UNIVERSITY OF WEST FLORIDA

Presidential Search

Presidential Search Committee Meeting Agenda - Revised
Thursday, September 4, 2025 1:00 p.m. – 2:30 p.m. CT
Virtual Meeting

Zoom Webinar ID: 839 8133 6474 | Passcode: 257308

Full Committee Meeting

I. Call to Order and Roll Call……..…….Zack Smith, Chair

II. Public Comments

III. Approval of Minutes from the August 22, 2025, Presidential Search Committee Meeting……..……..Chair Smith

IV. Confirmation of Prior Actions……...……..Chair Smith

   a. All members executed their Non-Disclosure Agreements prior to August 22, 2025, meeting.

V. Recommendation of Approval of Presidential Position Criteria to the BOT…….

Willie Funk, Funk Associates

VI. Recommendation of Approval of Marketing Plan to the BOT ……..Willie Funk

VII. Recommendation of Approval of Compensation Range to the BOT…….Willie Funk

VIII. Questions

IX. Adjournment

UNIVERSITY OF WEST FLORIDA

Presidential Search

Presidential Search Committee Initial Meeting
August 22, 2025
Zoom Webinar
Minutes

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Search Committee Meeting **1:00 p.m.**

The public was provided with information on the UWF Presidential Search Committee Meeting website to join the public meeting virtually through Zoom Webinar. The meeting was accessible to the public via the presidential search website, as required by BOG Reg. 1.002(1)(c).

I. Call to Order and Roll Call

a. The meeting of the UWF Presidential Search Committee was called to order at 1:03 p.m. by Chair Rebecca Matthews.
b. Chair Matthews asked Candace Freeman to conduct roll call. Alan Levin, Ashley Ross, Ashton Hayward, Collier Merrill, David Peaden, David Ramsey, Ginger Madden, Heather Riddell, Kenneth Ford, Paul Mixon, Rachel Moya, Sabrina McLaughlin, Terrence Shashaty, Trista Bennett, and Zack Smith were in attendance.

i. Others in attendance included:
   1. Presidential Search Committee Staff Brittany Sherwood, Cass Boatwright, Jamie Sprague, and Candace Freeman; Willie Funk and Krisha Creal of Funk Associates; and Jason Gonzalez and Eric Reed of Lawson Huck and Gonzalez.

II. Public Comment

a. Chair Matthews opened the floor for public comment. Candace Freeman identified that there were no members of the public that wished to give comments.

III. Introductions and Search Committee Charge

a. Chair Matthews welcomed everyone to the meeting, announced Zack Smith as the Presidential Search Committee Chair and thanked the members of the Search Committee. Chair Matthews then presented the Search Committee members with the Charge, outlining the committee's purpose, scope, and responsibilities for finding and recommending candidates for the University's President.

IV. Sunshine Law Overview

a. Jamie Sprague presented an overview of the Florida Sunshine Law.

V. Confidentiality Requirements

a. Jason Gonzalez and Eric Reed explained the confidentiality requirements of the search process.

VI. Introduction of Search Process

a. Willie Funk explained the process to be followed in the search for the next University president.

VII. Attributes Desired for the Next President Discussion

a. Willie Funk polled the committee members on attributes they felt were important in the presidential search.

VIII. Questions

a. There were no questions.

IX. Adjournment

a. Chair Matthews thanked those in attendance for their participation. With no other business to discuss, Chair Matthews adjourned the meeting at 2:20 p.m.

Briefing Note

Purpose

To provide the Board of Trustees with recent data on presidential compensation at (1) Florida public universities, (2) UWF's identified peer institutions, and (3) UWF's aspirant institutions. This information is intended to inform compensation discussions as the University of West Florida undertakes its presidential search.

Overview of Data Sources

- **Florida Public Universities (2024–25):** Compensation figures derived from Board of Trustees minutes, state salary databases, and recent contract announcements.
- **Peer and Aspirant Institutions:** Data compiled from The Chronicle of Higher Education's 2024 survey of presidential pay, supplemented with state salary databases, press releases, and public board records where available.
- **Breakdown:** Where possible, data are separated into **base salary** and **total compensation** (including allowances, deferred compensation, and incentives).

Key Findings

- **Florida Context:** Presidential compensation among the State University System of Florida institutions range widely, but the most recent contracts (2025) show the range of total compensation from **$810,000 (FAMU) to $1,701,982 (UCF)**. That range – and the salaries beyond that range – reflect a difference in institutional scale and visibility.
- **UWF** data shows previous President Martha Saunders with a compensation package of $784,000, and interim President Manny Diaz Jr.'s compensation at $744,000.
- Comprehensive compensation data is not as readily available in other states the way it is in the state of Florida. The in-state data annualizes deferred compensation and other benefits and will be the most complete view of Presidential compensation.
- **Peer and Aspirant Institution** data generally captures *only* base salary, and those institutions generally have longer-tenured leaders than those in the state of Florida. As a result, those figures may be relatively compressed.
- **Trend:** Across the sector, boards are increasingly using **performance-based incentives and deferred compensation** to attract and retain leadership, supplementing base salary.

Prepared by:

Willie Funk
Funk Associates

UNIVERSITY of WEST FLORIDA

PRESIDENTIAL SALARY SURVEY

University of West Florida
Peer, Aspirant, and Florida Institutions

Any recommended compensation range will comply with Fla. Stat. § 1012.976 and BOG Reg. 9.006 (public-funds cap of $200,000 for presidents), Fla. Stat. § 1012.978 (bonus reporting), and Fla. Stat. § 215.425 (severance capped at 20 weeks), with supplementation from DSO or private sources as permitted.

State of Florida Universities

Institution	President	Effective Date	Base Salary	Max Bonus/ Incentive	Other/Deferred	Total Reported Comp
University of Florida	Donald W. Landry (Interim)	Sept 1, 2025	1,000,000*	n/a	n/a	$1,000,000*
Florida State University	Richard McCullough	Latest reports 2024	1,100,000	550,000	475,000	$2,137,000
University of Central Florida	Alexander N. Cartwright	Apr 13, 2025	900,000	375,000	411,667	$1,701,982
University of South Florida	Rhea Law	Sept 2024	825,000	412,500	206,250	$1,539,750
Florida International University	Jeanette Nuñez	2025	925,000	400,000	n/a	$1,325,000
Florida Atlantic University	Adam Hasner	2025	875,000	150,000	19,800	$1,144,800
University of North Florida	Moez Limayem	2022	500,000	n/a	60,000	$560,000
Florida Gulf Coast University	Aysegul Timur	2023–	500,000	100,000	60,000	$660,000
Florida A&M University	Marva Johnson	2025	650,000	86,000	300,000 over 5 years + 14,400/yr	$810,400
New College of Florida	Richard Corcoran	2023–	699,000	200,000	96,000 + 100,000 + 400,000 over 5 yr	$995,000
Florida Polytechnic University	G. Devin Stephenson	2024-25	490,000	147,000	98,400	Approved range: $782,000 - 1,224,000

This salary data is for the previous interim president since no comp information for the new president is publicly available.

Peer Institutions

Institution	President	Base Salary	Max Bonus/ Incentive	Total Compensation
Arkansas State University	Todd Shields	459,000	50,000	$467,202
Bowling Green State University – Main Campus	Rodney Rodgers	526,600	15% of Salary	$681,759
Louisiana Tech University	Jim Henderson	450,000	132,000 Foundation Supplement	$582,000
Oakland University	Ora Pescovitz	n/a	n/a	$570,860
Southern Illinois University Edwardsville	James Minor	n/a	n/a	$340,000.08
Tarleton State University	James Hurley	n/a	n/a	$529,147
University of Missouri–St. Louis	Kristin Sobolik	n/a	n/a	$466,243
University of North Carolina at Greensboro	Franklin Gilliam	n/a	n/a	$451,926
Western Kentucky University	Tim Caboni	$524,700 + 10% Bonus	10% of Salary	$577,170
Western Washington University	Sabah Randhawa	n/a	n/a	$506,284

Aspirant Institutions

Institution	President	Base Salary	Max Bonus/ Incentive	Total Compensation
Appalachian State University	Heather Hulburt	n/a	n/a	Not Available, recent appt.
Ball State University	Geoffrey Means	619,715	n/a	$619,715
Grand Valley State University	Philomena Mantella	500,000	n/a	$500,000
Illinois State University	Aondover Tarhule	450,000	50,000 retirement + 20,000 other	$520,000
James Madison University	James Schmidt	610,000	91,500	$701,500
Kent State University	Todd Diacon	534,771.72	n/a	$534,771.72
Miami University at Oxford	Greg Crawford	572,335	75,000	$647,335
Towson University	Mark Ginsberg	633,450	n/a	$633,450
University of North Carolina at Wilmington	Aswani Volety	400,400	n/a	$400,400
West Chester University of Pennsylvania	Lorraine Bernotsky (fmr. Provost)	n/a	n/a	n/a

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