

Executive Search Services



**FLORIDA ATLANTIC
UNIVERSITY**

President



July 22, 2013

**Presented by:
Parker Executive Search**



July 22, 2013

Ed Schiff
Director, Purchasing
Florida Atlantic University
777 Glades Road
Boca Raton, FL 33431

Dear Mr. Schiff:

We are pleased to present this proposal for your consideration to represent Florida Atlantic University in the search for President.

Parker Executive Search provides innovative and proactive search solutions that are personalized to meet the needs of each client. We use a process-driven approach to aggressively recruit leaders who will build upon the excellent reputation and tradition of Florida Atlantic University.

Our dedicated team has completed over 1,000 searches for distinguished academic, health sciences, athletic, and corporate clientele. Our extensive experience in conducting higher education searches has allowed us to gain an understanding of the opportunities and challenges facing the academic community.

Parker Executive Search's mission is to exceed our client's expectations by providing superior search services. We would be pleased and honored to represent Florida Atlantic University in this important search.

Best personal regards,

A handwritten signature in black ink, appearing to read "Dan F. Parker, Sr.", written in a cursive style.

Dan F. Parker, Sr.
President





REQUIRED QUESTIONS

1. *Please discuss and provide details for the most recent Presidential searches conducted by your firm.*

Since January 2012, we have conducted six University President searches:

- Northern Illinois University
- The University of Southern Mississippi
- University of West Georgia
- University of Northern Iowa
- Delta State University
- Georgia Military College

Other Presidential searches conducted in the last four years include:

- Iowa State University
- University of North Carolina, Wilmington
- Georgia State University
- University at Albany, State University of New York
- Mississippi University for Women
- Georgia Southern University
- St. Louis College of Pharmacy
- Columbus State University
- East Tennessee State University
- Fairmont State University
- Armstrong Atlantic State University
- Valdosta State University

2. *Please discuss and provide details for your most recent searches within the State of Florida.*

We have extensive experience conducting searches within the state of Florida. We are proud to represent the University of Florida, Florida State University, the University of Central Florida and the University of South Florida in many of their leadership searches. We believe strongly that this experience has allowed us to have a deep understanding of the state's sunshine laws. This experience and knowledge ensures we are able to be creative in the recruitment of outstanding candidates.



Since January 2012, we have conducted the following searches within the State of Florida:

- Dean of the College of Music, Florida State University
- Dean of the College of Visual Arts, Theatre & Dance, Florida State University
- Dean, College of Arts & Sciences, Florida State University
- Executive Director, Florida Virtual Campus
- Associate Vice President and Chief Human Resources Officer, University of Central Florida (current)
- Dean, College of Engineering and Computer Science, University of Central Florida
- Vice Provost of Regional Campuses, University of Central Florida
- Chair and Professor, J. Crayton Pruitt Family Department of Biomedical Engineering, University of Florida
- Dean of the College of Health and Human Performance, University of Florida
- Dean, College of Journalism and Communications, University of Florida
- Director of the Engineering Leadership Institute, University of Florida
- Executive Director, Institute for Online Learning, University of Florida
- Intel / Charles E. Young Endowed Chair in Nanotechnology, University of Florida
- Intel / Charles E. Young Endowed Chair in Information Technology (current)
- Vice President for Student Affairs, University of Florida
- Dean of the College of Education, University of South Florida
- Vice President of Student Affairs, University of South Florida (current)

3. *If your firm is selected, please outline the members of the Professional Team that will be responsible for the search, and how they relate to points 1 & 2 above.*

If awarded this important search, the team would include: Dan Parker, President; Laurie Wilder, Executive Vice President and Managing Director and Porsha Williams, Vice President. This team has tremendous experience conducting Presidential searches across the country and Dean-level and above searches in the state of Florida.



Dan Parker – President: Dan is an internationally-respected industry leader known for providing exemplary client service that delivers results, on-schedule. Over the past 28 years, Dan has led the completion of over 1000 senior-level searches representing higher education, health sciences, sports and corporate clients throughout the Americas, Europe, Pacific Rim, Middle East, and Africa.

Prior to founding Parker Executive Search, Dan has held senior leadership positions in two predecessor firms. He was a partner of the global executive search firm Baker Parker and Associates for 10 years and, before that, served as Vice President and Managing Director of A.T. Kearney's Atlanta office. Dan has held senior-level management positions with Samsonite Corporation and Aladdin Industries, overseeing senior executive employment and leading organizational change, as well as responsible for labor and contract negotiation.

Dan earned a Bachelor and Master's degree from the University of Georgia and has been recognized for his dedicated and loyal service on the Executive Committee for the University of Georgia's Alumni Association. He also is a graduate of Brewton-Parker College, where he served as a trustee and was selected Alumni of the Year. Dan was awarded an Honorary Doctorate of Humane Letters in 2007 by Brewton-Parker College. Dan has also served as an adjunct professor at Middle Tennessee State University.

Laurie Wilder – Executive Vice President and Managing Director: Laurie Wilder joined the firm in 1999 as Associate and also has served as Principal and Vice President. Laurie has led successfully more than 500 searches in higher education, health sciences, sports and corporate clients.

In her role, Laurie is responsible for search leadership and completion, business development, and account management. She has been involved in all aspects of the search process, from conducting original research for candidates to meet with educational institutions to determine their needs for an appropriate fit. She has successfully completed higher-education searches for university and community college presidents, vice presidents, deans, directors, and athletic administration and coaching professionals. She also has actively worked on middle- and senior-level searches in the sales, marketing, material management, logistics, human resources, general management, operations, manufacturing, construction, and finance disciplines.

Laurie believes in building and fostering strong relationships with both clients and candidates that are grounded in integrity and the PES search process. She has developed a strong network within the executive search and educational communities, knowing that the candidates she helps recruit also become clients.

Laurie graduated with honors from UGA, Terry College of Business, earning a BBA with an emphasis in Management.



Porsha Williams – Vice President: Porsha Williams joined Parker Executive Search in 2005 as Executive Recruiting Coordinator, and has held internal leadership positions at the firm including Associate and Principal. In her current role, Porsha works in the firm’s Higher Education practice, specializing in dean-level and above searches. Porsha has managed more than 100 search assignments across the firm’s Corporate, Sports and Higher Education practices.

Porsha received her undergraduate degree in Speech Communications with honors from The University of Georgia.

4. *Summarize the fees per the identified contract vehicle along with your proposed timeline.*

We are prepared to represent Florida Atlantic University in this search for a set fee of \$90,000. Our fee would be invoiced in three equal increments of \$30,000 at the beginning of the search and 30 and 60 days thereafter (Terms will be Net 30, 1.5% per month). In addition to the professional fee, out-of-pocket expenses are invoiced to the client. We make every effort to hold reimbursable expenses to a minimum and will ensure that our expenses are no more than 10% of the fee. Advertising, committee interview and travel expenses, and candidate travel expenses are not included in the 10% expense budget and will be invoiced separately to FAU along with the appropriate documentation.

5. *If possible, we would like to entertain any financial incentives that can be offered; examples might include improvement upon the base rates/fees, capping of certain expenses, modified percentages, or discounted terms on future searches.*

We will cap our professional fee at \$90,000. We will also cap our expenses at 10% of the professional fee.

We would be willing to negotiate future searches at FAU for a preferred provider or reduced rate.





PARKER EXECUTIVE SEARCH

COMPANY PROFILE

Parker Executive Search is a retained executive search firm dedicated to providing superior service to its clients in the identification and recruitment of outstanding professionals for senior executive positions. Parker Executive Search is led by Dan Parker, an executive search consultant since 1984.

With more than 100 years of combined experience, our search consultants are committed to building strong and lasting relationships with both our clients and candidates. Each search is led by a senior consultant and is assisted by experienced team members who provide support throughout every step of the search process. Based in Atlanta, Georgia, Parker Executive Search provides innovative and proactive search solutions to national and international clients.

Our higher education practice is one of the most highly regarded in the country. We understand the important role of search committees and campus constituencies and recognize the often difficult task of executing searches. Parker Executive Search utilizes a proven process to assist the client in successfully managing the selection process. To identify and recruit the best candidates we combine a careful review of our extensive proprietary database with original research tailored to the needs and desires of each client.

In each search, we maintain close contact with our client and potential candidates. Updates on the search progress, including candidates under consideration, will be delivered to the committee via a secure website.

We agree with the client on a strict timeline and commit the full resources of our firm in aggressively conducting the search and reaching a successful conclusion. Parker Executive Search has a reputation for exceeding clients' expectations by providing a diverse panel of candidates and a quality search process.

Parker Executive Search accepts, without reservation, the principles of equal opportunity in employment. Parker Executive Search will not discriminate on the basis of gender, disability, race, age, color, sexual orientation, political affiliation, marital status, national origin, or religion.





PROFESSIONAL TEAM

Dan Parker – President: Dan is an internationally-respected industry leader known for providing exemplary client service that delivers results, on-schedule. Over the past 28 years, Dan has led the completion of over 1000 senior-level searches representing higher education, health sciences, sports and corporate clients throughout the Americas, Europe, Pacific Rim, Middle East, and Africa.

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Dan earned a Bachelor and Master's degree from the University of Georgia and has been recognized for his dedicated and loyal service on the Executive Committee for the University of Georgia's Alumni Association. He also is a graduate of Brewton-Parker College, where he served as a trustee and was selected Alumni of the Year. Dan was awarded an Honorary Doctorate of Humane Letters in 2007 by Brewton-Parker College. Dan has also served as an adjunct professor at Middle Tennessee State University.

Dan Parker

President

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PROFESSIONAL TEAM

Laurie Wilder - Executive Vice President and Managing Director: Laurie Wilder is an executive vice president and managing director with Parker Executive Search. Since joining the firm as an associate in 1999, Laurie has also served as a principal, vice president, and senior vice president.

In her role, Laurie is responsible for business development, account management, and candidate development. She has been involved in all aspects of the search process, from conducting original research on candidates to meeting with educational institutions to determine their needs for an appropriate fit. She has successfully completed higher-education searches for university and community college presidents, vice presidents, deans, directors, and athletic administration and coaching professionals. She also has actively worked on middle- and senior-level searches in the sales, marketing, material management, logistics, human resources, general management, operations, manufacturing, construction, and finance disciplines.

Laurie believes in building and fostering strong relationships with both clients and candidates that are grounded in integrity. She has developed a strong network within the executive search and educational communities, knowing that the candidates she helps place also become clients.

In addition to her duties at Parker Executive Search, Laurie is an annual speaker at the Executive Leadership Institute for the National Association of Collegiate Women Athletics Administrators (NACWAA).

Laurie graduated with honors from the University of Georgia, earning a BBA with an emphasis in Management.

Laurie and her husband, Preston, have two children, Holden and Maguire. They reside in Suwanee, Georgia, and take great pride in being active community volunteers.

Laurie C. Wilder

Executive Vice President and
Managing Director

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PROFESSIONAL TEAM

Rodes M. Cole – Vice President: Rodes Cole is a vice president with Parker Executive Search. He joined the firm in 2009 and will lead the corporate practice. Prior to joining the firm, Rodes spent over 12 years with the Atlanta office of Korn/Ferry International.

Over the past decade, his executive search expertise has been focused on senior level positions for companies in the functional areas of corporate strategy, operations and finance, and customer relationship management. Moreover, Rodes has worked across a range of industries including technology, financial services, energy, manufacturing, and management consulting. In addition, he has successfully completed numerous high profile assignments for not-for-profit, foundations, government and educational institutions. Prior to joining Korn/Ferry in 1996, Rodes was the Vice President of Development for the DeKalb County/Metro Atlanta Chamber of Commerce. In that role, he led and managed the marketing, donor relations and fundraising initiatives for the DeKalb County unit and served as an advisor for the Metro Atlanta market.

Rodes is an active member of the Atlanta Chapter of the McCallie School Alumni Association and a previous member of the school's Honor Scholars Committee. In 1997, he was recognized by Georgia Trend magazine as one of their "40 under 40," featuring the most influential emerging professionals in the state.

A graduate of Emory University, Rodes and his wife, Elizabeth, have two children, Claire and Rodes. They reside in the Buckhead area of Atlanta.

Rodes M. Cole

Vice President

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PROFESSIONAL TEAM

Katie Bain – Vice President, Academic Health Sciences & Higher Education: Katie Bain, a vice president with Parker Executive Search, joined the team in June 2005. She is actively involved in all aspects of corporate and higher-education searches. Some of her responsibilities include conducting original research to identify potential candidates, participating in search committee meetings, and interacting with clients and candidates throughout the search process. She works with the firm’s senior vice presidents in conducting thorough and successful executive searches.

Katie graduated magna cum laude from the Medical College of Georgia in 2001 with a bachelor’s degree in nursing. After working as a registered nurse for 2 years, she entered the MBA program at the University of Georgia. In May 2005, she earned her MBA, graduating with a concentration in marketing.

Katie resides in Atlanta with her husband, Michael, and two sons, Jackson and Matthew.

Katie M. Bain

Vice President

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PROFESSIONAL TEAM

Porsha Williams – Vice President: Porsha Williams joined Parker Executive Search in 2005 as executive recruiting coordinator, and has held internal leadership positions at the firm including associate and principal. In her current role, Porsha works in the firm’s Higher Education practice, specializing in dean-level and above searches. Porsha has managed more than 100 search assignments across the firm’s corporate, collegiate athletics and higher education practices.

Porsha received her undergraduate degree in Speech Communications from The University of Georgia and immediately joined Hertz Corporation as a sales manager.

She and her husband, Courtney, along with their daughter Courtnee, reside in Lawrenceville, Georgia.

Porsha L. Williams

Vice President

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PROFESSIONAL TEAM

Ryan Grant – Vice President: As a Vice President, Ryan has a track record of building professional teams in a broad spectrum of industries. His expertise is in conducting corporate and higher education searches by establishing partnerships with his clients and candidates. He plays an instrumental role in the search process by deciphering specific client needs and recruiting candidates to fit those needs. He is responsible for conducting original research to identify candidates, recruiting potential candidates, facilitating interviews, and maintaining contact with clients and candidates throughout the search process. Moreover, Ryan strategically advises clients throughout the process to achieve a successful search.

Ryan graduated magna cum laude from Vanderbilt University with a BS as a double major in Economics and Human & Organizational Development. After graduating from Vanderbilt, Ryan played professional golf on multiple tours throughout the world including the European Challenge Tour, Canadian Tour, South American Tour, and Nationwide Tour.

Prior to joining Parker Executive Search, Ryan was Director of Business Development for Nantucket Island Resorts (NIR). Consisting of five hotels, three restaurants, and the #1 marina in North America, Nantucket Island Resorts has grown into New England's leading luxury and hospitality company. During his tenure with NIR, Ryan and his team successfully developed, launched and opened the White Elephant Hotel Residences, *Travel + Leisure* #1 Resort in New England and 500 World's Best Hotels.

Ryan and his wife, Katie, have two daughters Ella and Nora.

Ryan Grant

Vice President

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PROFESSIONAL TEAM

Daniel Parker – Vice President: Daniel works on corporate, collegiate athletic and higher education searches. Daniel has worked on numerous corporate vice president searches, collegiate athletic director searches and collegiate basketball, baseball, and football head coach searches.

Before joining Parker Executive Search, Daniel spent 10 years in the Sales and Marketing division for Nissan North America in California, Florida, and South Carolina before moving to Atlanta in 2009. Along with his extensive sales and marketing experience, Daniel also spent time working in automotive finance for Nissan Motor Acceptance Corporation. Daniel's responsibilities included retail financial products, automotive floor plans, and dealership mortgages.

Daniel graduated from The Terry College of Business at The University of Georgia, earning a BBA with an emphasis in Marketing. Daniel is currently working on obtaining his MBA from The Terry College of Business at The University of Georgia.

Daniel and his wife Callie have two daughters: Caroline and Molly.

Daniel F. Parker

Vice President

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PROFESSIONAL TEAM

Ryan Crawford - Principal: Ryan Crawford, a principal with Parker Executive Search, joined the team in November 2007. Ryan is responsible for conducting original research to identify candidates, recruiting potential candidates, facilitating interviews, and maintaining contact with clients and candidates throughout the search process.

Ryan has worked with the firm's senior vice presidents to successfully complete over 50 search assignments in the firm's higher education and sports practices, including searches for Presidents, Vice Presidents, Deans, Athletic Directors, Head Football Coaches, and Head Basketball Coaches.

Ryan graduated summa cum laude from the University of Georgia in May 2006 with bachelors' degrees in journalism and political science. Following graduation, Ryan worked in Chicago as an associate reporter for MLB.com. He then went on to work as a business reporter at the Gwinnett Daily Post, a daily newspaper in suburban Atlanta.

Ryan and his wife Jessica live in Austin, Texas. He enjoys golf, softball, and traveling.

Ryan Crawford

Principal

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PROFESSIONAL TEAM

Shelana Poindexter, M.S. – Associate: Shelana joined Parker Executive Search as an associate working within the sports and higher education practices. Being a former track and field student-athlete and having spent the last seven years working within intercollegiate athletics, she brings knowledge and expertise from both NCAA Division I and Division II. While working in college athletics, Shelana’s primary responsibilities included compliance, student-athlete welfare and scholarship budgets.

In addition to her role at the firm, Shelana sits on the Board of Directors for the Minority Opportunities Athletic Association (MOAA). She is also a member of National Association of Collegiate Women Athletics Administrators (NACWAA).

Shelana graduated from Abilene Christian University in 2004 with a BBA in Marketing and Management. After working in the corporate banking industry and interning at NACWAA, she returned to Abilene, Texas to work for her alma mater as the Assistant Director of Athletics. She earned her Master’s in Organizational and Human Resource Development in December 2007.

Shelana enjoys traveling, working out, music and being active in the local community. She currently resides in Sandy Springs, Georgia.

Shelana Poindexter

Associate

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PROFESSIONAL TEAM

Krista Johnston – Associate: Krista Johnston, associate with Parker Executive Search, specializes in the corporate practice. Some of her responsibilities include researching potential candidates, communicating with clients and candidates and interview logistics. Krista is client focused and results driven. She works in partnership with her clients to ensure the desired outcome of the search is achieved.

Prior to joining Parker Executive Search, Krista held multiple positions within the Sales and Marketing division of Nissan North America. During her tenure with Nissan, she gained expertise in the areas of sales and marketing, fixed operations and market representation.

Krista graduated cum laude from the Terry College of Business at the University of Georgia, earning a BBA in International Business.

Krista and her husband, Brannon, reside in Johns Creek, Georgia.

Krista Johnston

Associate

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PROFESSIONAL TEAM

Jacob Anderson – Associate: Jacob recently joined Parker Executive Search as an associate working mainly in the Healthcare and Higher Education practices. His primary responsibilities include researching and sourcing potential candidates, scheduling the logistics of interviews, and checking the references and backgrounds of finalists. He also assists the firm’s principals and vice presidents on various search related assignments.

Jacob graduated summa cum laude from the University of Georgia Honor’s Program with a Bachelor of Business Administration in Finance and a Bachelor of Arts in Spanish. During his time in college, Jacob spent eight weeks studying and living with a family in Seville, Spain. He also interned and worked as a consultant for Parker Executive Search. Following graduation, he directed the website redesign of a leading Real Estate Auction firm. After completing the project, Jacob joined Parker Executive Search in his current capacity.

Jacob enjoys traveling, bowhunting, football, soccer, and speaking Spanish. He currently resides in Marietta, Georgia.

Jacob Anderson

Associate

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PROFESSIONAL TEAM

Michael Plunkett – Manager of Technology: Michael joined the firm in 2010 as Technology Administrator, helping to maintain our proprietary database, keeping our secure sites up-to-date, and troubleshooting technology problems throughout the office. In June 2010, Michael launched the Parker Dashboard, a comprehensive system that streamlines every step of the search process as well as our new company web site, www.parkersearch.com.

Michael also expanded our collegiate athletic coach database, with detailed records and information on over 1,000 college and pro coaches. Incorporating real-time statistics and data from thousands of games, the Parker Collegiate Athletic Database provides a comprehensive snapshot of every coach and their potential.

Graduating from The University of Georgia in 2009, Michael received a Bachelor of Arts degree in Cognitive Science, with emphases on Database Management, Computer Programming, and Artificial Intelligence. Michael is also an active alumni member in The Westminster Schools and the UGA Alumni Association and started the group UGA Developers, which seeks to connect current UGA students or recent graduates with established professionals in the field of technology.

Michael currently lives in Buckhead and enjoys playing guitar.

Michael Plunkett
Manager of Technology

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PROFESSIONAL TEAM

Christine Thombley – Executive Recruiting Coordinator: Christine Thombley joined Parker Executive Search in August 2003 as an associate and was promoted to Principal. Since joining the firm, Christine has served a broad range of clients in the higher-education, collegiate athletic, and corporate sectors. Her successful placements include chief executive officers, presidents, provosts, deans, collegiate athletic directors, and many others.

After working for the UGA Terry College of Business MBA Program, Christine returned to Parker Executive Search in February 2011 as the Executive Recruiting Coordinator. Christine helps maintain contact with candidates and clients and develops and constructs proposals tailored for each client.

Prior to joining Parker Executive Search, Christine worked in sales and marketing in New York City. She received her Bachelor of Science degree from the University of Georgia.

Christine and her husband John have a daughter, Charlotte.

Christine Thombley

Executive Recruiting
Coordinator

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SEARCH PROCESS

Our search consulting services are designed to assist the client in defining positions and providing marketplace information as well as identifying, selecting, and recruiting well-qualified candidates through a comprehensive search process.

EXECUTIVE SUMMARY

Define Objectives and Specifications

- Understand the Purpose and Goals of Florida Atlantic University (FAU)
- Develop a Position Specification
- Develop a Timeline

Identify and Assess Candidates

- Assist and Advise FAU on Advertising
- Conduct Original Research
- Aggressively Recruit Potential Candidates
- Assess Candidate Qualifications

Facilitate Process and Interviews

- Recruit, Advise, and Facilitate
- Coordinate All Interviews and Travel Logistics
- Assist Client with Interview Preparation
- Conduct Extensive Background and Reference Checks

Candidate Follow-Up

- Recruit Preferred Candidate and Assist Client in Negotiations
- Follow-Up Communication with All Candidates



DEFINE OBJECTIVES AND SPECIFICATIONS

Understand the purposes and goals of FAU.

- Parker Executive Search will visit with FAU, its leadership, and those involved in the search in order to gain an understanding of the history, structure, and operations of the University.
- We meet with all interested parties involved in the search process to clearly understand and clarify the expectations for the search assignment.

Develop a position specification.

- We assist the Search Committee in identifying basic responsibilities, defining the position title, clarifying the reporting relationships, and preparing the position specification.
- We provide the Search Committee with sample specifications and assist in fine tuning the specification, as requested.

Parker Executive Search will provide a suggested search timeline and will seek the agreement of the professionals involved in the search process.

This will include certain established dates, to include:

- Updates on the search process and candidates.
The Search Committee will have access to all written updates and candidate materials via a secure website.
- Conference calls scheduled as necessary.
- Delivery dates for the candidate recommendation and final report.
- Interim meeting dates with the Committee and others as required.
In addition, interview dates, locations, and responsibilities will be established as agreed upon, using the timeline as a guide.
- This timeline is designed to also clarify who is responsible for the execution of each objective and target date.

IDENTIFY AND ASSESS CANDIDATES

Parker Executive Search will assist and advise FAU on appropriate advertising venues, which may include, but are not limited to:

- *The Chronicle of Higher Education*
- *Diverse Issues in Higher Education*
- *Hispanic Outlook*
- *Women in Higher Education*
- Other publications at client's direction
- FAU website
- Parker Executive Search website



SECURE WEBSITE

The Parker Executive Search Login webpage provides the Search Committee members with easy access to the vital materials throughout the course of the search process.



Florida Atlantic University President

In order to maintain candidate confidentiality throughout the search process, documents and materials on the secure site cannot be printed or saved.

Key Dates

No key dates at this time.

Contact

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Porsha Williams
Vice President
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Office: (770) 804-1996 x109

Erin Raines
Associate
eraines@parkersearch.com
Office: (770) 804-1996 x117

Search Materials

- Candidate Status Log
- Interview Schedule
- Position Description
- Timeline



After successfully logging in, committee members will gain unlimited access to following documents via a secure format:

- Position Description
- Search Update/ Strategy
- Timeline
- Candidate Status Log
- Interview Schedule



The candidate materials page includes candidates who have officially applied for the position, in addition to the search firm's list of recommended candidates.

FAU
FLORIDA ATLANTIC
UNIVERSITY

Florida Atlantic University
President

Key Dates

No key dates at this time.

Contact

Laurie Wilder
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Porsha Williams
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Erin Raines
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Candidate Materials

Candidate 1, Sample	Candidate 6, Sample
Candidate 2, Sample	Candidate 7, Sample
Candidate 3, Sample	Candidate 8, Sample
Candidate 4, Sample	Candidate 9, Sample
Candidate 5, Sample	

PARKER
Executive Search

THE AMERICAS
ASIA PACIFIC · EMEA
Member of the Association of Executive Search Consultants

A Member of **Amrop**

All potential candidates will be contacted by letter and by direct phone calls.

- Parker Executive Search's objective is to ensure that all interested parties have been contacted in a timely and professional manner.
- One of the objectives of the search process is to give the client, candidates, and general public a substantial comfort level that the search has been conducted professionally and efficiently.

Original research and candidate identification will continue throughout the search process.

- Parker Executive Search uses original research as well as a careful review of the database, which is complemented by advertising in appropriate publications to identify and recruit qualified candidates to compare and evaluate against the position specification and each other.

An assessment will continue throughout the search process.

- Parker Executive Search will obtain an understanding of accomplishments, capabilities, strengths and weaknesses, and potential for success for each candidate through resume review, telephone screenings, job specific questionnaires, and, in some instances, personal interviews.



FACILITATE PROCESS AND INTERVIEWS

Parker Executive Search will advise and facilitate the process.

- Parker Executive Search shares all information with the appropriate representative(s) of FAU. Parker Executive Search recommends candidates who are qualified and meet the specifications for the position, but the search firm does not have a vote in the final selection process.

Parker Executive Search's role in interview scheduling.

Parker Executive Search will make all arrangements and schedule candidates for interviews with the representatives of FAU, with their approval.

- Consult with representatives of FAU on determining dates and location for interviews.
- Make all meeting arrangements with hotel/meeting venue, including room reservations for FAU representatives and candidates.
- Schedule interview time and date with each candidate.
- Assist candidates with air and/or ground travel arrangements.
- Provide Search Committee members with complete interview schedule prior to interview dates.
- Schedule or assist in scheduling site interviews for final candidates.

Parker Executive Search will assist the Search Committee and others with preparing for interviews, to include:

- Advising FAU representatives on appropriate interviewing techniques and questions, as necessary

SPECIAL SEARCH SERVICES

Conduct background checks on final candidates.

- Obtain written permission from each candidate to conduct background checks.
- Conduct criminal, credit, and motor vehicle checks.
- Confirm candidates' degrees.
- Conduct media reviews for potentially controversial areas of concern.
- Have candidates sign a statement of accuracy of vita and/or bio.

Conduct reference checks on final candidates.

- We speak directly with individuals who are in positions to evaluate the candidate's performance in recent years, references that will include both those supplied by the individual, as well as additional reference contacts.
- We also encourage the Search Committee to conduct references on final candidates.



CANDIDATE FOLLOW-UP

Parker Executive Search will work with FAU representatives in all candidate follow-ups, to include:

- Parker Executive Search will recruit the preferred candidate.
- We will be involved in working with the client in concluding the search process, including salary and benefit negotiations, when appropriate.
- In addition, we will continue to work with the successful candidate and maintain a close contact, including quarterly telephone conversations to ensure a smooth transition.

Candidate Follow-Up

- Parker Executive Search will follow up with all candidates who were not selected for final interviews, or ultimately extended an offer for the position.
- It is the desire of Parker Executive Search to ensure that FAU has been represented professionally, and all interested parties feel that they have been given fair and open access to the search process.

Candidate Guarantee

- If for any reason the candidate selected leaves FAU during the first 12 months, we will conduct an assignment to replace that individual without additional fee but for out- of-pocket expenses only.

Parker Executive Search accepts, without reservation, the principles of equal opportunity in employment. Parker Executive Search does not discriminate on the basis of gender, disability, race, age, color, sexual orientation, political affiliation, marital status, national origin, or religion.





PROPOSED DRAFT TIMELINE

Executive Search Services

July 22, 2013

<u>DATE/TIME</u>	<u>OBJECTIVE</u>	<u>RESPONSIBILITY</u>
The week of August 5, 2013	Meet with Florida Atlantic University Presidential Search Chair, Committee and others to discuss the search process, expectations of qualified candidates as well as position requirements, timeline, and advertising.	Presidential Search Chair, Committee and Parker Executive Search (PES)
August 2013	<p>Advertisements announcing the position will appear in the following with the approval of the Search Committee:</p> <ul style="list-style-type: none"> • Chronicle of Higher Education • Diverse Issues in Higher Education • Women in Higher Education • Florida Atlantic University website • Parker Executive Search website 	Presidential Search Committee and PES
August – October 2013	Candidate identification will proceed through advertising, correspondence, and direct recruiting by the Presidential Search Committee and PES to identify qualified candidates interested in this position.	Presidential Search Committee and PES



<p>August 27, 2013</p>	<p>The first search update will be provided to the Chair and the Presidential Search Committee.</p> <p>The Presidential Search Committee will have access to all written updates via a secure website. Access information will be provided.</p>	<p>PES</p>
<p>September 10, 2013</p> <p><i>Potential Conference Call with the Presidential Search Committee</i></p>	<p>The second search update will be provided to the Chair and the Presidential Search Committee. This will include a log of all nominations and candidates received and identified to date.</p>	<p>Presidential Search Committee and PES</p>
<p>October 1, 2013</p>	<p>The third search update will be provided to the Chair and the Presidential Search Committee. This will include a log of all nominations and candidates received and identified to date.</p>	<p>PES</p>
<p>October 22, 2013</p> <p><i>Potential Conference Call with the Presidential Search Committee</i></p>	<p>The fourth search update will be provided to the Chair and the Presidential Search Committee. This will include a log of all nominations and candidates received and identified to date.</p>	<p>Presidential Search Committee and PES</p>
<p>November 1, 2013</p>	<p>The Chair and the Presidential Search Committee will be provided access to a secure website where <u>ALL</u> resumes submitted for consideration will be posted by 5:00pm EST. The Presidential Search Committee will receive Parker Executive Search's recommendation of candidates who have expressed an interest in the position and who meet the required job qualifications.</p>	<p>PES</p>
<p>November 7, 2013</p>	<p>The Presidential Search Committee identifies candidates to schedule for interviews.</p>	<p>Presidential Search Committee and PES</p>
<p>November 14th & 15th, 2013</p>	<p>The Presidential Search Committee may conduct initial interviews with selected candidates. Candidates will be scheduled by PES.</p> <p><i>Airport Hotel</i></p>	<p>Presidential Search Committee and PES</p>



November 15, 2013	Announce 3-5 Finalists	Presidential Search Committee
Weeks of November 25th and December 2nd, 2013	<p>The Presidential Search Committee will conduct on campus interviews with finalist candidates.</p> <p>PES will conduct extensive background checks on the final candidates, including credit, criminal and motor vehicle background checks, confirm degrees, conduct media reviews for potentially controversial areas of concern, obtain candidates' signed statement of resume accuracy, and reference checking. <i>(It is the search firm's recommendation that the Presidential Search Committee may wish to conduct team referencing of the final candidates.)</i></p>	Presidential Search Committee, and Various Campus Constituency Groups
December 9, 2013	New Candidate Selected	Florida Atlantic University
To be determined	The new Candidate may assume responsibilities at Florida Atlantic University.	

Parker Executive Search will work directly with the Presidential Search Committee to arrange all schedules and assist in facilitating and expediting the process of candidate recommendation. The search firm will also work with the Presidential Search Committee to arrange final schedules and, when necessary, assist in the offer and negotiations. Background and reference checks will continue throughout the process to ensure that the all parties are satisfied with the information provided on each final candidate.

Parker Executive Search accepts, without reservation, the principles of equal opportunity in employment. Parker Executive Search does not discriminate on the basis of gender, disability, race, age, color, sexual orientation, political affiliation, marital status, national origin, or religion.





HIGHER EDUCATION SEARCH EXPERIENCE

HISTORY OF RECRUITING LEADERS IN HIGHER EDUCATION

Chief Executive Officers

University Systems

- Commissioner, Mississippi Board of Trustees of State Institutions of Higher Learning
- President, Southern Illinois University
- Chancellor, Tennessee Board of Regents
- President, University of Illinois System
- President, University of Tennessee System
- Chancellor, University System of Georgia

Doctorate-Granting Universities

- President, Armstrong Atlantic State University
- President, East Tennessee State University
- President, Georgia Southern University
- President, Georgia State University
- President, Iowa State University
- President, Northern Illinois University
- President, St. Louis College of Pharmacy
- President, The University of Southern Mississippi
- President, University at Albany, State University of New York
- President, University of Georgia
- Chancellor, University of Mississippi
- President, University of Northern Iowa
- Chancellor, University of Tennessee Health Science Center
- Chancellor, University of Tennessee, Knoxville
- President, University of West Georgia
- President, Western Michigan University



Master's Colleges and Universities

- President, College of Charleston
- President, Columbus State University
- President, Delta State University
- President, Georgia College & State University
- President, Georgia Southwestern State University
- President, Kennesaw State University
- President, Lipscomb University
- President, Mississippi University for Women
- President, Savannah State University
- Chancellor, Southern Illinois University, Edwardsville
- President, Southern Polytechnic State University
- Chancellor, University of North Carolina, Wilmington
- Chancellor, University of Tennessee, Chattanooga
- Chancellor, University of Tennessee, Martin
- President, Valdosta State University

Baccalaureate/Associate's Colleges

- President, Abraham Baldwin Agricultural College
- President, Bainbridge College
- President, Brewton-Parker College
- President, Dalton State College
- President, Fairmont State University
- President, Georgia Gwinnett College
- President, Georgia Military College
- President, Georgia Perimeter College
- President, Gordon College
- Chancellor, Louisiana State University at Alexandria
- President, Middle Georgia College
- Chancellor, Palmetto College, University of South Carolina



University-Affiliated Organizations

- President and CEO, Herty Advanced Materials Development Center
- President, Nashville Public Education Foundation (*current*)
- President, National Collegiate Athletic Association
- President and Chief Executive Officer, Oak Ridge Associated Universities
- Executive Director, University Center of Greenville

Upper Administration

Academic Affairs

- Vice President and Dean of Faculty, Armstrong Atlantic State University
- Executive Vice President and Provost, Central Michigan University
- Senior Vice President for Academic Affairs, Columbus State Community College
- Provost and Vice President for Academic Affairs, Columbus State University
- Provost & Vice President for Academic Affairs, Georgia College & State University
- Provost, Georgia Southern University
- Senior Vice President for Academic Affairs and Provost, Georgia State University
- Provost and Vice President for Academic Affairs, Indiana State University
- Executive Vice President and Provost, Iowa State University
- Senior Vice President and Provost, Iowa State University
- Provost and Vice President for Academic Affairs, Kennesaw State University
- Provost, Mercer University
- Provost and Vice President for Academic Affairs, Mississippi University for Women
- Provost, Southeast Missouri State University (*current*)
- Provost, Southern Methodist University
- Provost, The Ohio State University
- Provost, The University of Alabama at Birmingham
- Provost and Vice President of Academic Affairs, University of Central Arkansas
- Vice Chancellor for Academic Affairs and Provost, University of Illinois, Urbana-Champaign
- Vice Chancellor, Academic, Faculty & Student Affairs, University of Tennessee Health Science Center



- Provost, University of Tennessee, Chattanooga
- Provost and Senior Vice Chancellor for Academic Affairs, University of Tennessee, Chattanooga
- Provost, University of Tennessee, Knoxville
- Provost and Executive Vice President for Academic Affairs, University of Toledo
- Provost and Vice President for Academic Affairs, University of Washington
- Executive Vice Chancellor and Chief Academic Officer, University System of Georgia
- Provost, Vincennes University
- Provost and Vice President for Instructional Services, Vincennes University
- Provost, Western Michigan University

Administration / Finance

- University Controller, Florida International University
- Assistant Vice President for Human Resources, Furman University
- Associate Vice President for Business and Finance, Iowa State University
- Executive Vice President for Administration and Finance, Louisiana State University System
- Vice President, Finance & Administration, Middle Tennessee State University
- Chief Financial Officer, Mississippi Institutions of Higher Learning (*current*)
- Vice President of Administration and Chief Financial Officer, National Collegiate Athletic Association
- Vice President and General Counsel, Northern Illinois University
- Vice President for Finance and Administration, Shawnee State University
- Vice President for Business and Finance, Southern Methodist University
- Associate Vice President and Chief Human Resources Officer, University of Central Florida (*current*)
- Senior Vice President and Chief Financial Officer, University of Georgia
- Senior Vice President for Business and Finance, University of South Florida
- Vice President and Campus Executive Officer, Sarasota/Manatee Campus, University of South Florida
- Associate Vice Chancellor of Human Resources, University of Tennessee Health Science Center (*current*)



- Executive Associate Dean of Finance and Operations, University of Tennessee Health Science Center
- Vice Chancellor for Business & Finance, University of Tennessee Health Science Center
- Assistant Vice Chancellor for Information Technology and Chief Information Officer, University of Tennessee, Knoxville
- Chief Financial Officer, University of Tennessee, Knoxville
- Vice Provost for Planning and Budgeting, University of Washington
- Vice Chancellor for Facilities, University System of Georgia
- Assistant VP for Finance and Administration, Health Science Center, Virginia Commonwealth University

Student Affairs

- Vice President for Student Affairs, Clemson University
- Dean of the College, Dartmouth College
- Associate Vice President for Student Affairs & Enrollment Management, Eastern Michigan University
- Vice President, Student Affairs, Georgia Regents University
- Vice Chancellor for Student Life and Enrollment Services, Louisiana State University
- Vice President, Student Affairs, Middle Tennessee State University
- Assistant Vice President for Student Life and Chief Housing Officer, The Ohio State University
- Vice President for Student Affairs, The Ohio State University
- Dean of Students / Associate Vice President for Student Affairs, The University of Alabama at Huntsville
- Vice President for Student Affairs, University of Florida
- Vice President for Student Affairs, University of South Florida
- Vice President of Student Affairs, University of South Florida (*current*)
- Vice Chancellor for Student Development, University of Tennessee, Chattanooga
- Vice Chancellor for Student Life, University of Tennessee, Knoxville (*current*)
- Vice President for Student Life , University of Washington
- Vice President for Student Affairs, West Texas A&M University



External Affairs

- Senior Vice President for Advancement and Community Relations / Chief Development Officer, Georgia Regents University
- Vice President for University Advancement, Georgia Southern University
- Vice President for University Advancement and Development, Kennesaw State University
- Vice President, Development, Middle Tennessee State University
- Vice President for University Advancement, St. Cloud State University
- President and CEO, The University of Connecticut Foundation (*current*)
- Senior Vice President for External Affairs, University of Georgia
- Vice President for Development and Alumni Relations, University of South Carolina (*current*)
- Associate Vice Chancellor for Development and Development Services, University of Tennessee Health Science Center
- Vice Chancellor for Development & Alumni Affairs, University of Tennessee Health Science Center
- Vice President for University Advancement, Valdosta State University
- Vice President for Development and Alumni Relations, Western Kentucky University
- Vice President for Development and Alumni Relations, Western Michigan University

Deans / Academic Administration

Arts & Sciences

- Dean, College of Arts & Sciences, Bowling Green State University
- Dean, College of Arts & Sciences, Ferris State University
- Dean, College of Arts & Sciences, Florida State University
- Dean, College of Science & Mathematics, Georgia Regents University
- Dean, College of Arts and Sciences, Georgia State University
- Dean, College of Humanities and Social Sciences, Kennesaw State University
- Dean, College of Science and Mathematics, Kennesaw State University



- Dean, Dedman College of Humanities & Sciences, Southern Methodist University
- Dean of Liberal Arts & Sciences, St. Louis College of Pharmacy
- Vice Provost for Arts and Sciences and Executive Dean of the College of Arts & Sciences, The Ohio State University
- Dean of the College of Arts and Sciences, The University of Alabama at Birmingham
- Dean of the College of Natural Sciences and Mathematics, The University of Houston
- Dean, College of Arts and Sciences, University of Cincinnati
- Dean, College of Arts and Sciences, University of Colorado, Denver
- Dean, College of Liberal Arts and Sciences, University of Florida
- Dean, College of Arts and Sciences, University of Tennessee, Knoxville
- Dean, College of Arts & Sciences, University of Washington

Business

- Dean of the College of Business, Albany State University
- Dean of the College of Business Administration, Bowling Green State University
- Dean, J. Whitney Bunting College of Business, Georgia College & State University
- Dean, J. Whitney Bunting School of Business, Georgia College & State University
- Dean of the Scott College of Business, Indiana State University
- Raisbeck Endowed Dean, College of Business, Iowa State University
- Dean of the Coles College of Business, Kennesaw State University
- Dean of the E.J. Ourso College of Business, Louisiana State University
- Dean, Jennings A. Jones College of Business, Middle Tennessee State University
- Executive Dean, College of Management and Business, National Louis University
- Dean, College of Business, Texas A&M University-Corpus Christi
- Dean of Business, The Ohio State University
- Dean, School of Business, The University of Alabama at Birmingham
- Dean, College of Business Administration, The University of Alabama at Huntsville



- Dean, Schroeder Family School of Business Administration, University of Evansville
- Dean, Darla Moore School of Business, University of South Carolina (*current*)
- Dean, College of Business, University of Tennessee, Chattanooga
- Dean, College of Business Administration, University of Tennessee, Knoxville
- Dean, Business School, University of Washington
- Dean, Gordon Ford College of Business, Western Kentucky University
- Dean, Haworth College of Business, Western Michigan University

Engineering

- Dean of Engineering, Clarkson University
- Dean, College of Engineering Technology, Ferris State University
- Founding Dean, Allen E. Paulson College of Engineering & Information Technology, Georgia Southern University
- Dean, College of Applied Engineering, Sustainability and Technology, Kent State University
- Founding Dean, College of Engineering, Khalifa University of Science, Technology, and Research
- Dean, College of Engineering, Louisiana State University
- Dean of the Bagley College of Engineering, Mississippi State University
- Dean, College of Engineering and Computer Science, University of Central Florida
- Dean, College of Engineering, University of Florida
- Dean, College of Engineering, University of Tennessee, Knoxville
- Dean of Engineering, University of Washington

Medicine / Pharmacy / Health Professions / Nursing

- Dean, College of Health Professions, Armstrong Atlantic State University
- Dean, College of Education and Health Professions, Columbus State University
- Dean, College of Osteopathic Medicine, Des Moines University
- Dean, College of Health Professions, Ferris State University
- Dean, Michigan College of Optometry, Ferris State University



- Dean of Health Professions, Florida Gulf Coast University
- Associate Dean for Research, College of Nursing, Georgia Regents University
(current)
- Dean, College of Public Health, Georgia Southern University
- Dean, College of Nursing, Health, and Human Services, Indiana State University
(current)
- Dean, School of Dentistry, Meharry Medical College
- Dean, School of Medicine, Meharry Medical College
- Dean, College of Pharmacy, St. Louis College of Pharmacy
- Vice Provost for Health Services and Dean of Medicine, United Arab Emirates University
- Dean of the College of Health and Human Performance, University of Florida
- Dean, College of Public Health and Health Professions, University of Florida
- Dean, College of Pharmacy, University of Georgia
- Dean, College of Public Health, University of Georgia
- Dean, College of Nursing, University of Tennessee Health Science Center
- Dean, Graduate School of Medicine, University of Tennessee Health Science Center
- Executive Dean, College of Medicine, University of Tennessee Health Science Center
- Dean, College of Health, Education and Professional Studies, University of Tennessee, Chattanooga
- Dean, College of Medicine, University of Tennessee, Chattanooga
- Dean of Nursing, University of Tennessee, Knoxville
- Dean of Dentistry, University of Washington
- Dean of the School of Public Health, University of Washington
- Dean, School of Nursing, University of Washington
- Dean, School of Pharmacy, University of Washington

Veterinary Medicine

- Dean of the College of Veterinary Medicine, The Ohio State University
- Dean of Veterinary Medicine, University of Florida
- Dean, College of Veterinary Medicine, University of Tennessee, Knoxville



Research

- Dean of Research, Tennessee Agricultural Experiment Station, The University of Tennessee Institute of Agriculture
- Dean of Research, College of Agricultural and Life Sciences, University of Florida
- Dean of the Graduate School and Associate Vice President for Research and Innovation, University of South Florida

Other

- Dean of Musical Arts, Bowling Green State University
- Dean of Technology , Bowling Green State University
- Dean of University Libraries, Bowling Green State University
- Dean, Bowling Green State University, Firelands
- Dean of Libraries, Columbus State University
- Dean, College of the Arts, Columbus State University
- Dean of the College of Music, Florida State University
- Dean of the College of Visual Arts, Theatre & Dance, Florida State University
- Dean, Bayh College of Education, Indiana State University
- Dean of the Coast and Environment, Louisiana State University
- Dean, College of Mass Communication, Middle Tennessee State University
- Dean, School of Building Arts, Savannah College of Art and Design
- Dean of Agricultural Sciences and Natural Resources, The University of Tennessee Institute of Agriculture
- Dean of Extension, The University of Tennessee Institute of Agriculture
- Dean, College of Information Technology, United Arab Emirates University
- Dean, College of Education, University of Florida
- Dean, College of Journalism and Communications, University of Florida
- Dean, Grady College of Journalism and Mass Communication, University of Georgia
- Dean of the College of Education, University of South Florida
- Dean, College of Architecture and Design, University of Tennessee, Knoxville
- Dean of the College of the Environment, University of Washington



- Dean, School of Law, University of Washington
- Dean of the Davis College of Agriculture, Natural Resources, and Design and Director of the WV Agricultural and Forestry Experiment Station, West Virginia University

Directors

- Director of Career Services, Dartmouth College
- Director of Center for Improvement of Teaching & Learning, Des Moines University
- Executive Director, Florida Virtual Campus
- Assistant Vice President for Information Technology, Georgia Perimeter College
- Associate Director of Sponsored Programs, Georgia State University
- Executive Director, Gongaware Center and Networks Financial Institute, Indiana State University (*current*)
- Physician Assistant Program Director, Indiana State University (*current*)
- Program Director, Physical Therapy, Indiana State University
- Director & Professor, Nutrition and Wellness Research Center, Iowa State University
- Director, Ames Laboratory, Iowa State University
- Director, Thielen Student Health Center, Iowa State University
- Director, WellStar School of Nursing, Kennesaw State University
- Director, Center for Computation and Technology, Louisiana State University
- Executive Director, Robert Wood Johnson Foundation Center for Health Policy, Meharry Medical College
- Director of Human Resource Services, Middle Tennessee State University
- Director, Institute for Health, Health Care Policy and Aging Research, Rutgers University (*current*)
- Assistant Vice President for Human Resources, Texas A&M University
- Executive Director of Real Estate Development, Texas A&M University
- Director of University Libraries, The Ohio State University
- Director, Austin E. Knowlton School of Architecture, The Ohio State University
- Director, Student Health Services, The Ohio State University
- Senior Director, Dining Services, The Ohio State University



- University Librarian and Director of the Auraria Library, University of Colorado, Denver
- Director of the Engineering Leadership Institute, University of Florida
- Director, Florida Sea Grant Program, University of Florida
- Director, Carl Vinson Institute of Government, University of Georgia
- Executive Director of Comprehensive Career Services, University of Georgia
- Executive Director, Center for Professional Responsibility in Business and Society, University of Illinois, Urbana-Champaign
- Director of Internal Audit, University of South Carolina (*current*)
- Director of the David C. Anchin Center for the Advancement of Teaching, University of South Florida
- Director, Pediatric Obesity Research Program, University of Tennessee Health Science Center (*current*)
- Director of Addiction Medicine, Virginia Commonwealth University
- Director, School of Mass Communications, Virginia Commonwealth University

Chairs

- Academic Pathologist, Des Moines University
- Chair, Family Medicine, Des Moines University
- Harris Chair of Business & Technology, East Tennessee State University
- Founding Chair, Biomedical Engineering Department, Khalifa University of Science, Technology, and Research
- Russell Chair of Manufacturing Excellence, Middle Tennessee State University
- Head, Department of Computer & Information Technology, Purdue University
- Chair of Chemistry, Southern Methodist University
- Chair of the Department of Biostatistics, The University of Alabama at Birmingham (*current*)
- Chair of the Department of Physical Therapy, The University of Alabama at Birmingham (*current*)
- Chair and Professor, J. Crayton Pruitt Family Department of Biomedical Engineering, University of Florida
- Intel / Charles E. Young Endowed Chair in Information Technology, University of Florida (*current*)



- Intel / Charles E. Young Endowed Chair in Nanotechnology, University of Florida
- Chair of OB/GYN, University of Mississippi Medical Center
- Chair, Department of Internal Medicine, University of Tennessee Health Science Center
- Chair, Department of Occupational Therapy, University of Tennessee Health Science Center
- Chair, Department of Pediatric Radiology, University of Tennessee Health Science Center
- Chair, Department of Preventive Medicine, University of Tennessee Health Science Center (*current*)
- Division Chief of Gastroenterology, University of Tennessee Health Science Center
- Eastridge-Cole Endowed Professorship for Thoracic Oncologic Surgery, University of Tennessee Health Science Center (*current*)
- Chair of Pediatrics and Physician-in-Chief, University of Tennessee Health Science Center and Le Bonheur Children's Hospital
- Betsey R. Bush Endowed Professor in Behavioral Health, University of Tennessee, Knoxville (*current*)
- Chair of Radiology, UT Graduate School of Medicine
- Chair, Department of Medicine, UT Graduate School of Medicine
- Chair, Department of Obstetrics and Gynecology, UT Graduate School of Medicine
- Chair, Department of Radiology, UT Graduate School of Medicine
- Chief, Section of Hepatology, Virginia Commonwealth University

Sports

National Collegiate Athletic Association

- Chief Executive Officer, iHoops
- Director of Public Relations, National Collegiate Athletic Association
- Executive Vice President for Championships & Alliances, National Collegiate Athletic Association



- Managing Director of Communications, National Collegiate Athletic Association
- Managing Director, Public and Media Relations, National Collegiate Athletic Association
- Senior Vice President for Championships, National Collegiate Athletic Association
- Senior Vice President, Governance and Membership, National Collegiate Athletic Association
- Vice President for Legal Affairs and General Counsel, National Collegiate Athletic Association
- Vice President of Communications, National Collegiate Athletic Association
- Vice President of Education Services, National Collegiate Athletic Association
- Vice President of Enforcement, National Collegiate Athletic Association

BCS Bowls

- Executive Director, Fiesta Bowl
- Executive Director, Pasadena Tournament of Roses Association

Conference Commissioners

- Commissioner, Big 12 Conference
- Commissioner, Mid-American Conference
- Commissioner, West Coast Conference

Athletic Directors

- Director of Athletics & Recreation, American University
- Vice President and Director of Athletics, Arizona State University
- Director of Athletics, Ball State University
- Director of Athletics, Bradley University
- Director of Athletics, Brown University
- Director of Athletics and Recreation, Brown University
- Director of Athletics and Recreation, Dartmouth College
- Director of Athletics & Recreation, Emory University



- Athletics Director, Ferris State University
- Director of Athletics, Georgia Institute of Technology
- Director of Athletics, Georgia Southern University
- Director of Athletics, Georgia State University
- Director of Intercollegiate Athletics, Howard University
- Director of Intercollegiate Athletics, Indiana University Bloomington
- Director of Athletics, Iona College
- Director of Athletics, Iowa State University
- Athletic Director, Kennesaw State University
- Director of Athletics, Louisiana State University
- Athletic Director, Loyola University, Chicago
- Director of Athletics, Loyola University, Maryland
- Vice President & Director of Athletics, Marquette University
- Director of Athletics, Middle Tennessee State University
- Director of Athletics, Mississippi State University
- Vice President for Division II, National Collegiate Athletic Association
- Director of Athletics, North Carolina State University
- Vice President and Director of Athletics, Northern Arizona University
- Associate Vice President and Director of Athletics, Northern Illinois University
(*current*)
- Director of Athletics, Northern Illinois University
- Director of Intercollegiate Athletics, Northern Kentucky University
- Director of Athletics, Rutgers University
- Director of Athletics, South Dakota State University
- Director of Athletics, Southeast Missouri State University
- Director of Athletics, St. Cloud State University
- Director of Athletics, Texas A&M University
- Director of Athletics, Texas Christian University
- Director of Athletics, Texas Tech University
- Director of Athletics, The Ohio State University
- Assistant Athletic Director for the Nittany Lion Club, The Pennsylvania State University
- Director of Athletics, The University of Alabama at Huntsville
- Director of Athletics, The University of Houston



- Director of Athletics, University at Buffalo
- Director of Athletics, University of Alaska, Fairbanks
- Director of Athletics, University of Arkansas
- Vice President and Director of Athletics, University of Central Florida
- Director of Athletics, University of Chicago
- Director of Athletics, University of Connecticut
- Director of Athletics and Recreation Services, University of Delaware
- Director of Intercollegiate Athletics & Recreation Services, University of Delaware
- Director of Athletics, University of Georgia
- Director of Athletics, University of Hawai'i at Manoa
- Director of Athletics, University of Illinois, Urbana-Champaign
- Director of Athletics, University of Iowa
- Director of Intercollegiate Athletics, University of Minnesota, Duluth
- Director of Athletics, University of Minnesota, Twin Cities
- Director of Intercollegiate Athletics, University of Nevada
- Director of Athletics, University of Notre Dame
- Director of Intercollegiate Athletics, University of Oregon
- Director of Athletics, University of Tennessee, Chattanooga
- Vice Chancellor and Director of Athletics, University of Tennessee, Knoxville
- Director of Intercollegiate Athletics, University of Washington

Head Football Coaches

- Head Football Coach, Georgia Institute of Technology
- Head Football Coach, Georgia State University
- Head Football Coach, Iowa State University
- Head Football Coach, Louisiana Tech University
- Head Football Coach, Middle Tennessee State University
- Head Football Coach, North Carolina State University
- Head Football Coach, Northern Illinois University
- Head Football Coach, San Diego State University
- Head Football Coach, Texas State University-San Marcos
- Head Football Coach, The University of Akron



- Head Football Coach, University at Buffalo
- Head Football Coach, University of Minnesota, Twin Cities
- Head Football Coach, University of Nebraska, Lincoln
- Head Football Coach, University of Notre Dame
- Head Football Coach, University of Pittsburgh
- Head Football Coach, University of Tennessee, Chattanooga
- Head Football Coach, University of Tennessee, Knoxville
- Head Football Coach, University of Washington
- Head Football Coach, Vanderbilt University
- Head Football Coach, West Virginia State University
- Head Football Coach, Widener University

Head Men's Basketball Coaches

- Head Men's Basketball Coach, American University
- Head Men's Basketball Coach, Arizona State University
- Head Men's Basketball Coach, Boston University
- Head Men's Basketball Coach, Bradley University
- Head Men's Basketball Coach, Georgia State University
- Head Men's Basketball Coach, Indiana University Bloomington
- Head Men's Basketball Coach, James Madison University
- Head Men's Basketball Coach, Louisiana State University
- Head Men's Basketball Coach, Loyola University, Maryland
- Head Men's Basketball Coach, Mississippi State University
- Head Men's Basketball Coach, North Carolina State University
- Head Men's Basketball Coach, Northern Arizona University
- Head Men's Basketball Coach, Northern Illinois University
- Head Men's Basketball Coach, Northwestern University
- Head Men's Basketball Coach, Oregon State University
- Head Men's Basketball Coach, Rice University
- Head Men's Basketball Coach, Texas Christian University
- Head Men's Basketball Coach, Texas State University-San Marcos
- Head Men's Basketball Coach, University at Buffalo
- Head Men's Basketball Coach, University of Arkansas



- Head Men's Basketball Coach, University of Denver
- Head Men's Basketball Coach, University of Georgia
- Head Men's Basketball Coach, University of Illinois, Urbana-Champaign
- Head Men's Basketball Coach, University of Iowa
- Head Men's Basketball Coach, University of Kentucky
- Head Men's Basketball Coach, University of Miami
- Head Men's Basketball Coach, University of Minnesota, Twin Cities
- Head Men's Basketball Coach, University of Nebraska, Lincoln
- Head Men's Basketball Coach, University of Oklahoma
- Head Men's Basketball Coach, University of Tennessee, Knoxville
- Head Men's Basketball Coach, University of Wyoming

Other

- Head Women's Basketball Coach, Michigan State University
- Head Women's Basketball Coach, North Carolina State University
- Senior Director of Development for Athletics, The University of Connecticut Foundation
- Head Baseball Coach, University of Nebraska, Lincoln
- Executive Senior Associate Athletic Director, University of Oregon
- Head Men's Baseball Coach, University of Tennessee, Knoxville
- Head Men's Golf Coach, Vanderbilt University





COMMITMENT TO DIVERSITY

Our firm proactively identifies and recruits candidates who are ethnic minority and/or female. We are professionally and personally committed to this aspect in any search process.

SEARCHES WHICH HAVE RESULTED IN THE PLACEMENT OF AN ETHNIC MINORITY AND/OR FEMALE:

- Vice President for Division II, National Collegiate Athletic Association
 - Candidate Selected: **Terri Steeb-Gronau**
 - Date of Completion: July 2013
- Director of Athletics, University of Chicago
 - Candidate Selected: **Erin M. McDermott**
 - Date of Completion: June 2013
- Vice President for Student Affairs, West Texas A&M University
 - Candidate Selected: **Donna Eddleman**
 - Date of Completion: June 2013
- Vice President for Student Life , University of Washington
 - Candidate Selected: **Denzil Suite**
 - Date of Completion: May 2013
- Dean of the Bagley College of Engineering, Mississippi State University
 - Candidate Selected: **Achille Messac**
 - Date of Completion: May 2013
- Director of Athletics, Rutgers University
 - Candidate Selected: **Julie Hermann**
 - Date of Completion: May 2013
- Dean of the College of Education, University of South Florida
 - Candidate Selected: **Vasti Torres**
 - Date of Completion: May 2013
- Director, School of Mass Communications, Virginia Commonwealth University
 - Candidate Selected: **Hong Cheng**
 - Date of Completion: May 2013



- Dean, USC Union, University of South Carolina
 - Candidate Selected: **Alice Taylor-Colbert**
 - Date of Completion: May 2013
- Sales Manager Retail Segment - USA, Lutece B.V.
 - Candidate Selected: **Juan Galotti**
 - Date of Completion: May 2013
- Head Men's Basketball Coach, Loyola University, Maryland
 - Candidate Selected: **G.G. Smith**
 - Date of Completion: April 2013
- Chair, Department of Radiology, UT Graduate School of Medicine
 - Candidate Selected: **Laura Findeiss**
 - Date of Completion: April 2013
- Dean, Bayh College of Education, Indiana State University
 - Candidate Selected: **Kandi Hill-Clarke**
 - Date of Completion: April 2013
- Dean, School of Business, The University of Alabama at Birmingham
 - Candidate Selected: **Eric Jack**
 - Date of Completion: April 2013
- Dean, College of Health, Education and Professional Studies, University of Tennessee, Chattanooga
 - Candidate Selected: **Valerie Rutledge**
 - Date of Completion: March 2013
- Dean of the College of Music, Florida State University
 - Candidate Selected: **Patricia Flowers**
 - Date of Completion: February 2013
- President, The University of Southern Mississippi
 - Candidate Selected: **Rodney D. Bennett**
 - Date of Completion: February 2013
- Head Football Coach, Widener University
 - Candidate Selected: **Bobby Acosta**
 - Date of Completion: January 2013



- Chancellor, Palmetto College, University of South Carolina
 - Candidate Selected: **Susan Elkins**
 - Date of Completion: January 2013
- Director of the Engineering Leadership Institute, University of Florida
 - Candidate Selected: **Jonathan Jefferson**
 - Date of Completion: December 2012
- Director of Athletics, University of Hawai'i at Manoa
 - Candidate Selected: **Ben Jay**
 - Date of Completion: December 2012
- Head Football Coach, Georgia State University
 - Candidate Selected: **Trent Miles**
 - Date of Completion: December 2012
- Vice Chancellor for Diversity, University of Tennessee, Knoxville
 - Candidate Selected: **Rickey Hall**
 - Date of Completion: November 2012
- Founding Dean, Allen E. Paulson College of Engineering & Information Technology, Georgia Southern University
 - Candidate Selected: **Mohammad Davoud**
 - Date of Completion: October 2012
- Associate Vice President for Community-Based Practice, University of Illinois Hospital & Health Sciences System
 - Candidate Selected: **Robert A. Winn**
 - Date of Completion: September 2012
- Chief Information Officer / Associate Provost, The University of Alabama at Huntsville
 - Candidate Selected: **Melody (Dee) Childs**
 - Date of Completion: June 2012
- Chair and Professor, J. Crayton Pruitt Family Department of Biomedical Engineering, University of Florida
 - Candidate Selected: **Christine E. Schmidt**
 - Date of Completion: June 2012
- Dean, College of Journalism and Communications, University of Florida
 - Candidate Selected: **Diane McFarlin**
 - Date of Completion: June 2012



- Vice Chancellor for Academic Affairs and Provost, University of Illinois, Urbana-Champaign
 - Candidate Selected: **Ilesanmi Adesida**
 - Date of Completion: May 2012
- Dean of the Coles College of Business, Kennesaw State University
 - Candidate Selected: **Kathy (Kat) Schwaig**
 - Date of Completion: May 2012
- Dean, College of Health Professions, Ferris State University
 - Candidate Selected: **Matthew Adeyanju**
 - Date of Completion: May 2012
- Head, Department of Computer & Information Technology, Purdue University
 - Candidate Selected: **Fatma Mili**
 - Date of Completion: May 2012
- Chancellor, Southern Illinois University, Edwardsville
 - Candidate Selected: **Julie Furst-Bowe**
 - Date of Completion: April 2012
- Provost, The University of Alabama at Birmingham
 - Candidate Selected: **Linda C. Lucas**
 - Date of Completion: April 2012
- Chief Executive Officer, iHoops
 - Candidate Selected: **Derrick Godfrey**
 - Date of Completion: April 2012
- Dean, College of Engineering Technology, Ferris State University
 - Candidate Selected: **J.K. Yates**
 - Date of Completion: April 2012
- Director of Athletics, Southeast Missouri State University
 - Candidate Selected: **Mark Alnutt**
 - Date of Completion: April 2012
- Executive Director, CityArchRiver 2015 Foundation
 - Candidate Selected: **Margaret (Maggie) M. Hales**
 - Date of Completion: April 2012
- Head Men's Basketball Coach, Texas Christian University
 - Candidate Selected: **Trent Johnson**
 - Date of Completion: April 2012



- Director of Center for Improvement of Teaching & Learning, Des Moines University
 - Candidate Selected: **Annie Daniel**
 - Date of Completion: April 2012
- Head Men's Basketball Coach, Mississippi State University
 - Candidate Selected: **Rick Ray**
 - Date of Completion: April 2012
- Vice President and Director of Athletics, Northern Arizona University
 - Candidate Selected: **Lisa Campos**
 - Date of Completion: March 2012
- Chief Compliance Officer, Des Moines University
 - Candidate Selected: **Erika Linden**
 - Date of Completion: March 2012
- Director of Athletics, St. Cloud State University
 - Candidate Selected: **Heather Weems**
 - Date of Completion: March 2012
- Dean, College of Applied Engineering, Sustainability and Technology, Kent State University
 - Candidate Selected: **Simon Song**
 - Date of Completion: March 2012
- Dean, College of Nursing, University of Tennessee Health Science Center
 - Candidate Selected: **Laura Talbot**
 - Date of Completion: March 2012
- Director of Athletics, University of Connecticut
 - Candidate Selected: **Warde Manuel**
 - Date of Completion: February 2012
- Dean of the College of Business, Albany State University
 - Candidate Selected: **Fidelis M. Ikem**
 - Date of Completion: November 2011
- Vice President for University Advancement, Georgia Southern University
 - Candidate Selected: **Salinda Arthur**
 - Date of Completion: August 2011



- Chair, Department of Medicine, UT Graduate School of Medicine
 - Candidate Selected: **Rajiv Dhand**
 - Date of Completion: July 2011
- Managing Director of Communications, National Collegiate Athletic Association
 - Candidate Selected: **Amy Kudwa**
 - Date of Completion: July 2011
- Dean, College of Arts and Sciences, University of Tennessee, Knoxville
 - Candidate Selected: **Theresa M. Lee**
 - Date of Completion: June 2011
- Dean of the College, Dartmouth College
 - Candidate Selected: **Charlotte H. Johnson**
 - Date of Completion: May 2011
- Athletic Director, Kennesaw State University
 - Candidate Selected: **Vaughn Williams**
 - Date of Completion: April 2011
- Vice Chancellor/Vice President for Research and Technology Transfer, The University of Houston System
 - Candidate Selected: **Rathindra Bose**
 - Date of Completion: April 2011
- Head Men's Basketball Coach, University of Tennessee, Knoxville
 - Candidate Selected: **Cuonzo Martin**
 - Date of Completion: March 2011
- Head Men's Basketball Coach, Georgia State University
 - Candidate Selected: **Ron Hunter**
 - Date of Completion: March 2011
- Vice President of Administration and Chief Financial Officer, National Collegiate Athletic Association
 - Candidate Selected: **Kathleen McNeely**
 - Date of Completion: March 2011
- Vice President and General Counsel, Northern Illinois University
 - Candidate Selected: **Jerry Blakemore**
 - Date of Completion: February 2011



- Vice President for Legal Affairs and General Counsel, National Collegiate Athletic Association
 - Candidate Selected: **Donald Michael Remy**
 - Date of Completion: January 2011
- Head Football Coach, Vanderbilt University
 - Candidate Selected: **James Franklin**
 - Date of Completion: December 2010
- Dean, College of Education and Health Professions, Columbus State University
 - Candidate Selected: **Barbara Buckner**
 - Date of Completion: December 2010
- Vice President of Communications, National Collegiate Athletic Association
 - Candidate Selected: **Bob Williams**
 - Date of Completion: December 2010
- Dean, School of Dentistry, Meharry Medical College
 - Candidate Selected: **Janet Southerland**
 - Date of Completion: December 2010
- Dean of Students / Associate Vice President for Student Affairs, The University of Alabama at Huntsville
 - Candidate Selected: **Regina Young Hyatt**
 - Date of Completion: November 2010
- Associate Vice President for Enrollment Services, The University of Alabama at Huntsville
 - Candidate Selected: **Ingrid Hayes**
 - Date of Completion: October 2010
- Vice President of Enforcement, National Collegiate Athletic Association
 - Candidate Selected: **Julie Roe Lach**
 - Date of Completion: October 2010
- Director of Intercollegiate Athletics, Howard University
 - Candidate Selected: **Louis (Skip) B. Perkins**
 - Date of Completion: October 2010
- Vice President for Development and Alumni Relations, Western Kentucky University
 - Candidate Selected: **Kathryn (Kathy) R. Costello**
 - Date of Completion: September 2010



- University Controller, Florida International University
 - Candidate Selected: **Cecilia Hamilton**
 - Date of Completion: August 2010
- Director of Athletics, North Carolina State University
 - Candidate Selected: **Debbie Yow**
 - Date of Completion: June 2010
- Dean of the College of the Environment, University of Washington
 - Candidate Selected: **Lisa Graumlich**
 - Date of Completion: May 2010
- Dean, Haworth College of Business, Western Michigan University
 - Candidate Selected: **Kay M. Palan**
 - Date of Completion: May 2010
- Dean of University Libraries, Bowling Green State University
 - Candidate Selected: **Kay A. Flowers**
 - Date of Completion: May 2010
- Dean, School of Medicine, Meharry Medical College
 - Candidate Selected: **Charles Mouton**
 - Date of Completion: March 2010
- Head Football Coach, Widener University
 - Candidate Selected: **Isaac Collins**
 - Date of Completion: February 2010
- Executive Director, Robert Wood Johnson Foundation Center for Health Policy, Meharry Medical College
 - Candidate Selected: **Daniel L. Howard**
 - Date of Completion: January 2010
- Dean, College of Business Administration, The University of Alabama at Huntsville
 - Candidate Selected: **Caron St. John**
 - Date of Completion: December 2009
- Director of University Libraries, The Ohio State University
 - Candidate Selected: **Carol Pitts Diedrichs**
 - Date of Completion: November 2009



- Dean of the Graduate School and Associate Vice President for Research and Innovation, University of South Florida
 - Candidate Selected: **Karen Liller**
 - Date of Completion: August 2009
- Senior Vice President for Academic Affairs and Provost, Georgia State University
 - Candidate Selected: **Risa Ileen Palm**
 - Date of Completion: June 2009
- Provost and Vice President for Academic Affairs, Columbus State University
 - Candidate Selected: **Inessa Levi**
 - Date of Completion: June 2009
- Director of Intercollegiate Athletics & Recreation Services, University of Delaware
 - Candidate Selected: **Bernard Montgomery Muir**
 - Date of Completion: June 2009
- Dean, College of Engineering, University of Florida
 - Candidate Selected: **Cammy R. Abernathy**
 - Date of Completion: May 2009
- President, Armstrong Atlantic State University
 - Candidate Selected: **Linda M. Bleicken**
 - Date of Completion: April 2009
- Director of Athletics, Georgia State University
 - Candidate Selected: **Cheryl L. Levick**
 - Date of Completion: March 2009
- Director, Thielen Student Health Center, Iowa State University
 - Candidate Selected: **Michelle Hendricks**
 - Date of Completion: December 2008
- Provost & Vice President for Academic Affairs, Georgia College & State University
 - Candidate Selected: **Sandra Jordan**
 - Date of Completion: October 2008
- Dean of Business, The Ohio State University
 - Candidate Selected: **Christine Poon**
 - Date of Completion: June 2008



- Dean of the E.J. Ourso College of Business, Louisiana State University
 - Candidate Selected: **Eli Jones**
 - Date of Completion: June 2008
- Head Men's Basketball Coach, Louisiana State University
 - Candidate Selected: **Trent Johnson**
 - Date of Completion: May 2008
- Head Men's Basketball Coach, Oregon State University
 - Candidate Selected: **Craig Robinson**
 - Date of Completion: April 2008
- Dean, College of Health Professions, Armstrong Atlantic State University
 - Candidate Selected: **Shelley F. Conroy**
 - Date of Completion: November 2007
- Dean, College of Arts & Sciences, University of Washington
 - Candidate Selected: **Ana Mari Cauce**
 - Date of Completion: November 2007
- Dean, School of Nursing, University of Washington
 - Candidate Selected: **Marla Elizabeth Salmon**
 - Date of Completion: October 2007
- Executive Director, Center for Professional Responsibility in Business and Society, University of Illinois, Urbana-Champaign
 - Candidate Selected: **Gretchen Anne Winter**
 - Date of Completion: October 2007
- Vice President for Business and Finance, Southern Methodist University
 - Candidate Selected: **Christine Marie Casey**
 - Date of Completion: September 2007
- Executive Vice Chancellor and Chief Academic Officer, University System of Georgia
 - Candidate Selected: **Susan Herbst**
 - Date of Completion: September 2007
- Associate Vice President for Business and Finance, Iowa State University
 - Candidate Selected: **Pamela Cain**
 - Date of Completion: July 2007



- Director, Austin E. Knowlton School of Architecture, The Ohio State University
 - Candidate Selected: **Ann Pendleton-Jullian**
 - Date of Completion: June 2007
- Head Men's Basketball Coach, Georgia State University
 - Candidate Selected: **Rod Barnes**
 - Date of Completion: June 2007
- Dean, College of Arts and Sciences, University of Cincinnati
 - Candidate Selected: **Valerie Gray Hardcastle**
 - Date of Completion: June 2007
- President, Savannah State University
 - Candidate Selected: **Earl G. Yarbrough**
 - Date of Completion: May 2007
- Vice President of Education Services, National Collegiate Athletic Association
 - Candidate Selected: **Robert Vowels**
 - Date of Completion: May 2007
- Provost and Executive Vice President for Academic Affairs, University of Toledo
 - Candidate Selected: **Rosemary Romanowski Haggett**
 - Date of Completion: April 2007



July 22, 2013

Ed Schiff
Director, Purchasing
Florida Atlantic University
777 Glades Road
Boca Raton, FL 33431

Dear Mr. Schiff:

RE: Professional Fee

Our standard fee is one-third of the first year's total cash compensation. However, we are prepared to represent Florida Atlantic University in this search for a set fee of \$90,000. Our fee would be invoiced in three equal increments of \$30,000 at the beginning of the search and 30 and 60 days thereafter (Terms will be Net 30, 1.5% per month). In addition to the professional fee, out-of-pocket expenses are invoiced to the client. These expenses include such items as long distance telephone calls; research and delivery services; and travel and interview expenses for the search consultant. We make every effort to hold reimbursable expenses to a minimum and will ensure that our expenses are no more than 10% of the fee. Advertising, committee interview and travel expenses, and candidate travel expenses are not included in the 10% expense budget and will be invoiced separately to FAU along with the appropriate documentation.

You may terminate a search for any reason upon notice. If this occurs within the first three months after we commence our engagement, the fee for our services up to that point shall be equal to the set fee, prorated on a per diem basis over the initial 90-day period. If the termination occurs after the 90-day period, the fee for our services shall be the set fee. If for any reason the candidate selected leaves FAU during the first 12 months, we will conduct an assignment to replace that individual without additional fee, but for out of pocket expenses only. We commit our professional effort to each search, and we will continue until the position is filled or until we are both satisfied that every reasonable effort has been made.

Best regards,



Dan F. Parker, Sr.
President





REFERENCES

<p>Hank M. Bounds, Ph.D. <i>Commissioner</i> Mississippi Board of Trustees of State Institutions of Higher Learning 3825 Ridgewood Road Jackson, MS 39211 (601) 432-6198 board@ihl.state.ms.us</p>	<p>Jimmy Cheek, Ph.D. <i>Chancellor</i> University of Tennessee, Knoxville 527 Andy Holt Tower Knoxville, TN 37996 (865) 974-2444 jcheek@utk.edu</p>
<p>Sidney A. McPhee, Ph.D. <i>President</i> Middle Tennessee State University 110 Cope Administration Building Murfreesboro, TN 37132 (615) 898-5825 smcphee@mtsu.edu</p>	<p>Steven Leath, Ph.D. <i>President</i> Iowa State University Office of the President Ames, IA 50011 (515) 294-2042 sleath@iastate.edu</p>
<p>Susan Herbst, Ph.D. <i>President</i> University of Connecticut Gulley Hall, Unit 2048 Storrs, CT 06269 (860) 486-2337 susan.herbst@uconn.edu</p>	<p>Phyllis M. Wise, Ph.D. <i>Chancellor</i> University of Illinois, Urbana-Champaign 601 E. John Street Champaign, IL 61820 (217) 333-6290 pmwise@illinois.edu</p>

State of Florida References

<p>Judy Genshaft, Ph.D. <i>President</i> University of South Florida 4202 East Fowler Avenue Tampa, FL 33620 (813) 974-2791 jgensha@admin.usf.edu</p>	<p>John Hitt, Ph.D. <i>President</i> University of Central Florida (407) 823-2484 john.hitt@ucf.edu</p>
<p>Bernie Machen, D.D.S., M.S., Ph.D. <i>President</i> University of Florida 226 Tigert Hall Gainesville, FL 32611 (352) 392-1314 president@ufl.edu</p>	<p>Garnett S. Stokes, Ph.D. <i>Provost and Vice President for Academic Affairs</i> Florida State University 212 Westcott Building Tallahassee, FL 32306 (850) 644-1765 garnettstokes@mindspring.com</p>

