



FLORIDA INSTITUTE OF TECHNOLOGY

# PRESIDENTIAL LEADERSHIP PROFILE







# THE OPPORTUNITY

The board of trustees of Florida Institute of Technology (Florida Tech) invites nominations and applications for the position of president.

The Florida Tech board has a sense of excitement as it shepherds the institution toward transformation in the 21st century and is confident that Florida Tech is well positioned for the right leader to dramatically elevate its visibility, rankings and impact. This outstanding opportunity will be best served by a dynamic, inclusive and transformational leader who understands and has a deep appreciation for the institution, its history, its people and its focus on STEM, as well as someone who has enthusiasm and energy for building and maintaining excellence in all aspects of the university’s mission.

The Florida Tech community is united in its desire to welcome a new president who will be a strong advocate for the institution, an inspirational communicator to all constituents, and an individual who embodies integrity, vision, a passionate commitment to higher education and a level of leadership and team-building experience that will effectively drive Florida Tech toward a bright and successful future.

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# WE ARE FLORIDA TECH

Florida Institute of Technology was founded at the dawn of the space race as Brevard Engineering College, a scientific and technological university to educate the early “missilemen” of the U.S. space program. Present for every one of NASA-Kennedy Space Center’s launches, Florida Tech relies on its unique history to inform who and what we are today—a comprehensive national research university that has provided interdisciplinary educational experiences to more than 68,000 prominent alumni, including five space shuttle astronauts, the first female four-star general in U.S. military history and a National Teacher of the Year. *A U.S. News & World Report* Tier One Best National University, we are small, focused and defined by our relentless pursuit of greatness.

## MISSION AND VISION

Florida Institute of Technology’s mission is to provide high-quality education to a culturally diverse student body in order to prepare students for entering the global workforce, seeking higher education opportunities and serving within their communities. The university also seeks to expand knowledge through basic and applied research and to serve the diverse economic, cultural and societal needs of our local, state, national and international constituencies.

In support of this mission, we are committed to:

- Promoting student development by fostering and sustaining a productive institutional culture of assessment that leads to the continuous improvement of academic and administrative programs;
- Developing an organizational culture that values and encourages intellectual curiosity, a sense of belonging and shared purpose among faculty, students and staff, and the pursuit of excellence in all endeavors;
- Recruiting and developing excellent faculty to become leaders in their respective fields and internationally recognized scholars;
- Achieving recognition as an effective, innovative, technology-focused educational and research institution;
- Recruiting and retaining an excellent, highly select and culturally diverse student body;
- Continually improving the quality of campus life for all members of the university community;
- Providing personal and career growth opportunities for both traditional and nontraditional students and members of the faculty and staff;
- Securing and maintaining professional accreditation for all appropriate programs.





## THE UNIVERSITY

Florida Tech is a regionally accredited, coeducational, private, doctoral-granting research university recognized as a College of Distinction and named the No. 4 university in Florida by the *Wall Street Journal*.

As Florida's STEM University,<sup>™</sup> our strengths lie in engineering and the sciences—vital, thriving disciplines perpetuated by keen technological skills and innovative thinking that are woven into the curriculum of all our academic programs, from aviation to communication, psychology to business.

Our students hail from more than 80 countries worldwide, creating a diverse learning environment where the best and brightest minds converge to challenge their own perceptions and put their passion to work, turning ideas into actualities alongside world-class faculty who are experts in their fields.

### FAST FACTS

**1958**

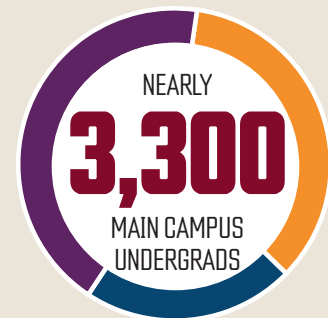
YEAR ESTABLISHED

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STUDENT-TO-FACULTY RATIO

**21**

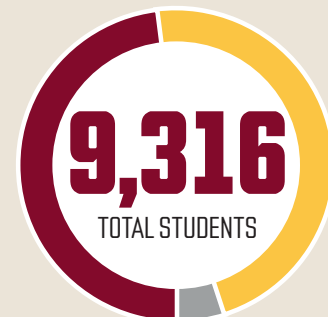
AVERAGE CLASS SIZE



ROUGHLY **43%** IN-STATE STUDENTS

ROUGHLY **38%** OUT-OF-STATE STUDENTS

ROUGHLY **19%** INTERNATIONAL STUDENTS  
*Representing 80+ Countries*



**4,434** UNDERGRADS

**4,333** MASTER'S STUDENTS

**549** DOCTORAL STUDENTS



## ACADEMICS

A Doctoral University: High Research Activity, according to Carnegie's Basic Classification, Florida Tech is strong in STEM, particularly the aerospace, cyber, marine and biomedical fields. Our dedication to advancing research in these fields is evidenced by our investment in new, state-of-the-art equipment and facilities, including the Gordon L. Nelson Heath Sciences building and the Mertens Marine Center.

We offer more than 180 associate, bachelor's, master's and doctoral degree programs, as well as minor and certificate programs, in person, online and at offsite education centers. The university is composed of four distinct but collaborative colleges: the College of Aeronautics; the Nathan M. Bisk College of Business; the College of Engineering and Science (our largest and most research-intensive college made up of six departments: Aerospace, Physics and Space Sciences; Biomedical and Chemical Engineering and Sciences; Computer Engineering and Sciences; Mathematical Sciences; Mechanical and Civil Engineering; Ocean Engineering and Marine Sciences); and the College of Psychology and Liberal Arts (made up of three schools: School of Arts and Communication; School of Behavior Analysis; and School of Psychology).

### ACADEMIC ORGANIZATION

College of Aeronautics

Nathan M. Bisk College of Business

College of Engineering and Science  
*Department of Aerospace, Physics  
and Space Sciences*

*Department of Biomedical and  
Chemical Engineering and Sciences*

*Department of Computer Engineering  
and Sciences*

*Department of Mathematical Sciences*

*Department of Mechanical and Civil  
Engineering*

*Department of Ocean Engineering and  
Marine Sciences*

College of Psychology and Liberal Arts

*School of Arts and Communication*

*School of Behavior Analysis*

*School of Psychology*





## RESEARCH

Research is at the heart of everything we do at Florida Tech. Supported by both local industry and the community, the university hosts a number of centers, labs and institutes, including the Center for Advanced Manufacturing and Innovative Design (CAMID), the L3Harris Institute for Assured Information, The Scott Center for Autism Treatment and the L3Harris Student Design Center. Led by expert faculty from interdisciplinary backgrounds, research helps drive student learning, engaging both undergraduate and graduate students early on in their academic journeys. The university's level of funded research has consistently increased over the years, helping to establish Florida Tech as a world-class research university.







## STUDENT LIFE

Florida Tech believes that learning must take place both in and out of the classroom to develop well-rounded, hireable professionals. With more than 100 student clubs and organizations, on-campus housing and dining options, Greek life, competitive and recreational esports, intramural sports, Orientation events and civic engagement opportunities, the university offers a variety of ways for students to get involved, make connections and develop leadership skills that will carry over to the “real world” after graduation.







# ATHLETICS

As an NCAA Division II school and member of the prestigious Sunshine State Conference, Florida Tech has 11 intercollegiate varsity sports teams:

## MEN'S

- » Baseball
- » Basketball
- » Lacrosse
- » Soccer
- » Swimming

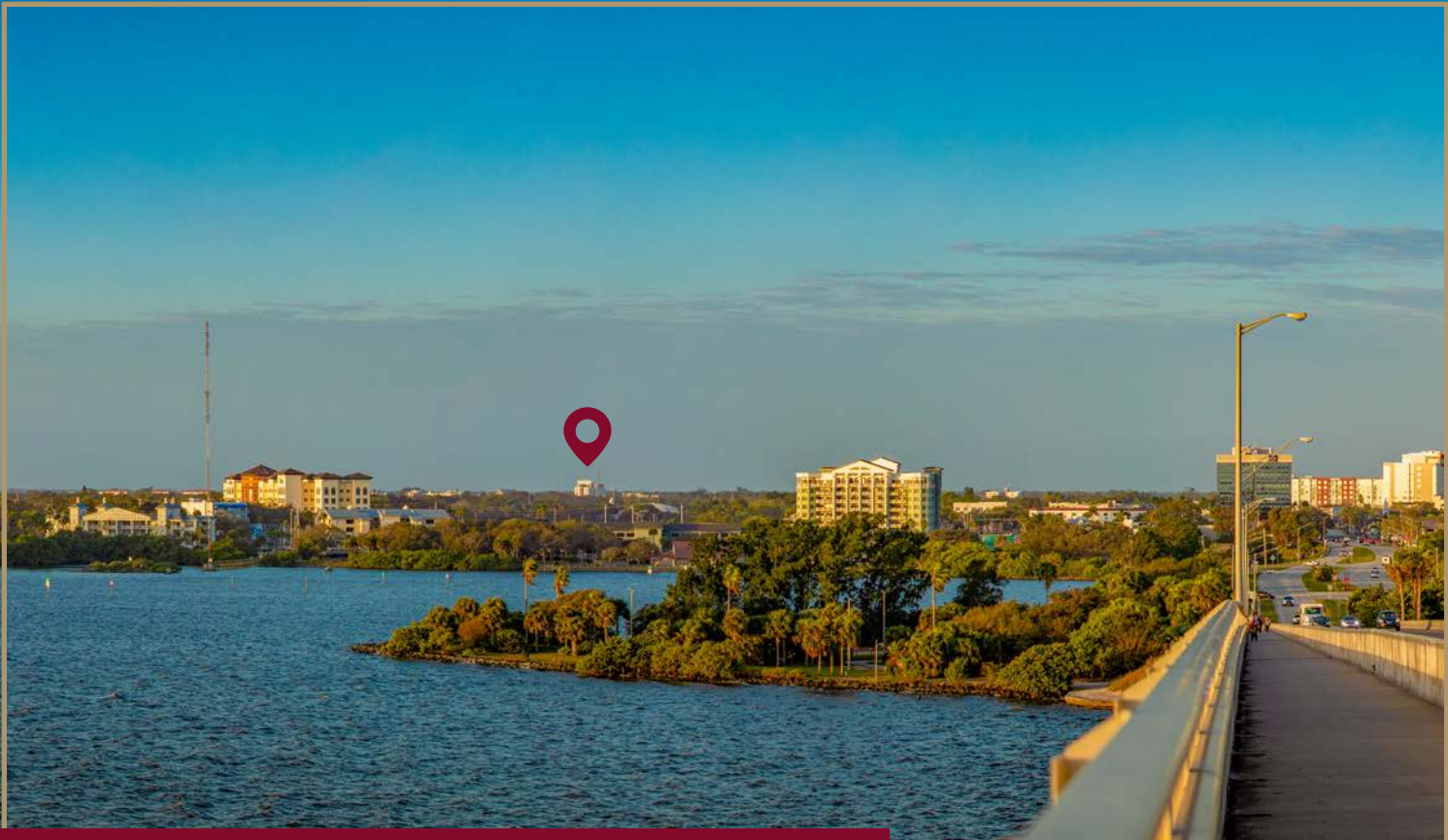
## WOMEN'S

- » Basketball
- » Lacrosse
- » Soccer
- » Softball
- » Swimming
- » Volleyball

With a focus on developing well-rounded scholar-athletes, Florida Tech Athletics teams have earned several regional and conference titles in multiple sports, and a number of Panthers have gone professional, among them Boston Red Sox pitcher Tim Wakefield and LPGA Tour member Daniela Iacobelli '09.



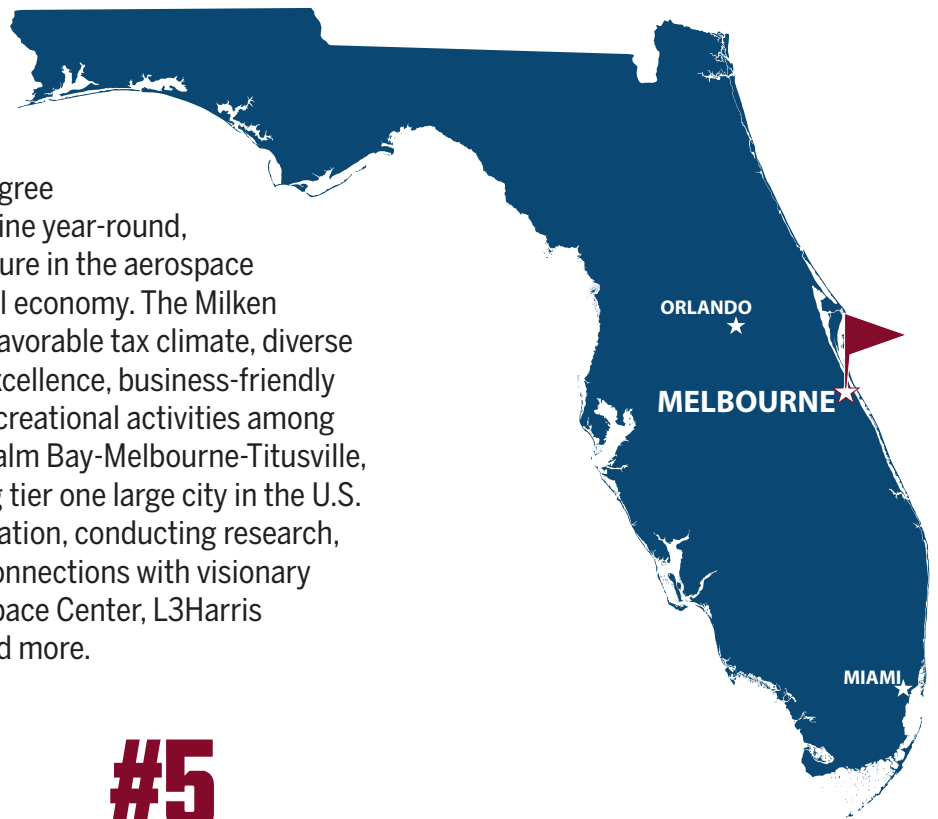




## ABOUT MELBOURNE

Florida Tech is located on Florida's Space Coast in Melbourne, ranked the third best place to live in Florida, according to *U.S. News & World Report*.

Aside from its pleasant climate—72-degree average daily temperature—and sunshine year-round, Melbourne's rich history and bright future in the aerospace industry drive a strong, diversified local economy. The Milken Institute lists a tech-ready workforce, favorable tax climate, diverse transportation network, educational excellence, business-friendly government and numerous outdoor recreational activities among the region's top advantages, ranking Palm Bay-Melbourne-Titusville, Florida, MSA the No. 5 best-performing tier one large city in the U.S. in 2022. Florida Tech leverages this location, conducting research, forging partnerships and developing connections with visionary industry leaders like NASA-Kennedy Space Center, L3Harris Technologies Inc., Embraer, SpaceX and more.



**72°F**  
AVERAGE DAILY  
TEMPERATURE

**#5**  
BEST-PERFORMING  
TIER ONE LARGE CITY



# LEADERSHIP OPPORTUNITIES

The next president of Florida Tech will have the exciting opportunity to take the institution to the next level of excellence. The president will work with the university's board of trustees, provost, academic and administrative leaders, faculty and staff, students, alumni, external constituencies, key partners, and the Melbourne and Space Coast communities to accomplish this task.

The president of the university is the chief executive and is accountable to the board of trustees. The president has ultimate responsibility for, and exercises appropriate control over, the institution's educational, administrative, fiscal, intercollegiate athletics and fundraising programs. The president's primary responsibility is to provide vision for the university and continuous leadership and direction for the planning and operation of all aspects of the university's programs and services in conformity with board policies, Southern Association of Colleges and Schools rules and regulations, and state and national law. Serving as the next president of Florida Tech is a unique opportunity for a transformational leader to build on the exceptional strengths of Florida Tech, including its strong teaching tradition, rich environment for scholarship, outstanding faculty and committed staff, inspirational students, prime location, and strong community culture.

## **Vision and Strategic Planning**

In partnership with the board of trustees, the new president will engage the Florida Tech community to create a clear and united vision for the institution that is ambitious and achievable and will inspire the university's stakeholders by drawing on Florida Tech's many strengths while promoting outstanding current programs and exciting new opportunities for future success. The president will turn this vision into action through the development and implementation of a strategic plan that defines the university's priorities, goals and objectives, and resource needs, both current and long-range, to ensure that Florida Tech reaches its full potential. The president will embrace the university's history and tradition while looking forward and embracing innovation as Florida Tech looks to accelerate its upward trajectory in national and international recognition.

## **Inspired Leadership**

The president will be empowered to be focused at the strategic level of the organization by a strong senior management team that addresses the day-to-day operations of the institution. The president will build and manage a leadership team, ensuring the team members are successful in their respective areas while also ensuring a culture that promotes both accountability and excellence. Further, the president will be committed to the development of faculty and

staff and have a track record of inspiring teams and people through principled, collaborative leadership. The president will appreciate and celebrate the Florida Tech faculty and staff, who are motivated by the university's students, "family" culture and commitment to Florida Tech's mission. The president will have an understanding of academic freedom and respect for shared governance, along with the ability to balance the need to engage in appropriate levels of collaboration and consultation with the ability to make timely and informed decisions.

## **Academic Excellence**

The president will ensure the highest levels of quality in the university's academic programs. He or she will foster an academic environment that builds on the university's strong teaching mission, optimum size classes that allow for robust learning, and faculty that deeply care about student success to ensure optimum student achievement and further Florida Tech's reputation for academic rigor and excellence. While respecting and building on the institution's STEM focus, the president will champion all of Florida Tech's colleges and academic programs and foster an academic environment that leverages interdisciplinary educational offerings and collaborative research. The president will be respectful and supportive of Florida Tech's faculty and participate in regular dialogue and engagement with them.

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# LEADERSHIP OPPORTUNITIES

The president will embrace technological changes that are transforming how students learn and how education is provided and will look to the leading edge of technological innovation as academic programs are evaluated, improved and created. In addition, the president will work with stakeholders to understand the evolving needs of the regional, national and international economies to ensure that Florida Tech's offerings align with employers' expectations and continue to prepare students for success in their careers.

## **Campus Culture**

The president will reflect a unifying and inspirational presence and foster an environment that provides a sense of respect, value and inclusiveness and belonging for all people within the Florida Tech community, along with a campus culture that incorporates trust, a sense of belonging, honesty, respect, integrity and accountability. The president will have a leadership approach that emphasizes clear and open communication and teamwork, and creates a culture of transparency in the way decisions are made and communicated to faculty, staff, students, alumni and the broader community. The president will understand the uncertainty that a campus experiences when there is a new leader and look to advance a positive and enthusiastic culture that creates high morale and excitement across campus for the future.

## **Financial Stability**

Although Florida Tech's finances are stable, it will be critical for the president to ensure long-term financial viability. The president will work with the board of trustees to shape and oversee a financial plan and strategy for the university that strengthens budget management and enhances the endowment. This will include evaluating strategic priorities, leading operational change (where appropriate) and being a careful steward of the university's finances. The president will manage the annual operational and capital budgets and control expenses against competing interests with the resolve to make difficult decisions. Importantly, the president will take steps to expand Florida Tech's financial resources and find alternative sources of revenue.

## **Philanthropy**

The president will be a champion for philanthropy and will work with the Advancement Office, board of trustees and others to foster a robust fundraising program, including establishing fundraising priorities

and identifying and cultivating potential donors, friends and partners. The president will seek to secure philanthropic support that will enable Florida Tech to provide an outstanding academic education for today's students and build a larger endowment that will provide continued excellence into the future. The president will have an enthusiasm for fundraising and possess the personal and social skills that enable the building of successful donor relationships.

## **Florida Tech Alumni Engagement**

The president will support communication and engagement with Florida Tech's 68,000 alumni, who represent a network with a wide variety of professionals in all 50 states and across the globe. The president will foster a strong relationship with the Alumni Association, which serves to promote a lifelong relationship of mutual benefits and support for both the university and its alumni.

## **Research**

The president will understand and value Florida Tech as a developing research university. With a vision that includes moving Florida Tech toward R1 status, the president will foster the development of a robust and competitive research environment and seek to implement initiatives to increase research funding, productivity, and output across campus. The president will value the importance of integrating research into the undergraduate and graduate learning experiences and promote student involvement in research as a key contribution to positive student learning outcomes. In addition, the president will seek to develop the research infrastructure to ensure that it best supports current and future research growth and activity.

## **Partnerships with Business and Industry, Community, Government and Other Organizations**

Leveraging Florida Tech's prime location on Florida's rapidly expanding Space Coast, the president will engage with regional businesses and industries, health care organizations, community organizations, government and other entities and foster partnerships to improve programs, research, and internship and employment opportunities that will benefit students, faculty initiatives and the campus. The president will be involved in the greater Melbourne community through service on boards, attendance at events and participation in other activities that will help to further develop a strong and beneficial relationship between Florida Tech and the surrounding city, county and

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# LEADERSHIP OPPORTUNITIES

region. The president also will engage strategically at the state and national levels with key organizations and entities to elevate Florida Tech's visibility and create partnership opportunities.

## **Student Success and Engagement**

The president will prioritize initiatives that improve student success as measured by retention and graduation rates, GPA and job placement. The president also will prioritize initiatives to enhance student life and engagement to create a more connected campus. The president will encourage student well-being and ensure that accessible resources are available to support students' physical and mental health. The president will be visible on campus and enjoy interacting with students informally in the dining halls, student union and classroom buildings, as well as at student events, campus activities and athletic competitions.

## **Diversity, Equity and Inclusion**

The president will be committed to equal opportunity and access and champion the important role that diversity plays in an institution of higher education. The president will integrate and demonstrably promote universitywide diversity, equity and inclusion initiatives and foster a campus environment that welcomes and embraces varying backgrounds and views.

## **Brand and Visibility**

The new president will seek to enhance Florida Tech's brand, elevate the university's reputation and raise Florida Tech's visibility in the region, state, nationally and internationally. It is often said that "Florida Tech is a well-kept secret." It is now time for a new president to be a committed and highly visible champion, advocate and chief spokesperson for the university with alumni, business and industry, the military, government officials, the media, and the general public to promote Florida Tech's educational, research and athletic programs and its significant contributions to and significant impact on the greater Melbourne region, the state of Florida and the world beyond.

The president will embrace the potential of digital platforms and social media to market the university and communicate more effectively with students, alumni and the Florida Tech community.

## **Campus Master Plan**

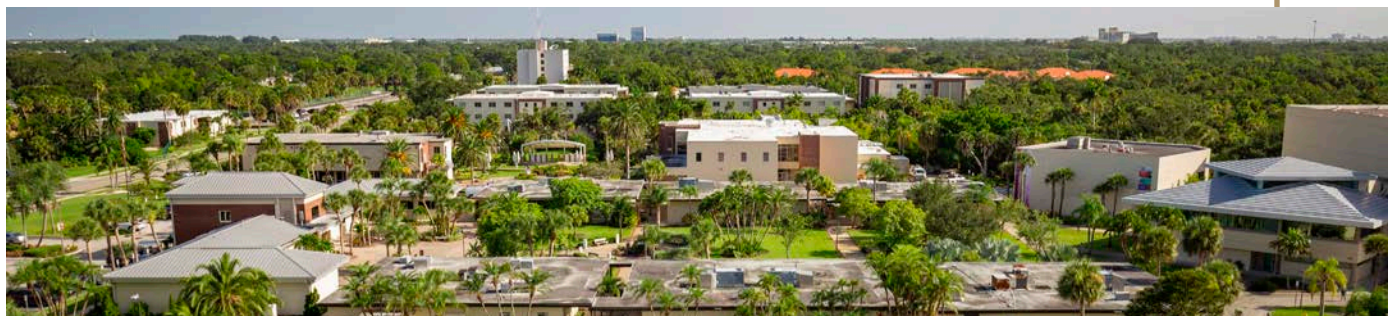
To assure a safe and highly functioning university environment, the president will address the infrastructure needs for teaching and research excellence, including building upgrades, improving faculty resources, new campus facilities and enhanced information technology, and he or she will incorporate an effective plan for addressing these needs in the short- and long-term financial planning of the institution. In addition, the president will facilitate the development of a campus master plan to guide the future physical development needed to support the mission and strategic plan of Florida Tech.

## **Athletics**

Florida Tech offers a thriving and successful intercollegiate athletics program as an NCAA Division II university and a member of the Sunshine State Conference. It is important for the president to work with the athletic director and others to continue to build on the strength of Panther athletics. The president will ensure that Florida Tech's athletic success continues to be a source of pride for the campus, Melbourne community and Florida Tech alumni worldwide.

## **Board of Trustees**

The Florida Tech board of trustees looks forward to an open, transparent and collaborative relationship with the new president. The president will forge a strong partnership with the board and will understand the respective roles that the president and board play in the governance and management of the university. The president will ensure that communication with the board is timely, thorough and transparent and reflects best practices in university administration.



# PRESIDENTIAL ATTRIBUTES

The next president of Florida Tech will be a dynamic and transformational leader who embraces the university's mission and values.

The candidate of choice will have a substantial record of recent executive leadership, financial acumen and demonstrated success in resource and strategic partnership development.

A Ph.D. in a STEM field or other terminal degree is highly preferred.



## Florida Tech's next president must be:

- » A visionary, strategic and innovative leader who will position Florida Tech to flourish and prosper in the increasingly competitive and fast-changing higher education environment by defining its purpose, future direction and short- and long-term objectives.
- » An individual who has a deep appreciation of the mission of higher education and a substantial understanding of the unique leadership demands of a private, STEM-focused university.
- » A faculty- and student-centered leader who has a passion for teaching, scholarship and learning with a commitment to academic excellence for undergraduate and graduate programs and experience in fostering an academic culture that leverages interdisciplinary programs and collaborative research.
- » A fundraiser capable of building long-lasting relationships, stimulating a robust culture of philanthropy, inspiring others, generating increased financial support from individuals, corporations and foundations, and other organizations for current use and to enhance the university's endowment.
- » A leader who will establish a strong, collaborative and highly effective senior management team that addresses the day-to-day operations of the institution, empowering the president to be highly focused on strategic initiatives and priorities.

## Florida Tech's next president is also expected to be:

- » A natural dialogue builder who maintains strong and meaningful relationships with internal and external constituencies and develops and advances beneficial partnership opportunities with community, corporate, government, nonprofit and service organizations.
- » An executive with business acumen and strong skills in fiscal planning and management who will ensure the financial stability of Florida Tech and the highest and most diligent oversight of its fiscal resources.
- » An experienced administrator and inspiring team builder who can attract, identify, develop and retain faculty and staff talent; clearly communicate goals and objectives; and empower them to achieve at the highest level.
- » An effective convener and facilitator who is strongly committed to the principles of shared governance and transparency.
- » An individual who understands and appreciates the importance of academic freedom and promotes a positive dialogue with the Faculty Senate.
- » An individual committed to the values of diversity, equity and inclusion.
- » An individual who appreciates and supports the university's intercollegiate athletics program.
- » A data-informed, analytical individual capable of developing and using measurable metrics to assess achievement of institutional goals and objectives, as well as the performance of the executive leadership team and other direct and indirect reports, and who is familiar with higher education accreditation.
- » An individual with high emotional intelligence, executive presence, a positive demeanor, authenticity, genuine interest in and empathy for others, personal integrity, high energy and humility.



## **Applications, Nominations & Expressions of Interest**

AGB Search is pleased to assist Florida Tech with this leadership search. To apply for the president position, candidates are requested to submit the following: a résumé or curriculum vitae; a letter of interest that addresses the leadership opportunities in the profile; and contact information for four references (to be contacted with the candidate's permission at a later date). Application materials should be sent to [FloridaTechPresident@agbsearch.com](mailto:FloridaTechPresident@agbsearch.com) by Nov. 30, 2022, for best consideration. The search will remain open until an appointment is made.

Nominations and expressions of interest in the president position are encouraged. Please direct them to [FloridaTechPresident@agbsearch.com](mailto:FloridaTechPresident@agbsearch.com) or to the AGB search consultants listed below:

**KIMBERLY TEMPLETON**, JD, Principal  
*[kimberly.templeton@agbsearch.com](mailto:kimberly.templeton@agbsearch.com); 540.761.9494*

**SALLY MASON**, Ph.D, Executive Search Consultant  
*[sally.mason@agbsearch.com](mailto:sally.mason@agbsearch.com); 765.414.0299*

**ANNE HOFFMAN**, Executive Search Associate  
*[anne.hoffman@agbsearch.com](mailto:anne.hoffman@agbsearch.com); 805.490.9161*



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EQUAL OPPORTUNITY

Florida Tech does not discriminate on the basis of race, color, gender, religion, sexual orientation, national origin, disability, genetic information, age, pregnancy, parenting status, veteran status or retirement status in its activities and programs. In accordance with Title IX of the Education Amendments of 1972, Florida Tech does not discriminate on the basis of sex. Inquiries concerning the application of the non-discrimination policy may be directed to the Office of Title IX at John E. Miller Office Building (401QAD), 150 West University Blvd, Melbourne, FL 32901, [TitleIXCoordinator@fit.edu](mailto:TitleIXCoordinator@fit.edu), or 321-674-8885, or to the U.S. Department of Education Office for Civil Rights. 20220686