



Presidential Search

**Presidential Search Committee Meeting
September 4, 2025
Zoom Webinar
Minutes-DRAFT**

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Search Committee Meeting

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. CT by Chair Zack Smith.
- B. Chair Smith asked Candace Freeman to conduct roll call. Alan Levine, Ashley Ross, Ashton Hayward, Collier Merrill, David Peaden, David



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Ramsey, Ginger Madden, Heather Riddell, Kenneth Ford, Paul Mixon, Rachel Moya, Sabrina McLaughlin, Terry Shashaty, Trista Bennett, and Zack Smith were in attendance.

C. 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, Eric Reed, and Taylor Greene of Lawson Huck and Gonzalez.

II. Public Comments

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

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

- A. Chair Smith asked for a motion to approve the minutes from August 22, 2025.
1. Motion by: Ashton Hayward
 2. Seconded by: Ashley Ross
 3. Motion passed unanimously.

IV. Confirmation of Prior Actions

- A. All members executed their Non-Disclosure Agreements prior to August 22, 2025, meeting.
1. Chair Smith reminded everyone that they were previously provided training on confidentiality related to the presidential search during the August 22, 2025, meeting and confirmed that the committee members have executed Non-Disclosure Agreements.

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

- A. Chair Smith called on Willie Funk to provide the committee with an explanation of the Presidential Position Criteria.
- B. Willie Funk addressed the contents outlined in the Position Criteria document



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- C. Discussion among committee members was held and revisions to the position criteria were recommended.
- D. Chair Smith asked for a motion to approve the Position Criteria document with revisions
 - 1. Motion by: Ashton Hayward
 - 2. Seconded by: Alan Levine
 - 3. Discussion: Ashton Hayward recommended amending bullet point three of Desired Qualifications.
 - i. Motion to amend: Hayward Ashton
 - ii. Seconded by: Ashley Ross
 - iii. Motion passed unanimously.
 - 4. Motion passed unanimously.

VI. Recommendation of Approval of Marketing Plan to the BOT

- A. Chair Smith called on Willie Funk to provide the committee with an explanation of the Marketing Plan.
- B. Willie Funk identified the three recommended outlets in which to advertise the president vacancy.
- C. Chair Smith asked for a motion to approve the Marketing Plan.
 - 1. Motion by: Trista Bennett
 - 2. Seconded by: Heather Riddell
 - 3. Discussion: No comments
 - 4. Motion passed unanimously.

VII. Recommendation of Approval of Compensation Range to the BOT

- A. Chair Smith called on Willie Funk to provide the committee with an explanation of the Compensation Survey and proposed compensation range.
- B. Willie Funk summarized the findings of compensation packages for other university presidents.
- C. Chair Smith asked for a motion to approve a compensation range of \$800,000 to \$1.2 million as a starting point.
 - 1. Motion by: Rachel Moya
 - 2. Seconded by: Alan Levine



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3. Discussion: Alan Levine emphasized that the BOT would give the Chair of the Presidential Search Committee, Chair Smith, the ability to negotiate the final structure of the compensation package. Heather Riddell recommended a portion of the compensation package be tied to performance.
4. Motion passed unanimously.

VIII. Questions

- A. Willie Funk encouraged applicant nominations from committee members.

IX. Adjournment

- A. Chair Smith thanked those in attendance for their participation. With no other business to discuss, Chair Smith adjourned the meeting at 1:42 p.m. CT.