

AGENDA

ST. PETERSBURG COLLEGE BOARD OF TRUSTEES December 6, 2016

EPICENTER – Collaborative Labs. Tropics Lab
13805 – 58TH STREET N.
LARGO, FLORIDA

SPECIAL MEETING: 2:00 p.m.

I. CALL TO ORDER

- A. Invocation
- B. Pledge of Allegiance

II. COMMENTS

- A. Board Chair
- B. Board Members
- C. Public Comment pursuant to §286.0105 FS

III. PRESIDENT SELECTION

- A. Search Firm Selection (*Action*)
- B. Review President's Job Description (*Information*)
- C. Establish SPC Liaison Team (*Action*)
- D. Composition of Search and Screen Committee (*Action*)
- E. Search and Screen Committee Chair (*Information*)*
- F. Select Next Special Meeting Date (*Action*)

IV. ADJOURNMENT

If any person wishes to appeal a decision made with respect to any matter considered by the Board at its meeting December 6, 2016, he or she will need a record of the proceedings. It is the obligation of such person to ensure a verbatim record of the proceedings is made, §286.0105, Florida Statutes.

Items summarized on the Agenda may not contain full information regarding the matter being considered. Further information regarding these items may be obtained by calling the Board Clerk at (727) 341-3241.

***No Packet Enclosure**

Date Advertised: November 25, 2016

[Confirmation of Publication](#)
[Notice of Meeting](#)

December 6, 2016

MEMORANDUM

TO: Board of Trustees, St. Petersburg College

FROM: Lauralee Westine, Chair

SUBJECT: Search Firm Selection (*Action*)

Approval is sought to discuss the proposals and select the Search Firm for the next President of St. Petersburg College.

Three firms submitted proposals for consideration as follows: 1) Dr. Jeff Hockaday; 2) Myers McRae Executive Search and Consulting; and 3) ACCT Executive Search Services

Attachments:

Proposals:

Dr. Jeff Hockaday
Myers McRae Executive Search and Consulting
ACCT Executive Search Services

Response
to
St. Petersburg College
Request for Proposal
for
Consulting Services
In the search for College President

by

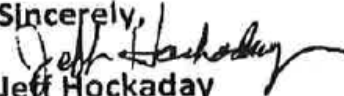
Dr. Jeff Hockaday
1909 Windmill Drive
Sanford, NC
Tel. 919-718-9812

Dear Madame Chair:

I have been involved in approximately 100 searches in the last 25 years. Some searches have been in colleges as sophisticated as is St. Petersburg, some colleges have been smaller. I have led several searches in colleges in Florida, including St. Petersburg.

I have served as President in a medium size college, as Chancellor of the sixth largest community college district in America and as Chancellor of the Community College System in Virginia. I have served as a college trustee. I have conducted seminars for community college people who one day hope to be a college president. I know the people out there who are qualified to be community college presidents. I know the people who are now successful presidents and would like to come to Florida. I understand the Florida System.

I get a dozen or more calls every month from people who want to come see me with the hope I might want to recruit them. I appreciate this opportunity.

Sincerely,

Jeff Hockaday

Suggested Schedule for St. Petersburg President Search

December 2016

Board of Trustees will select a Consultant, appoint a Search Committee and select a Staff Assistant for the search.

January 16 – January 31

Board will hold two hearings: one for college people and one for community people. These hearings will be for the purpose of hearing the skills participants would like to see in the next President. After the hearings and Board input, the staff person and Consultant will draft a Profile for Board approval. After Board approval, an advertisement for the position will be placed in appropriate places. The advertisement will include the skills and credentials being sought for the position.

February 2017

Receive applications

March 1 – March 15

The consultant will reduce the candidate numbers to approximately 20 persons.

The Consultant will work with the Search Committee to reduce the approximately twenty Candidates to approximately 10 semi-finalists, using reference checks, skills and credentials as Guidelines.

March 16 – March 31

The Semi-Finalists will prepare a 10 minute video on which they will respond to three questions that have been approved by the Search Committee.

April 3 – April 17

The Consultant and Search Committee will reduce the candidates to four to six Finalists, using videos and in-depth reference checks.

April 24 – April 28

Finalists will visit campus. A system will be designed whereby the Board of Trustees can receive reactions from campus and community persons who meet the candidates. The Board will interview the candidates, usually near the end of the candidate's visit.

First Week in May

Board selects a President

Duties of Board Members, Consultant and Staff Assistant

Board of Trustees

- Employ a Consultant**
- Appoint a Search Committee**
- Appoint a Staff person to assist in the Search**
- Hold two public hearings to gain input for the creation of a Profile of the next President**
- Interview the final candidates**
- Name a President**

Consultant

- Assist Board and Search Committee with search schedule**
- Recruit a diverse pool of candidates**
- Check references**
- Keep Board members informed**
- Work closely with Staff Assistant**
- Reduce the original pool of candidates to the 20 best candidates**
- Work with Search Committee to reduce the 20 candidates to 10 semi-finalists**
- Work with Search Committee to reduce semi-finalists to 4 – 6 finalists**
- Be on call to board members**

Staff Assistant

- Work closely with Consultant throughout the process**
- Arrange for the advertisement of the position**
- Arrange for the two public hearings**
- Receive the applications and correspond with applicants**
- Arrange for the visits of Finalists to campus**
- Arrange for feedback to Board members from persons who meet the candidates**

**Arrange for Search Committee and Board Members to view
Applications electronically**

Consultant Charges

Fee for Search \$50,000.00

Expenses: not to exceed \$4,000.00

MYERS MCRAE EXECUTIVE SEARCH AND CONSULTING

CORPORATE HEADQUARTERS
515 MULBERRY STREET, SUITE 200 · MACON, GEORGIA · 31201
478-330-6222 (PHONE) · 478-330-5611 (FAX)

WWW.MYERSMCRAE.COM

Executive Search Proposal for St. Petersburg College President

November 22, 2016

SEARCH CONSULTANTS FOR ST. PETERSBURG COLLEGE

CHIEF EXECUTIVE OFFICER

EMILY PARKER MYERS

478.747.6432 – CELL

478.330.6222 – OFFICE

EMILYMYERS@MYERSMCRAE.COM

EXECUTIVE VICE PRESIDENT

KENNY DAUGHERTY

478.747.0528 – CELL

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MYERSMCRAE

A NATIONAL HIGHER EDUCATION SEARCH FIRM
MACON, GEORGIA ✦ NASHVILLE, TENNESSEE



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November 22, 2016

Lauralee G. Westine, Esq., Chair of the Board of Trustees
St. Petersburg College
6605 5th Avenue N
St. Petersburg, Florida 33710

Dear Ms. Westine:

We will be pleased to assist in the search for President of St. Petersburg College. Over the last three decades, Myers McRae has built a national reputation for excellence, consistently identifying and recruiting some of the most talented administrative and academic leaders for universities and colleges across the nation—large and small, public and private, two-year and four-year.

Our Search Experience in Florida

We have conducted numerous presidential searches for public and private universities and colleges across the nation. Over the past two years we have placed the presidents in four Florida State Colleges: Northwest Florida State College, Lake-Sumter State College, Palm Beach State College, and Pasco-Hernando State College. Additionally, we have conducted searches for officers at Florida Gulf Coast University, University of West Florida, University of Central Florida, Florida SouthWestern State College, and Tallahassee Community College. A list of other recent searches conducted by our firm is provided beginning on page 8.

Myers McRae Chief Executive Officer, Emily P. Myers, who will serve as a consultant on the Presidential Search at St. Petersburg College has worked in higher education in Florida and is a graduate of Florida State University. *Her knowledge, along with the numerous searches we have conducted in Florida, have given us significant experience with Florida's Government-in-the-Sunshine laws and open records requirements.*

A Search Firm of Choice

Myers McRae has achieved national recognition for its work in higher education executive search. After a nationwide search, Myers McRae was selected by the University of Tennessee System as one of only two firms conducting all searches for their system for five years. Myers McRae also was selected by the Board of Regents of the University System of Georgia to be part of a select group approved to conduct senior-administration and presidential searches. Other institutions that have vetted and approved our firm for executive search services include Florida International University, the University of Arizona, Washington State University, Morehead State University, Murray State University, the University of Wisconsin System, the North Dakota University System, the Pennsylvania State System of Higher Education, the Portland State University System, and the state of Montana. Over the past 24 months, we have conducted more than 100 executive academic searches in 23 states. Our firm is experienced and will produce candidates using proven identification and recruitment methods.

I believe our knowledge and experience will result in the recruitment of a professional who will be successful as President of St. Petersburg College. We will work with you to meet your timeline and enable the search to be completed expeditiously. If you need more information or want to discuss this proposal, contact me at (478) 330-6222 (office) or (478) 747-6432 (cell).

Sincerely,



Emily Parker Myers, Chief Executive Officer

Cc: Alan G. Medders, President, Myers McRae
Kenny Daugherty, Executive Vice President, Myers McRae

about + MYERSMCRAE

HIGHER EDUCATION LEADERSHIP EXPERIENCE: Myers McRae leadership and consultant team have all served as leaders in higher education—three of them as president. Emily P. Myers came to Myers McRae as CEO after 30 years as Senior Vice President for University Advancement and External Relations at Mercer University. Alan G. Medders, Ph.D., was recruited as Myers McRae President after 25 years of service as a university administrator, most recently serving as Vice President for University Advancement and Executive Director of the University Foundation at Columbus State University. Myers McRae Executive Vice President, Kenny Daugherty, has more than 20 years of experience as a university administrator, including 10 years at the University of Alabama.

SEARCH EXPERIENCE AND EXPERTISE: For more than three decades, Myers McRae has focused on the higher education executive search in the recruitment of presidents, provosts, vice presidents, advancement officers, deans, and other academic leaders. In the past four years alone, the firm has conducted more than 300 hundred searches for public and private universities and colleges across the nation, from coast to coast.

OVERVIEW OF OUR SERVICES: Our comprehensive services include planning and implementing the search process; developing a position description profile and other marketing materials utilizing information gathered from institution leadership; strategically distributing marketing materials and designing/placing advertisements; receiving and acknowledging all applications; identifying and recruiting candidates; evaluating most-qualified candidates; assisting in all phases of interviews; performing background and reference checks; assisting with contract negotiations, as requested; creating public announcements; counsel on candidate transition, if needed; and other services as may be requested.

FIRM OVERVIEW: Originally incorporated in 1969, the firm expanded and became Myers McRae Executive Search in 2008. The historic city of Macon, Georgia was selected as the site of the firm's headquarters due to its proximity to Atlanta's international airport. In 2014, a regional office was opened in Nashville, Tennessee to meet the needs of the growing client base.

Member of the Roundtable of Executive Search Firms of the American Council on Education (ACE).

Presidential Search Experience

The Presidential Search at St. Petersburg College will attract a large pool of candidates. Success will rest in part on the ability of the search firm to assist in discerning which candidates are not only qualified but also best suited for the culture and vision of the College.

Our presidential search experience, in conjunction with our careers as senior university administrators, has given us the knowledge and skill to guide the search committee and Board of Trustees throughout the search processes. Following is a *partial* list of recent presidential/chancellor/CEO searches conducted by our firm. Each search resulted in a successful placement.

Sample of Presidential/Chancellor Searches for Public Universities/Colleges

- **Alabama Commission on Higher Education – Montgomery, Alabama (*in progress*)**
- **Calhoun Community College – Decatur, Alabama**
- **Lake-Sumter State College – Leesburg, Florida**
- **Middle Georgia State University – Macon, Georgia**
- **Northwest Florida State College – Niceville, Florida**
- **Northwest Missouri State University – Maryville, Missouri**
- **Palm Beach State College – Lake Worth, Florida**
- **Pasco-Hernando State College – New Port Richey, Florida**
- **Pierpont Community and Technical College – Fairmont, West Virginia**
- **The University of Montana Western – Dillon, Montana**
- **Valdosta State University – Valdosta, Georgia**
- **Wichita Area Technical College – Wichita Falls, Kansas**

Sample of Presidential Searches for Private Colleges and Universities

- **Andrew College – Cuthbert, Georgia**
- **Beacon College – Leesburg, Florida**
- **Carroll University – Waukesha, Wisconsin**
- **Concordia College – Moorhead, Minnesota**
- **Gustavus Adolphus College – St. Peter, Minnesota**
- **Kentucky Wesleyan College – Owensboro, Kentucky**

(continued)

- **McDaniel College – Westminster, Maryland**
- **Newberry College – Newberry, South Carolina**
- **Notre Dame College – South Euclid, Ohio**
- **Oakwood University – Huntsville, Alabama**
- **O’More College of Design – Franklin, Tennessee**
- **Wartburg College – Waverly, Iowa**

Sample of Presidential/CEO Searches for Higher Education Organizations

- **The Citadel Foundation – Charleston, South Carolina**
- **Columbus State University Foundation – Columbus, Georgia**
- **Florida Gulf Coast University Foundation – Fort Myers, Florida**
- **Georgia Independent College Association – Atlanta, Georgia**
- **University of Southern Mississippi Foundation – Hattiesburg, Mississippi**

Sample of Provost or Vice Presidential Searches Conducted by our Firm

- **Albany State University** (Georgia) – Provost and Vice President for Academic Affairs
- **Appalachian College Association** (Kentucky) – Vice President of Academic Programs
- **Averett University** (Virginia) – Vice President for Academic Affairs
- **Belmont University** (Tennessee) – Provost
- **Bridgewater College** (Virginia) – Vice President for Institutional Advancement
- **The Citadel** (South Carolina) – Provost and Dean of the College
- **College of Coastal Georgia** – Vice President for Advancement
- **Columbus State University** – Vice President for University Advancement and Executive Director of the CSU Foundation
- **Eastern Kentucky University** – Provost and Vice President for Academic Affairs (*search to begin Fall 2016*)
- **Flagler College** (Florida) – Vice President for Business Services/CFO
- **Florida Gulf Coast University** – Vice President for University Advancement and Executive Director of the FGCU Foundation; Assistant Vice President and Director of Human Resources
- **Florida Southwestern State College** – Provost and Vice President for Academic Affairs
- **Fort Valley State University** (Georgia) – Provost and Vice President for Academic Affairs; Vice President for Business and Finance
- **Gannon University** (Pennsylvania) – Vice President for University Advancement
- **Georgia College & State University** – Provost and Vice President for Academic Affairs

- **Georgia Gwinnett College** – Senior Vice President for Academic and Student Affairs/Provost
- **Georgia Southern University** – Provost and Vice President for Academic Affairs (*search in progress*)
- **Kentucky Wesleyan College** – Vice President for Advancement
- **LaGrange College** (Georgia) – Vice President for Academic Affairs
- **LeTourneau University** (Texas) – Executive Vice President and Provost; Vice President for University Marketing and Communications; Vice President for Enrollment Services
- **Lincoln Memorial University** (Tennessee) – Provost and Vice President for Academic Affairs; Vice President for Student and Enrollment Services
- **Lynchburg College** (Virginia) – Vice President for Institutional Advancement
- **Marion Military Institute** (Alabama) – Vice President for Student Affairs and Commandant
- **Mary Baldwin University** (Virginia) – Vice President for Academic Affairs and Dean
- **Middle Georgia State University** – Provost and Vice President for Academic Affairs; Vice President for University Advancement and Executive Director of the MGSU Foundation
- **Piedmont College** (Georgia) – Vice President for Academic Affairs; Vice President for Administration and Finance; Vice President for Advancement
- **Roanoke College** (Virginia) – Vice President of Academic Affairs and Dean of the College; Vice President for Student Affairs and Dean of Students
- **Savannah State University** (Georgia) – Provost and Vice President for Academic Affairs
- **Savannah State University** (Georgia) – Associate Provost and Associate Vice President for Academic Affairs
- **Schreiner University** (Texas) – Vice President for Administration and Finance
- **Tallahassee Community College** (Florida) – Provost and Vice President for Academic Affairs; Vice President for Student Affairs
- **University of Alabama** – Associate Vice President for Planned Giving; Assistant Vice President for Development
- **University of Montana Western** – Provost and Vice Chancellor for Academic Affairs
- **University of North Georgia** – Provost and Senior Vice President for Academic Affairs
- **University of West Florida** – Associate Vice President for University Advancement
- **University of Tennessee Health Science Center** – Vice Chancellor for Academic, Faculty, and Student Affairs; Assistant Vice Chancellor for Finance
- **Wartburg College** (Iowa) – Vice President for Academic Affairs and Dean of the Faculty
- **Washington State University Tri-Cities** – Vice Chancellor for Academic Affairs (*in progress*)
- **William Paterson University** (New Jersey) – Vice President for Enrollment Management
- **York Technical College** (South Carolina) – Executive Vice President for Academic and Student Affairs
- **Young Harris College** (Georgia) – Vice President for Academic Affairs; Vice President for Operations and Finance; Vice President for Enrollment Management; Vice President for Student Development

Myers McRae Search Process and Proposed Timeline

For more than 30 years, Myers McRae has provided the highest caliber of service and experience in executive searches for higher education institutions, focusing primarily on the recruitment of presidents/chancellors, provosts, vice presidents, deans, advancement officers, and other senior administrators.

Unlike many search firms, Myers McRae’s consultants and staff work as a team on each search. Each member contributes to the search in his/her area(s) of expertise; and cross-training ensures timely completion of tasks. A team of consultants and staff will be assigned to oversee the search, work with the search committee, evaluate candidates, and ensure that milestones and deliverables are met on schedule.

5-Step Search Plan

Most presidential searches require four to five months to complete, depending upon the preferences of the search committee and the time of year in which the search is conducted.

However, we will work with your search committee to establish a timeline that meets your specific needs. The following proposed timeline is estimated; final dates will be determined by the search committee and the Myers McRae consultants.

Search Initiation – December or Early January 2016

Step 1. Myers McRae consultants discuss needs and challenges/opportunities of the College related to the position with the search committee and/or College stakeholders.

Subsequently, the consultants meet with the search committee to:

- distribute and review search notebooks
- set dates for: committee meetings, “For Best Consideration” application date, initial interviews, and finalist interviews
- discuss confidentiality; provide instructions for accessing the online Candidate Resume File, where the resumes of candidates can be reviewed 24 hours a day, seven days a week
- discuss draft of position description profile written and designed by Myers McRae marketing staff, which is subject to the approval of the search committee chair.

Recruitment/Database Access/Search Reports – December 2016 to early February 2017

Step 2. Myers McRae consultants perform candidate identification and recruitment, sending the position description profile to thousands of appropriate leaders and candidates in our database (including sitting presidents in colleges and universities across the nation) and making personal contacts. We place advertising in national and regional publications and appropriate online sites, as approved by the committee. As the search progresses, Myers McRae consultants provide update reports on the search, e.g. number of applicants, number of nominations, advertisements placed, email announcements sent, number of email announcements successfully received, number of announcement emails opened, and number of website visits to download additional information.

Candidate Evaluation – February and March 2017

Step 3. Upon reaching the “For Best Consideration” application date, Myers McRae consultants present search committee members with a ranking of the most-qualified candidates based on consultant interviews/research and the average of ratings given by search committee members. Myers McRae consultants meet with the search committee via videoconference to review materials, discuss candidate strengths and weaknesses, and assist committee members as they select candidates for initial interviews.

Candidate Selections/Interviews – March 2017

Step 4. Myers McRae consultants invite the selected candidates to interview with the search committee at a neutral site. (If the search committee prefers, initial interviews may be held via videoconference.) Myers McRae consultants arrange the interviews and travel to campus to facilitate the interview process so that committee members may focus on candidate evaluation. Upon completion of these initial interviews, the search committee selects 3 to 5 finalists to travel to campus for extensive interviews/visits. Myers McRae consultants work with College personnel, as needed, to organize campus visits of the final candidates.

Candidate Vetting, Negotiations, Announcement – March and April 2017

Step 5. Myers McRae staff conduct thorough criminal, academic, driving, financial, and public media background reviews and reference checks on the finalists invited to campus. As may be requested, Myers McRae consultants assist with negotiations with the final candidate and the preparation of any necessary search reports or public announcements.

(Details on Search Services and Diversity of Placement statistics are provided in the Appendix.)

Fees

Myers McRae Professional Fee for the St. Petersburg College Presidential Search - \$65,000

- Development and design of the *Position Description Profile*
- Design and placement of advertisements
- Email distribution of the *Position Description Profile* to prospective candidates in our 80,000-prospect proprietary database
- Solicitation of nominations and active identification and recruitment of candidates
- Update reports on the progress of the search
- Consultation on candidate evaluation, interviewing process, candidate selection, and campus visits
- Facilitation of candidate interviews
- Reference checks on the final candidates
- Background review and credential verification on the final candidates
- Final notification to all candidates participating in the search
- Contract negotiation, if requested by the institution
- Follow-up with placement and institution over the first year

Myers McRae Administrative Fee - \$1,500

- Use of toll-free conference call phone service
- Access and use of our secure, online *Candidate Resume File*
- Background check expenses
- All office operation expenses: copies, faxes, courier fees, postage

TOTAL PROFESSIONAL AND ADMINISTRATIVE FEES - \$66,500 (*invoiced in installments*)

Search Expenses

St. Petersburg College will be responsible for these direct expenses:

- **Advertising** – We estimate this expense to be \$4,500 to \$9,500, depending on the preferences of the Trustees and/or search committee. This upper end of this range will be reached if the search committee requests the use of *print* advertisements in certain publications. We will work with the search committee to determine the most advantageous and cost-effective advertising options.
- **Consultant Travel and Lodging** – directly related to the number of trips requested by the search committee. Most searches average \$1,800 to \$3,000.
- **Candidate Travel and Lodging** – Average expense is \$600 to \$1,200 per candidate/per visit. The total cost of candidate travel and lodging will vary widely based on 1) location of candidates, 2) type of transportation utilized, and 3) the number of candidates selected for campus interviews.

Guarantee

We are committed to working with St. Petersburg College until the assignment is satisfactorily completed. Should the candidate selected through our process leave the position within 12 months, we will conduct another search, waiving our professional fee except for direct expenses.

References

To confirm the quality of our firm’s services and candidate pools, we encourage you to contact any of the following references.

Northwest Florida State College

100 E College Boulevard, Niceville, Florida 32578

- **Brian Pennington**, Chair of the Board of Trustees
BrianP81@cox.net, (850) 609-1459 (home) (850) 240-5688 (cell)
- **Michael Flynt**, Chair of the Presidential Search Committee
MFlynt@6905@aol.com, (850) 496-0836
- **Devin Stephenson**, President-*Elect* of Northwest Florida State College (*We include Dr. Stephenson as a reference should you wish to have a perspective of interaction with our firm as a candidate.*)
DevinStephenson@mac.com, (205) 482-1289

Search: President

Florida SouthWestern State College

8099 College Parkway, Fort Myers, Florida 33919

- **Jeff Albritten, D.A.**, President
President@fsw.edu, (239) 489-9211
- **Jeff Stewart, Ph.D.**, Provost and Vice President for Academic Affairs
Jeff.Stewart@fsw.edu, (239) 489-9119 (office) (478) 737-6295 (cell)
- **Henry Peel, Ed.D.**, Chief of Staff
HPeel@fsw.edu, (239) 489-9011

Search: Provost and Vice President for Academic Affairs

Lake-Sumter State College

9501 US-441, Leesburg, Florida 34788

- **Stanley Sidor, Ed.D.**, President
SidorS@LSSC.edu, (352) 323-3699 (office) (704) 942-0171 (cell)
- **Richard (Dick) Scott**, Senior Vice President for Business Affairs
ScottR@lssc.edu, (352) 365-3525

Search: President

Pasco-Hernando State College

10230 Ridge Road, New Port Richey, Florida 34654

- **Ed Blommel**, Member of District Board of Trustees and Search Committee Chair
EBlommel@gmail.com, (813) 783-4261

Search: President

(continued)

Georgia College & State University

231 Hancock Street, Campus Box 24, Milledgeville, Georgia 31061

- **Kelli R. Brown, Ph.D.**, Interim President of Valdosta State University (*formerly served as Provost and Vice President for Academic Affairs at GC&SU*)
President@valdosta.edu, (229) 333-5952

Search: Provost and Vice President for Academic Affairs

University of West Florida

11000 University Parkway, Pensacola, Florida 32514

- **Brendan B. Kelly, Ph.D.** Vice President for University Advancement and President of the UWF Foundation (*Dr. Kelly was recently selected to serve as the President of the University of South Carolina Upstate, a position he will begin in March 2017.*)
BKelly@uwf.edu, (850) 474-3306

Search: Associate Vice President for University Advancement

Middle Georgia State University

100 University Parkway, Macon, Georgia 31206

- **Martha (Marti) Venn, Ph.D.**, Deputy Vice Chancellor for Academic Affairs for the University System of Georgia (*formerly served as Provost of Middle Georgia State University*)
MartiVenn@gmail.com, (404) 962-3097

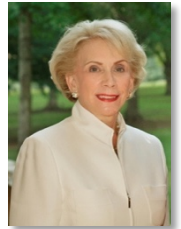
Searches: President
Provost and Vice President for Academic Affairs
Vice Provost for Academic Quality
Vice President for University Advancement and Executive Director of the MGSU Foundation
Dean of the School of Business (*in progress*)
Dean of the School of Health Sciences (*in progress*)
Executive Director of Human Resources
Vice President for Enrollment Management

Myers McRae Search Consultant Team

While the entire firm assists in developing the candidate pool, two consultants will lead the search. The consultants provide information and counsel the search committee throughout the process, evaluate candidates, and keep the search on schedule. The consultants are available to assist the search committee seven days a week throughout the search. The Myers McRae Search Team for the Presidential Search at St. Petersburg College will be:

Search Consultants for St. Petersburg College Presidential Search *(full profiles in Appendix)*

Emily Parker Myers, Chief Executive Officer, was recruited to the firm after an extensive and distinguished career in higher education as Senior Vice President for University Advancement and External Affairs at Mercer University. *During her leadership, Mercer received more than \$1 billion in private gifts, grants, and state allocations.* Recognized nationally for her success and leadership in advancement and fundraising campaigns, she also has extensive experience in admissions, governmental affairs, athletics, construction and facility management, university relations and marketing, alumni services, events, and executive recruitment. She has conducted more than 350 searches at Myers McRae.



Kenny Daugherty has served as Executive Vice President for Myers McRae since 2008. Mr. Daugherty brings to his searches extensive knowledge and understanding of higher education administration, having served 22 years in public and private universities, including 10 years at the University of Alabama. Throughout his career in higher education, he had personnel responsibilities and served on numerous search committees for professional staff and administrators for the institution. He has conducted more than 300 searches at Myers McRae.



Professional and Staff Support Team

- **Joy Boggs**, Manager of Information Systems, will maintain the candidate database and nominations
- **Linda Deal**, Vice President/Director of Operations, will assist with scheduling and communications
- **Hunter Godsey**, Vice President, will prepare the search proposal and contract documentation
- **Judy Lunsford**, Vice President, will prepare the opportunity profile and advertisements
- **Alan G. Medders, Ph.D.**, President, will assist with candidate identification and recruitment
- **Robb Myers**, Vice President, will assist with videoconference interviews and perform background checks on the final candidates
- **Bobby Pope**, Vice President, will assist with candidate recruitment and reference checks on the final candidates
- **Jeannette Taylor**, Director of Administrative Services, will provide administrative support

APPENDIX

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Firm Information

For more than three decades, Myers McRae has provided the highest caliber of service and experience in executive searches for universities and colleges coast to coast—public and private, large and small—focusing primarily on the recruitment of presidents/chancellors, provosts, vice presidents, deans, advancement officers, and other senior administrators.

History of Our Firm and Office Locations

Founded more than 45 years ago, the firm elected to focus singularly on serving institutions of higher education beginning in 1984. In 2008, our firm expanded significantly and became Myers McRae Executive Search and Consulting under the leadership of Emily Parker Myers as Chief Executive Officer. The historic city of Macon was selected as the site of the firm’s headquarters because of its proximity to Atlanta’s international airport. To meet the needs of the growing client base, Myers McRae opened a regional office in Nashville, Tennessee in 2014.

Experience in Higher Education

A distinguishing hallmark of Myers McRae is that all our firm’s officers and consultants have served in higher education—three of them as a university or college president. Under their leadership, Myers McRae has become a nationally-recognized firm conducting searches for all manner of institutions, including major research universities. We utilize proven search methods individualized for each institution, providing well-qualified, diverse candidate pools.

Emily Parker Myers • Consultant for St. Petersburg College

Emily Parker Myers has served as Chief Executive Officer of Myers McRae since 2008. Known for her commitment to excellence, she brings extensive firsthand knowledge and experience in higher education administration and executive searches as well as an exceptional record in successful fundraising campaigns.

For most of her career, she served as Senior Vice President of University Advancement and External Affairs at Mercer University. During her leadership in University Advancement, Mercer received more than \$1 billion in private gifts, grants, and state allocations. She has been nationally recognized for her fundraising and leadership accomplishments.

In recognition of her profound and enduring influence on the university, Mercer Board of Trustees voted last year to name the new admissions and welcome center in her honor. The Emily Parker Myers Admissions and Welcome Center on Mercer’s historic Macon campus was dedicated in 2012.



Ms. Myers has conducted or assisted with over 350 executive searches for universities and colleges, public and private, across the nation. She has conducted searches for President, Chancellor, Provost, Executive Vice President, Senior Vice President for Academic Affairs, Senior Vice President for Advancement, Senior Vice President for Enrollment, Vice President for Administration and Finance, Vice President for Business Services, Vice President for Marketing and Communications, Vice President for Faculty Affairs, Vice President for Student Affairs, Vice President for Admissions, Foundation Chief Executive Officer, Associate/Assistant Vice Presidents, Deans (Nursing, Business and Economics, Arts and Sciences, Law, Liberal Arts, Engineering, Computer Science, Theology, Education, Graduate Studies, Health Sciences, Library, and Extended Education), Associate/Assistant Deans, Executive Directors, doctoral-level faculty, and many others.

A graduate of Florida State University, Ms. Myers also has held administrative positions at Jacksonville University in Jacksonville, Florida, and Stetson University School of Law, St. Petersburg, Florida. She has served on numerous professional boards and committees, including being appointed by two governors to the Georgia Sports Hall of Fame Authority.

(Full resume available)

Kenny Daugherty • Consultant for St. Petersburg College

Kenny Daugherty has served as Executive Vice President and Chief Operating Officer for Myers McRae since 2008. Identifying and attracting highly qualified, undeclared candidates is his specialty.

Mr. Daugherty has conducted or assisted with numerous presidential/chancellors and other senior-level academic and administrative searches for higher education institutions, including The University of Montana Western, Northwest Missouri State University, Oakwood University, Pasco-Hernando State College, Palm Beach State College, Notre Dame College, McDaniel College, Kentucky Wesleyan College, Newberry College, Pierpont Community and Technical College, Wichita Area Technical College, University of Alabama, the University of Tennessee at Chattanooga, the University of Tennessee (Knoxville), the University of Southern Mississippi, Ferris State University, O’More College of Design, University of Texas Health Science Center San Antonio, Alabama Community College System, Calhoun Community College, Beacon College, the Georgia Independent College Association, University of Tennessee Health Science Center, Azusa Pacific University, Carson-Newman College, Columbus State University, The Citadel, Fort Valley State University, Edison State College, Georgian Court University, Hendrix College, Lincoln Memorial University, Glenville State College, LeTourneau University, Paine College, Piedmont College, Savannah State University, Schreiner University, Whittier College, and Young Harris College, among others.



Mr. Daugherty brings to his searches extensive knowledge and understanding of higher education administration, having served 22 years in public and independent institutions. Throughout his career in higher education, he had personnel responsibilities and served on numerous search committees for professional staff and administrators for the institution. Additionally, he had a major role in recruiting volunteer leadership and major contributors for Mercer University as a senior administrator in University Advancement.

Prior to joining Mercer, he served 10 years at the University of Alabama, where he worked in the area of Student Affairs. He was responsible for student services within Housing and served as a judicial officer for the university.

Mr. Daugherty earned his bachelor’s and master’s degree in Education from Mercer University.

(Full resume available)

Other Myers McRae Officers and Consultants

Other officers and consultants of Myers McRae assisting with identification of candidates:

- **R. Kirby Godsey, Ph.D.**, Board Chairman, served 27 years as President and CEO of Mercer University before being named Chancellor in 2006. The 180-year-old institution experienced its most significant growth in size and prominence under his leadership. He established seven of the university's eleven schools and colleges, including schools of business, engineering, and medicine; an academic press; a performing arts center, and an engineering research center. He also led the merger of Georgia Baptist College of Nursing with Mercer. He developed academic partnerships not only across the state, but also around the world.



Repeatedly recognized as one of Georgia's most influential leaders by Georgia Trend magazine, Dr. Godsey was named the Council for Advancement and Support of Education (CASE) III Chief Executive Officer of the Year in 2002. He has served as a member of the Executive Council of the College Commission for the Southern Association of Colleges and Schools (SACS) and on the Executive Committee of the National Association of Independent Colleges and Universities. SACS recognized his outstanding work on accreditation standards by awarding him its highest honor: The Distinguished Leadership Award.

Prior to being named President of Mercer, Dr. Godsey served as Executive Vice President and was Dean of the university's College of Liberal Arts. He previously served as Vice President and Dean of Averett College in Virginia, was a Danforth Associate with the Danforth Foundation, and served as professor of philosophy and religion at Judson College in Alabama.

- Having worked as a university administrator in private and public higher education for more than 25 years, **Alan G. Medders, Ph.D.**, President, brings tremendous leadership and administrative experience to this executive position, especially in the areas of advancement and foundation administration, including fundraising, planned giving, marketing, communication, and fiduciary and asset management. Throughout his higher education and foundation career, he has helped secure more than \$250 million in private gifts, foundation grants and state and federal grants and allocations.



Dr. Medders' insights and understanding of the demands placed on academic and administrative leaders and the complexities of higher education institutions allow him to guide and counsel committees throughout the search process. During his professional career, he has served on and chaired numerous search committees for coaches, athletic directors, faculty, development and foundation personnel, academic and division directors, deans, vice presidents, and provosts.

Before joining Myers McRae, Dr. Medders served at Columbus State University, in Georgia, as Vice President for University Advancement and Executive Director of the CSU Foundation. During his tenure at CSU, annual fundraising grew from \$5 million to over \$33.5 million, including the CSU (Annual) Fund growing from \$2.9 million to \$6.5 million. He led the institution in planning and launching a \$100 million comprehensive campaign, of which over \$85 million had been secured, and endowment assets grew from \$35 million to more than \$50 million. Before joining Columbus State University, he served as Vice President for University Advancement at the University of North Alabama and Executive Director of the UNA

Foundation. Dr. Medders holds a bachelor's, a master's, and two doctoral degrees. He earned his Ph.D. in Higher Education Administration from the University of Tennessee.

- **David M. Gring, Ph.D.**, serves as Senior Vice President of Myers McRae. He brings more than three decades of higher education administrative experience and knowledge to the searches he conducts. He is President Emeritus of Roanoke College in Virginia, where he served with distinction for 15 years. During his presidential tenure, 1989-2004, the undergraduate enrollment at the college increased 22 percent and the endowment grew from \$25 million to nearly \$100 million.

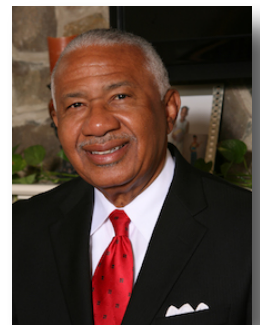


The college's reputation in the academic world grew substantially under his leadership. Formerly listed among "Best Regional Colleges in the South" in *U.S. News & World Report*, Roanoke in 2003 climbed to the list of "Best National Liberal Arts Colleges." In 2004, Dr. Gring successfully completed a 50-year quest of the college when Roanoke was granted a chapter of the Phi Beta Kappa national honor society, one of only 270 colleges in the nation at that time.

Prior higher education appointments he held include Assistant Dean, Associate Dean, and Vice President for Academic Affairs at Concordia College-Moorhead, Minnesota, and a faculty position in biology at Lebanon Valley College, Annville, Pennsylvania.

Dr. Gring served on the boards of The Council of Independent Colleges and the Virginia Foundation for Independent Colleges, and was a member of the Council of College Presidents of the Evangelical Lutheran Church in America. He is currently on the Board of Regents of Concordia College-Moorhead and the Board of Directors of Jefferson College of Health Sciences in Roanoke, Virginia. He has served as a governance consultant to numerous nonprofit organizations. A native of Reading, Pennsylvania, Dr. Gring is a Phi Beta Kappa graduate of Franklin and Marshall College, with a Bachelor of Arts degree in Biology. He holds a master's degree and a Ph.D. degree with a concentration in Zoology – Genetics from Indiana University-Bloomington.

- **Sam Hart**, Consultant, is the Executive Director of the Middle Georgia Center for Academic Excellence, Inc. The Center operates two Educational Talent Search Programs and an Upward Bound Program. These programs identify and assist individuals who have the potential to succeed in college or technical school, but lack the economic, familial, or community support needed to do so.



Mr. Hart enjoyed an extensive career in higher education at Mercer University, serving as Associate Dean of Student Affairs, Director of Minority Affairs, Director of Judicial Affairs, and Director of TRIO Programs, which included Upward Bound, Student Support Services, and an Educational Opportunity Center.

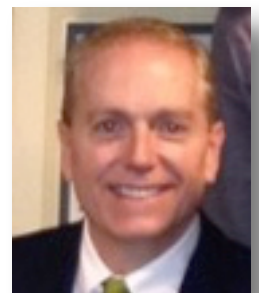
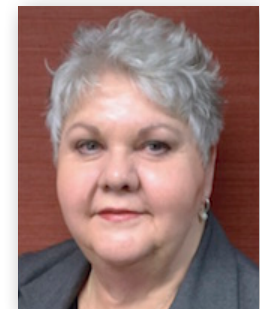
Past Chairman of Bibb County Board of Commission, Mr. Hart is a recognized leader in Middle Georgia and across the Southeast. He is the Founder and Vice President of 100 Black Men of Macon/Middle Georgia; former President of the Council for Opportunity in Education, which represents more than 1,000 colleges, universities, and educational agencies; past Chairman of the Board of Directors for Alpha Phi Alpha Educational Talent Search; and Co-Chair for Emerging Leaders for TRIO Programs in eight southern states.

- **John E. Trainer, Jr., Ph.D.**, Consultant, served as President and Head of School of The Bolles School in Jacksonville, Florida, for 20 years. In its August 2009 issue, *Jacksonville Magazine's 904* named him to its annual listing of the city's "50 Most Influential People," citing Dr. Trainer's outstanding leadership at the independent school and in the community. He has an extensive background in independent education. Prior to his appointment at Bolles, he served seven years as President of the Georgia Foundation of Independent Colleges. From 1984 to 1994, he was President of Lenior-Rhyne College in North Carolina, a faith-based, independent college of 1,600 students. With a bachelor's degree in biology from Muhlenberg College in Allentown, Pennsylvania, he earned a master's degree in biology from Wake Forest University in Winston-Salem, North Carolina, and a doctorate in zoology from the University of Oklahoma in Norman.



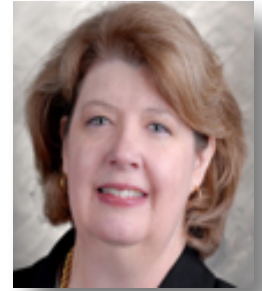
Other Professional and Administrative Staff

- **Joy Boggs**, Director of Information Services, is experienced in administrative and database management services in both the healthcare and communications industries. She joined Myers McRae after serving three years at Stephens County Hospital in Toccoa, Georgia. She attended Georgia Military College.
- **Linda Deal**, Vice President and Chief Operations Officer, joined Myers McRae after working 22 years at Mercer University, where she was Executive Director for Advancement Records. Her outstanding ability to track details, meet timelines, and provide answers benefits the searches she coordinates for Myers McRae. In her position at Mercer, she directed a staff of three. She was responsible for managing the university's advancement services operations, working with more than 80,000 alumni and donor giving records, and for preparing all statistical reports for the Office of University Advancement. Prior to joining Mercer, she worked for two computer firms, developing extensive skills and knowledge in database management and operations. Ms. Deal holds a Bachelor of Arts degree from Mercer University. She also attended Macon State College (now Middle Georgia State University) and South Georgia College.
- **Hunter Godsey**, Senior Vice President, has had an extensive career in the field of leadership in the United States and in Latin America. Before joining Myers McRae, he served a total of 16 years with Baptist Medical and Dental Mission International, most recently as Vice President—an organization that provides healthcare to the extremely poor in Latin America. Mr. Godsey is a graduate of Mercer University and The Southern Baptist Theological Seminary, and has taken graduate courses in linguistics at the University of South Carolina.

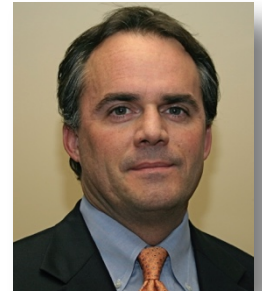


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- **Judy Lunsford**, Vice President and Chief Marketing Officer, has had an extensive career in public relations and marketing in corporate, governmental and educational settings. She spent a total of 16 years at Mercer University, where she served as associate vice president of University Relations and Marketing from 1980 to 1988 and from 2000 to 2008. She has won awards in writing, design and photography, as well as three national awards for public relations campaigns. She is a graduate of Mississippi University for Women.



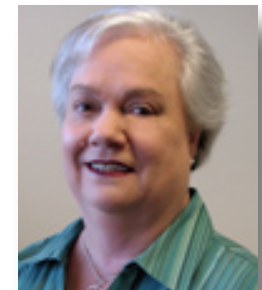
- **Robb Myers**, Senior Vice President, has extensive experience in operations management, sales, marketing, public affairs, and client relations. One of his areas of expertise is information systems and technology. He is a graduate of Mercer University, where he was a four-year starter and two-time all-conference baseball player. He also has a degree from Abraham Baldwin Agricultural College.



- **Bobby Pope**, Vice President, brings tremendous knowledge and experience in collegiate athletics. He served 21 years as Director of Athletics at Mercer University. During Mr. Pope's distinguished tenure at Mercer, he was well known for his commitment to student-athletes succeeding in the classroom as well as in their sport. He served two years as president of the Atlantic Sun Conference and was a member of numerous committees, including the Executive Committee and Peer Review Committee. Currently, he is the Executive Director of the Georgia Sports Hall of Fame, working with coaches, athletes, and trainers across the state and the nation. He is a graduate of Georgia College and State University.



- **Jeannette Taylor**, Executive Director of Administrative Services, joined Myers McRae after working 24 years at Mercer University, serving first as a Senior Administrative Assistant in the Office of the President and then as the Administrative Assistant to the Senior Vice President of Advancement and External Affairs. Her resourcefulness and exceptional work ethic were legendary across the campus. She is a graduate of North Georgia Technical College.



Search Process Details

Development of the Position Description Profile

This multi-page, color-photo profile has a critical role in the search process. The profile provides candidates with the information on the position and its responsibilities, qualifications, an overview of the College and its distinctions, a brief description of the city and/or community, and details on the application and nomination process. Designed by Myers McRae, the profile is reviewed and approved by the appropriate search leaders before distribution. The process of developing the profile helps to unite all involved on the specifications, qualifications, and expectations of the position, eventually providing the criteria for evaluating candidates.

Candidate Identification and Recruitment

Using both traditional and electronic search methods, we are able to reach a diverse audience of prospective candidates. We have an up-to-date 80,000-candidate database, which includes executive and academic administrators in colleges and universities across the nation as well as international institutions, educational agencies, non-profit organizations, and business corporations. Because we regularly update the database, we have an average delivery success rate that exceeds 98 percent.

In addition to our proprietary database, we have decades of personal and professional connections from which to seek applicants and nominations. This is an excellent source for identifying undiscovered candidates that may not be actively seeking a new position. Additionally, we work with the search committee to identify target institutions where likely prospects may be located, conduct the research necessary to identify qualified individuals, and then contact them directly.

Advertising also has a role in our recruitment process. We will place advertisements in national and regional publications, including ones targeted to specific audiences. We also place announcements on job boards of associations that serve academic, non-profit, and corporate professionals.

Placement Diversity

With each search Myers McRae strives to develop a pool of well-qualified, diverse candidates. Our recruitment plan includes actively seeking to identify women, ethnic minorities, and other under-represented groups in higher education who have the potential to become finalists for the position. This is accomplished by: 1) placing advertisements in national publications targeted to specific audiences, 2) reaching out to identified academic and administrative leaders of Historically Black Colleges and University and many international institutions in our database, 3) working with the search committee to identify other institutions and organizations where diverse candidates may be found, 4) utilizing personal contacts from decades of service as administrators in higher education, and 5) placing announcements on targeted job boards that serve academic, non-profit, and education professionals.

Myers McRae fully embraces equal opportunity employment throughout the recruitment and placement process. All applicants receive careful, professional consideration and the firm fully complies with all state and federal laws and will comply with and support the employment policies of the College. An indication of our firm's strong commitment to diversity is found in the following

table. Since 2012, Myers McRae has completed searches that resulted in the following appointments at institutions of higher education and non-profit organizations:

| Position | Women | Men | African-American | Hispanic/Other |
|---------------------------------------|--------------|------------|-------------------------|-----------------------|
| President/Chancellor | 6 | 13 | 2 | 0 |
| Vice President/Executive Director | 21 | 38 | 7 | 4 |
| Assistant/Associate Vice President | 6 | 9 | 5 | 0 |
| Dean/Associate Dean/Director | 29 | 23 | 10 | 5 |
| Chief Dev Officer/Major Gifts Officer | 11 | 10 | 4 | 2 |

Candidate Interviews

Once candidates have been identified for this first round of interviews, Myers McRae consultants and staff will fully coordinate the interview schedule and will travel to campus to facilitate the interview process for the search committee. Myers McRae will supply suggested questions and protocol for consideration.

After the conclusion of the initial interviews, identified finalists will be invited to travel to campus for extensive interviews and visits with the academic community. Myers McRae consultants will advise and assist the search committee on the creation of the interview schedule and travel arrangements for the finalists.

Background and Reference Reports (Vetting)

Myers McRae conducts a thorough background investigation on finalists. Before proceeding, Myers McRae requires that candidates provide a signed background and reference check authorization form. Our reports include degree verification, motor vehicle driving record, credit record, state and federal criminal records, and sex offender registry checks. Myers McRae utilizes the services of FirstAdvantage (a global leader in information research) to assist with background checks, i.e. criminal history check (federal and state), sex offender registry, credit history, and motor vehicle record check.

Educational credential verification is provided by the National Student Clearinghouse—a non-profit organization that handles student degree and enrollment verification for colleges and universities across the United States. If degree verification is not available through the National Student Clearinghouse, our firm contacts the Office of the Registrar of the institution from which the degree was obtained. Additionally, Myers McRae consultants and staff perform a public media review on finalists to determine the existence of negative materials (articles, reports, photos, etc.). Myers McRae consultants and staff conduct a thorough review of references and contact any additional references as deemed appropriate. With permission from the candidate, the consultants will contact off-list reference(s) including his or her current supervisor. A detailed written report is provided.

Negotiations and Post-Search Support

If requested, Myers McRae consultants will assist with contract negotiations with the final candidate, as well as the preparation of any necessary search reports or public announcements.



**NORTHWEST FLORIDA
STATE COLLEGE**

ANNOUNCES THE INVITATION FOR APPLICATIONS AND NOMINATIONS

for

PRESIDENT

PRESIDENT OF NORTHWEST FLORIDA STATE COLLEGE EXECUTIVE SEARCH

The Northwest Florida State College Board of Trustees announces an executive search for a dynamic, visionary executive leader and administrator to serve as **President**. Applications and nominations are accepted through this executive search process.



THE LEADERSHIP OPPORTUNITY

The Board of Trustees seeks an executive leader who will build upon the tradition of excellence established by the College. The multi-campus institution serves 13,248 students and offers associate and baccalaureate degree programs in addition to vocational certificates and adult education.

NWF State College has been named one of the nation's 150 top community colleges for three consecutive years by the Aspen Institute College Excellence Program. It was recently ranked #8 on schools.com's list of best community colleges in Florida based on factors such as cost, graduation rate, and flexibility.

In concert with the board, the President sets the vision, direction, and priorities of the institution, ensuring that all are reflective of the College's mission of addressing the educational needs of the service area and demonstrating a commitment to broad student accessibility and success.

NWF State College is an integral part of and a major contributor to the educational and economic vitality of the area. The President understands

this vital role and builds effective partnerships and coalitions that will advance the College and its programs and services.

The executive officer also articulates ardently the mission of providing opportunities for learning and training that promote the economic growth and development of the area and the state.

The President takes an active role in successful resource development through private fundraising; state funding processes, such as PECO funds and state allocations; and enrollment management.

Other responsibilities include:

- Actively advancing the mission of

the College with business, industry, government, and civic leaders

- Effectively representing the College within the community and with the media, government, and other constituencies
- Collaborating with public and private secondary and postsecondary institutions, businesses, and agencies
- Developing and sustaining relationships with foundations, corporations, alumni, and friends to advance the College's resource development efforts
- Advocating for the College at the local, state, and federal level
- Establishing a strong relationship with the Board of Trustees

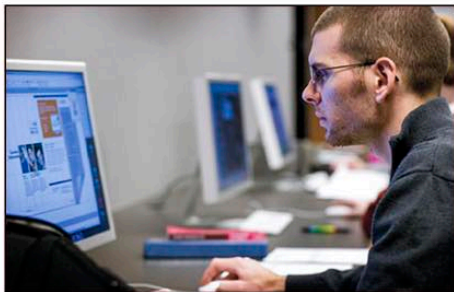
QUALIFICATIONS OF THE PRESIDENT

An earned doctorate and senior leadership experience in an accredited institution of higher education as both a highly skilled executive and as an accomplished educator are preferred. The successful candidate will be a motivated leader who has a record of sound fiscal management, experience in a senior

administrative position, and proficiency in community engagement.

The Board of Trustees seeks candidates with:

- Demonstrated political acumen, along with a collaborative and inclusive leadership style that engages internal and external stakeholders as



Northwest Florida State College

Mission Statement

Northwest Florida State College improves lives. We deliver outstanding educational programs that are relevant, accessible, and engaging for students of all ages and provide exceptional cultural, athletic, and economic development activities for the communities served. We commit to excellence, creativity, integrity, and service.

PRESIDENT OF NORTHWEST FLORIDA STATE COLLEGE EXECUTIVE SEARCH

participants in the achievements and future goals of the College

- Passionate work ethic, proven analytical and reasoning ability, high energy, and strong oral and written communication skills
- Proven leadership in successful fundraising and resource development within the private and public sectors
- Demonstrated capability to engage and influence the general, civic, corporate, and governmental communities effectively
- Skilled at leveraging activities and resources of the area, such as tourism, to promote and recognize the College
- Demonstrated ability to be effective within a state and local political system, including interacting with elected and appointed officials, agencies, and boards
- Willingness to engage the general and business community and assume appropriate leadership roles
- An understanding of and commitment to the comprehensive Florida State College System, including the advancement of baccalaureate degree-granting programs that reflect local and regional needs
- Ability to foster a vibrant and empowered community through a proven leadership style that evokes trust, welcomes collaboration, reflects confident decision making, and effectively engages the talents and experiences of employees
- A commitment to the total educational development of student growth with a proven background, including attendance and participation, of supporting on-campus student events, student service efforts, and co-curricular activities in which the College participates under the Florida College System Activities Association (FCSAA)



NORTHWEST FLORIDA STATE COLLEGE

Northwest Florida State College has a distinguished history of providing outstanding educational opportunities for students. Located in the heart of Florida's Emerald Coast between Pensacola and Panama City, the College was established by the Florida Legislature in 1963 as Okaloosa-Walton Junior College. Its current name reflects the expansion of the College's mission to provide educational access and opportunity for success to the region.

NWF State College's service area stretches from the Gulf of Mexico to the Alabama state line and is centered primarily in Okaloosa and Walton counties. Two Air Force installations, Eglin AFB, including Duke Field, and Hurlburt Field, are in the service area.

The College is accredited by the Southern Association of Colleges and Schools Commission on Colleges.

In addition to the picturesque 264-acre main campus located in Niceville, the College operates a joint campus with the University of West Florida in Fort Walton Beach, the Chautauqua Center in DeFuniak Springs, the Robert L.F. Sikes Education Center in Crestview,

and centers at Hurlburt Field and in South Walton County.

NWF State College offers four baccalaureate degrees: Bachelor of Applied Science in Management and Supervision; Bachelor of Applied Science in Project Management; Bachelor of Science in Education, including early childhood, elementary education, middle grades general science, and middle grades mathematics; and Bachelor of Science in Nursing. More bachelor's degree programs are being developed.

The College's Associate in Arts degree provides full transfer of credit for those students who plan to pursue a bachelor's degree. The Associate in Science degrees have companion certificates that may be used as a career path toward the AS degree.

Courses for adults in literacy, English for Speakers of Other Languages, Adult Basic Education, vocational preparatory/job readiness skills, and GED preparation programs are also available.

Dual enrollment allows high school students to enroll and earn college credit and credit for high school graduation

PRESIDENT OF NORTHWEST FLORIDA STATE COLLEGE EXECUTIVE SEARCH

simultaneously. This is offered to public, private, and home-schooled students.

In its latest year of record, the College's 2014-2015 Total Revenue was in excess of \$40 million. State funding represented 40 percent of the total, while student fees & financial aid were 43 percent, and other revenues/transfers were 17 percent. It is anticipated these percentages will be approximately the same for 2015-2016.

The 2014-2015 Annual Financial Report reflects that NWF State College continues to be financially sound. The College takes great pride in consistently receiving clean annual audits of financial services and operations and expects this long-standing success to continue.

The institution receives remarkable community support. The Northwest Florida State College Foundation, a 501(c)3 organization, has an endowment of more than \$48 million, which is among the largest of a public college its size in the state.

NWF State College offers intercollegiate Baseball, Softball and Men's and Women's Basketball programs which consistently compete for conference, regional, and national titles. In 2014-2015, the Raiders won national NJCAA Division I championships in Baseball and Men's Basketball.



CAMPUSES, CENTERS, AND COLLEGIATE HIGH SCHOOL OF NWF STATE COLLEGE

Niceville Campus

The 264-acre Niceville campus is located between state roads 85 and 285, less than 70 miles from Panama City and Pensacola. The campus houses the College's central administration as well as a variety of other programs and services.

Academic programs range from adult literacy to a wide range of academic degrees and instructional offerings. The Learning Resources Center (LRC) provides a full range of library, database, and reference materials and services for all students in-person, online, and via intra-library loan. The LRC also houses the College's Distance Learning/eCampus programs, which serve more than 1,200 students per year.

The 75,000-square-foot, three-story Student Services Center (SSC) was completed January 2012. Combined with the Student Activities Center, the SSC is the central hub of student and community life on the campus. The Student Activities Center is home to the Barnes & Noble bookstore and Starbucks Cafe, Career Resource Center, Academic Success Center, and more. The Academic Success Center is a proactive program reaching out to help every student perform at the

college level as quickly as possible. It involves tutoring, advising, and distance learning resources.

The Mattie Kelly Fine and Performing Arts Center on the Niceville campus offers an annual series of traveling Broadway shows and is home to the College's Northwest Florida Symphony Orchestra, the region's premiere professional orchestra.

Two galleries in the center's art wing feature traveling exhibitions and house a permanent art collection valued in excess of \$8 million. The center also includes a music wing, visual arts building, a 3,000 capacity amphitheater, a dance studio, a recital hall and instructional facilities for students of the arts and humanities.

Fort Walton Beach Campus

The Fort Walton Beach Campus operates in conjunction with the University of West Florida, sharing the facilities and same general location, to provide higher education to the residents of Fort Walton Beach and surrounding areas. The campus offers a wide variety of programs, courses required by specific programs, seminars/workshops, and community activities.

Located in a growing region of

PRESIDENT OF NORTHWEST FLORIDA STATE COLLEGE EXECUTIVE SEARCH

Okaloosa County, the Fort Walton Beach Campus offers educational opportunities similar to those at the main campus. These include computer and science laboratories, a library (maintained by the University of West Florida), audiovisual materials, a student lounge, and student services, such as admissions/registration, counseling, and testing.

As part of the College’s commitment to provide leadership and support for the economic and workforce development of Okaloosa and Walton Counties, the Fort Walton Beach Campus houses various economic development programs including the Economic Development Council of Okaloosa County, the Technology Coast Manufacturing and Engineering Network, and other endeavors.

Hurlburt Field Center

The Hurlburt Field Center provides college credit courses and other programs designed to meet the needs of Hurlburt Field personnel. Housed at the base education center, the Center provides counseling, admissions/ registration, financial aid information, and placement testing.

The Center has a special program that allows military members to expand a Community College of the Air Force (CCAF) degree to a second college degree with as few as 15 additional college credits from NWF State College. As a Service member’s Opportunity College, NWF State College allows degree completion in the event of a Permanent Change of Station move.

Chautauqua Center

The Chautauqua Center in DeFuniak Springs serves Walton County residents each year with programs and course offerings to meet the educational needs of Walton County citizens of all ages and levels of education – everything from adult basic education to college degree programs.

The Center provides services free-of-charge to adults who do not have a high school diploma, including adult literacy programs, English-as-a-Second-Language, and courses to prepare for the GED high school equivalent exam. An innovative distance learning program also is offered that provides adult basic education and other services by the Internet. A Family Literacy program provides literacy activities and instruction for the entire family.

The Center also provides college preparatory courses to help individuals improve their academic skills before entering college classes and a wide range of college credit and vocational credit programs. The facilities include 90 acres of land that will provide space for future expansion.

South Walton Campus

South Walton Campus opened January 2010 and serves the residents of South Walton County, Destin, Freeport, and surrounding areas with college

credit and non-credit programs, adult basic education, college preparatory courses, academic advising, admissions, registration, financial aid information, and placement testing. The Center also houses the offices of the Choctawhatchee Basin Alliance (CBA), an environmental organization operated under the auspices of the college.

Robert L. F. Sikes Education Center

The Robert L. F. Sikes Education Center in Crestview serves the residents of north Okaloosa County with college credit and non-credit programs, adult basic education, college preparatory courses, academic advising, admissions, registration, financial aid information, and placement testing. The Center was expanded to double the Center’s classroom and instructional space.

NWF State College Collegiate High School

NWF State College operates a public charter school of the Okaloosa County School District for high school age

Fast Facts on Northwest Florida State College

- The College has approximately 767 full-time and part-time staff and faculty.
- Capital construction and renovations at NWF State College from 1990 to 2011 totaled in excess of \$215 million.
- NWF tuition is among the lowest of Florida colleges and is almost half the cost of attending a state university.
- In 2014, The Military Order of the Purple Heart designated NWF State College as a Purple Heart College. It is the first college in Florida to receive this designation.
- More than \$18.6 million are awarded in student financial assistance annually.
- In 2014-2015, the college served approximately 6.6 percent of the adult population of the two-county district of Okaloosa and Walton Counties.
- The Men’s Basketball team was the 2014-15 NJCAA Division I National Champion and the Baseball team was the 2014-15 NJCAA Division I National Champions.



Proposal Presented to
St. Petersburg College, FL
to Assist with
upcoming Presidential Search

November 18, 2016

Submitted by Narcisa Polonio, Ed.D.

Executive Vice President of Education, Research, and Board Leadership

npolonio@acct.org or 202-276-1983

History and Qualifications

As a member of ACCT, St. Petersburg College has access to ACCT's national recognized search services. With 35 years of experience in community college executive search services, ACCT has successfully completed hundreds of searches for community college leaders, including chancellors, presidents, campus presidents, vice presidents and vice chancellors, including many large multi-campus districts. ACCT is uniquely able to provide comprehensive search assistance, recruitment of a diverse and high quality pool of candidates, and guidance on a sound process. As a nonprofit, our search services are a benefit of your membership and are conducted with thoughtful consideration for the cost and reputation of the College. ACCT will work closely with the governing board and institutional leaders and internal constituencies in each search ensuring a smooth selection and transition process.

Recruitment

To meet the leadership needs of St Petersburg college, ACCT is prepared to develop a comprehensive and thorough understanding of priorities and goals of each campus and the qualifications and characteristics desired for the next presidents, in terms of experience, credentials and personal qualities. ACCT will identify the chief "selling" points of this position, that is, those elements of the position, and the College that make the role attractive to the most experienced and qualified candidates. ACCT will perform research to identify sources of potential candidates at the state, regional, and national level. ACCT is very familiar with the states sunshine laws and will follow the public record requirements of the State of Florida.

Our recruitment activities will include one-to-one personal outreach to potential candidates, promotion of the positions at national meetings, electronic promotion to over 12,000 email recipients in the community college and higher education sectors, nationwide. ACCT's national network and our strong staffing level allow us to effectively conduct these recruitments concurrently, if needed, and with focused and undivided attention to each search. We will deliver recruitment of diverse, highly qualified and inclusive pools for each position.

ACCT is committed to the proactive identification of minority and female candidates. Of the hundreds of searches that have been completed in the last 12 years, more than 60% of the executive-level selected candidates have been female and/or minority candidates.

ACCT will feature the positions individually on its dedicated searches website, www.acctsearches.org.

Targeted Personal Recruitment

ACCT knows St Petersburg College well, and we will use that knowledge to recruit candidates who are a good fit not only for the organizational culture but also poses the qualifications and credentials which exceed the requirements for each position.

We actively identify women and minority candidates early in their careers and work with them by maintaining long term relationships. ACCT understands each campus has unique needs and individual campus culture and will structure our recruitment accordingly.

We have developed longstanding relationships with universities, the military, national higher education associations, business and industry, national foundations, the American Indian Higher Education

Consortium, the National Council on Black American Affairs, the National Community College Hispanic Council, and the American Council on Education's Spectrum Executive Leadership Program to proactively strengthen the inclusiveness of candidate pools. ACCT will make outreach to outstanding candidates including prominent college leaders around the nation from universities, four year colleges, and community colleges. ACCT's national presence gives a competitive advantage in recruitments and the opportunity to recruit "best-fit" candidates from around the nation.

Ads

ACCT encourages the College to supplement our recruiting efforts by placing ads both in print and online. ACCT recommends the following publications: *The Chronicle of Higher Education*, *Diverse Issues in Higher Education*, *Hispanic Outlook*, *The Journal of Blacks in Higher Education*, and *Community College Times*. ACCT will assist and advise the College on ad placements to ensure an effective overall marketing and recruitment strategy for each of the campus president searches. ACCT will provide samples and advice on designing ads and will work closely with the College Human Resources Department on placement. ACCT will also assist the College in developing a budget that maximizes exposure through advertising while considering the ethical and judicious use of public funds.

National Electronic Announcements

ACCT announces all searches with customized emails to our database of community college and university leaders and our mailing lists which includes 12,000 community college and university administrators, as well as government, military, and business and industry leaders who have shown interest in college leadership.

Webpage

ACCT staff members will assist St Petersburg College to create a customized section of the College's website for the search. It will be imperative these searches stand out for what makes them different to ensure "best-fit" candidates. ACCT will also post each search individually on the dedicated searches site, www.acctsearches.org, for the duration of the search. The ACCT site includes an innovative live technical and search support feature staffed by ACCT search consultants for confidential questions, inquires, nominations, and general technical and application support.

National Meetings

ACCT personnel and consultants attend most of the national higher education events and conferences where staff continuously network and present sessions. ACCT has long standing relationships with major leadership programs developed to identify, evaluate, and prepare minority leaders, including:

- Lakin Institute, sponsored by the African American Presidents' Roundtable
- Kaleidoscope, leadership program for women of color
- NCCHC Fellowship Program, sponsored by the National Community College Hispanic Council
- Tribal College Leadership Program, sponsored by AIHEC
- American Council on Education, Spectrum Executive Leadership Program
- ACE's Office of Women in Higher Education, National Leadership Forum
- AACC Future Leaders Institute
- IEL League of Innovation

Cost and Fees

Fees and related costs associated with the search services

ACCT's fee and expense structure is cost effective and considers the ethical and judicial use of public funds. The ACCT fee for each of St Petersburg would be \$35,000.00 for provision of all services outlined in this proposal.

1) Intensive Recruitment Services

- One-to-one recruitment of candidates that "fit" the president profile
- Post on the ACCT Searches webpage
- National electronic broadcasting of announcement
- Recruitment at national meetings

2) . Processing Applications/Correspondence with All Applicants

- Receive and process all applications
- Acknowledge all candidates
- Prepare applications for review by the President/Search Committee
- Communication with all candidates
- Travel arrangements with all candidates

3) On-site Assistance for search committee meetings and to assist the governing board

4) Professional Background Reports – Comprehensive background reports on final candidate

Should the President request credit, civil and criminal background reports, ACCT will provide this information **at cost (estimated to be \$400 per candidate)** using HireRight (formerly Kroll's screening services).

Principal

ACCT is unlike other search firms in that we use a team approach for conducting all searches. The ACCT Search Services team brings a powerful combination including a keen understanding of community, state, and technical colleges; hands-on experience in higher education leadership; and dedicated professionalism to the flexible, transparent search and recruitment of exemplary candidates. ACCT Search Services has a highly qualified team of experts dedicated to supporting St. Petersburg College.

Principals for the St Petersburg College Presidential Search

Narcisa Polonio, Ed.D., Executive Vice President for Education, Research, and Board Leadership Services

Dr. Polonio is responsible for coordinating all direct services, and she will have overall project oversight in these searches and will work closely with the college president. She has over 35 years of experience working

with community colleges, including serving as a community college president as well as a board member. Her previous positions include:

- Chief Operating Officer, Replication and Program Strategies, Inc., PA
- President, Harcum College, PA
- President, Hudson County Community College, NJ
- Director, Office of Community Colleges, New Jersey Department of Higher Education
- Director, Bilingual and International Programs, New Jersey Department of Higher Education
- Faculty Member, Institute for Educational Management, Graduate School of Education, Harvard University, MA
- Board of Regents Member, College of St. Elizabeth, NJ

Dr. Polonio attended Foothill Community College, CA; earned a Bachelor of Arts in history from San Jose State University, CA; a Master of Arts from Stanford University, CA; and a Doctor of Education from the University of Massachusetts, Amherst.

Search Services Team

The ACCT Search Services unit maintains a full-time team to assist with all aspects of the search process.

Taimarie Adams, J.D., Board and Search Services Coordinator, focuses on coordinating the search process. Taimarie came to ACCT from the Low Income Investment Fund, where she was a Senior Education Policy Officer with more than six years of experience in the education field. She received a Bachelor of Arts in both Psychology and Speech Communications from the Pennsylvania State University and Juris Doctor from Harvard Law School.

Julie Golder-Alion, J.D., Search Services Coordinator

Julie is responsible for recruiting for and leading executive searches, coordinating reference reports, and managing training webinars for aspiring presidents. Before joining ACCT, Julie served as a law clerk for the U.S. Senate Finance Committee. She received a Bachelor of Arts in Communications from the University of Central Florida and a Juris Doctor from the University of Montana's School of Law.

Jeremy Lightner, MS, Recruiter and Project Associate

Jeremy focuses on recruitment, marketing, and outreach. Jeremy came to ACCT from the Florida Center for Prevention Research in Tallahassee, FL. Jeremy is a graduate of St. Johns River State College and taught as an adjunct at Tallahassee Community College. He earned a Bachelor of Science in Economics from the University of North Florida and a Master of Science in Higher Education from Florida State University.

Marc Wollenschlaeger, MS, Board Services Associate

Marc assists with search logistics, processes executive applications, and spearheads our efforts to create a more user-friendly website. Marc came to ACCT from the Florida State University Foundation, Inc., where he was responsible for gift entry, fiscal processing, and data integrity. Marc grew up in Ocala, Florida, and

attended The College of Central Florida. He earned both a Bachelor of Science in Interdisciplinary Social Sciences, with a concentration in Public Administration, and a Master of Science in Higher Education from Florida State University.

ACCT also maintains a seasoned team of consultants to assist with reference checking.

Key Contact

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Washington, DC, 20036
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www.acctsearches.org

AGREEMENT between the
Association of Community College Trustees
and
St. Petersburg College

For the sum of \$35,000, *plus consultant(s) travel expenses and shipping costs*, the Association of Community College Trustees (ACCT) agrees to provide comprehensive search services and to assist the board of trustees of St. Petersburg College, FL in its search for a new President.

The process will begin November 18, 2016.

Services to be provided by ACCT staff/consultant(s) include: technical assistance, the processing of all the applications (optional), reference reports and preparation of material. The college has the option of having the facilitation of meetings and interviews thru interactive video teleconference sessions. If the College requests on-site visits (up to three visits) by the consultant to facilitate the meetings, the College agrees to pay for the consultant's travel expenses. College has the option of requesting a web-based secure portal for the review of application package available for \$500 per search (optional). Preliminary Reference Reports of more than six semi-final candidates will be billed at a rate of \$400/candidate, plus telephone, and overnight mail. In-depth Summary Reference Reports of more than three final candidates will be billed at a rate of \$1,200/candidate, plus telephone, overnight mail and fax charges. The Board has the option to request additional services including on-site visits by the consultant at \$2,000 per visit, plus travel expenses, Board retreat/training facilitation at \$3,000 per retreat or additional technical assistance at \$1,500 per day.

All individuals involved in the process of selecting the President of St. Petersburg College are expected to honor the Confidentiality Policies (attached as page 2 of this contract) and to respect the confidentiality of the candidates' personal and professional goals and current positions.

Either party may cancel this agreement with a thirty- (30) days notice to the other party. If instituted, the college would reimburse only those charges incurred by ACCT on behalf of St. Petersburg College up to that point in time.

INDEMNITY AND HOLD HARMLESS, THIRD PARTY LITIGATION. Notwithstanding anything herein to the contrary, each party shall defend, indemnify, and hold the other party, its directors, officers, agents, representatives, employees and assigns (herein referred to cumulatively as "Indemnitees"), harmless from and against claims for bodily injury or death to any person and damage to property of Indemnitees or others and all reasonable costs and expenses (including without limitation court costs, reasonable attorney's fees, accountant's fees and expert fees) to the extent the same is caused by the intentional or negligent action or negligent inaction of such party, its directors, officers, agents, representatives, employees and assigns. The foregoing indemnity shall not be construed to indemnify any Indemnitee to the extent that any claim or expense is caused by the Indemnitee's negligent action or negligent inaction.

MANDATORY ARBITRATION. All disputes concerning the terms of this Agreement or claims by either party pursuant to this Agreement, including but not limited to termination of this Agreement, are subject to and shall be submitted to mandatory arbitration under the auspices of the American Arbitration Association. The Commercial Rules as they exist at the time of the dispute or claim shall apply. Venue for

the Arbitration shall be the District of Columbia. Each party shall be individually responsible for the cost of its own attorney fees and its pro rata share of the costs of Arbitration including Arbitration fees.

Fee is to be paid in two increments, as follows: \$ 17,500 to be paid by January 1, 2017 and \$ 17,500 to be paid by February 1, 2017. Travel expenses, incurred by the staff/consultant(s) will be billed as they occur. Any remaining balance (i.e., additional site visits) is to be paid upon completion of all services as per above agreement.

Narcisa A. Polonio, E.D.
Executive Vice President of Research, Education and
Board Leadership Services

Date

Date

AGREEMENT between
St. Petersburg College
and the
Association of Community College Trustees

CONFIDENTIALITY POLICIES

All individuals involved in the process of selecting the President of St. Petersburg College are expected to honor the following policies and to respect the confidentiality of candidates' personal and professional goals and current position.

1. The District is committed to conducting an open and equitable search process that conforms to the college's Affirmative Action and EEO regulations, and to meet the spirit of AA/EEO, as well as the legal requirements of the state.
2. The official spokesperson for the search is the Chair of the Board or the Chair of the Search Committee. Other individuals should not discuss the search with members of the press or College constituency groups. Regular progress reports will be sent to all interested groups and the media.
3. All candidate files are considered confidential and must be maintained and reviewed in a manner that insures that candidates' identities are not divulged.
4. Information on whether or not an individual is a candidate and candidates' status at each stage of the search is considered confidential.
5. All information contained in semi-final and final candidates' background and reference reports is considered confidential.
6. The identity of candidates is not to be divulged to the press, to members of the College constituency groups, and to the community, unless and until the candidates are invited to come to the College for open interviews as final candidates.

December 6, 2016

MEMORANDUM

TO: Board of Trustees, St. Petersburg College

FROM: Lauralee Westine, Chair

SUBJECT: President's Job Description (*Information*)

Review and/or discussion of the current President's Job Description is sought in case the board would like to make any modifications.

Attachment:

St. Petersburg College, President's Job Description

President's Job Description
Position Summary:

The President is directly responsible to the Board of Trustees for the following duties and responsibilities:

Essential Duties and Responsibilities:

- Provides educational and institutional direction and leadership to St. Petersburg College
- Leads in the development of the College's mission, vision and values throughout the community
- Plans, develops and executes the College's strategic plan and organizes the institution effectively to achieve the goals of the employment accountability plan (Equity Florida State Statute 1012.86.)
- Establishes the academic calendar and recommends to the board a schedule of tuition, the establishment of programs, awards, and degrees
- Recommends to the Board of Trustees development of inter- and intra-college educational activities in accordance to the State Department of Education
- Leads and engages the College Foundation for funding solicitation including, but not limited to, community and business leaders to secure financial support for the College (external funding)
- Oversees the selection of personnel for the College, and directs the work of and provides leadership for the improvement of employees
- Prepares budget request per Florida State Statute 1011.30, 1001.65(12) and oversees the College's operating budget and provides direction for allocation of funds and resource development (grants)
- Leads and maintains effective working relationships with the faculty, students, and staff
- Establishes and maintains a climate which encourages the development and retention of competent personnel, high level of morale, and achievement of the College's goals
- Advises and consults with the Board of Trustees regarding the status of any major or unusual developments of the College
- Enhances community leadership by developing a well-founded understanding of the needs of the community and ensures that there is a strong working relationship between local, public and private, business and industry and the College
- Recommends adoption of rules consistent with the mission per Florida State Statute 1001.65(1)
- Oversees and directs the activities of the staff in the Office of the College President
- Performs other related duties as assigned or delegated by the Board of Trustees

- Provide executive direction through the Office of the President with planning and programing in coordination with the various administrative officers, as follows:
 - Instruction and Academic Programs – through the College’s Chief Academic Officer and instructional program administrators.
 - General Administrative Services – through the College’s Chief Administrative and Business Officer.
 - Institutional Research and Development, Marketing, Public Information and Community Relations through the Vice President.
 - Student Support Services and Intercollegiate Athletics Programs – through the College’s Chief Student Services Officer and Provosts
 - Foundation Fund-raising – through the Chief Development and Foundation Vice President

Skills:

- Ethical, principle-based visionary who communicates high standards and expectations for teaching and learning as a priority.
- Strong interpersonal and communication skills and the ability to work effectively with a wide range of constituencies in a diverse community
- Skill in formulating policy and developing and implementing new strategies and procedures
- Evidence of an entrepreneurial spirit.

Serves as the Chief Executive Officer of the College as dictated by Florida Statute 1001.65. Acts as the responsible agent for total operations, while providing direction within policies and procedures governed by the Board of Trustees. The President also serves as the corporate secretary to the Board of Trustees.

Compensation: \$300,000.00 - \$330,000.00

Requirements:

Education:

Doctorate degree in a related field to assigned area from a regionally accredited institution.

Experience:

Ten (10) years of high-level successful leadership in higher education or its equivalent.

*An equivalent combination of education and experience sufficient to successfully perform the essential duties of the job may be acceptable in lieu of those requirements listed above.

The individual filling this position is expected to play a positive leadership role in helping the College effectively manage change with a strong record of effective leadership demonstrating the ability to motivate and lead through ideas, persuasion, and relationships and by example.

December 6, 2016

MEMORANDUM

TO: Board of Trustees, St. Petersburg College

FROM: Lauralee Westine, Chair

SUBJECT: SPC Liaison Team (*Action*)

Approval is sought to establish a Liaison Team to work with the Search Firm.

During the 2009-2010 Presidential Search, a four-member Liaison Team worked with the Search Firm coordinating schedules, travel arrangements, lodging, meals, campus visits, etc. The team composition was:

Amelia Carey, Project Manager, Team Leader
Patty Jones, HR Director
Wilma Norton, Associate Director, Marketing
Kim Corry, Board Clerk

Ms. Westine recommends establishing the following Liaison Team for the 2016-2017 Search:

Amelia Carey, Project Manager, Team Leader
Desiree Woroner, HR Director
Rita Farlow, Associate Director, Marketing
Rebecca Turner, Board Clerk and/or Deborah Boyle, Chief of Staff

December 6, 2016

MEMORANDUM

TO: Board of Trustees, St. Petersburg College
FROM: Lauralee Westine, Chair
SUBJECT: Composition of Search and Screen Committee (*Action*)

Approval is sought to establish a Search and Screen Committee.

During the 2009-2010 Presidential Search, Human Resources collected resumes and applications from more than 50 applicants across the country. In the meantime, the Board appointed a selection committee composed of two of its own members, two faculty members including the president of FGO, a college administrator, a college support staff member, two students, a representative from the SPC Foundation, and one person from the community selected by each Board member.

The 2009-2010 Search and Screen Committee members were:

1. Dick Johnston – SPC Trustee and Chair, Search & Screen Committee
2. Karishma Abdul – SPC student
3. Joe Blanton – Foundation Trustee
4. Ken Burke – SPC Trustee
5. Scott Daniels – Caldwell Banker; real estate, Pinellas Trail
6. Ear Fratus – Faculty
7. George Greenlee – SPC Faculty
8. Theresa Kontodiakos – SPC Staff
9. Susan Latvala – County Commissioner
10. Tom Philippe – SPC Faculty
11. Robert Ulrich – Former Saint Petersburg Mayor
12. Ken Welch – County Commissioner
13. Tonjua Williams – Staff

December 6, 2016

MEMORANDUM

TO: Board of Trustees, St. Petersburg College

FROM: Lauralee Westine, Chair

SUBJECT: **Select Next Special Meeting Date (*Action*)**

Recommendation is made to conduct the next Special Meeting on Tuesday, January 24th from 9-11 am at a location to be determined.

The purpose of the meeting will be to discuss next steps in the Search Process.