board of Education.

A general policy for the universities has been developed for your consideration which provides significant latitude to the institutions in the conduct of their presidential searches. The proposed policy was provided to the presidents in September. Based on comments from some of the presidents, the draft document was revised so that the use of a consultant is not mandatory and the length of time for the submission of the recommended candidate to the Chancellor and ratification by the Florida Board of Education can be worked out with each institution as it develops its search calendar.

Supporting Documentation Included: Proposed University Presidential Search Policy

Facilitators/Presenters: Carl Blackwell, Interim Chancellor, Division of Colleges & Universities

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Presidential Search Policies

PURPOSE: To provide guidelines for University Boards of Trustees to follow in the recruitment and selection of presidents.

APPLICABLE TO: All eleven colleges and universities.

AUTHORITY: Chapter 2001-170, Laws of Florida, Section 10 (s. 229.0072 (4)(f), F.S.), Section 14 (s. 229.0081 (1) and (2)(a), (b), (c), (d))

EFFECTIVE DATE: Date of Issue

Chapter 2001-170, Laws of Florida, Section 10 (s. 229.0072 (4)(f), F.S.), authorizes the Florida Board of Education to establish policies for university and community college boards of trustees to follow in selecting presidents. The law further provides in Section 14 (s. 229.0081(2)(d), F.S.) that the University Board of Trustees (UBOT) is to appoint a presidential search committee to make recommendations to the full University Board of Trustees, from which the UBOT shall select a candidate for reference to the Chancellor and ratification by the Florida Board of Education.

The University Boards of Trustees may conduct their searches through the use of an executive search consultant. A pool of executive search firms is available through the Florida Board of Education's Division of Colleges and Universities. If the UBOT so chooses, it may negotiate a contract with one of the firms without conducting further competitive bid. If this pool does not meet the needs of the UBOT, then the UBOT will need to conduct a competitive bid in order to select a consultant.

Regardless of whether the UBOT chooses to use an executive search consultant, the search process will be conducted under the sunshine and public records laws of the State of Florida and will incorporate at a minimum:

- developing a calendar of events to follow in the orderly search process;
- developing position criteria and a marketing position description in keeping with the mission of the university;

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- considering individuals from diverse populations through the soliciting of nominations and applications of interested, qualified individuals; and
- screening individuals at multiple levels, and complete due diligence and background checks of the final parties.

A portfolio on the candidate whom the UBOT selects to refer as president is to be presented to the Chancellor of the Division of Colleges and Universities in sufficient time for advertising of the scheduled ratification by the Florida Board of Education. At the point of referral to the Chancellor, all of the due diligence and background investigation is to have been completed. The referral documentation shall include the compensation package being offered to the candidate.

Interim and acting presidential appointments must be ratified by the Florida Board of Education, but may be made by following only the screening and due diligence policy outlined above.