

# MINUTES OF THE MAY 21, 2019 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

---

The Board of Trustees of St. Petersburg College met on Tuesday, May 21, 2019 at the St. Petersburg College Seminole Campus, Conference Center, 9200 113<sup>th</sup> Street, Se4minole, FL. The following Board members were present: Vice Chair Katie Cole, Bridgette Bello, Bill Foster, and Deveron Gibbons. Trustee Nathan Stonecipher was not present. Also present were Tonjua Williams, President of St. Petersburg College and Secretary to the Board of Trustees. Proof of public notice of this meeting is included as part of these minutes. Notices were duly posted.

## NOTICE OF MEETING BOARD OF TRUSTEES, ST. PETERSBURG COLLEGE

The Board of Trustees of St. Petersburg College will hold a public meeting to which all persons are invited, commencing at 9:00 a.m. on Tuesday, April 16, 2019, at the St. Petersburg College EpiCenter, Room 1-453, 13805 58<sup>th</sup> Street N., Clearwater, Florida. The meeting will be held for the purpose of considering routine business of the College; however, there are no rules being presented for adoption or amendment at this meeting.

A copy of the agenda may be obtained within seven (7) days of the meeting on the [SPC Board of Trustees website](#) at [www.spcollege.edu](http://www.spcollege.edu), or by calling the Board Clerk at (727) 341-3241.

Members of the public are given the opportunity to provide public comment at meetings of the Board of Trustees concerning matters and propositions on the agenda for discussion and Board action. At the Board meeting, in advance of the time for public comment on the agenda, individuals desiring to speak shall submit a registration card to the Board Clerk, Ms. Rebecca Turner, at the staff table. Policy and procedures regarding public comment can be found on the [SPC Board of Trustees website](#) at [www.spcollege.edu](http://www.spcollege.edu)

If any person wishes to appeal a decision made with respect to any matter considered by the Board, he or she will need a record of the proceedings. It is the obligation of such person to ensure that a verbatim record of the proceedings is made. Section 286.0105, Florida Statutes.

Pursuant to the provisions of the Americans with Disabilities Act, any person requiring special accommodations to participate in this meeting is asked to advise the agency five business days before the meeting by contacting the Board Clerk at 727-341-3241. If you are planning to attend the meeting and are hearing impaired, please contact the agency five business days before the meeting by calling 727-791-2422 (V/TTY) or 727-474-1907 (VP).

**19-060.** In accordance with the Administrative Procedure Act, the following Agenda was prepared:

## **AGENDA**

### **ST. PETERSBURG COLLEGE BOARD OF TRUSTEES May 21, 2019**

**ST. PETERBURG COLLEGE  
SEMINOLE CAMPUS (CONFERENCE CENTER)  
9200 113<sup>th</sup> STREET  
SEMINOLE, FL 33772**

**SPECIAL MEETING: 9:00 A.M.**

#### **I. CALL TO ORDER**

- A. Invocation
- B. Pledge of Allegiance

#### **II. RECOGNITIONS**

- A. Announcements
  - 1. New Associate Provost, Seminole Campus – Mr. Mark Strickland, Provost, Seminole Campus

#### **III. COMMENTS**

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

#### **IV. REVIEW AND APPROVAL OF MINUTES**

Board of Trustees' Meeting of April 16, 2019 (*Action*)

#### **V. MONTHLY REPORTS**

- A. General Counsel
- B. Center for Excellence and Teaching and Learning (CETL) – Ms. Rachel Bennett, Director (*Presentation*)

#### **VI. STRATEGIC FOCUS AND PLANNING**

##### **A. STUDENT SUCCESS AND ACADEMIC ACHIEVEMENT**

- 1. Spring 2019 Success Rates – Dr. Sabrina Crawford, Associate Vice President, Institutional Effectiveness and Academic Services (*Presentation*)
- 2. Study Abroad – Ms. Catherine Kennedy - Associate Vice President, Academic Affair and Partnership (*Presentation*)

# MINUTES OF THE MAY 21, 2019 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

---

## B. BUDGET AND FINANCE

1. Monthly Budget Report –Ms. Janette Hunt, Associate Vice President, Budget and Compliance (*Presentation*)
2. Proposed 2019-20 Budget (*Presentation*)
3. Lab Fees (*Action*)

## C. ADMINISTRATIVE MATTERS

1. Human Resources
  - a. Personnel Report (*Action*)
  - b. Faculty Evaluation and Contract Review Process – Dr. Tom Furlong, Interim Vice President, Student Affairs and Dr. Susan Demers, Dean, Public Policy and Legal Studies (*Presentation*)
  - c. Faculty Annual Contract and Continuing Contract Recommendations (*Action*)
  - d. Executive/Administrative/Managerial and Professional Contract Recommendations (*Action*)
2. Naming of Facilities
  - a. Seminole Chamber Civic Building Name (*Action*)

## VII. CONSENT AGENDA

### A. OLD BUSINESS (items previously considered but not finalized) - None

### B. NEW BUSINESS

1. GRANTS/RESTRICTED FUNDS CONTRACTS
  - a. City of St. Petersburg – Youth Development Grant, My Brother's and Sister's Keeper Initiative (*Action*)
  - b. Continuation of Perkins Grant Funded Personnel (*Action*)
  - c. Florida Department of Education – Carl D. Perkins Vocational and Technical Education Act (*Action*)
  - d. Florida Education Fund – Center of Excellence Program (COEP) (*Action*)
2. Learning Management System Renewal (*Action*)

**VIII. INFORMATIONAL REPORTS - NONE**

**IX. PROPOSED CHANGES TO BOT RULES MANUAL – Public Hearing – None**

**X. PRESIDENT’S REPORT**

**XI. NEXT MEETING DATE AND SITE**

**June 20, 2019, EpiCenter (1-453)**

**XII. ADJOURNMENT**

If any person wishes to appeal a decision made with respect to any matter considered by the Board at its meeting May 21, 2019, 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: May 10, 2019

**19-061. Under Item I, Call to Order**

The meeting was convened by Vice Chair Cole at 9:00 a.m. The invocation was given by Trustee Foster and was immediately followed by the Pledge of Allegiance.

**19-062. Under Item II – Recognitions**

**A. Announcements**

- 1. New Associate Provost, Seminole Campus – Mr. Mark Strickland, Provost, Seminole Campus**

Mr. Strickland introduced the newest Associate Provost at Seminole. Lisa lives in the Seminole Community; she is married and has two kids. Lisa started at St. Petersburg College in 1999 as a tutor and assistant in the business office at the Seminole Campus. She then served as an adjunct instructor in mathematics at the Downtown, Midtown, and Gibbs campuses. In 2005, she was hired as a full-time instructor of mathematics at the Seminole Campus and was then promoted to Academic Chair in 2009. For two years in her role as Academic Chair, Lisa also served as the Lead Academic Chair college-wide. Lisa is also active in the Seminole community. She is a committee chair for the Seminole Educational Ecosystem and a member of the school advisory council for Bauder Elementary School. She is also involved locally with her church.



# MINUTES OF THE MAY 21, 2019 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

---

Dr. Borzewski thanked the Board for the opportunity. She stated that she loves SPC.

## **19-063. Under Item III, Comments**

Opportunity was given for comments from the Board Chair, Board Members, the President and the public.

Vice Chair Cole said that Mr. Foster captured the spirit of graduation in his invocation. She added that graduation is exciting every time. She noted that Dr. Williams starts each graduation by having graduates stand and sit based on different demographics (FTIC, parents, work). She thanked Dr. Williams, Rebecca, and all of the administrative team.

Dr. Williams stated that graduation was magical for her. She is very proud of the leadership of Dr. Rinard, who has turned graduation into a true celebration. She acknowledged that a lot of SPC employees put in a lot of work to make graduation special. She noted that this was the most celebrated graduation she has attended.

Dr. Williams shared that student Clifford Hobbs was selected as the Chancellor's Student of the Month. He received the Clark Maxwell Scholar Student of the Month for March. Mr. Hobbs is in SGA at Downtown campus, and he is working on an AS in Business Administration. She is very proud to have a student recognized by the state.

Dr. Williams stated that Dr. Carver was very involved in working with Pinellas County Emergency Management Services' celebration that they recently had where the county declared May 19-25 EMS week. She thanked Dr. Carter for his leadership in moving that forward.

## **19-064. Under Item IV, Review and Approval of Minutes**

The minutes of the April 16, 2019 Meeting of the Board of Trustees of St. Petersburg College were presented by the chairman for approval. Mr. Foster moved approval of the minutes as submitted. Ms. Bello seconded the motion. The motion passed unanimously.

## **19-065. Under Item V, Monthly Reports**

Under Monthly Reports

A. General Counsel

None.

B. Center for Excellence and Teaching and Learning (CETL) – Ms. Rachel Bennett, Director (*Presentation*)

Dr. Williams introduced the new Director of CETL, Dr. Rachel Bennett, who is a professor in the Paralegal department and very involved in FGO and other initiatives.

Dr. Bennett stated that she is presenting information on 2018 and 2019 on behalf of Dr. Robinson, the previous CETL Director. She began her presentation by stating CETL's mission: The mission of CETL is to support, recognize, and reward faculty in the pursuit of excellence in teaching, learning, and assessing to promote student success at SPC.

Dr. Bennett related the 2018-2019 CETL goals: support the learning experience; reduce WFs and improve success rates; proactive outreach and reflection; professional development in the following areas: gradebook and gradebook jamborees, engaging syllabus, feedback to enhance student engagement, course fit sessions, self-reflection/evaluating your own teaching, connecting with students in and beyond the classroom, mental health awareness. She noted that some professional development opportunities were more involved than others and they were offered in multiple modalities, included recorded virtual presentations.

Dr. Bennett pointed out that the 2018-2019 themes guide CETL events. The themes during different months were as follows: November-December: What's your Plan for your Students?; January-February: What is SPC's Academic Integrity Plan and how can you Help Students do Original Work?; March: How do you Evaluate your Own Teaching?; April: How can you Connect with Students in and Beyond the Classroom?

Dr. Bennett shared that one CETL event guided by these themes was the Teaching and Learning Conference; Dr. Bennett noted that it was very well-received by faculty. There were over 160 attendees and 28 presentations. The keynote by Dr. Jullien Gordon spoke about closing the achievement gap and what it means to go to college. There was also faculty from other institutions, including USF and HCC, and even the City College of Chicago. Several topics were covered, including QEP Toolkits. The QEP this year is Ready, Set, Succeed, and includes topics such as time management and learning how to learn through metacognition skills. There were two sessions on cultural responsible pedagogy. Mellissa McAlister did one and the second was a panel, including staff from Learning Resources. Students do not want the bar lowered; they want help getting to the bar.

Dr. Bennett next covered adjunct professional development, which included: Excellence in Adjunct Instruction (98 attendees); Fall 2018 All-Adjunct Day (89 attendees); Spring 2019 All-Adjunct Day (65 attendees). Dr. Bennett noted that adjuncts are welcomed to attend any and all CETL events.

Dr. Bennett also mentioned the Distinguished Faculty Awards, which are given by CETL to faculty who are recognized by their peers or supervisors for excellence in the classroom –some are related to innovation, some to civic engagement. CETL also has a small budget for Department Speaker Awards. The speaker budget went to four different speakers: one spoke about autism, a Grammy-award-winning flutist performed and spoke with students, another spoke about sexual violence and how to prevent sexual violence on college campuses, and the last spoke about how businesses can benefit from social change. CETL also supports the new

# MINUTES OF THE MAY 21, 2019 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

---

faculty cohorts and a video studio, which allows students, staff, and faculty to record professional-level videos.

Dr. Bennett noted that CETL offered 146 hours, which were attended by 1269 faculty for a total of 6196 hours. Looking at modality, there were 482 webinar attendees and 659 face-to-face attendees. Regarding who attended, 252 out of 1269 were adjuncts and 17 were from the New Faculty Cohort.

Dr. Bennett next showed a three-year comparison, which revealed a 12% increase in faculty involved, an 8% increase in hours offered, and a 19% increase in total number of hours faculty attended.

Dr. Bennett discussed the next steps for CETL. She recognized three new board members: Todd VanAuken (Radiography), Amber Estlund (Communications), and Robin Nousiainen (Dental Hygiene), who provide a good representation of different areas of study. CETL is adding new CETL Associates; they will no longer serve campuses but will serve a grouping of Career and Academic Communities. CETL will continue to support The Learning Experience, Mental Health Initiatives, QEP/RSS!, and OLS/MyCourses. Additional next steps include: improve faculty engagement in professional development; improve communication with faculty; new ways to recognize faculty; focus on the 5 Areas of Improvement from Learning Experience; Student-Faculty Partnership (where students are paid to attend a class they are not enrolled in and provide feedback – Florida Gulf Coast has done this successfully) ; better serve adjunct professional development needs.

## **19-066. VII. STRATEGIC FOCUS AND PLANNING**

### **A. STUDENT SUCCESS AND ACADEMIC ACHIEVEMENT**

#### **1. Spring 2019 Success Rates – Dr. Sabrina Crawford, Associate Vice President, Institutional Effectiveness and Academic Services (*Presentation*)**

Dr. Crawford first looked at course withdrawals, which shows a 1.1% decrease compared to Spring 2018, even with more courses being offered.

Dr. Crawford shared that success rates are at 77.6%; this number does not include late grade submissions and dual enrollment; it should go up when those numbers are in. She reminded the Board of the 80.8% goal for 2020-21. She noted that the annual success rates include all semesters, whereas the current number does not include summer, which is always higher.

Dr. Crawford next looked at demographic data. She focused on gap analysis. The male lines are flat Spring-over-Spring. The gap analysis is down 1.6%, which is the lowest gap in a while. Hispanic and Latino males continue to show an increase in success rates, and the gap keeps improving. That is unfortunately not the case for African American males. The widening gap continues slide after slide. Looking specifically at FTIC students (which is very low in the

Spring, representing about 4000 students), there is a small increase. African American males continue to show that trend. There is a 37% increase in African American FTIC –SPC needs a plan right now to help these students. FTIC taking developmental courses is a very small number of students, so it is not very statistically significant.

Dr. Crawford shared data related to Gateway courses, which showed an increase of 2.9% Spring-over-Spring, which is very good. The interesting thing is the males as a whole continue to show increases; the gap is getting smaller and smaller. Female success rates are going down. For Flexible Placement Students, likely college ready students are going down in Gateway reading and writing but show a small increase in math. For developmental education recommended and strongly recommended, writing and reading are showing large gains in their success. This is largely attributed to the redevelopment of those courses.

Dr. Crawford shared the following noteworthy observations: Though the course withdrawal rate decrease isn't as large as Fall's, it continues its downward trend; overall success rates are lower than the past two years but Open Campus has not been included yet; Hispanic students continue to close the achievement gap in all areas; Black and Black male students continue to be the group most in need of further support in all areas; success rates in Developmental courses dropped slightly, but are still higher than in 2017 – the enrollment numbers continue to be too small to be significant; Gateway course success rates continue to increase; Flex Student analysis shows greater gains in Writing and Reading, but continue to struggle in Math. Dr. Crawford concluded that next steps need to focus on decreasing the achievement gap for SPC's neediest students.

Mr. Gibbons said he is sad to hear that African American males continue to go down. He noted that there are not many African American males in roles of leadership within the college. He asked how many of the Spring students were a part of the graduating class.

Dr. Crawford said she will get that information.

Mr. Gibbons clarified that writing skills have decreased for young people entering college.

Dr. Crawford responded that is incorrect – that the students who SPC expects to need the most help are actually succeeding.

Ms. Bello asked if SPC knows how they compare nationally regarding African American males.

Dr. Crawford said she will get that information.

Mr. Foster stated that the gap analysis scares him. He stated that it is going the wrong direction, and SPC has to stop it. He noted that SPC has been saying they need a plan for three years, and that they need one soon. He told Dr. Crawford to let the Board know what she needs to improve this.

Mr. Gibbons said that it is hard to make a plan for a population of people without having the right people, who know the population, design the plan. He added that it is a problem of the school system providing students who are not college-ready, and that most of these students are

## MINUTES OF THE MAY 21, 2019 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

---

minority students. He suggested a summer program to bolster the students. The question is, how much money can SPC throw at the problem when there are so many other issues that need money. He noted that this should not be SPC's problem, that it is a problem with the school system, but that SPC still needs to work to fix it.

Dr. Williams stated that SPC has been working on this issue for 10 years. She said that a part of it has to be the community of care and changing how SPC works with students who come to the college. The average age of SPC students is 27-28 years old, and they are not college ready. She has recently looked at training the whole college on equity. She noted that it is not just African American males; it is the entire African American population. She wants to look deeper than a program for the students; the people working with the students have to understand what to do. She noted that programs like Women on the Way work well, but that it is a culture that has not been well-integrated into the college to succeed. She noted that Summer of Success is heavily populated with minority students, but there are minority students who start in Spring or Fall. She stated that SPC needs to train the entire college in equity and to provide culturally-sensitive training throughout all of the college. She also acknowledged that SPC needs to hire more minorities.

Mr. Gibbons said that it is not about hiring more minorities; it is about hiring strategically. For example, he said the person running the Midtown campus does not understand Midtown. He said it is hard when the people running the school do not look like the students, and that it is hard for students to believe that they can achieve to that level if they do not have someone who looks like them there.

Dr. Williams respectfully disagreed. She noted that she succeeded at institutions where no one looked like her.

Mr. Gibbons said that Dr. Williams had a different support system than many SPC students.

Dr. Williams responded that she did not have a strong support system at that time. She opined that if the college has the right people in place who care about the people they are working with, that students can succeed and see themselves in those individuals. She stated that she hears and respects what Mr. Gibbons is saying, but she does not agree with it.

Vice Chair Cole referenced the new syllabi requirements and communication requirements and asked if SPC knows yet if that is helping.

Dr. Crawford noted that African American students who make it their second semester (even if with Ds) have an 11% increase in their success rates. It is the immediate relationships students make during the first semester that keep them going. This semester, there was a team of Dr. Smiley, Dean Demers, and Matt Bodie gather a small pilot where they identified all the African American male students below a 2.0GPA. They sent out personalized emails to these students and identified these students to their professors. Dr. Ulrich shared that her students that she reached out to showed continued improvement based on the communication from her. This

population is about 1400 students, so it is doable to assign a support person for each of these students.

Dr. Williams noted that Dr. Ulrich brought a report last month that showed the improvements so far. Students are staying in the classes but are not passing them. She stated that SPC needs to figure out what is missing in the classroom. She concurred that improving the first semester experience will be very helpful.

Vice Chair Cole asked out of those 1400 students, which percentage is at Midtown or Downtown verses the other campuses. She said she was prompted to ask this question because Midtown was specifically opened to address this need and because if SPC can identify a specific population or campus, it may open things up for additional funding or grants.

Dr. Crawford replied that 30% of the 1400 students took their face-to-faces courses at Downtown or Midtown. Of the entire population of 4000, 25% took classes there.

Vice Chair Cole said she would have expected it to be more.

Dr. Crawford noted that Clearwater has about a third of these students and Gibbs has slightly under a third.

Vice Chair Cole said that from a resource allocation standpoint, that helps define that.

Dr. Williams noted that it is more collegewide.

Mr. Foster said that when he thinks of FTIC, he thinks of recent high school grads, but that is not always the case, as Dr. Williams pointed out. Mr. Foster asked for age groups specific to the 1400 students. He also noted that socioeconomics was a big deal back when he was involved with the school board 10-15 years ago; nobody was concerned with race or ethnicity. He asked if there is a relation between socioeconomics and achievement.

Dr. Crawford said she will bring that information back.

Ms. Bello asked if success rate is tied to age in that population.

Mr. Gibbons said that is a statewide issue, that it is tied to socioeconomics. He mentioned the history of magnet schools, which were to entice kids from wealthier neighborhood to offset the fact that they had all poor schools. You had a population of students who made a school an A or a B, and then a whole other population that were not allowed in the magnet schools, who were just trying to get a high school diploma. He also mentioned that post-secondary schools are too focused on having students pass specific tests, but that does not mean they are college ready, and SPC cannot make these students go into developmental education.

Vice Chair Cole said that this has been a helpful conversation and thanked Dr. Crawford.

# MINUTES OF THE MAY 21, 2019 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

---

## Academic Affair and Partnership (*Presentation*)

Ms. Kennedy provided an overview of the student abroad program. About 15 years ago, there was a relaunch of study abroad to be faculty-led and academically driven. The programs are diverse in regard to academic department, geographic location, term offered, length of program, and level of courses offered. This year, there are 11 programs traveling to 11 countries and representing 8 different academic departments, with approximately 150 students participating. The shortest program was to Canada this winter, for 5 days; and the longest is to Spain this summer, for 23 days.

Ms. Kennedy shared the programs running this year: 3 are completed, 4 are taking place this month, another 3 are in June, and the final is in July. Five of the 11 programs this year are being run with a partner: Education First (EF), and another 5 of the 11 programs are running because of a relationship that has been built. The programs have as little as the minimum of 10 students enrolled, up to as many as 25.

Ms. Kennedy explained that the Center for International Programs (CIP) works collaboratively with faculty and deans in order to create a diverse program for the year. They have gotten to a strategic place in the planning because they now have a 5-year plan that allows for faculty rotation and verifies that SPC is covering the various academic communities and geographic locations, as well as offering during various times of the year, and courses at different levels.

Ms. Kennedy noted that brainstorming begins with faculty, who first consult with their dean for an idea, and if given permission to pursue, they then work with Study Abroad to iron out the details. This is when the faculty create a proposal that has most of the details incorporated, about a year in advance of the travel dates. A program is NOT approved until the minimum number of 10 students is reached. This 10:1 student-to-faculty ratio was established in the Fall of 2017 in order to be more fiscally responsible.

Ms. Kennedy said that timeline allows Study Abroad to properly market to students and verify all the specifics: courses have to be loaded, travel arrangements and paperwork have to be completed, the program is added to the website, students apply, interviews are conducted, verify students are in good standing, application fee paid, and mandatory orientations are held. These details are easier when SPC works with a partner, which is a trend that has been increasing since it not only reduces costs to SPC, but also liability and staff overhead. SPC has a faculty member who leads the program and works on development and implementation, but Study Abroad also makes sure there is an alternate or someone to shadow, in case something arises where the faculty cannot travel with the group after all. This also serves a great training purpose, so a faculty member who may wish to travel in the future has been able to shadow in order to learn the ropes.

Ms. Kennedy opined that these faculty-led programs have served SPC students well. It is a huge undertaking for faculty and the dean of the program, along with the international staff, and it is

constant throughout the academic year – when SPC is planning programs for the next year, there are 3 programs in country right now, and one returns today.

Ms. Kennedy stated that the main purpose of her presentation is to make sure the Board is aware that Study Abroad is a good steward for the college. SPC works with various vendors who can provide additional programs. Strategic external partners allow students all kinds of options. Faculty are very engaged in this process. These outside options allow SPC to work with a vendor and provides students access to programs that SPC cannot offer, like semester-long programs and STEM-specific programs.

Ms. Kennedy pointed out that the international travel costs for faculty are presented to the Board within the personnel report each month. She acknowledged that the Board has been wise to question those costs. Ms. Kennedy wants the Board to know that SPC also questions them and works diligently to find cost saving methods of operation, while maintaining quality programs for students and staff.

Ms. Kennedy said that she would present the whole picture to the Board, as opposed to the small piece of information they receive in their packet each month. She pointed out that expenses for the 11 programs this year is a little more than \$73,000, which includes the ECH being paid to faculty, as well as the cost of their flight, meals, lodging, and cultural excursions. The revenue is a little over \$80,000 for a positive balance of approximately \$8,000. Meals for faculty are usually the thorn in the side. That is because of a federally-mandated per diem, and it usually is more than what the faculty actually spend, but SPC is required by law to reimburse faculty at the per diem rate, unless SPC is working with a partner who provides meals. Again, what is seen on a monthly basis is 1 instructor for 1 program, and Ms. Kennedy thought it would be helpful to see the whole picture, of the entire study abroad program, for an academic year.

Ms. Kennedy discussed 2 strategies SPC already implemented in order to curtail faculty travel costs, as well as reduce staff overhead, and the college's liability: (1) is the use of partners like Education First (EF), as well as the use of various other established relationships; (2) is the implementation of a 10:1 student-to-faculty minimum ratio for the programs.

Ms. Kennedy opined that it is not all about the money. She acknowledged SPC obviously has to be fiscally responsible, but SPC is also well aware that students and faculty who study abroad return a new person---better student, better instructor, better citizen.

Ms. Kennedy shared a testimonial video.

Ms. Kennedy shared that the best part of her job is the reentry meetings where students and faculty share these life-changing experiences. She again reminded everyone that about 15 years ago, the focus was to drive SPC's own ship, and that served SPC well, and she believes SPC now have a well-oiled machine, and has truly raised the awareness of Study Abroad for St. Petersburg College. She opined that it is no surprise that it is a paradigm shift for community college students to think that study abroad is an option for them, but SPC believes they have changed that attitude.



# MINUTES OF THE MAY 21, 2019 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

---

Mr. Foster stated that he is not anti-study-abroad. He noted that he did study abroad in the Soviet Union and it was interesting during that time period to see different cultures and mindsets. He stated that he has always been concerned with cost versus benefit, but he can see now that the program costs nothing and even makes a small profit. He complimented Ms. Kennedy on a good report and suggested she save it for future Boards.

## **19-067. Under Item VI – B Budget and Finance**

### B. BUDGET AND FINANCE

1. Monthly Budget Report –Ms. Janette Hunt, Associate Vice President, Budget and Compliance (*Presentation*)
2. Proposed 2019-20 Budget (*Presentation*)
3. Lab Fees (*Action*)

Ms. Hunt reported that student tuition and fees are at \$60.3 million, state funding is at \$55.8 million, and total revenue at \$122.5 million. For the credit portion of tuition, SPC is about \$522,000 above what was budgeted for this year. For PSAV (post-secondary adult vocational), it is about \$25,000 above the budgeted amount. Non-credit tuition is about \$360,000 below the budgeted amount.

Ms. Hunt next looked at expenditures, noting SPC is about 83.3% through the fiscal year. SPC is about 82.4% in personnel, for about \$91 million. Current expense is at \$24 million, capital is at \$1.4 million, for a total operating budget of \$116.3 million. Revenue minus expenditure was about \$6.2 million - that number will decrease, but Ms. Hunt is still expecting a small surplus this year.

Ms. Hunt proposed a first look at the 19/20 budget; she will come back next month for approval and will schedule any meetings for questions in the meantime.

Ms. Hunt looked at revenue tuition for student fees. SPC is projecting to be flat in revenue. This does not discount the strategy to increase enrollment. For legislative appropriations, Ms. Hunt prepared a comparison of the current fiscal year versus the new fiscal year. Some of the documents SPC has received have not really shown that comparison. Some include non-recurring, some do not; some include performance funding. The first line item for general revenue is \$60.8 million, which is a \$9.3 million increase. The lottery is at \$9.4 million; there is a shift from lottery to general revenue, which means SPC will start receiving cash in July instead of waiting to February.

Mr. Foster asked if it is the same money.

Ms. Hunt said it appears so, but there is not a breakdown of the funds. She noted that in the current year, the Florida College System received \$60 million for performance funding, half of which was from the base of state colleges and half from state investment portion. The \$1.7 million was restored to the base. In the new fiscal year, SPC was told the new base amount is in the \$60.8 million, but the breakdown has not been provided. Instead of performance funding at \$1.7 million, there are two appropriations: the 2+2 Student Success & Work Florida allocation, which are \$970,703 and \$687,535, respectively. FCS increased industry certifications funding by 40%, going from \$10 million to \$14 million, so SPC has also increased their projection for the next fiscal year to \$700,000. With that year-over-year change, SPC is looking at about \$526,000 more than the next fiscal year. Ms. Hunt noted that SPC was successful in removing the \$650,000 for the MLK Day of Service; that amount is also included in the \$60.8 million and can now be used for operating purposes.

Ms. Hunt next discussed other revenues, which includes facility rentals and interest dividends, and is based off trend for next fiscal year. Fund transfers in continues to decline. SPC wants to make sure they continue to build the reserve and auxiliary, so they reduced that amount to \$2.5 million. There is a three-year plan to reduce reliance on reserve, which is projected at \$0 for the next fiscal year. This leads to \$141.8 million in revenue.

Ms. Hunt next looked at expenditures. SPC reduced personnel and benefits by \$8 million over the last three years. SPC does not expect to do that much of a reduction this fiscal year; the difference is at about \$582,000. Current expense is very similar to next fiscal year, at \$29.3 million. Under personnel, SPC received information for the Florida Retirement System rate increase, which is about \$377,000. For current expense, SPC continues to finish the PeopleSoft Upgrade, which was about \$1.8 million. Capital is at \$2.7 million, for a total operating budget of \$141.8 million.

Ms. Hunt looked at the auxiliary part of the operating fund, which is the \$2.5 million SPC transfers in. For revenue, bookstore commissions make up 63%, or \$1.8 million, which totals about \$2.8 million dollars in the revenue for the auxiliary. On the expense side, \$270,000 expenditures are direct to that fund, the \$2.5 million SPC transfers out, and some scholarships. Total expenditure is at \$2.8 million. Looking at the \$2.5 million transferred out, \$245,000 for senior citizen wavers, \$200,000 supports student assistants, \$151,000 enrollment initiative and community engagement, and \$1.9 million, which supports academic and institution programs, such as ethics and library resources.

Ms. Hunt next discussed the lab fee schedule, noting that there is no increase or change to the lab fee schedule. She is asking to add a new course and remove several courses.

The Board considered Personnel Items VI – B.3 Mr. Foster moved approval. Ms. Bello seconded the motion. The motion passed unanimously.

Ms. Hunt answered Vice Chair Cole's question about SPC's budget compared to other state colleges. SPC is the fourth largest budget in the system, with Miami-Dade being the largest and the Florida Keys being the smallest. She stated that SPC is pretty much in line with other colleges in the system, with the exception of the funds transferred in. The information is based

# MINUTES OF THE MAY 21, 2019 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

---

off the state report that the colleges submit to the state. There are about five colleges, including SPC, that have more robust auxiliary services, and those are the ones that have the larger amount. On the expense side, SPC is in line with the Florida College System, with the exception of the capital. There are about five colleges who spend more on furniture and things of that nature that sway that number to 1.2%, excluding those, the average is about 0.6%

Vice Chair Cole thanked Ms. Hunt for bringing this information back. She said it was good timing in light of the end of the legislative session.

## **19-068. Under Item VI - C, Administrative Matters**

1. Human Resources
  - a. Personnel Report (*Action*)
  - b. Faculty Evaluation and Contract Review Process – Dr. Tom Furlong, Interim Vice President, Student Affairs and Dr. Susan Demers, Dean, Public Policy and Legal Studies (*Presentation*)

Dr. Furlong stated the faculty hiring process: Review college-wide faculty/chair diversity within academic discipline; diverse search and screen committees chosen; applications reviewed and selected candidates submitted to dean; deans consolidate selections: 5 to 6 candidates chosen for interview; candidates present teaching demo followed by interviews with search and screen committee and dean; finalist interviewed by Provost; final candidates interviewed by President and Vice President.

Dr. Furlong next outlined the progression of the new faculty cohort program: (1) learning management system training; (2) departmental mentoring and ongoing support; (3) year I – new faculty development course: two semesters, understanding SPC and our students, student success strategies, excellence in teaching and learning, collaboration and services; (4) year II – new faculty cohort project: two semesters, special project identified to address academic area of need.

Dr. Furlong reviewed the faculty evaluation process: all faculty evaluated annually; data and documentation stored in Faculty 180, which is an e-portfolio tool; evaluation sections include: student survey of instruction – minimum 10 courses – 200 to 240 surveys, instructional strategies - academic knowledge, student engagement, course management, student support, interpersonal communication; course information – syllabi, enrollment, program administrator class observation feedback; professional development; college contributions, such as working with CETL, FGA, and QEP; scholarly contributions, such as articles and presentation.

Dr. Furlong shared there are currently 346 faculty members, down from 366; 270 are continuing contract, 60 are being reviewed for annual contract, and 16 are being reviewed for continuing contract. These numbers include both associate and bachelor level.

Dr. Furlong explained the faculty role in the contract review process: reflections on student course success rates – faculty rates compared with college overall success rate for same course; reflections on student course survey of instruction results – most scores between 6- 7 points on a 7-point scale in the following three areas: faculty engagement, preparation and organization, course instruction, individual rates compared to the overall department rate; out of class support participation – online, skype, e-mail, text, phone, in learning centers and alternate locations; college service/duties outside the classroom – grants, communities, CETL, FGO, QEP, SACS and campus activities; professional development completed and growth plan – internal and external events, conferences, graduate school, presentations, and publish articles.

Dr. Furlong explained the dean role in the contract review process: reviews faculty data and documentation, adds class observation and comments; presents contract recommendation to President and Vice President with supporting documentation; provides feedback to faculty member.

Dr. Demers described the reflection process a faculty member goes through, then they sit down with their deans and review that information. Faculty look at the SSIs and at their success rates, and then have that conversation with their dean, comparing their rates to the trends in their fields. The annual review is essentially coaching. Each individual dean makes a recommendation if each faculty should be moved forward annually or receive a continuing contract. It is a continuing feedback situation. She emphasized that sitting down with your supervisor for evaluations is a part of the culture at SPC.

Dr. Furlong presented the recommendations. Of 60 faculty reviewed for annual contract, 58 are recommended for annual contract and 2 are recommended for a 6-month contract – these 2 faculty will continue to work with their dean on their success plans. Of 16 faculty reviewed for continuing contract, 3 are recommended for continuing contract, 1 is recommended for annual contract, and 2 Orthotics and Prosthetics faculty are recommended for continuing contract suspension until the college determines the direction of the Orthotics and Prosthetics program. The faculty are aware of what is going on – the college is considering changing from a 4- to 2-year program.

c. Faculty Annual Contract and Continuing Contract Recommendations (*Action*)

d. Executive/Administrative/Managerial and Professional Contract Recommendations (*Action*)

2. Naming of Facilities

a. Seminole Chamber Civic Building Name (*Action*)

The Board considered Personnel Items VI - C.1a. Mr. Gibbons moved approval. Mr. Foster seconded the motion. The motion passed unanimously.

# MINUTES OF THE MAY 21, 2019 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

---

Vice Chair Cole stated that she had a recommendation from Mr. Strickland for the naming of the Seminole Chamber Civic Building. The recommendation is to name the building after the benefactor.

The Board considered Personnel Items VI - C.2a. Mr. Foster moved approval. Mr. Gibbons seconded the motion. The motion passed unanimously.

**19-069. Under Item VI – A, Old Business**  
NONE

**19-070. Under VII-B, New Business**

1. GRANTS/RESTRICTED FUNDS CONTRACTS
  - a. City of St. Petersburg – Youth Development Grant, My Brother’s and Sister’s Keeper Initiative (*Action*)
  - b. Continuation of Perkins Grant Funded Personnel (*Action*)
  - c. Florida Department of Education – Carl D. Perkins Vocational and Technical Education Act (*Action*)
  - d. Florida Education Fund – Center of Excellence Program (COEP) (*Action*)
2. Learning Management System Renewal (*Action*)

The Board considered Items VII-B.1a-2. Mr. Gibbons moved to approve. Mr. Foster seconded the motion. The motion passed unanimously.

**19-071. Under Item VIII, Informational Reports**

- A. Quarterly Report of Contract Items (*Information*)
- B. Quarterly Informational Report of Exempt and Non-Exempt Purchases (*Information*)
- C. Quarterly Report of Dell Financial Agreements (*Information*)
- D. Quarterly Report of Contract Approvals Not Exceeding \$325,000 (*Information*)
- E. Removal of Certain Assets from Property Inventory (*Information*)

**19-072. Under Item IX, Proposed Changes to BOT Rules Manual – Public Hearing -**  
NONE

**19-073. Under Item X, President’s Report**

Dr. Williams shared that during the legislative session, there were a lot of changes. The legislature did not use the normal performance-based funding model, they switched it to a 2+2 and a Florida workforce model. SPC will work to better understand these changes.

Dr. Williams stated that SPC met with just about everyone they could this session. She said she received an invite from Governor DeSantis but could not make it due to the timeline. She has meet with many representatives. She was very excited about the new relationships.

Dr. Williams noted that SPC asked for a little over \$4 million. SPC did not receive the \$4 million, just as many other colleges did not receive what they asked for. She stated that SPC will need a lobbying firm going forward to achieve SPC's goals. She suggested working with the Foundation Board to get resources for this. SPC did walk out with about \$1 million. The information came out very differently this year than in the past. Dr. Williams has a meeting this afternoon with the commissioner and college presidents to work on budgets moving forward. She is happy that the legislature did shift the money from lottery to general funds, so SPC does not have to wait until February for those funds.

Dr. Williams shared that 2+2 talks a lot about transfers. There is still work to do on underprepared students, and it will be a part of Workforce Florida, making sure students get through the first time.

Dr. Williams stated that the Day of Service funds were successfully brought back into the revenue fund instead of sharing with other colleges. Maintenance funds were not allocated this year. For FRS support, colleges will fund the lion's share, \$377,000; this is an additional fee SPC has not been paying in the past.

Dr. Williams noted that SB190 created provisions for PICO funding prioritization. It is a lot different, where colleges will have to put up more money up front than in the past. She noted that when looking at the HEC building, the Board is right that SPC need a P3 partner. The state is asking colleges to have a large portion of the construction funds as well as maintenance funds up front. For 2+2, the targeted partway articulation, she will give details later, but it involves students having 30 credit hours on time, completing their AA degree, and getting a university transfer. SPC is doing a great job, but not all students are ready to transfer fast enough. There is another piece to this that she will be bringing back in detail. In the past, the college was required to maintain 5% in reserve; this has increased to 7%, which is also the ceiling. Colleges can only maintain 7% in reserves without having to write a memo to the state regarding how those funds will be used. Colleges that don't have 7% have to write a memo on how they will get those funds. SPC may need to put some resources back in to the fund balance.

Mr. Gibbons said he feels like he let the Board down, as this is his area of expertise. He knew the legislature was going to change things. He stated that it is not Dr. Williams' fault, and that it is a very different process. Mr. Gibbons said that SPC needs to hire more than just a lobbying firm; SPC needs people of various expertise in Tallahassee. He said that SPC needs to strategize to have the most effective punch in Tallahassee.

## MINUTES OF THE MAY 21, 2019 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

---

Vice Chair Cole said that the Board did note that some of these changes were coming. She stated that it would have been premature for SPC to make tidal shifts without seeing some of this come back and see what those shifts need to be. In light of the changes in the Foundation and new leadership at the College, SPC is at a good place with a good story. Vice Chair Cole wondered if the Foundation has all these funds earmarked, why would the legislature grant other dollars? She said that these are conversations the Board has started having with the Foundation. The College itself is prohibited from hiring lobbyists. This gives SPC the foundation to start having these conversations.

Vice Chair Cole asked if Dr. Williams and Mr. Gibbons are saying that SPC should hire a lobbying firm.

Dr. Williams replied in the affirmative.

Mr. Gibbons stated that it should not just be one firm, but multiple people with expertise in different areas. He said that SPC suffers from a lot of success; SPC has never had to hire a firm. SPC should figure out how much money is available and maybe hire more than one firm. He recommended leveraging SPC's position as the fourth largest community college in the state to find the right lobbying firm.

Vice Chair Cole said she would rely upon Dr. Williams and Eired to come back with the priorities, where does SPC anticipate those changes being made, and where can SPC get the most bang for the buck, if it is necessary.

Ms. Bello asked how many other state colleges have lobbying firms.

Dr. Williams replied all but 6 out of the 28 have lobbying firms. She proposed the Board allows her to work with Mr. Furlong and the Foundation and to come back to them.

Mr. Gibbons added that not all 28 received money, but some of them did. He stated that this is not a guarantee, but he is saying that it will keep SPC in the discussion, as many of these decisions are made prior to conference.

Dr. Williams proposed that the Board allows her to work with Mr. Turtle and the chair of the Foundation to talk about the possibilities. Their budgets have been set, and she had not brought this forward at that time, so she would like to have that opportunity and bring that back to the Board in her individual meeting when the Board does her evaluation in a couple of weeks.

Mr. Gibbons made a motion to give Dr. Williams the authority to move forward with discussion with the Foundation, adjusting their budget, if at all possible, with Mr. Turtle and the chair of the Foundation for help with the legislative process. Ms. Bello seconded the motion. The motion passed unanimously.

Dr. Williams stated that the Gibbs Student Success Center is going well overall. However, she received a memo yesterday that LEMA construction shared they are about 110 days behind. She is trying to figure out what the issues are and how to move this forward, because SPC really needs to open this building in January as proposed.

Vice Chair Cole stated that she found it extremely disappointing that SPC has a partnership with a construction company who failed to present such a major issue in a timely fashion. She said she knows Mr. Miles will be looking closely at the contract regarding the notice the firm was required to give SPC. She added that this impacts all of SPC's facilities, such as moving staff and other construction projects.

Mr. Gibbons added that there were several discussions going back and forth that could have impacted the delay, and that it could be partially SPC's fault.

Vice Chair Cole said that she is disappointed in the communication process.

Dr. Williams said that SPC will look at all the angles.

Mr. Gibbons said he wants to hear all sides before he starts making decisions.

Dr. Williams said this is especially important given the focus of the state on building and maintenance funds. She said she will bring that report back.

**19-074. Under Item XII, Next Meeting Date and Location**

The Board confirmed its next meeting date and location as Tuesday, June 18, 2019, 9:00 a.m., at the EpiCenter, Room 1-453.

**XII. ADJOURNMENT**

Having no further business to come before the Board, Vice Chair Cole adjourned the meeting at 10:46 a.m.

---

**Tonjua Williams**  
**Secretary, Board of Trustees**  
St. Petersburg College  
FLORIDA

---

**Nathan Stonecipher**  
**Chairman, Board of Trustees**  
St. Petersburg College  
FLORIDA



# Attachments

## Board Memos and Supplemental Materials

Board of Trustees Meeting  
May 21, 2019

## II – New Associate Provost Seminole Campus



### Associate Provost, Seminole Campus

#### Dr. Lisa M. Borzewski



- Dr. Lisa M. Borzewski graduated from Seminole High School and then earned her Associates degree from St. Petersburg College and went on to complete her Bachelors and Masters Degrees, both in mathematics, from the University of South Florida. She has recently graduated with her Ed.D. in Higher Education Leadership from Walden University.
- Lisa started at St. Petersburg College in 1999 as a tutor and assistant in the business office at the Seminole Campus. She then served as an adjunct instructor in mathematics at the Downtown, Midtown, and Gibbs campuses. In 2005, she was hired as a full time instructor of mathematics at the Seminole Campus and was then promoted to Academic Chair in 2009.
- For two years in her role as Academic Chair, Lisa also served as the Lead Academic Chair college-wide. Lisa is also active in the Seminole community. She is a committee chair for the Seminole Educational Ecosystem and a member of the school advisory council for Bauder Elementary School.

V – The Center of Excellence in Teaching and Learning



**The Center of Excellence in Teaching and Learning**

Rachel Bennett  
May 21, 2019



The slide features a dark blue banner at the top. The background is a light gray with a faint, large watermark of the St. Petersburg College seal. The title is in a large, bold, blue font. The presenter's name and date are in a smaller, blue font. The Titans logo is on the right side, showing a yellow and blue helmet with the word 'TITANS' on a banner below it.



**Our Mission:**  
The mission of CETL is to support, recognize, and reward faculty in the pursuit of excellence in teaching, learning, and assessing to promote student success at SPC.



The slide has a dark blue background with a faint watermark of the St. Petersburg College seal. On the left is the Titans logo. A blue horizontal bar is above the text. On the right is a circular inset photo of a classroom with students at desks and a presentation screen at the front.



## 2018-2019 Goals

- Support The Learning Experience
- Reduce WFs & Improve Success Rates
- Proactive Outreach and Reflection
  
- Professional development in the following areas:
  - Gradebook & Gradebook Jamborees
  - Engaging Syllabus
  - Feedback to enhance Student Engagement
  - Course Fit Sessions
  - Self-Reflection/Evaluating Your Own Teaching
  - Connecting with Students in and Beyond the Classroom
  - Mental Health Awareness



## 2018-2019 Themes

- November-December
  - What's your Plan for your Students?
- January-February
  - What is SPC's Academic Integrity Plan and how can you Help Students do Original Work?
- March
  - How do you Evaluate your Own Teaching?
- April
  - How can you Connect with Students in and Beyond the Classroom?





## Teaching & Learning Conference 2019

- April 12, 2019
- 160 Attendees
- 28 Presentations
- Keynote: Dr. Jullien Gordon
- Representation from our colleagues from around the Tampa Bay Area including HCC, USF, State College of Florida, and City College of Chicago

- Topics Included:
  - QEP Toolkits
  - Aquaponics
  - Storytelling in the Classroom
  - Why Students Cannot Write
  - Contextualized Learning: Lessons Learned from Linking Classes
  - Unlocking Creativity
  - Integrating Culturally Responsive Teaching Practices in The Classroom




## Adjunct Professional Development

- Excellence in Adjunct Instruction
  - 98 attendees
- Fall 2018 All-Adjunct Day
  - 89 Attendees
- Spring 2019 All-Adjunct Day
  - 65 Attendees

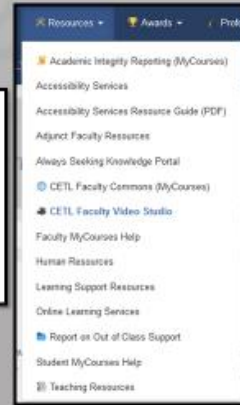
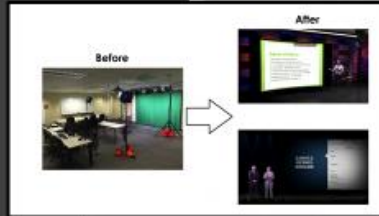






## Other Activities

- Distinguished Faculty Awards
- Department Speaker Awards
- New Faculty Cohorts
- Video Studio



## 2018-2019 Engagement

146 Hours Offered

- 1,269 Faculty
- 6,196 Hours Attended

Modality

- 482 Webinar Attendees
- 659 Face-to-Face Attendees

Who Attended?

- 252 out of 1,269 were adjuncts
- 17 New Faculty Cohort



## Next Steps for CETL

- New members of the Board of Directors
  - Todd VanAuken, Amber Estlund, Robin Nousiainen
- New CETL Associates
  - Focused by Career and Academic Communities
- Continued support:
  - The Learning Experience
  - Mental Health Initiatives
  - QEP/RSS!
  - OLS/MyCourses



## Next Steps for CETL

- Improve faculty engagement in PD
- Improve communication with faculty
- New ways to recognize faculty
- Focus on the 5 Areas of Improvement from Learning Experience
- Student Faculty Partnership
- Better serve adjunct PD needs



**Questions?**





## VI – A.1 Spring 2019 Success Rates

BOT Meeting May 21, 2019

St. Petersburg College  
SPC

## Spring 2019 Course Success Rates

St. Petersburg College  
SPC

## Course Withdrawals

*Spring 2018 to Spring 2019 **decrease** in the number of course withdrawals.*

Spring 2018	Spring 2019	YOY % Change
4,143	4,096	-1.1%

Source: Course Withdrawal Survey PS, Data extracted May 13, 2019.

## Course Success Rates

The Course Success Rate is the number of A, B, and C letter grades divided by the overall number of grades.

A, B, C  
A, B, C, D, F, W, WF, I



All Students	Number of Grades	Success Rate
Spring 2017	82,168	78.5%
Spring 2018	77,785	78.9%
Spring 2019	78,286	77.6%

Note: Excludes Pass/Fail Grading basis courses and audits

Source: Pulse Business Intelligence System, Campus Success Rates dashboard, Data extracted May 13, 2019.

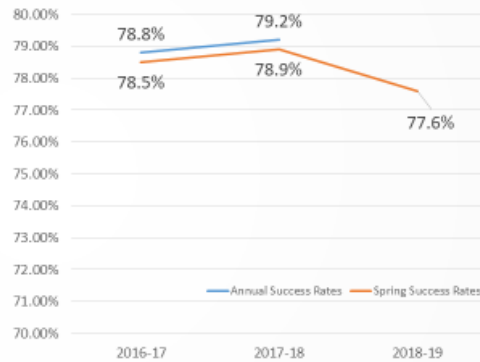
## Course Success Rate Trend: Annual vs. Spring

### 3-Year Strategic Metrics

Increase Course Student Success by 2.0%

Baseline	2017-18	GOAL
2016-17	2017-18	2020-21
78.8%	79.2%	80.8%

### College Success Rates Trends



Note: Excludes Pass/Fail Grading basis courses and audits  
(HS / Open Campus not included yet)

Source: Pulse Business Intelligence System, Campus Success Rates dashboard, Data extracted May 13, 2019.

SPRING Student Comparison & Gap Analysis					St. Petersburg College SPC			
Note: Excludes Pass/Fail Grading basis courses and audits	Spring 2017	Spring 2018	Spring 2019	One Year Diff	GAP ANALYSIS	Spring 2017	Spring 2018	Spring 2019
All Students	78.5%	78.9%	77.6%	-1.3%	All Students	78.5%	78.9%	77.6%
Gender								
Male	76.7%	76.1%	76.0%	-0.1%		-1.1%	-2.8%	-1.6%
Female	79.7%	79.3%	78.7%	-0.6%		1.2%	0.4%	1.1%
Ethnicity								
Black/African American	67.8%	65.9%	63.8%	-2.1%		-10.7%	-13.0%	-13.8%
Hispanic/Latino	76.8%	76.0%	76.3%	0.3%		-1.7%	-2.9%	-1.3%
White	80.8%	80.6%	80.6%	0.0%		2.0%	1.7%	3.0%
Male/Ethnicity								
Black/African American Male	66.9%	64.0%	60.2%	-3.8%		-11.6%	-14.9%	-17.4%
Hispanic/Latino Male	75.5%	74.6%	75.1%	0.5%		-3.0%	-4.3%	-2.5%
White Male	78.6%	78.2%	78.7%	0.5%		0.1%	0.7%	1.1%

Source: Pulse Business Intelligence System, Campus Success Rates dashboard, Data extracted May 13, 2019.

FTIC Student Comparison & Gap Analysis					St. Petersburg College SPC			
Note: Excludes Pass/Fail Grading basis courses and audits. FTIC refers to students who are First-Time-In-College (FTIC).	Spring 2017	Spring 2018	Spring 2019	One Year Diff	GAP ANALYSIS	Spring 2017	Spring 2018	Spring 2019
All Students	63.6%	62.4%	65.1%	2.7%	All Students	63.6%	62.4%	65.1%
Gender								
Male	58.8%	56.3%	60.8%	4.5%		-4.8%	-6.1%	-4.3%
Female	67.5%	68.9%	68.6%	-0.3%		3.9%	6.5%	3.5%
Ethnicity								
Black/African American	49.5%	47.2%	46.6%	-0.6%		-14.1%	-15.2%	-18.5%
Hispanic/Latino	65.6%	57.7%	63.4%	5.7%		2.0%	-4.7%	-1.7%
White	67.3%	66.8%	71.3%	4.5%		3.7%	4.4%	6.2%
Male/Ethnicity								
Black/African American Male	48.0%	42.1%	36.5%	-5.6%		-15.6%	-20.3%	-28.6%
Hispanic/Latino Male	58.6%	46.4%	55.7%	9.3%		-5.0%	-16.0%	-9.4%
White Male	60.5%	62.1%	67.3%	5.2%		-3.1%	-0.3%	2.2%

Source: Pulse Business Intelligence System, Campus Success Rates dashboard, Data extracted May 13, 2019.

## FTIC Developmental Courses

	Spring 2018	Spring 2019	One Year Diff
All Students	66.8%	64.8%	-2.0%
<b>Gender</b>			
Male	59.5%	55.9%	-3.6%
Female	72.8%	70.9%	-1.9%
<b>Ethnicity</b>			
Black/African American	56.1%	48.9%	-7.2%
Hispanic/Latino	68.0%	74.6%	6.6%
White	71.5%	70.6%	-0.9%
<b>Male/Ethnicity</b>			
Black/African American Male	47.5%	36.0%	-11.5%
Hispanic/Latino Male	48.0%	59.1%	11.1%
White Male	67.3%	64.0%	-3.3%

Note: Excludes Pass/Fail Grading basis courses and audits

FTIC refers to students who are First-Time-in-College (FTIC).

Source: Pulse Business Intelligence System, Campus Success Rates dashboard, Data extracted May 13, 2019.

## FTIC Gateway Courses & Gap Analysis

Note: Excludes Pass/Fail Grading basis courses and audits. FTIC refers to students who are First-Time-in-College (FTIC).	Spring 2018	Spring 2019	One Year Diff	GAP ANALYSIS	Spring 2018	Spring 2019
	All Students	60.5%	63.4%		2.9%	All Students
<b>Gender</b>						
Male	54.3%	61.0%	6.7%		-6.2%	-2.4%
Female	67.1%	65.3%	-1.8%		6.6%	1.9%
<b>Ethnicity</b>						
Black/African American	48.7%	47.0%	-1.7%		-11.8%	-16.4%
Hispanic/Latino	56.0%	59.8%	3.8%		-4.5%	-3.6%
White	64.4%	70.4%	6.0%		3.9%	7.0%
<b>Male/Ethnicity</b>						
Black/African American Male	43.6%	39.2%	-4.4%		-16.9%	-24.2%
Hispanic/Latino Male	46.5%	59.8%	13.3%		-14.0%	-3.6%
White Male	58.0%	66.3%	8.3%		-2.5%	2.9%

Source: Pulse Business Intelligence System, Campus Success Rates dashboard, Data extracted May 13, 2019.

## Flexible Placement Students



- Have a 'choice' regarding taking a placement test or participating in Dev Ed courses.
- Evaluated using a prediction model based on prior performance.
- Provided a *Likely College Ready, Dev Ed Recommended, or Dev Ed Strongly Recommended* prediction in each developmental education area.

## Flex Student Gateway Course Gap Analysis

Gateway Math MAT1033 and MAT1100	Spring 2017	Spring 2018	Spring 2019	One Year Diff
FTIC Students	55.4%	53.3%	48.7%	-4.6%
Likely College Ready	60.4%	52.7%	53.6%	0.9%
Dev-Ed Recommended	41.7%	41.5%	44.0%	2.5%
Dev-Ed Strongly Recommended	48.0%	48.3%	42.2%	-6.1%

Gateway Writing ENC1101	Spring 2017	Spring 2018	Spring 2019	One Year Diff
FTIC Students	61.5%	59.1%	66.7%	7.6%
Likely College Ready	61.6%	55.4%	54.9%	-0.5%
Dev-Ed Recommended	50.0%	52.8%	64.1%	11.3%
Dev-Ed Strongly Recommended	50.0%	50.0%	59.7%	9.7%

Gateway Reading ENC1101	Spring 2017	Spring 2018	Spring 2019	One Year Diff
FTIC Students	61.5%	59.1%	66.7%	7.6%
Likely College Ready	61.1%	56.2%	55.2%	-1.0%
Dev-Ed Recommended	54.7%	61.7%	59.2%	-2.5%
Dev-Ed Strongly Recommended	50.0%	45.6%	61.8%	16.2%

Gap Analysis	Spring 2017	Spring 2018	Spring 2019
FTIC Students	55.4%	53.3%	48.7%
Likely College Ready	4.7%	4.6%	4.9%
Dev-Ed Recommended	-13.1%	-9.6%	-4.7%
Dev-Ed Strongly Recommended	-19.4%	-16.8%	-6.5%

Gap Analysis	Spring 2017	Spring 2018	Spring 2019
FTIC Students	61.5%	59.1%	66.7%
Likely College Ready	2.8%	4.1%	-11.8%
Dev-Ed Recommended	-14.3%	-14.2%	-2.6%
Dev-Ed Strongly Recommended	-19.5%	-17.1%	-7.0%

Gap Analysis	Spring 2017	Spring 2018	Spring 2019
FTIC Students	61.5%	59.1%	66.7%
Likely College Ready	3.9%	3.6%	-11.1%
Dev-Ed Recommended	-8.7%	-11.4%	-7.5%
Dev-Ed Strongly Recommended	-21.0%	-15.6%	-4.9%

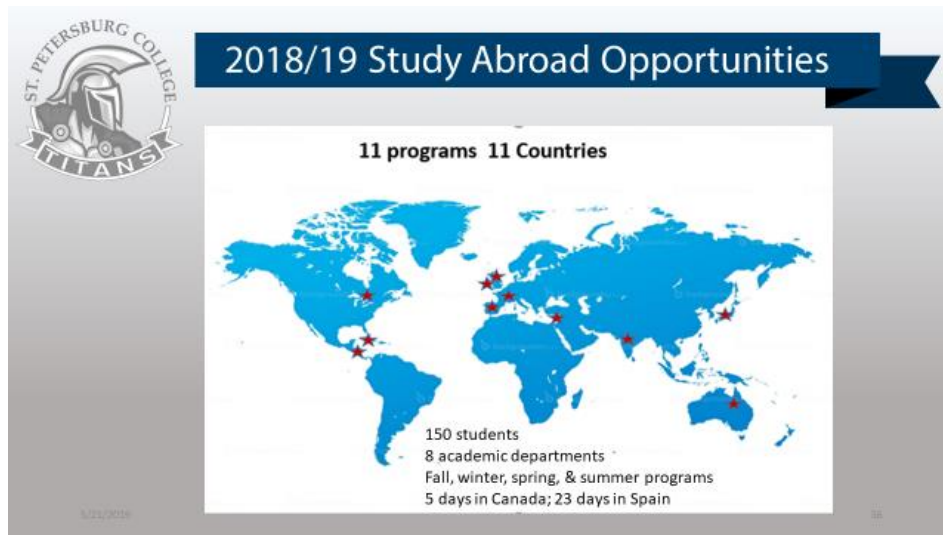
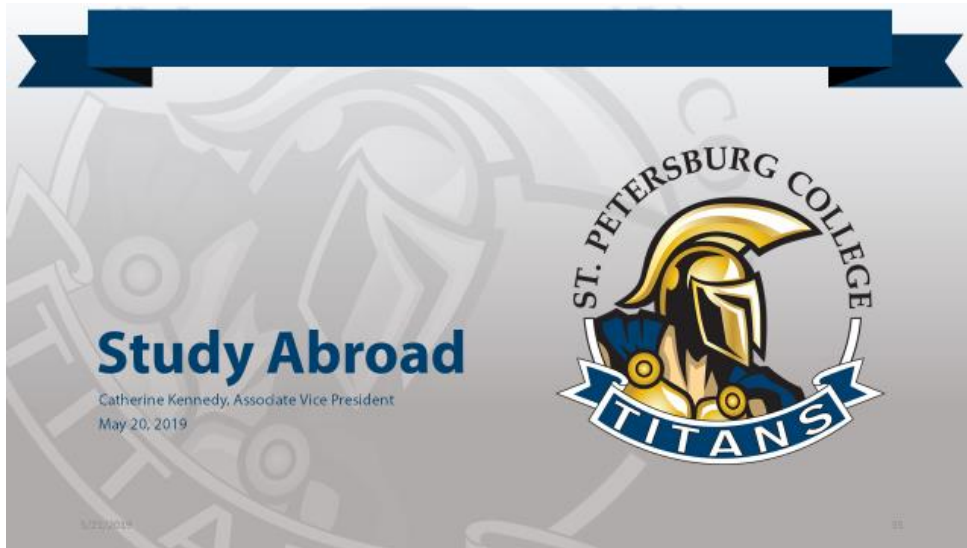
Source: Pulse Business Intelligence System, College Experience Outcomes Dashboard, Data extracted May 13, 2019.

## Noteworthy Observations / Next Steps

- Though the course withdrawal rate decrease isn't as large as fall's, it continues its downward trend.
- Overall success rates are lower than the past two years but Open Campus has not been included yet.
- Hispanic students continue to close the achievement gap in all areas.
- Black students, especially the male students continue to be the group most in need of further support in all areas.
- Success rates in Developmental courses dropped slightly, but are still higher than in 2017 – the enrollment numbers continue to be too small to be significant.
- Gateway course success rates continue to increase.
- Flex Student analysis shows greater gains in Writing and Reading, but continue to struggle in Math.
- Next steps need to focus on decreasing the achievement gap for our neediest students.

## Questions ?









## 2018/19 Study Abroad Programs



3/21/2019

37



## Program Development

- SPC Faculty led programs



3/21/2019

38





## Study Abroad Program 5 year plan

Includes all 10 academic communities; lower and upper level courses; all continents except Antarctica

2018-2019	2019-2020 - possibilities	2020-2021 - possibilities	2021-2022 - possibilities	2022-2023 - possibilities
Jamaica (Dental) – Fall	Jamaica (Dental) – Fall (or possibly Peru w/SAAP)	Jamaica (Dental) – Fall (or possibly Peru w/SAAP)	Jamaica (Dental) – Fall (or possibly Peru w/SAAP)	Jamaica (Dental) – Fall (or possibly Peru w/SAAP)
Australia Vet Tech – Fall	South Africa Vet Tech - summer	South Africa Vet Tech - summer	South Africa Vet Tech - summer	South Africa Vet Tech - summer
Canada High School Honors (Intl Relations & Service Learning) – Jan 2019 Winter break	Switzerland HS Leadership summit – Summer	High School – (Soc Sci) Spring or Winter Break? - place TBA	HS Leadership summit – Summer	High School – (Soc Sci) Spring or Winter Break? - place TBA
Spain (Comm Stds Foreign Lang) – Summer	Spain (Comm Stds Foreign Lang) – Summer	Spain (Comm Stds Foreign Lang) – Summer	Spain (Comm Stds Foreign Lang) – Summer	Spain (Comm Stds Foreign Lang) – Summer
Costa Rica (Business) Summer	Costa Rica (Business) Summer	Costa Rica (Business) Summer	Costa Rica (Business) Summer	Costa Rica (Business) Summer
India (Humanities) – Summer	Italy (Humanities) – Summer	Greece (Comm/Humanities) – Summer	India (Humanities/Soc Sci?) - Summer	Italy - Summer
Israel (Nat Sci/Math) – Summer	Ecuador or Iceland-STEM (Nat Sci/Soc Sci) - Summer	Bonaire or Israel - summer	Ecuador or Iceland-STEM (Nat Sci/Soc Sci) - Summer	Bonaire or Israel - summer
Japan (Comm Stds) – Summer	New Zealand (Comm/Soc Sci) – Summer	Australia (Comm Stds) – Summer	New Zealand (Comm/Soc Sci) – Summer	China (Comm Stds) – Summer
Ireland (Soc Sci) Summer	South Africa (Soc Sci/Health Sci) - Summer	Ireland (Soc Sci/CCIT) Summer	South Africa (Soc Sci/Health Sci) - Summer	Ireland (Soc Sci/CCIT) Summer
Portugal (Paralegal) - Summer	France again? Other country? Ethics -	Portugal (?) (Paralegal) - Summer	France again? Other country? Ethics - summer	Portugal (?) (Paralegal) - Summer
France (Comm Stds Foreign Lang) - Summer	England Theater	MIRA/Music & Arts - Country TBD	England Theater	MIRA/Music & Arts - Country TBD
		Costa Rica (Education) summer	Jamaica (Education) Fall	Costa Rica (Education) summer

5/2



## Partners for cost/overhead reduction

- Council on International Educational Exchange (CIEE)
  - <https://www.ciee.org/>
- Education First (EF)
  - <https://www.ef.edu>
- Explorica: Educational Tours
  - <https://www.explorica.com/>
- Study Abroad International (SAI)
  - <https://www.saiprograms.com/>
- American Council for International Studies (ACIS)
  - <https://www.acis.com/>
- InSitu Programs
  - <https://www.insituprograms.org/>
- Study Abroad Associates (SAA)
  - <https://studyabroadassociation.com/>



5/21/2019

40



## 2018-19 program expenses/revenues

<b>Study Abroad Program Financials</b>	
<b>Revenues</b>	
Tuition	\$72,729.75
SA Application Fee	\$8,400.00
<b>Total Revenues</b>	<b>\$81,129.75</b>
<b>Faculty Expenses</b>	
ECH Planning	\$7,933.00
ECH Teaching	\$27,667.10
Program: travel, meals, lodging, cultural experiences	\$37,463.87
<b>Total Faculty Expenses</b>	<b>\$73,063.97</b>
<b>Balance</b>	<b>\$8,065.78</b>



5/21/2019

41



## Testimonials



<https://youtu.be/p2YEAxxeMs>

5/21/2019

42



## Questions



VI – B.1 Monthly Budget Report


**St. Petersburg College  
Board of Trustees Meeting  
April 2019 Budget Report**

Janette Hunt  
May 21, 2019

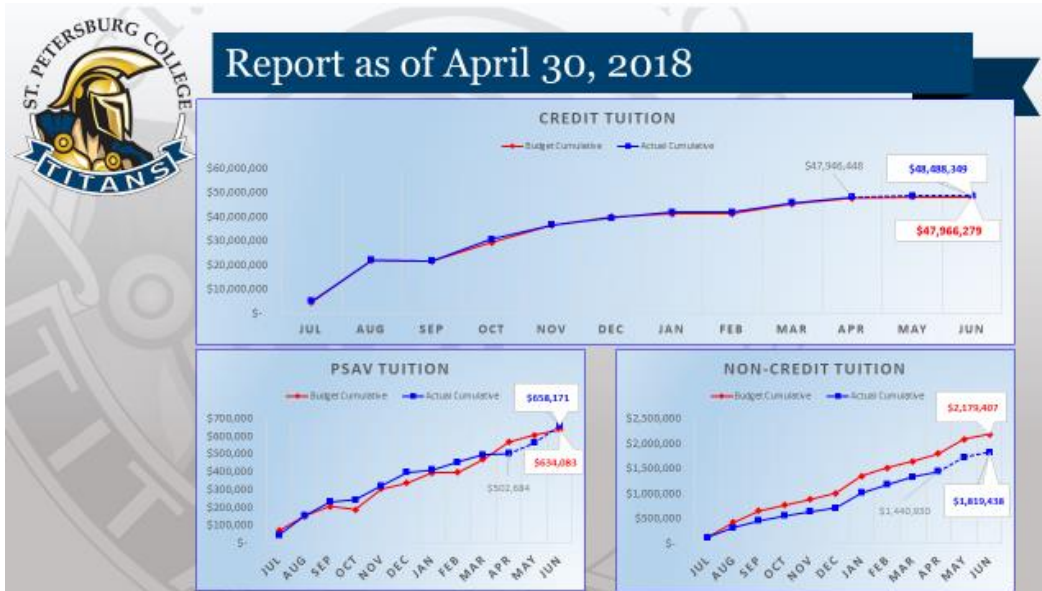


**Report as of April 30, 2019**

Revenue	Prior Year Budget	Prior Year Actual	Prior Year %	Budget	Actual	% of YTD
Student Tuition & Fees	\$ 61,246,719	\$ 60,533,368	98.8%	\$ 61,499,889	\$ 60,284,161	98.0%
State Funding	\$ 71,793,706	\$ 56,121,221	78.2%	\$ 72,088,236	\$ 55,774,011	77.4%
Other Revenues	\$ 5,609,289	\$ 4,631,987	82.6%	\$ 5,187,048	\$ 4,783,524	92.2%
Fund Transfers In	\$ 3,782,619	\$ 3,080,270	81.4%	\$ 3,103,706	\$ 1,615,784	52.1%
Reserves	\$ 1,825,000	\$ -	0.0%	\$ 1,000,000	\$ -	0.0%
<b>Total Revenue</b>	<b>\$ 144,257,333</b>	<b>\$ 124,366,846</b>	<b>86.2%</b>	<b>\$ 142,878,878</b>	<b>\$ 122,457,480</b>	<b>85.7%</b>

Month	Budget Cumulative	Actual Cumulative
JUL		
AUG		
SEP		
OCT		
NOV		
DEC		
JAN		
FEB		
MAR		
APR	\$49,890,063	
MAY		\$50,965,958
JUN		\$50,779,769




**Report as of April 30, 2019**

	Prior Year Budget	Prior Year Actual	Prior Year %	Budget	Actual	% of YTD
<b>Personnel &amp; Benefits</b>						
Faculty	\$ 26,776,489	\$ 22,775,327	85.1%	\$ 25,749,327	\$ 21,695,486	84.3%
Administrative & Professional	\$ 24,251,689	\$ 19,576,795	80.7%	\$ 23,585,641	\$ 18,723,549	79.4%
Career Service (includes OT)	\$ 19,951,011	\$ 16,140,982	80.9%	\$ 19,183,840	\$ 14,893,440	77.6%
Adjunct/Supplemental	\$ 13,549,064	\$ 11,266,891	83.2%	\$ 13,142,592	\$ 11,585,698	88.2%
Other Personal Services (OPS)	\$ 2,041,007	\$ 1,453,728	71.2%	\$ 2,019,316	\$ 1,410,880	69.9%
Student Assistants	\$ 428,000	\$ 222,701	52.0%	\$ 428,000	\$ 244,410	57.1%
Health Insurance	\$ 14,931,773	\$ 12,424,624	83.2%	\$ 14,423,171	\$ 12,477,834	86.5%
Other Benefits	\$ 11,280,323	\$ 10,299,773	91.3%	\$ 11,827,326	\$ 9,936,723	84.0%
<b>Total Personnel &amp; Benefits</b>	<b>\$ 113,209,356</b>	<b>\$ 94,160,820</b>	<b>83.2%</b>	<b>\$ 110,359,214</b>	<b>\$ 90,968,018</b>	<b>82.4%</b>
<b>Current Expense</b>						
<b>Total Current Expense</b>	<b>\$ 28,278,499</b>	<b>\$ 20,430,952</b>	<b>72.2%</b>	<b>\$ 29,740,028</b>	<b>\$ 23,972,043</b>	<b>80.6%</b>
<b>Capital</b>						
<b>Total Capital</b>	<b>\$ 2,769,478</b>	<b>\$ 1,751,456</b>	<b>63.2%</b>	<b>\$ 2,779,636</b>	<b>\$ 1,361,720</b>	<b>49.0%</b>
<b>Total Operating</b>	<b>\$ 144,257,333</b>	<b>\$ 116,343,228</b>	<b>80.6%</b>	<b>\$ 142,878,878</b>	<b>\$ 116,301,780</b>	<b>81.4%</b>
<b>Balance</b>	<b>\$ -</b>	<b>\$ 8,023,617</b>		<b>\$ -</b>	<b>\$ 6,155,700</b>	




VI – B.2 Proposed 2019-20 Budget

### FY2019-2020 Budget Proposal

	FY2018-2019 Approved Budget	FY2019-2020 Proposed Budget	Difference
<b>Revenue</b>			
Student Tuition & Fees	\$ 61,499,889	\$ 61,582,147	\$ 82,258
State Funding	\$ 72,088,236	\$ 72,614,178	\$ 525,942
Other Revenues	\$ 5,187,048	\$ 5,120,078	\$ (66,970)
Fund Transfers In	\$ 3,103,706	\$ 2,500,000	\$ (603,706)
Reserve	\$ 1,000,000	\$ -	\$ (1,000,000)
<b>Total Revenue</b>	<b>\$ 142,878,878</b>	<b>\$ 141,816,403</b>	<b>\$ (1,062,475)</b>


- Tuition Projections
- [Legislative Appropriations](#)
- Based on trend
- Decline in Book Store Sales
- Reduce Reserve Reliance



## FY2019-2020 Budget Proposal

Funding	FY18/19	FY19/20	YOY Change
General Revenue/Florida College System	\$51,475,042	\$60,811,965	\$9,336,923
Lottery	\$16,598,793	\$9,443,975	(\$7,154,818)
SPC GR at risk based on performance funding metrics*	\$1,757,200	\$0	(\$1,757,200)
State investment portion based on performance funding <sup>1</sup>	\$1,757,200	\$1,658,238	(\$98,962)
Industry Certifications	\$500,000	\$700,000	\$200,000
Total Year-Over-Year Change	\$72,088,235	\$72,614,178	\$525,943

\*In FY19/20, the amount returned to GR from performance funding is unknown.  
<sup>1</sup>In FY19/20, the \$1,658,238 includes 2+2 Student Success & Work Florida allocation; \$970,703 and \$687,535, respectively.



## FY2019-2020 Budget Proposal

	FY2018-2019 Approved Budget	FY2019-2020 Proposed Budget	Difference
<b>Personnel &amp; Benefits</b>			
Instructional/Faculty-Full time	\$ 25,749,327	\$ 24,662,268	\$ (1,087,059)
Administrative & Professional	\$ 23,585,641	\$ 24,788,664	\$ 1,203,023
Career Service (includes OT)	\$ 19,183,840	\$ 18,849,347	\$ (334,493)
Adjunct/Supplemental	\$ 13,142,592	\$ 13,945,430	\$ 802,838
Other Personal Services (OPS) & Misc. Pay	\$ 2,019,316	\$ 1,891,843	\$ (127,473)
Student Assistants	\$ 428,000	\$ 422,851	\$ (5,149)
Health Insurance	\$ 14,423,171	\$ 13,506,819	\$ (916,352)
Other Benefits	\$ 11,827,326	\$ 11,709,597	\$ (117,729)
Total Personnel & Benefits	\$ 110,359,214	\$ 109,776,819	\$ (582,394)
<b>Current Expense</b>			
Total Current Expense	\$ 29,740,028	\$ 29,303,319	\$ (436,709)
<b>Capital</b>			
Total Capital	\$ 2,779,636	\$ 2,736,264	\$ (43,372)
Total Operating	\$ 142,878,878	\$ 141,816,403	\$ (1,062,475)
Balance	\$ -	\$ -	\$ -

- Monitor Personnel Expense Ratio
- Health Insurance Fund
- Florida Retirement Rate Change

- PeopleSoft Student System Upgrade



## Fund 3 Auxiliary Fund

St. Petersburg College FY19-20 Fund 3 Auxiliary Budget		Expenses:	
<b>Revenues:</b>		Auxiliary Services Administrative Costs	\$ 77,500
Bookstore Commissions	\$ 1,779,270	Computer & Equipment Leases	\$ 86,000
Food Services/Vending Commissions	\$ 112,551	Materials, supplies, mec. services	\$ 44,050
Royalties-Ethics Textbook	\$ 15,000	<b>Total Expenses</b>	<b>\$ 207,550</b>
Royalties-Excess Bandwidth	\$ 460,997	Transfers Out to Other Funds:	
Pay For Print Sales	\$ 65,280	Operating Budget Fund	\$ 2,500,000
Seminole Library Rentals	\$ 49,567	Scholarship Fund Mac J Williams	\$ 5,000
Verizon Ground Tower Lease	\$ 53,487	International Scholarships	\$ 104,000
Law Enforcement Applicant Screening	\$ 5,000	<b>Total Transfers Out to Other Funds</b>	<b>\$ 2,609,000</b>
Interest	\$ 46,500		
Royalties-Ethics Textbook Reserves	\$ 85,000	<b>Total Expenses &amp; Transfers</b>	<b>\$ 2,816,550</b>
Other Revenue	\$ 143,898	Excess of Revenues Over Expenses & Transfers	\$ -
<b>Total Revenues</b>	<b>\$ 2,816,550</b>		



## Fund 3 Auxiliary Fund

\$2.5 M Transfer In Operating Fund

\$245K Senior Citizen Waivers


\$200K Student Assistants

\$151K Enrollment Initiative & Community Engagement Expense

\$1.9M Academic and Institutional Program Support

\$0 Balance





## Lab Fee Proposed Schedule


### Academic Discipline Group Update

Discipline	Course
Science (Biological)	MCB2010CH

### Discipline Course Deletions

Discipline	Courses
Biology UD	BSC3096
Emergency Medical Services	EMS1059C, EMS1522C, EMS2331
Fine Arts (Digital Media)	DIG2105, DIG2312, DIG2360
Science (Wellness & Human Performance)	PET2622

There are no proposed fee amount changes.



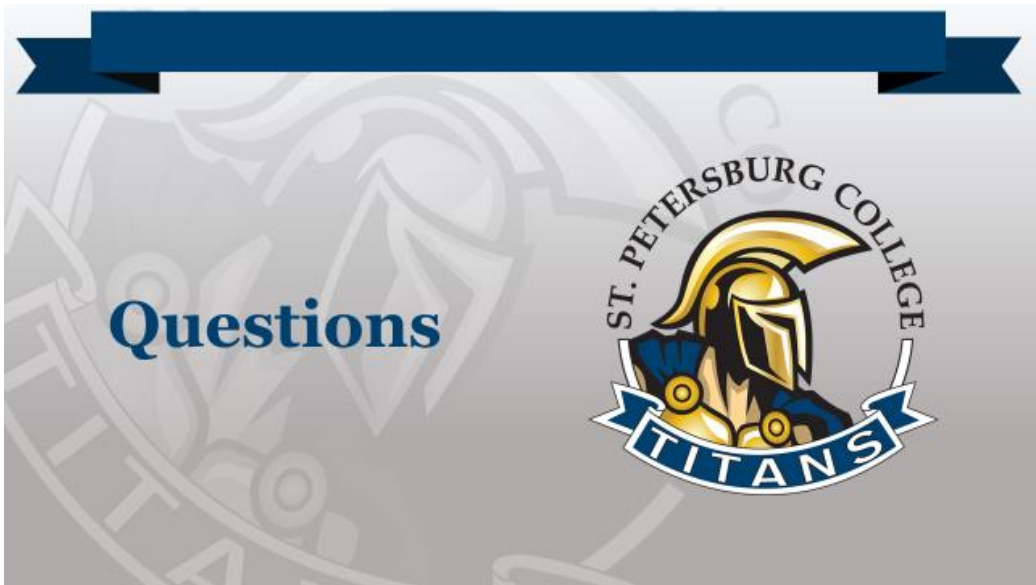
## Florida College System Budget Percentages

### Revenue

	St. Petersburg College	Florida College System
Student Tuition & Fees	43.0%	41.7%
State Funding	50.5%	53.1%
Fund Transfers Ins	2.2%	0.8%
Other Revenue	3.6%	3.8%
Reserves	0.7%	0.5%


### Expense

	St. Petersburg College	Florida College System
Personnel	77.2%	76.0%
Current Expense	22.5%	22.8%
Capital	0.3%	1.2%



May 21, 2019

**MEMORANDUM**

**TO:** Board of Trustees, St. Petersburg College  
**FROM:** Dr. Tonjua Williams, President   
**SUBJECT:** Fees

**Approval is also for the proposed FY19-20 Lab Fee Schedule.**

Florida Statute 1001.64(10) states that each Board of Trustees shall establish fees. In addition to standard tuition and fees, this authorization extends to user fees, as specified in Florida Statute 1009.23(12(a)). User fees can only be charged to the persons receiving the service and shall not exceed the cost of the services provided. Laboratory fees are considered a user fee. They are intended to cover costs associated with a lab course, such as consumables, additional support personnel to offer class, specialized equipment and software. The following proposed lab fee schedule is limited to course updates within the Academic Discipline. There are no proposed changes to increase laboratory fees.

**Lab Fees by Academic Discipline**

**Proposed course updates to the academic discipline:**

<b>Departments</b>	<b>Courses</b>	<b>FY18-19</b>	<b>FY19-20</b>
<i>SCIENCE (Biological)</i>	BSC1005C-BSC2461, MCB2010L, MCB2010CH, OCB1000C	\$27.87	\$27.87

**Eliminated lab fees due to course deletions:**


<i>BIOLOGY UD</i>	BSC3096	\$100
<i>EMERGENCY MEDICAL SERVICES (EMS)</i>	EMS1059C, EMS1522C, EMS2331	\$82.04
<i>FINE ARTS (Digital Media)</i>	DIG2105, DIG2312, DIG2360	\$23.30
<i>SCIENCE (Wellness &amp; Human Performance)</i>	PET2622	\$14.95

Brian Miles, Vice President, Administration, Finance and Technology and Janelle Conner, Vice President, Student Affairs, recommend approval.

May 21, 2019

**MEMORANDUM**

**TO:** Board of Trustees, St. Petersburg College

**FROM:** Dr. Tonjua Williams, President 

**SUBJECT:** Personnel Report

**Approval is sought for the following recommended personnel transactions:**

<b>HIRE Budgeted Administrative &amp; Professional</b>			
<b>Name</b>	<b>Title</b>	<b>Department/Location</b>	<b>Effective Date</b>
Sabourin, Sara A	Career Outreach Specialist	Academic & Student Affairs SPG	4/15/2019 - 06/30/2019
Brown, Nicole L	Grant Accountant	Accounting Services EPI	4/29/2019 - 06/30/2019
Shifflett, Vilma D	Career & Academic Advisor	Counseling & Advisement SPG	4/29/2019 - 06/30/2019
Lloyd, Cameron B	Career & Academic Advisor	Counseling & Advisement TS	4/29/2019 - 06/30/2019
DiRocco, Diane M	Sr Mgr, Benefits & Wellness	Human Resources Benefits EPI	5/13/2019 - 06/30/2019
Gano, Kelliann	Acting, B2B Alliance Prog Mgr	Institutional Research/Effect EPI	4/1/2019 - 06/30/2019
Wilkins, Teresa R	Dir, Museum of FineArts	Leepa/Rattner Museum TS	4/15/2019 - 06/30/2019
Moen, Kristin E	Nursing Skills Facilitator	Nursing HEC	4/29/2019 - 06/30/2019
Sutton, Molly S	Career & Academic Advisor	Provost Office SE	4/29/2019 - 06/30/2019

<b>TRANSFER/PROMOTION Budgeted Administrative &amp; Professional</b>			
<b>Name</b>	<b>Title</b>	<b>Department/Location</b>	<b>Effective Date</b>
Hartman, Ariel E	Articulations Coordinator	Institutional Research/Effect EPI	4/15/2019 - 06/30/2019
Borzewski, Lisa M	Associate Provost	Provost Office SE	4/29/2019 - 06/30/2019

<b>HIRE Budgeted Career Service</b>			
<b>Name</b>	<b>Title</b>	<b>Department/Location</b>	<b>Effective Date</b>
Bisson, Trevor	Sr Administrative Svcs Assist	Admissions & Central Records DO	4/29/2019
Jocelyn, Joven	Recruiter	Associate Provost Office SPG	4/29/2019
Trevena, Samuel A	Sr Instructional Support Specst	Learning Resources SPG	4/1/2019
Trutie, Angeliqne	Instructional Supp Specialist	Learning Resources SPG	4/1/2019
Rivera, Jerrick M	Recruiter	Provost Office SE	4/29/2019
Tomljanovich, Joseph A	Sr Administrative Svcs Specst	SPC-Downtown DT	4/29/2019

<b>TRANSFER/PROMOTION Budgeted Career Service</b>			
<b>Name</b>	<b>Title</b>	<b>Department/Location</b>	<b>Effective Date</b>
Pelliccio, Kathryn M	Sr Administrative Svcs Specst	Purchasing EPI	4/27/2019
Sciarabba, Anthony A	Materials Mgmt Specialist	Purchasing Support EPI	5/4/2019
Haak, Eric W	Performance Support Specialist	Theater CL	4/1/2019

<b>SUPPLEMENTAL Temporary</b>			
<b>Name</b>	<b>Title</b>	<b>Department/Location</b>	<b>Effective Date</b>
Keller III, Don R	OPS Professional	Associate Provost Office HEC	4/15/2019
Rowe, Ayanna A	OPS Professional	Associate Provost Office HEC	4/15/2019
Alicea, Destinymarie A	OPS Career Level 1	Associate Provost Office SPG	4/29/2019
Wilson, Ian J	Faculty - supplemental	Communications SE	5/20/2019
Cutlip, Paul G	Faculty - supplemental	Natural Science SPG	5/20/2019

<b>HIRE Temporary</b>			
<b>Name</b>	<b>Title</b>	<b>Department/Location</b>	<b>Effective Date</b>
Negron, Arlenne N	Adjunct Faculty	Communications CL	5/20/2019
Vukota, Sergej	Adjunct Faculty	Emergency Medical Services HEC	5/20/2019
Lazaar, Khalid	Adjunct Faculty	Mathematics CL	5/20/2019
Wisham, Denise R	Adjunct Faculty, Bach	Baccalaureate Programs HEC	5/20/2019
Zacke, Jerelyn S	Adjunct Faculty, Bach	Baccalaureate Programs HEC	5/20/2019
Heres, Berlyna M	Adjunct Faculty, Bach	Natural Science CL	5/20/2019
Taylor, Ariele' B	OPS Career Level 1	Associate Provost Office SPG	4/29/2019
Groff, Frank D	OPS Career Level 4	Humanities & Fine Arts SE	4/1/2019
Garcia Lopez, Carla	OPS Career Level 5	Academic & Student Affairs DT	5/13/2019
Milford, Jennifer N	OPS Career Level 5	Academic & Student Affairs AC	4/1/2019
Ralston, Nathan M	OPS Career Level 5	Academic & Student Affairs AC	4/29/2019
Middleton, Stephanie L	OPS Career Level 5	Dental Hygiene HEC	4/15/2019
Smylie, Sheila E	OPS Career Level 5	Dental Hygiene HEC	4/15/2019
Smith III, Ralph H	Professional Trainer	Academic & Student Affairs EPI	4/15/2019
George, Cheryl J	Professional Trainer	Criminal Justice AC	4/15/2019
Cook, Donnel	Professional Trainer	Fire Sciences AC	4/1/2019
Defrancesco, Frank W	Professional Trainer	Fire Sciences AC	4/15/2019
Quinn, Matthew R	Professional Trainer	Fire Sciences AC	4/15/2019
Hart, Tanya R	Professional Trainer	NTP/WMD Grant - AC	4/1/2019
Peterson, Keri-Lyn	Professional Trainer	SE Public Safety Institute AC	4/29/2019

<b>TRAVEL OUTSIDE THE CONTINENTAL UNITED STATES</b>			
<b>Name</b>	<b>Title</b>	<b>Department/Location</b>	<b>Effective Date</b>
Tunceren, Lillian	Instructor	Communications/SE	06/15/2019 - 06/29/2019

Destination: Paris & Nice, France

The purpose of this trip is to lead SPC students on a study abroad program to the Education First (EF) Campus International De Langue in Nice, France including a trip to Monaco. The 15 day program is designed for students who are seeking to be completely immersed in French language and Francophone culture. The program provides students with the opportunity for cultural immersion and learning practical French speaking skills. Students will embark on a journey of French language learning through speaking, reading, listening and writing. A total of ten (10) students are enrolled in the program and will receive credit in either FRE1120, Elementary French I, FRE 1121, Elementary French II or FRE2200, Intermediate French I.

Estimated cost to the College is \$1896.73.

Brian Miles, Vice President, Administration, Finance & Technology, and Carol Sumter, Associate Vice President of Human Resources, bringing the actions forward, recommend approval.


ND04302019

Agenda Item VI – C.1b

May 21, 2019

## MEMORANDUM

**TO:** Board of Trustees, St. Petersburg College

**FROM:** Tonjua Williams, President 

**SUBJECT:** Faculty Contract Review Process (Information)

The faculty contract review process was completed on May 2, 2019. The dean or program administrator addressed a number of factors associated with each faculty member as part of the decision making process. These factors include:

- Student Course Success Rates
- Student Course Survey of Instruction Scores
- Participation in Out of Class Support
- College Service and Duties Outside the Classroom
- Professional Development Completed
- Professional Development Plan for coming year in collaboration with Dean / – areas for improvement/growth
- Class Observations
- Strengths

The information associated with each faculty member was presented to the Acting VP of Academic Affairs and the President to ensure a thorough review was accomplished.

Seventy-six faculty were reviewed of which 60 were for annual contracts and 16 were for continuing contracts. Of the 60 reviewed for annual contracts 58 are recommended and 2 were held for 6 month contracts. Of the 16 reviewed for continuing contracts 13 are recommended, 1 is recommended to remain on annual contract, and 2 have suspended decisions until the direction of their program is determined.

The review process proved to be most encouraging. Faculty are focused on the teaching and learning process and are employing a variety of methodologies to improve the engagement of their students. The Faculty Cohort support process operated by the Center for Excellence in Teaching and Learning is also providing positive results as faculty work to adopt their teaching expertise to our current students in support of student success.

Tom Furlong, Vice President (Acting), Instruction and Academic Programs

## VI - C.1b Faculty Hiring, Evaluation and Contract Review Process

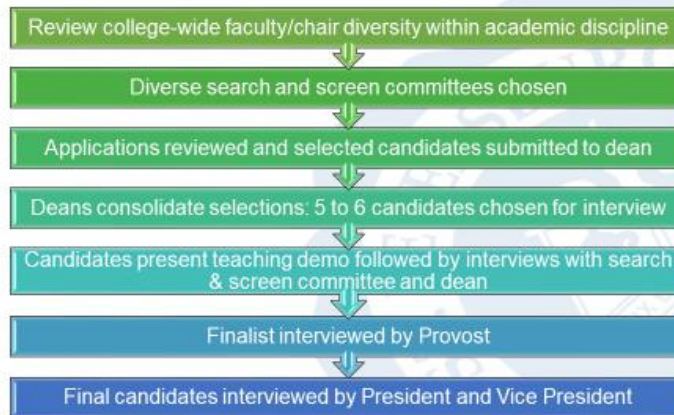
# Faculty Hiring, Evaluation and Contract Review Process

Tom Furlong, PhD - Vice President (Acting) Instruction and Academic Programs  
SPC Board of Trustees – May 21, 2019

SPC St. Petersburg College  
INSTRUCTION AND ACADEMIC PROGRAMS

### Hiring Process

SPC St. Petersburg College  
INSTRUCTION AND ACADEMIC PROGRAMS





## New Faculty Cohort – Professional Development



1. Learning Management System Training
2. Departmental Mentoring and Ongoing Support
3. Year I – New Faculty Development Course
  - two Semesters
  - understanding SPC and our students
  - student success strategies
  - excellence in teaching & learning
  - collaboration and services
4. Year II – New Faculty Cohort Project
  - two semesters
  - special project identified to address academic area of need

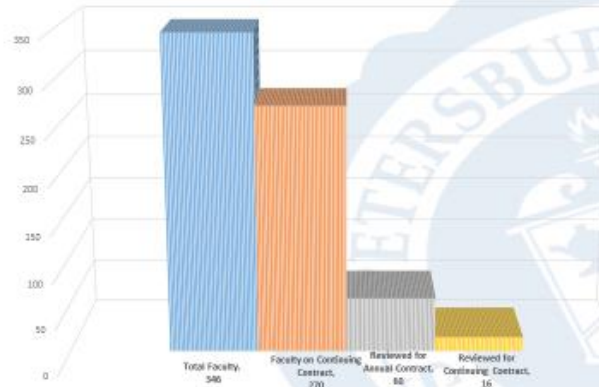
64

## Faculty Annual Evaluation

- All Faculty Evaluated Annually
- Data and documentation stored in Faculty 180 – e-portfolio tool
- Evaluation Sections Include:

Student Success Data for 10 to 22 courses/year
Student Survey of Instruction; minimum 10 courses – 200 to 240 surveys
Instructional Strategies - Academic knowledge, Student engagement, Course management, Student support, Interpersonal Communication
Course Information – Syllabi, Enrollment, Program Administrator Class Observation Feedback
Professional Development
College Contributions
Scholarly Contributions

65



Both Associate & Baccalaureate Level

66

Faculty Role in Contract Review Process

Data and Documentation

Reflections on Student Course Success Rates	Faculty rates compared with college overall success rate for same course
Reflections on Student Course Survey of Instruction Results	Most scores between 6- 7pts on a 7 pt. scale in the following three areas <ul style="list-style-type: none"> <li>• Faculty engagement</li> <li>• Preparation and Organization</li> <li>• Course Instruction</li> </ul> Individual rates compared to the overall department rate
Out of Class Support Participation	Online, Skype, e-mail, text, phone, in learning centers and alternate locations
College Service/Duties Outside the Classroom	Grants, communities, CETL, FGO, QEP, SACS and campus activities
Professional Development Completed and growth Plan	Internal and external events, conferences, graduate school, presentations, and publish articles.

## Dean Role in Contract Review Process



- Reviews faculty data and documentation, adds class observation and comments
- Presents contract recommendation to President and VP with supporting documentation
- Provides feedback to faculty member

## Results of Contract Review

Reviewed for Annual Contract	60
Recommendation	
Annual	58
6 Month Contract	2
Review for Continuing Contract	16
Recommendation	
Continuing	13
Annual	1
Recommendation for Continuing Contract suspended until determined direction of O & P program is determined	2




**Questions?**

70

May 21, 2019

**MEMORANDUM**

**TO:** Board of Trustees, St. Petersburg College

**FROM:** Dr. Tonjua Williams, President 

**SUBJECT:** Faculty Continuing Contract Recommendations (2019-2020)

Approval is sought for the following personnel actions concerning faculty members to receive continuing contract, contingent upon the successful completion of satisfactory service in the current contract year and official documentation of successful completion of required graduate coursework.

Name	Title	Department	Location	Effective Date
Hanrahan, Patricia	Academic Chair, 24 ECH	Business Administration	TS	08/01/19
Long, Johnie	Academic Chair, 24 ECH	College of Computer & InfoTech	SE	08/01/19
Moriarty, Christian	Academic Chair, 24 ECH	Ethics	SP	08/01/19
Harris, Jay	Faculty, 36 ECH	Interpreter Training	CL	08/01/19
Hernly, Patrick	Faculty, 36 ECH	Humanities & Fine Arts	SP	08/01/19
Johnson, Hannah	Faculty, 36 ECH	Mathematics	MT	08/01/19
Kuropas, Cindy	Faculty, 36 ECH	Communications	TS	08/01/19
Lanham, Valerie	Faculty, 36 ECH	Communications	DT	08/01/19
Mistretta, Jennifer	Faculty, 36 ECH	Nursing	HC	08/01/19
Nusspickel, Mark	Faculty, 36 ECH	Communications	DT	08/01/19
Paden, Melanie	Faculty, 36 ECH	Communications	CL	08/01/19
Pels, Marguarite	Faculty, 36 ECH	Nursing	HC	08/01/19
Simunac, Kristin	Faculty, 36 ECH	Natural Science	TS	08/01/19


Tonjua Williams, President, recommend approval.

DS051419

May 21, 2019

**MEMORANDUM**

**TO:** Board of Trustees, St. Petersburg College

**FROM:** Dr. Tonjua Williams, President 

**SUBJECT:** Faculty Annual Contract Recommendations (2019-2020)

**Approval is sought for the following recommended personnel transactions concerning faculty appointments, which shall be enforced via contracts for employment.**

Recommend appointment to a contract, contingent upon the successful completion of satisfactory service in the current contract year.

Name	Title	Department	Location	Effective Date
Davis, Michael	Academic Chair, 24 ECH	Natural Science	TS	08/01/2019
Duff, John	Academic Chair, 24 ECH	College of Computer & InfoTech	SP	08/01/2019
Ellis, Dawn	Academic Chair, 24 ECH	College of Computer & InfoTech	CL	08/01/2019
Fair, Timothy	Academic Chair, 24 ECH	Baccalaureate Programs	HC	08/01/2019
Hubbard, Barbara	Academic Chair, 24 ECH	Humanities & Fine Arts	SE	08/01/2019
Jackson, Kimberly	Academic Chair, 24 ECH	Social & Behavioral Science	DT	08/01/2019
Malave, Laura	Academic Chair, 24 ECH	College of Computer & InfoTech	MT	08/01/2019
Przyborowski, Marta	Academic Chair, 24 ECH	Business Administration	TS	08/01/2019
Rivero, Douglas	Academic Chair, 24 ECH	Social & Behavioral Science	SE	08/01/2019
Sabree, Kengia	Academic Chair, 24 ECH	Health Information Mgmt	HC	08/01/2019
Beck, Rosanne	Faculty, 42 ECH	SE Public Safety Institute	AC	08/01/2019
Ernst, Lynn	Faculty, 42 ECH	SE Public Safety Institute	AC	08/01/2019
Maisch, Lara	Faculty, 42 ECH	Baccalaureate Programs	HC	08/01/2019
Rewald, Charles	Faculty, 42 ECH	Nursing	HC	08/01/2019
Santos, Wanda	Faculty, 42 ECH	College of Education	TS	08/01/2019
Olah, Alanna	Instructor-in-Charge, 24 ECH	Business Administration	SE	08/01/2019
Beary, John	Faculty, 36 ECH	Social & Behavioral Science	SP	08/15/2019
Bell, Brian	Faculty, 36 ECH	Natural Science	TS	08/15/2019
Brown, Twila*	Faculty, 36 ECH	Nursing	HC	08/15/2019
Cardenas, Andres	Faculty, 36 ECH	Engineering Technology	CL	08/15/2019
Charboneau, Jay	Faculty, 36 ECH	Social & Behavioral Science	SP	08/15/2019
Chastain, Heather	Faculty, 36 ECH	Nursing	HC	08/15/2019
Coakley, Melissa	Faculty, 36 ECH	Ethics	CL	08/15/2019
Concepcion, Iris	Faculty, 36 ECH	Nursing	HC	08/15/2019
Curtis, Jessica	Faculty, 36 ECH	College of Education	CL	08/15/2019
Cuthbertson, Monique	Faculty, 36 ECH	Nursing	HC	08/15/2019
Cutler, Henry	Faculty, 36 ECH	College of Computer & InfoTech	TS	08/15/2019
Davies, Joi	Faculty, 36 ECH	Mathematics	SP	08/15/2019
Despain, Aaron	Faculty, 36 ECH	Baccalaureate Programs	EP	08/15/2019
Estlund, Amber	Faculty, 36 ECH	Communications	SE	08/15/2019
Fernandez, Jennifer	Faculty, 36 ECH	College of Education	SP	08/15/2019
Gilberg, Sharon	Faculty, 36 ECH	Natural Science	SP	08/15/2019
Gionet, Laura	Faculty, 36 ECH	Natural Science	SP	08/15/2019
Grisanti, Sharon	Faculty, 36 ECH	Dental Hygiene	HC	08/15/2019
Hofrichter, Jamie	Faculty, 36 ECH	Nursing	HC	08/15/2019
Jones, Lori	Faculty, 36 ECH	Baccalaureate Programs	EP	08/15/2019
Kerns, Carolyn	Faculty, 36 ECH	Nursing	HC	08/15/2019
Lewis, Mary	Faculty, 36 ECH	Nursing	HC	08/15/2019
Ma, Jun	Faculty, 36 ECH	College of Computer & InfoTech	SE	08/15/2019
Macogay, Eugene	Faculty, 36 ECH	Respiratory Care	HC	08/15/2019
Mann, Michelle	Faculty, 36 ECH	SE Public Safety Institute	AC	08/15/2019

## 54111

Name	Title	Department	Location	Effective Date
Maza,Joanna	Faculty, 36 ECH	Veterinary Technology	VT	08/15/2019
McAllister,Melissa	Faculty, 36 ECH	College of Education	CL	08/15/2019
Michels,Lisa	Faculty, 36 ECH	Nursing	HC	08/15/2019
Modrakovic,Janet	Faculty, 36 ECH	Veterinary Technology	VT	08/15/2019
Moore,Grace	Faculty, 36 ECH	Natural Science	SE	08/15/2019
Morris,Gregory	Faculty, 36 ECH	Nursing	HC	08/15/2019
Newberry,Sheila	Faculty, 36 ECH	Health Information Mgmt	HC	08/15/2019
Nousiainen,Robin	Faculty, 36 ECH	Baccalaureate Programs	HC	08/15/2019
Pelletier,Scott	Faculty, 36 ECH	Emergency Medical Services	HC	08/15/2019
Pernock,Jane	Faculty, 36 ECH	Nursing	HC	08/15/2019
Poirier,Melanie	Faculty, 36 ECH	Dental Hygiene	HC	08/15/2019
Prifti,Bledar	Faculty, 36 ECH	Social & Behavioral Science	SE	08/15/2019
Pryby,Felicia	Faculty, 36 ECH	Nursing	HC	08/15/2019
Roe,Bobby	Faculty, 36 ECH	Baccalaureate Programs	HC	08/15/2019
Ross,Amy	Faculty, 36 ECH	Nursing	HC	08/15/2019
Serino,Paul	Faculty, 36 ECH	Emergency Medical Services	HC	08/15/2019
Snellenburg,Kirsten	Faculty, 36 ECH	Physical Therapist Asst	HC	08/15/2019
Wilson,Ian	Faculty, 36 ECH	Communications	SP	08/15/2019

\* Shortened contract


Tonjua Williams, President, recommend approval.

DS051419

May 21, 2019

**MEMORANDUM**

**TO:** Board of Trustees, St. Petersburg College

**FROM:** Dr. Tonjua Williams, President 

**SUBJECT:** Executive/Administrative/Managerial and Professional Annual Contract Recommendations (2019-2020)

Approval is sought for the following recommended personnel transactions concerning Administrative and Professional appointments, which shall be enforced via contracts for employment.

Name	Title	Department	Location	Effective Date
Affify,Theresa M	Career Outreach Specialist	Provost Office	SE	7/1/2019 - 6/30/2020
Al Nassir,Fawzi	Dir, Institutional Research	Institutional Research/Effect	SV	7/1/2019 - 6/30/2020
Alicea,Destinymanie Adriana	Career & Academic Advisor	Provost Office	MT	7/1/2019 - 6/30/2020
Alvarez,Patricia M.	Career & Academic Advisor	Counseling & Advisement	TS	7/1/2019 - 6/30/2020
Aquino,Harrison	Assistant Director, Creative	Marketing&StrategicCommunicatn	DO	7/1/2019 - 6/30/2020
Ashe,Angela C	Academic Services Coordinator	Academic & Student Affairs	EP	7/1/2019 - 6/30/2020
Autry,Courtney C.	Career & Academic Advisor	Counseling & Advisement	CL	7/1/2019 - 6/30/2020
Bain,Gabrielle	Academic Program Coordinator	Fire Sciences	AC	7/1/2019 - 6/30/2020
Baldwin,William Matthew	Research Analyst	Academic & Student Affairs	EP	7/1/2019 - 6/30/2020
Barlow,Stephen R.	Systems Analyst, LMS	Online Learning and Services	DO	7/1/2019 - 6/30/2020
Barto,Daniel P	Dir, Safety & Security	Facilities&Institutional Svcs	DO	7/1/2019 - 6/30/2020
Bawell,Alexander H.	Instructional Supprt Proj Tech	Baccalaureate Programs	DO	7/1/2019 - 6/30/2020
Beckman,Ryan Robert	Athletics Coach	Athletics	CL	7/1/2019 - 6/30/2020
Bednarski,Julia Ann	Nursing Skills Facilitator	Nursing	HE	7/1/2019 - 6/30/2020
Bell,Kevin S.	Career & Academic Advisor	Registration	SP	7/1/2019 - 6/30/2020
Bell,LaDawn	Student Success Specialist	Provost Office	SP	7/1/2019 - 6/30/2020
Bellomo,Mary O.	Sr Instructional Tech Analyst	NTPI/WMD Grant	AC	7/1/2019 - 6/30/2020
Benavides,Joseph	Career Outreach Specialist	Associate Provost Office	CL	7/1/2019 - 6/30/2020
Bennett,Michael J.	AssocVP,Fin Asst Svcs	Academic & Student Affairs	DO	7/1/2019 - 6/30/2020
Berry,Belinthia A	Program Dir II-Global Corp Col	Workforce/Professnl Developmnt	EP	7/1/2019 - 6/30/2020
Biddines,Lorisha C	Senior Accountant	Accounting Services	SV	7/1/2019 - 6/30/2020
Biszewski-Eber,Susan	Apprenticeship Coordinator II	College of Computer & InfoTech	SP	7/1/2019 - 6/30/2020
Bley,Lauren Dupont	Public Safety Dept Coordinator	Provost Office	AC	7/1/2019 - 6/30/2020
Bobowski,Sharon A.	Enterprise Systems Director	Administrative Information Sys	DO	7/1/2019 - 6/30/2020
Bodie,Matthew D.	Exec Dir, Learning Resources	Learning Resources	DO	7/1/2019 - 6/30/2020
Booth,Patrick Daniel	Associate Provost	Associate Provost Office	DT	7/1/2019 - 6/30/2020
Borzewski,Lisa M.	Associate Provost	Provost Office	SE	7/1/2019 - 6/30/2020
Bowen,Paul M	Associate Provost	Associate Provost Office	CL	7/1/2019 - 6/30/2020
Bowman,Margaret Elaine	Dir, Organizational&EmpSuccess	Human Resources	DO	7/1/2019 - 6/30/2020
Brito,Anna Faith	EMS Prog Support Coordinator	Emergency Medical Services	HE	7/1/2019 - 6/30/2020
Brown,Joshua V	Assoc Dir, Learning Resources	Learning Resources	HE	7/1/2019 - 6/30/2020
Brown,Nicole Lacy	Grant Accountant	Accounting Services	SV	7/1/2019 - 6/30/2020
Brown,Trenette	Project Admin Svcs Manager	NTPI/WMD Grant	AC	7/1/2019 - 6/30/2020
Browne,Marilyn P	Career Pathways Outreach Spec	Career Connections	DO	7/1/2019 - 6/30/2020
Buck,Maria E.	Coord, StudentLife&Leadership	Provost Office	SE	7/1/2019 - 6/30/2020
Bullard,Derrick L	Student Success Counselor	Admissions & Central Records	CL	7/1/2019 - 6/30/2020
Buster,Patricia A.	Coord, Museum Education	Leepa/Rattner Museum	TS	7/1/2019 - 6/30/2020
Byrne,Megan R	Box Office Manager	Palladium	DT	7/1/2019 - 6/30/2020
Call,Jan H.	Program Director II	Provost Office	SP	7/1/2019 - 6/30/2020
Callahan,Doyle William	Systems Analyst, LMS	Online Learning and Services	DO	7/1/2019 - 6/30/2020
Callahan,Marisa C.	Acting Dir,Desg&In-HouseConstr	Facilities&Institutional Svcs	DO	7/1/2019 - 6/30/2020
Cappleman,Tammy	Career & Academic Advisor	Associate Provost Office	HE	7/1/2019 - 6/30/2020



Name	Title	Department	Location	Effective Date
Carbart,George E.	Coord, StudentSupportSvcs TRIO	SSS TRIO Grant	SP	7/1/2019 - 6/30/2020
Carnahan,Michael	Sr Developer/Programmer	Online Learning and Services	SE	7/1/2019 - 6/30/2020
Carr,Catherine E.	Multimedia Content Developer	District Impressions	DO	7/1/2019 - 6/30/2020
Carson,Debbie L.	Marketing/Communcatn Manager	SPC-Downtown	DT	7/1/2019 - 6/30/2020
Carter,Caitlin	Scholarship Manager	Resource Development	DO	7/1/2019 - 6/30/2020
Carter,Julia Latrice	Career & Academic Advisor	Counseling & Advisement	CL	7/1/2019 - 6/30/2020
Carter,Kerry	Career Outreach Specialist	Provost Office	AC	7/1/2019 - 6/30/2020
Carver,Eric H	Provost	Provost Office	HE	7/1/2019 - 6/30/2020
Castillo,Fabiola	Budgeting Manager	Budgeting & Compliance	DO	7/1/2019 - 6/30/2020
Catlin,Kyrsten M	Student Success Specialist	Admissions & Central Records	DO	7/1/2019 - 6/30/2020
Cesta,Jeffrey L.	Dir, Early College/Dual Enroll	Academic & Student Affairs	CL	7/1/2019 - 6/30/2020
Chang,Jimmy H.	Dean, Mathematics	Academic & Student Affairs	SP	7/1/2019 - 6/30/2020
Chen,Ming-Shin	Senior Developer	Admin Info Sys - Development	DO	7/1/2019 - 6/30/2020
Christensen,Eva K	Director, Admissions & Records	Academic & Student Affairs	DO	7/1/2019 - 6/30/2020
Clark,Amy Lynn	Instructional Technology Spec	Online Learning and Services	TS	7/1/2019 - 6/30/2020
Climes,Dwayne A	Career & Academic Advisor	Associate Provost Office	SP	7/1/2019 - 6/30/2020
Cole,Angela J	International Student Svcs Rep	International Program	CL	7/1/2019 - 6/30/2020
Collins,Jody L	Development Officer	Resource Development	DO	7/1/2019 - 6/30/2020
Conn,Richard A.	Senior Developer	Admin Info Sys - Development	DO	7/1/2019 - 6/30/2020
Conner,Jamelle J	VP, Student Affairs	President Office	DO	7/1/2019 - 6/30/2020
Coronado-Gil,Liliana	Grant Management Specialist	Grant Development	SV	7/1/2019 - 6/30/2020
Costello,Christine Marie	Online Student Svcs Director	Enrollment Management	EP	7/1/2019 - 6/30/2020
Couch,Marie S	Career & Technical Educ Coord	Career Connections	SV	7/1/2019 - 6/30/2020
Crawford,Sabrina A	AVP,Institutional Eff Acad Srv	Institutional Research/Effect	EP	7/1/2019 - 6/30/2020
Creamer,David V.	CTO/CISO	Information Systems	DO	7/1/2019 - 6/30/2020
Crockett,Kaitlin A	Reference & Instruction Librn	Learning Resources	SP	7/1/2019 - 6/30/2020
Crumbley Sr,Earnest P	Athletics Coach	Athletics	SP	7/1/2019 - 6/30/2020
Crumbley,Shirley A.	Coord, Women on the Way	Special Programs/Intl Educ	CL	7/1/2019 - 6/30/2020
Crumley,Paul Michael	Sr Web Analyst/Programmer	Online Learning and Services	EP	7/1/2019 - 6/30/2020
Cuevas,Mirva Q	Career & Academic Advisor	Associate Provost Office	TS	7/1/2019 - 6/30/2020
Curutte,Brandie Stephanie	Career & Academic Advisor	Enrollment Management	DO	7/1/2019 - 6/30/2020
Curtis,Richard J.	IT Security Engineer	Information Systems	DO	7/1/2019 - 6/30/2020
Cuthbertson,Takita	Career & Academic Advisor	Associate Provost Office	MT	7/1/2019 - 6/30/2020
Cyr,Kathryn M.	Fiscal and Business Analyst	Accounting Services	DO	7/1/2019 - 6/30/2020
Dale,Jennifer Carr	Associate Provost	Associate Provost Office	TS	7/1/2019 - 6/30/2020
Dale,Sean A.	Systems Analyst, LMS	Online Learning and Services	DO	7/1/2019 - 6/30/2020
Daniels,Amanda R	(Acting) Assistant Dean	Nursing	HE	7/1/2019 - 6/30/2020
Dann,Melinda R	Career & Academic Advisor	Registration	SP	7/1/2019 - 6/30/2020
Davidson,Denisha L.	Athletics Coach	Athletics	SP	7/1/2019 - 6/30/2020
Davis,Glenn E.	Program Director II	Emergency Medical Services	HE	7/1/2019 - 6/30/2020
Davis,Jennifer Anne	Laboratory Coordinator	Baccalaureate Programs	HE	7/1/2019 - 6/30/2020
Davis,Kevin L	Program Director II	Funeral Services	HE	7/1/2019 - 6/30/2020
Davis,Rodrigo M	Provost	Provost Office	TS	7/1/2019 - 6/30/2020
DeBlaere,Cheri	Student Support Manager	Counseling & Advisement	CL	7/1/2019 - 6/30/2020
Delfino,Nicole M	Administrative Coordinator	Business Services	DO	7/1/2019 - 6/30/2020
Delint Neely,Maria Teresa	Career & Academic Advisor	Associate Provost Office	HE	7/1/2019 - 6/30/2020
Demers,Susan S.	Dean, Pub Policy&Legal Studies	Baccalaureate Programs	CL	7/1/2019 - 6/30/2020
DePaz,Ezekiel	Career & Academic Advisor	Associate Provost Office	TS	7/1/2019 - 6/30/2020
Dibuono,Michael	Public Safety Training Manager	Provost Office	AC	7/1/2019 - 6/30/2020
Dickie,Laurance P	Facilities Project Coordinator	Facilities&Institutional Svcs	DO	7/1/2019 - 6/30/2020
Dickson,Ashley Troy	Instructional Design Tech	Online Learning and Services	EP	7/1/2019 - 6/30/2020
DiMattia,Michele Bredal	Museum Collections Manager	Leepa/Ratner Museum	TS	7/1/2019 - 6/30/2020
Dimmer,Theresa R.	Coord, Institutnl Rsrch&Rptng	Institutional Research/Effect	DO	7/1/2019 - 6/30/2020
DiRocco,Diane Marie	Sr Mgr, Benefits & Wellness	Human Resources Benefits	SV	7/1/2019 - 6/30/2020
Disler,Heather H.	Assc Dir Learning Res	Learning Resources	DT	7/1/2019 - 6/30/2020
Dollenmayer,Lisa J	Career & Academic Advisor	Registration	SP	7/1/2019 - 6/30/2020
Donald,Ann C	Career & Academic Advisor	Enrollment Management	DO	7/1/2019 - 6/30/2020
Dorsett,Debra A.	Career & Academic Advisor	Counseling & Advisement	TS	7/1/2019 - 6/30/2020
Dougherty,Damon Jackson	Director of Operations	Palladium	DT	7/1/2019 - 6/30/2020
Drew,Maria	Assistant Director, Admissions	Admissions & Central Records	DO	7/1/2019 - 6/30/2020
Dufoe,Anh Dang	Career & Academic Advisor	Registration	SP	7/1/2019 - 6/30/2020

Name	Title	Department	Location	Effective Date
Dvoracek, Joseph D.	Student Support Manager	Provost Office	SE	7/1/2019 - 6/30/2020
Eaton, Lindsey A	Online Course Testing Coord	Online Learning and Services	EP	7/1/2019 - 6/30/2020
Echemendia, Brittany L	Videographer	Marketing&StrategicCommunicatn	DO	7/1/2019 - 6/30/2020
Eddy, Eired Jackson	Government Relations Director	President Office	DO	7/1/2019 - 6/30/2020
Eggers, Amy Sheena	Coord, Accredtn&BaccAssessment	Academic EffectivenessAssessmnt	SV	7/1/2019 - 6/30/2020
Enlow, Bernard R	Sr Network/Design&SecurityEng	BusSVITSystems	DO	7/1/2019 - 6/30/2020
Ervin, Joshua Andrew	Manager, Network Systems	Information Systems - Network	DO	7/1/2019 - 6/30/2020
Ewell, Michael A.	Academic Department Coord	Baccalaureate Programs	DO	7/1/2019 - 6/30/2020
Farlow, Rita K	Exec Dir, Mktg & Strategic Com	Marketing&StrategicCommunicatn	DO	7/1/2019 - 6/30/2020
Fayard, Kimberly A	Asst Dir, Scholar&Stu Fin Asst	Financial Assistance Services	DO	7/1/2019 - 6/30/2020
Ferranti, Kelley J	Career Placement Specialist	Academic & Student Affairs	DO	7/1/2019 - 6/30/2020
Fischer, Kristina M	Interim Mgr, Collab Labs	Workforce/Professnl Developmnt	EP	7/1/2019 - 6/30/2020
Fisher, Lise L	Asst Dir, Strategic Communic	Marketing&StrategicCommunicatn	DO	7/1/2019 - 6/30/2020
Fleming, John M	Program Director II	Radiography	HE	7/1/2019 - 6/30/2020
Fox, Juan E.	Director, Academic Services	Academic & Student Affairs	EP	7/1/2019 - 6/30/2020
Frank, Brian	Dean, College of Public Safety	Provost Office	AC	7/1/2019 - 6/30/2020
Frank, Rebecca A	Assoc Dir, Learning Resources	Learning Resources	HE	7/1/2019 - 6/30/2020
Fratius, Earl T.	Honors Program Director	Baccalaureate Programs	CL	7/1/2019 - 6/30/2020
Fredriksen, Jeffrey E.	Systems Analyst	Administrative Information Sys	DO	7/1/2019 - 6/30/2020
Fumano Jr, Daniel Joseph	Instructional Supprt Proj Tech	Workforce/Professnl Developmnt	EP	7/1/2019 - 6/30/2020
Gambacurta, Joyce D	Captionist/Senior Interpreter	Accessibility Services	CL	7/1/2019 - 6/30/2020
Gann, Welcita A	Career & Academic Advisor	Counseling & Advisement	CL	7/1/2019 - 6/30/2020
Gano, Kelliann	Acting, B2B Alliance Prog Mgr	Institutional Research/Effect	EP	7/1/2019 - 6/30/2020
Gardner, Suzanne L.	General Counsel	President Office	DO	7/1/2019 - 6/30/2020
Garrett, Susan A	Program Director II-Certificat	Workforce/Professnl Developmnt	DO	7/1/2019 - 6/30/2020
Garrett, Tracy L	Comm Outreach & Support Coord	Enrollment Management	EP	7/1/2019 - 6/30/2020
Gebler, Ashley M	Manager, Marketing Services	Marketing&StrategicCommunicatn	DO	7/1/2019 - 6/30/2020
Gill, Davie	Athletics Director	Athletics	SP	7/1/2019 - 6/30/2020
Godcharles, Timothy W	Instructional Design Spec	Online Learning and Services	EP	7/1/2019 - 6/30/2020
Gonzalez, Eduardo J	Instructional Design Tech	Online Learning and Services	EP	7/1/2019 - 6/30/2020
Goodbread, Elizabeth B	Program Director II	Provost Office	TS	7/1/2019 - 6/30/2020
Gordon, Sandra M	Reference & Instruction Librn	Learning Resources	SP	7/1/2019 - 6/30/2020
Gould, Lisa M	Accessibility Svcs Coordinator	Provost Office	MT	7/1/2019 - 6/30/2020
Graham, Shane L	Mgr, PeopleSoft Systems Admin	Administrative Information Sys	DO	7/1/2019 - 6/30/2020
Gray, Cheryl L.	Senior Analyst/Programmer	Admin Info Sys - Student	DO	7/1/2019 - 6/30/2020
Green, Sonja T.	ActingDir, BusSys&StudentAcctg	Business Services	DO	7/1/2019 - 6/30/2020
Gregor, Jennifer L	Assoc Dir, Learning Resources	Learning Resources	SE	7/1/2019 - 6/30/2020
Grey, Cynthia A.	Associate Dean	Veterinary Technology	VT	7/1/2019 - 6/30/2020
Grey, William R.	Director, Emergency Management	Facilities&Institutional Svcs	AC	7/1/2019 - 6/30/2020
Griffith, Tashika Olive	Provost	Provost Office	DT	7/1/2019 - 6/30/2020
Hafer, Leslie Susan	Provost	Academic & Student Affairs	SP	7/1/2019 - 6/30/2020
Hale, Christina Marie	Senior Accountant	Accounting Services	SV	7/1/2019 - 6/30/2020
Hallas, Kelly Marie	Career & Academic Advisor	Counseling & Advisement	HE	7/1/2019 - 6/30/2020
Hand, Christina L	Acting, Career&Academic Advisor	Associate Provost Office	AC	7/1/2019 - 6/30/2020
Hardt, Steven P.	Program Director II	Respiratory Care	HE	7/1/2019 - 6/30/2020
Hart, Ethan L	Assoc Dir, Learning Resources	Learning Resources	TS	7/1/2019 - 6/30/2020
Hartman, Ariel Elizabeth	Articulations Coordinator	Institutional Research/Effect	SV	7/1/2019 - 6/30/2020
Hartman, Kimberly J	Dean, College of Education	College of Education	TS	7/1/2019 - 6/30/2020
Harvey, Christopher J	Executive Dir Student Success	Online Learning and Services	EP	7/1/2019 - 6/30/2020
Heisler, Laura	Public Safety Training Coord	Florida Natl. Guard Grant	AC	7/1/2019 - 6/30/2020
Hemming, Andrea A.	ExecDir, CollabLabs & WkfrInst	Academic & Student Affairs	EP	7/1/2019 - 6/30/2020
Henningsen, Stephanie	Coord, StudentLife&Leadership	Student Activities	CL	7/1/2019 - 6/30/2020
Hester, James G	IT Security Engineer	Information Systems	DO	7/1/2019 - 6/30/2020
Hidalgo, Andrew Edward	Scholar & StuFinAssist Officer	Financial Assistance Services	SE	7/1/2019 - 6/30/2020
Hill, Richard L	Instructional Design Spec	Online Learning and Services	TS	7/1/2019 - 6/30/2020
Hogan, Terri McGee	Career & Academic Advisor	Enrollment Management	DO	7/1/2019 - 6/30/2020
Hollowell, Raynette D	Accessibility Svcs Coordinator	Accessibility Services/OSSD	SP	7/1/2019 - 6/30/2020
Holtzman, Heather Nicole	Acting, Ref & Instr Librarian	Learning Resources	CL	7/1/2019 - 6/30/2020
Hopkins, Dorothy	Dir, Business Data Management	BusSVITSystems	DO	7/1/2019 - 6/30/2020
Huetson, Linda Jean	Career & Academic Advisor	Associate Provost Office	MT	7/1/2019 - 6/30/2020
Hunt, Janette N	AVP, Budgeting & Compliance	Budgeting & Compliance	DO	7/1/2019 - 6/30/2020

Name	Title	Department	Location	Effective Date
Hunter,Tara T	Career & Academic Advisor	Counseling & Advisement	SP	7/1/2019 - 6/30/2020
Hunter,Tori E.	Asst Dir, Scholar&Stu Fin Asst	Financial Assistance Services	SE	7/1/2019 - 6/30/2020
Ingarciola,Dominick J	Career & Academic Advisor	Counseling & Advisement	CL	7/1/2019 - 6/30/2020
Jacob,Bijoy	Senior Developer	Admin Info Sys - Development	DO	7/1/2019 - 6/30/2020
Jakupovic,Danijel	Senior Developer	Admin Info Sys - Development	DO	7/1/2019 - 6/30/2020
Jakupovic,Edin	Research Analyst	Academic & Student Affairs	DO	7/1/2019 - 6/30/2020
Janik,Brooke S	Student Support Manager	Student Support Services	DT	7/1/2019 - 6/30/2020
Janusz,Dawn M.	Student Support Coordinator	Associate Provost Office	HE	7/1/2019 - 6/30/2020
Jasinski,John F	Scholar&Stu Fin Assist Officer	Financial Assistance Services	SP	7/1/2019 - 6/30/2020
Jean-Baptiste,Claudius Keron	Associate Provost	Provost Office	SP	7/1/2019 - 6/30/2020
Jean-Felix,Michael Joseph	Career & Academic Advisor	Associate Provost Office	DT	7/1/2019 - 6/30/2020
Johns,Charlotte D	Asst Dir, Scholar&Stu Fin Asst	Financial Assistance Services	SP	7/1/2019 - 6/30/2020
Johnson,James Thomas	Career & Academic Advisor	Counseling & Advisement	CL	7/1/2019 - 6/30/2020
Jones,Nancy L.	House Manager	Palladium	DT	7/1/2019 - 6/30/2020
Jurkovic,Frank M.	Coord, StudentLife&Leadership	Student Activities	DT	7/1/2019 - 6/30/2020
Justice,Amy Lois	Instructional Support Tech	Online Learning and Services	HE	7/1/2019 - 6/30/2020
Kaas,Kevin	A/V Services Coordinator	Network Systems Support	SE	7/1/2019 - 6/30/2020
Kachelriess,Billie J.	Facilities Project Coordinator	Facilities&Institutional Svcs	DO	7/1/2019 - 6/30/2020
Kanyuck,Julie B	Sr Accountant/Financial Analyst	Accounting Services	DO	7/1/2019 - 6/30/2020
Keith,Neil M.	Asst Dir, Retention Services	Student Support Services	SP	7/1/2019 - 6/30/2020
Keller III,Don R	Student Success Specialist	Baccalaureate Programs	HE	7/1/2019 - 6/30/2020
Kemp,Misty D	Exec Director, Retention Svcs	Student Services	EP	7/1/2019 - 6/30/2020
Kennedy,Catherine Crist	AVP, AcademicAffairs&Partnrshp	Baccalaureate Programs	SE	7/1/2019 - 6/30/2020
Kent-Roberts,Sherril M	School Partnership Liaison	College of Education	TS	7/1/2019 - 6/30/2020
Kerr,Cheryl	Program Director II	Human Services	SP	7/1/2019 - 6/30/2020
Kerr,Christopher K.	Career & Academic Advisor	Associate Provost Office	HE	7/1/2019 - 6/30/2020
Kessing,Renee Voytas	Career & Academic Advisor	Student Support Services	SE	7/1/2019 - 6/30/2020
Kiefhaber,Donald H	Rangemaster	Criminal Justice	AC	7/1/2019 - 6/30/2020
King,Merrian D.	Asst Dir, Scholar&Stu Fin Asst	Financial Assistance Services	DO	7/1/2019 - 6/30/2020
Kirchgraber,Todd A.	Director of Training Programs	NTPI/WMD Grant	AC	7/1/2019 - 6/30/2020
Knipp,Paula J	Reference & Instruction Librn	Learning Resources	TS	7/1/2019 - 6/30/2020
Konkle,Kathi L	Accountant	Accounting Services	DT	7/1/2019 - 6/30/2020
Kontodiakos,Theresa A.	Student Support Manager	Associate Provost Office	TS	7/1/2019 - 6/30/2020
Krause,Daniel R	Career & Academic Advisor	Enrollment Management	DO	7/1/2019 - 6/30/2020
Kroll,Shoshana S	Career & Academic Advisor	Counseling & Advisement	SP	7/1/2019 - 6/30/2020
Kruger,Wayne D.	Executive Student Svcs Dir	Financial Assistance Services	DO	7/1/2019 - 6/30/2020
Krupp,Jason	Career Connections Director	Baccalaureate Programs	SV	7/1/2019 - 6/30/2020
Kubler,Susan T	Career & Academic Advisor	Provost Office	SE	7/1/2019 - 6/30/2020
Kuhn,Christina M	Acting, Research Analyst	Academic & Student Affairs	EP	7/1/2019 - 6/30/2020
Kuhn,Damon M	Associate Provost	Associate Provost Office	HE	7/1/2019 - 6/30/2020
LaHaie,Eileen M.	Director of CPSI	NTPI/WMD Grant	AC	7/1/2019 - 6/30/2020
Laney,Michele T	Assoc Dir, Learning Resources	Learning Resources	CL	7/1/2019 - 6/30/2020
Lattenhauer,Naly	Career & Academic Advisor	Student Support Services	SE	7/1/2019 - 6/30/2020
Lauk,Justin Csongor	Analyst/Programmer	Administrative Information Sys	DO	7/1/2019 - 6/30/2020
LeBoeuf,James J.	Special Services Specialist	New Initiative Program -	HE	7/1/2019 - 6/30/2020
Lennox,Jill	Scholar&Stu Fin Assist Officer	Financial Assistance Services	DO	7/1/2019 - 6/30/2020
Leonard,Lisa	Instructional Support Manager	New Initiative Program -	HE	7/1/2019 - 6/30/2020
Leonard,Michele R.	Student Success Specialist	Baccalaureate Programs	HE	7/1/2019 - 6/30/2020
Leopold,Joseph S.	Dean, Communications	Academic & Student Affairs	CL	7/1/2019 - 6/30/2020
Lesniak,Amy Lynn	Career & Academic Advisor	Associate Provost Office	TS	7/1/2019 - 6/30/2020
Liswith,Audra D.	Event & Collg Plcmt Test Coord	Human Resources	DO	7/1/2019 - 6/30/2020
Littlewood,Christopher S.	Instructional Technology Coord	NTPI/WMD Grant	AC	7/1/2019 - 6/30/2020
Lloyd,Cameron Brock	Career & Academic Advisor	Counseling & Advisement	TS	7/1/2019 - 6/30/2020
Lloyd,George E	Train & Dev Design Facilitator	Academic & Student Affairs	CL	7/1/2019 - 6/30/2020
Longley,James F	Sr Web Developer	Marketing&StrategicCommunicatn	DO	7/1/2019 - 6/30/2020
Lorr,Duke Wencelaus Immanuel	Instructional Design Spec	Online Learning and Services	CL	7/1/2019 - 6/30/2020
Louis,Louisana	Dean, College of Nursing	Nursing	HE	7/1/2019 - 6/30/2020
Mari,Melissa M.	Career & Academic Advisor	Student Support Services	SE	7/1/2019 - 6/30/2020
Marion,Amie N	Event Planning & Implement Mgr	Human Resources	DO	7/1/2019 - 6/30/2020
Marks,Alice M.	Asst Dir, Scholar&Stu Fin Asst	Financial Assistance Services	CL	7/1/2019 - 6/30/2020
Marley,Donna Marie	Project Coord II, Project HEAL	Academic & Student Affairs	SP	7/1/2019 - 6/30/2020

Name	Title	Department	Location	Effective Date
Marquis,Roseanne Wendy	Scholar&Stu Fin Assist Officer	Financial Assistance Services	DO	7/1/2019 - 6/30/2020
Marsh,Ryan B	Career & Academic Advisor	Counseling & Advisement	CL	7/1/2019 - 6/30/2020
McBride,Jennifer C	Grant Writer	Grant Development	SV	7/1/2019 - 6/30/2020
McCormack,Cristina D.	Staff Accountant	Leepa/Ratner Museum	TS	7/1/2019 - 6/30/2020
McCormick-McDonald,Lynn	Assoc Dir, Learning Resources	Learning Resources	SP	7/1/2019 - 6/30/2020
McFarland,Theresa A	Development Officer	Resource Development	DO	7/1/2019 - 6/30/2020
McGowan,Danielle Nicole	Career & Academic Advisor	Counseling & Advisement	SP	7/1/2019 - 6/30/2020
McMillan,Heather M	Career & Academic Advisor	Enrollment Management	DO	7/1/2019 - 6/30/2020
Meigs,Michael C.	Acting AVP, Bus & Fin Svcs	BusSVITSystems	DO	7/1/2019 - 6/30/2020
Metz,Starla R	Principal, Collegiate HS	Provost Office	SP	7/1/2019 - 6/30/2020
Meyer,Julia M	Certification Testing Coord	Baccalaureate Programs	AC	7/1/2019 - 6/30/2020
Middleton,Natavia	Dean,Natural Science & Engr	Natural Science	SE	7/1/2019 - 6/30/2020
Miles,Brian P.	VP, Admin/Finance & Technology	President Office	DO	7/1/2019 - 6/30/2020
Miller,Christopher E	Career & Academic Advisor	Provost Office	SE	7/1/2019 - 6/30/2020
Miller,Isaac	Coord, Curriculum Services	Academic & Student Affairs	EP	7/1/2019 - 6/30/2020
Mitchell,Kelli A	Accessibility Svcs Coordinator	Provost Office	SE	7/1/2019 - 6/30/2020
Mobley,Chaye R	Career & Academic Advisor	Associate Provost Office	DT	7/1/2019 - 6/30/2020
Moen,Kristin Elizabeth	Nursing Skills Facilitator	Nursing	HE	7/1/2019 - 6/30/2020
Mohammed,Raynier	Analyst/Programmer	Institutional Research/Effect	SV	7/1/2019 - 6/30/2020
Molinaro,Dana L.	Student Support Coordinator	Financial Assistance Services	CL	7/1/2019 - 6/30/2020
Moody,Rachella W	Career & Academic Advisor	Counseling & Advisement	CL	7/1/2019 - 6/30/2020
Moody,Steven E.	Technical Support Supervisor	Desktop Software Support	SV	7/1/2019 - 6/30/2020
Moore,Randall	Facilities Manager	Facilities&Institutional Svcs	DO	7/1/2019 - 6/30/2020
Morgan,Luetwanda K	Student Support Manager	Student Support Services	MT	7/1/2019 - 6/30/2020
Morrel,Kari R	Reference & Instruction Librn	Learning Resources	DT	7/1/2019 - 6/30/2020
Mortellaro,Denise Ann	Instructional Design Tech	Engineering Technology	CL	7/1/2019 - 6/30/2020
Moulton,Erica Lee	STEM Director	Natural Science	SE	7/1/2019 - 6/30/2020
Muehl,John M	Instructional Design Tech	Online Learning and Services	EP	7/1/2019 - 6/30/2020
Munce,Nancy	Instructional Design Spec	Online Learning and Services	EP	7/1/2019 - 6/30/2020
Mundorff,Sheryl	Student Success Specialist	Counseling & Advisement	CL	7/1/2019 - 6/30/2020
Myers,Breanna Marie	Athletics Coach	Athletics	CL	7/1/2019 - 6/30/2020
Nguyen,Shirley T	Senior Developer	Administrative Information Sys	DO	7/1/2019 - 6/30/2020
Nicholson,Jason I	Career & Academic Advisor	Enrollment Management	DO	7/1/2019 - 6/30/2020
O'Berry,Michael R.	Empl & Internship Coord II	Provost Office	TS	7/1/2019 - 6/30/2020
Owens,Dale T	Career & Academic Advisor	Counseling & Advisement	CL	7/1/2019 - 6/30/2020
Palacios,Lisa M	Facilities Project Coordinator	Facilities&Institutional Svcs	SV	7/1/2019 - 6/30/2020
Palmer,Jennifer G	Asst Dir, QC & Continuous Impv	Human Resources	DO	7/1/2019 - 6/30/2020
Panagiotacos,James A.	VDI Coordinator	Administrative Information Sys	SV	7/1/2019 - 6/30/2020
Pantelides,Sherry Kelley	Coord, Early College/Dual Enrl	Early College/Dual Enrollment	SE	7/1/2019 - 6/30/2020
Parker,Jeremy Russel	Manager, IT Infrastructure	BusSVITSystems	DO	7/1/2019 - 6/30/2020
Pascua,Elena L	Nursing Skills Facilitator	Nursing	HE	7/1/2019 - 6/30/2020
Pawlowski,David J	Tech Support Spvr (Help Desk)	Desktop Software Support	DO	7/1/2019 - 6/30/2020
Peart,Andre S	Career & Academic Advisor	Counseling & Advisement	TS	7/1/2019 - 6/30/2020
Pecchio,Kristin D.	Career & Academic Advisor	Counseling & Advisement	HE	7/1/2019 - 6/30/2020
Perez,Monica E	Web Design & Dev Technologist	Marketing&StrategicCommunicatn	DO	7/1/2019 - 6/30/2020
Perfetti-Reid,Anjum Winter	Coord, StudentLife&Leadership	Associate Provost Office	HE	7/1/2019 - 6/30/2020
Petrick,Patrick J	Project Technologist	Academic & Student Affairs	DO	7/1/2019 - 6/30/2020
Phillips,Kimberly C	Scholar&Stu Fin Assist Officer	Financial Assistance Services	DO	7/1/2019 - 6/30/2020
Phoenix,Teresa L.	Systems Analyst	Administrative Information Sys	DO	7/1/2019 - 6/30/2020
Piper,Andrew C	Sr Web Analyst/Programmer	Online Learning and Services	EP	7/1/2019 - 6/30/2020
Piper,Angela M	Instructional Technology Mgr	Online Learning and Services	DO	7/1/2019 - 6/30/2020
Plamondon,Amy Danielle	Scholar&Stu Fin Assist Officer	Financial Assistance Services	DO	7/1/2019 - 6/30/2020
Polk Jr,Robert O	PublicSafetyTrain&CareerDevDir	SE Public Safety Institute	AC	7/1/2019 - 6/30/2020
Porter,Carla Seamans	Reference & Instruction Librn	Learning Resources	SP	7/1/2019 - 6/30/2020
Porter,Julia M	Digital Designer	Marketing&StrategicCommunicatn	DO	7/1/2019 - 6/30/2020
Powlett,Maycill M	Scholar&Stu Fin Assist Officer	Financial Assistance Services	DO	7/1/2019 - 6/30/2020
Procaccio,Megan Michelle	Articulations Outreach Spec	Academic & Student Affairs	SV	7/1/2019 - 6/30/2020
Proctor,Deborah M.	Mgr StudentInfoSystemsSupport	Academic & Student Affairs	DO	7/1/2019 - 6/30/2020
Puckett,Karin S	Budget Specialist (Coll Labs)	Academic & Student Affairs	DO	7/1/2019 - 6/30/2020
Quinn,Edel T.	Accountant/Business Manager	Resource Development	DO	7/1/2019 - 6/30/2020
Rager,Sandra	Scholar&Stu Fin Assist Officer	Financial Assistance Services	CL	7/1/2019 - 6/30/2020

Name	Title	Department	Location	Effective Date
Ralph III,James R.	Career & Academic Advisor	Counseling & Advisement	TS	7/1/2019 - 6/30/2020
Ramos,Elian Enid	Career & Academic Advisor	Counseling & Advisement	CL	7/1/2019 - 6/30/2020
Ray,Garveate	Coord, StudentLife&Leadership	Student Activities	TS	7/1/2019 - 6/30/2020
Reed,Gwendolyn H.	Asst Dir, Scholar&Stu Fin Asst	Financial Assistance Services	TS	7/1/2019 - 6/30/2020
Reed,Reginald W	Director, Recruitment Services	Student Support Services	SE	7/1/2019 - 6/30/2020
Reiter,Gildred Beatriz	Career & Academic Advisor	Provost Office	SE	7/1/2019 - 6/30/2020
Renc-Carter,Christine A.	Museum Curator	Art Education Center	TS	7/1/2019 - 6/30/2020
Reynolds,Karen R	Purchasing Manager	Purchasing	DO	7/1/2019 - 6/30/2020
Rinard,Patrick W.	AVP, Enrollment Services	Academic & Student Affairs	EP	7/1/2019 - 6/30/2020
Roach,Paul D	Public Safety Dept Coordinator	SE Public Safety Institute	AC	7/1/2019 - 6/30/2020
Roberts,Catherine N	Development Specialist	Resource Development	DO	7/1/2019 - 6/30/2020
Roberts,Monica Teresa	Career Outreach Specialist	Associate Provost Office	HE	7/1/2019 - 6/30/2020
Roldan,Carissa M	Career Outreach Specialist	Counseling & Advisement	TS	7/1/2019 - 6/30/2020
Ross,April Susan	Titans-UP Project Coord	Academic & Student Affairs	SE	7/1/2019 - 6/30/2020
Rossewey,Kara Marie	Grants Accountant	Accounting Services	SV	7/1/2019 - 6/30/2020
Rowe,Ayanna Amerigo	Student Success Specialist	Baccalaureate Programs	HE	7/1/2019 - 6/30/2020
Royer,Berta Elizabeth	Sr Student Support Coordinator	Enrollment Management	DO	7/1/2019 - 6/30/2020
Russell,Thomas Francis	Dir, Procurement/Asset Mgmt	Accounting Services	SV	7/1/2019 - 6/30/2020
Sabourin,Sara Ann	Career Outreach Specialist	Academic & Student Affairs	SP	7/1/2019 - 6/30/2020
Sager,Clara	Career & Academic Advisor	Registration	SP	7/1/2019 - 6/30/2020
Saint-John,Karen E	Creative Services Manager	SPC-Downtown	DT	7/1/2019 - 6/30/2020
Saponare,Joseph Nicholas	Public Safety Dept Coordinator	Criminal Justice	AC	7/1/2019 - 6/30/2020
Scalzo,Alfredo Pasquale	Developmental Officer	Leepa/Rattner Museum	TS	7/1/2019 - 6/30/2020
Schrader-Smith,Kara L.	Risk Management Coordinator	Facilities&Institutional Svcs	DO	7/1/2019 - 6/30/2020
Scott,William T	Scholar&Stu Fin Assist Officer	Financial Assistance Services	CL	7/1/2019 - 6/30/2020
Seay,Antonio R.	Scholar&Stu Fin Assist Officer	Financial Assistance Services	DT	7/1/2019 - 6/30/2020
Seiter,Sondra P	Certificate Prgm Coordinator	Workforce/Professnl Developmnt	EP	7/1/2019 - 6/30/2020
Sengphrachanh,Phonadavanh	HR Mgr, Employ & Compliance	Human Resources	DO	7/1/2019 - 6/30/2020
Sharp,Lara L	Program Dir, Engineering Tech	Engineering Technology	CL	7/1/2019 - 6/30/2020
Shaw,Marilyn R	Communications/PR Coordinator	Marketing&StrategicCommunicatn	DO	7/1/2019 - 6/30/2020
Shenofsky,Allison N	Veteran Affairs Coordinator	Veterans Services	EP	7/1/2019 - 6/30/2020
Sherman-White,Ann Darlene	Student Success Counselor	Admissions & Central Records	SP	7/1/2019 - 6/30/2020
Shiflett,Vilma Danielle	Career & Academic Advisor	Counseling & Advisement	SP	7/1/2019 - 6/30/2020
Showers,Denotra L.	Student Support Manager	Associate Provost Office	SP	7/1/2019 - 6/30/2020
Shultz,Kathleen G	ExecDir of Grants Development	Grant Development	EP	7/1/2019 - 6/30/2020
Shumate,Jeanette Elizabeth	Accessibility Svcs Coordinator	Accessibility Services/OSSD	TS	7/1/2019 - 6/30/2020
Silvers,Stefanie C.	Accessibility Svcs Coordinator	Provost Office	HE	7/1/2019 - 6/30/2020
Sintes,Nicholas M.	Sr Student Support Counselor	Financial Assistance Services	DO	7/1/2019 - 6/30/2020
Skryd,Jacqueline Marie	Chief of Staff	President Office	DO	7/1/2019 - 6/30/2020
Small,Janine P	Coord, Early College/Dual Enrl	Early College/Dual Enrollment	TS	7/1/2019 - 6/30/2020
Smalley,Nicole	Instructional Design Tech	Workforce/Professnl Developmnt	EP	7/1/2019 - 6/30/2020
Smiley,Joseph	Dean, Social & Behavioral Sci	Academic & Student Affairs	TS	7/1/2019 - 6/30/2020
Smith Jr,Richard L	Career & Academic Advisor	Registration	SP	7/1/2019 - 6/30/2020
Smith,Donna Self	Multimedia Content Developer	Marketing&StrategicCommunicatn	DO	7/1/2019 - 6/30/2020
Smith,Junetta	Career & Academic Advisor	Counseling & Advisement	TS	7/1/2019 - 6/30/2020
Smith,Pamela S.	Legal Svcs Coord & EA/EO Dir	College Attorney	DO	7/1/2019 - 6/30/2020
Smith,Shilo M	Reference & Instruction Librn	Learning Resources	HE	7/1/2019 - 6/30/2020
Smith,Todd	Executive Student Svcs Dir	Financial Assistance Services	DO	7/1/2019 - 6/30/2020
Soler,Jason Armando	Mgr Custodial & Landscape Svcs	Custodial Services	SV	7/1/2019 - 6/30/2020
Solomon,Clara L	Assistant Director, Records	Admissions & Central Records	DO	7/1/2019 - 6/30/2020
Sommerville,Karen Elizabeth	Career & Academic Advisor	Counseling & Advisement	CL	7/1/2019 - 6/30/2020
Sorice Jr,Paul Gerald	Instructional Support Tech	Online Learning and Services	SE	7/1/2019 - 6/30/2020
Spatafora,Christopher M	Production Manager	SPC-Downtown	SP	7/1/2019 - 6/30/2020
St Louis,Mark	Associate General Counsel	College Attorney	DO	7/1/2019 - 6/30/2020
Stanisic,Zoran	Chief Information Officer	Administrative Information Sys	DO	7/1/2019 - 6/30/2020
Steele,Beatrice S.	Planning Coordinator	Facilities&Institutional Svcs	DO	7/1/2019 - 6/30/2020
Stentiford,Deanna Nagle	Dean, Allied Health Sciences	Academic & Student Affairs	HE	7/1/2019 - 6/30/2020
Stevens,Paul J	Mgr, Web Program & Support	Online Learning and Services	EP	7/1/2019 - 6/30/2020
Stewart Jr,James Hugh	Dean, College of Computer & IT	Academic & Student Affairs	SP	7/1/2019 - 6/30/2020
Strickland,Mark F.	Provost	Academic & Student Affairs	SE	7/1/2019 - 6/30/2020
Stubbs,Aimee Cekau	Dir, Accessibility Services	Special Programs/Intl Educ	DO	7/1/2019 - 6/30/2020

Name	Title	Department	Location	Effective Date
Sullins,Bryan K	Career & Academic Advisor	Associate Provost Office	DT	7/1/2019 - 6/30/2020
Sumter,Carol Ann	AVP, Human Resources	Human Resources	DO	7/1/2019 - 6/30/2020
Sutton,Molly Sharon	Career & Academic Advisor	Provost Office	SE	7/1/2019 - 6/30/2020
Swift,Christopher	Technology Project Manager	SE Public Safety Institute	AC	7/1/2019 - 6/30/2020
Tarver,Roslynn Kearney	Scholar.&Stu Fin Assist Officer	Financial Assistance Services	MT	7/1/2019 - 6/30/2020
Taylor,Giovanna Angela	Program Director I, Health Prg	Workforce/Professnl Developmnt	EP	7/1/2019 - 6/30/2020
Tearett,Yalonda R	Event Planning.&Volunteer Coord	Human Resources	DO	7/1/2019 - 6/30/2020
Thiel,Janice L.	Instructional Design Spec	Online Learning and Services	SP	7/1/2019 - 6/30/2020
Thomann,Vicky K	Grants Accountant	Accounting Services	DO	7/1/2019 - 6/30/2020
Thomas,Kory B	Program Director II	Physical Therapist Asst	HE	7/1/2019 - 6/30/2020
Thompson,Andy W	Scholar.&Stu Fin Assist Officer	Financial Assistance Services	DO	7/1/2019 - 6/30/2020
Tonner,Joan E.	Program Director II	Dental Hygiene	HE	7/1/2019 - 6/30/2020
Trujillo,Angela Edenia	Career & Academic Advisor	Associate Provost Office	DT	7/1/2019 - 6/30/2020
Tucker,Fredrick W	Info & Innov Prog Coordinator	Workforce/Professnl Developmnt	EP	7/1/2019 - 6/30/2020
Tufts,Shannon S.	Information Security Officer	IT Networking Telecom	DO	7/1/2019 - 6/30/2020
Turner,Rebecca L	Administrative Coordinator	President Support	DO	7/1/2019 - 6/30/2020
Turtle,Jesse Andrew	VP,InstAdvcmnt&ExecDirFoundatn	President Office	DO	7/1/2019 - 6/30/2020
Tymms,Magaly B	Dir, InstitutionalEffectiveness	Academic EffectivenessAssessmnt	DO	7/1/2019 - 6/30/2020
Unger,Courtney Paige	Instructional Tech Analyst	Learning Resources	SE	7/1/2019 - 6/30/2020
Van Nostrand,Thomas M.	Assoc IT InfrastructureAnalyst	Desktop Software Support	DO	7/1/2019 - 6/30/2020
Vasquez,Robert M	Senior Web Analyst/Programmer	Marketing.&StrategicCommunicatn	DO	7/1/2019 - 6/30/2020
Verneren,Paul R	Reference & Instruction Librn	Learning Resources	CL	7/1/2019 - 6/30/2020
Vitale,Alisha	Dir, Customer Relationship Mgmt	Marketing.&StrategicCommunicatn	DO	7/1/2019 - 6/30/2020
Vittetoe,Stanley O.	Provost	Academic & Student Affairs	CL	7/1/2019 - 6/30/2020
Vok,Anna	Project Director	Business Services	DO	7/1/2019 - 6/30/2020
Voorhees,Theodore D	A V Services Coordinator	Desktop Software Support	SV	7/1/2019 - 6/30/2020
Walker,Gail E.	Public Safety Training Coord	Florida Natl. Guard Grant	AC	7/1/2019 - 6/30/2020
Walker,Karen Reynolds	Instructional Design Tech	Online Learning and Services	EP	7/1/2019 - 6/30/2020
Waugh,Kathleen A	Onboarding Concierge	Human Resources	DO	7/1/2019 - 6/30/2020
Weaver,Barbara M	Coord, StudentLife.&Leadership	Associate Provost Office	SP	7/1/2019 - 6/30/2020
Weaver,Scott	Coord, Institutional Services	Facilities.&Institutional Svcs	SV	7/1/2019 - 6/30/2020
West,Suzanne	Coord, Int'l LanguageInstitute	Workforce/Professnl Developmnt	EP	7/1/2019 - 6/30/2020
Westergard,Victoria L.	Exec Dir, Instruc Design & Dev	Online Learning and Services	EP	7/1/2019 - 6/30/2020
Westlund,Margo M.	Budget Specialist	Budgeting & Compliance	DO	7/1/2019 - 6/30/2020
Westmoreland,Joshua Frederick	Systems Analyst	Administrative Information Sys	DO	7/1/2019 - 6/30/2020
White,David G	Career & Academic Advisor	Associate Provost Office	SP	7/1/2019 - 6/30/2020
White,Scott B	Athletics Coach	Athletics	SP	7/1/2019 - 6/30/2020
Wilborn,Paul L.	ExecDir,Palladium	Palladium	DT	7/1/2019 - 6/30/2020
Wilcoxon,Robert L.	Career & Academic Advisor	Registration	SP	7/1/2019 - 6/30/2020
Wilkes,Lisa C	Digital Designer	Marketing.&StrategicCommunicatn	DO	7/1/2019 - 6/30/2020
Wilkins,Pamela A	Sr Academic Program Coord	College of Education	TS	7/1/2019 - 6/30/2020
Wilkins,Teresa Roann	Dir,Museum of FineArts	Leepa/Ratner Museum	TS	7/1/2019 - 6/30/2020
Williams,Tonya J	Accessibility Svcs Coordinator	Academic & Student Affairs	DT	7/1/2019 - 6/30/2020
Williams,Yvonne G	Event Planning & Implem Coord	Human Resources	DO	7/1/2019 - 6/30/2020
Woods,Benjamin M	Career & Academic Advisor	Student Support Services	SE	7/1/2019 - 6/30/2020
Woods,Vonda L.	Director, Accounting Services	Business Services	DO	7/1/2019 - 6/30/2020
Wortock,Jacob C.	Coord, Collegewide Wkfc Intrn	Baccalaureate Programs	SE	7/1/2019 - 6/30/2020
Wright,Diana	ActingAVP, FacPln.&Instutnl Svcs	Facilities.&Institutional Svcs	SV	7/1/2019 - 6/30/2020
Wright,Lacrecia M.	Project Coordinator II	College Reach Out Program	SP	7/1/2019 - 6/30/2020
Yeager,Gabriel Harrison	Apprenticeship Empl. Recruiter	College of Computer & InfoTech	SP	7/1/2019 - 6/30/2020
Zeigler,Jeff A	Accessibility Svcs Coordinator	Academic & Student Affairs	CL	7/1/2019 - 6/30/2020
Ziemak,Kellie Anne	Dir, Career & Acad Adv Svcs	Academic & Student Affairs	EP	7/1/2019 - 6/30/2020
Crane,John J	Student Support Coordinator	Associate Provost Office	HE	7/1/2019 - 12/20/2019
Hansen,Tiffany M	Career & Academic Advisor	Enrollment Management	DO	7/1/2019 - 12/20/2019
Schuett,Jacqulyn R	Project Coord II InstStrategic	Provost Office	SE	7/1/2019 - 12/20/2019

Janelle Conner, Vice President, Student Affairs; Suzanne Gardner, General Counsel; Brian Miles, Vice President, Administration, Finance & Technology; Jesse Turtle, Vice President, Institutional Advancement & Foundation Executive Director and Tonjua Williams, President, recommend approval.

DS051419

May 21, 2019

**MEMORANDUM**

**TO:** Board of Trustees at St. Petersburg College

**FROM:** Dr. Tonjua Williams, President 

**SUBJECT:** Seminole Campus Civic Building Name

**APPROVAL is sought to name the Seminole Chamber and Civic building at the Seminole Campus as follows, “Lurie Civic Building at St. Petersburg College Seminole Campus.”**

On February 20, 2018, the Board of Trustees at St. Petersburg College unanimously approved the construction of a civic building at the Seminole Campus of SPC. Funding for this project was primarily raised by community leaders from Seminole and throughout Pinellas County, along with the college. Yet, there was one family (the Lurie’s), who donated \$500,000 to the project and for whom this project would not have happened without their generosity.

Per the BOT naming rule, a committee was formed which included the Board Vice Chair, Katie Cole, Seminole Campus Provost, Mark Strickland, and Seminole Chamber President, Jim Olliver. In turn, the committee consulted with community members and civic groups as to what the name should be and a recommendation was sent forth.

By naming this building after the Lurie family, the college is paying tribute to and recognizing them for their significant contribution; and equally important, the college is also recognizing the Lurie family in their civic commitments and engagements within the Seminole community and throughout Pinellas County.

In accordance with Board of Trustees Rule #6Hx23-6.14, Naming of College Facilities, the following committee members: Katie Cole and Mark Strickland met on Tuesday, April 16, 2019 to recommend the naming of the building. Following the meeting with Ms. Cole on the 16<sup>th</sup>, Mr. Strickland met with Dr. Olliver where it was unanimously agreed upon to request board approval to name the Chamber and Civic building in honor of the Lurie family.

Lurie Family Background



The Lurie family have been active civic participants in the city of Seminole and Pinellas County for many decades. Dr. Lurie worked with other civic leaders nearly 50 years ago to be one of the founding fathers of the city of Seminole. In addition to Dr. Lurie's work with the city, there have been countless civic hours dedicated to the Rotary Club of Seminole, Seminole Shrine Club, Seminole Federal Savings Bank founder, School Advisory Council, Pinellas County Committee of 100, Chairman of the Transportation committee, founding president of the Beth Chai Synagogue, and Pinellas County Osteopathic Medical Society Life Member.


Mrs. Lurie has an equally powerful resume of civic engagement. She was the co-founder of Kreative Kids Learning Center and its Child Care Director from 1976-1995. She has been a Seminole Chamber member since 1976, and currently is the Seminole Lake Rotary Club President Elect. Mrs. Lurie is also a Women's American ORT Life member, Hadassah Life member, and a member of the national association of realtors since 1995.

The highlights and civic contributions noted above do not capture the entirety of their giving's as civic leaders, as the list would go on for pages. The Lurie work and contributions are many, but in relation to St. Petersburg College, the Lurie's donated \$25,000 to assist in the launch of the Business and Elevator Pitch competition. And within this past year, the Lurie's donated \$500,000 to St. Petersburg College to construct a civic and Chamber building at the Seminole Campus.

May 21, 2019

**MEMORANDUM**

**TO:** Board of Trustees, St. Petersburg College

**FROM:** Dr. Tonjua Williams, President 

**SUBJECT:** City of St. Petersburg—My Brother's and Sister's Keeper Youth Development Grant

**Confirmation is sought for a proposal that was submitted, subject to Board of Trustees' approval, to the City of St. Petersburg, by St. Petersburg College, for the My Brother's and Sister's Keeper Youth Development Grant. Permission is sought to accept an estimated \$14,580 in funding over a one-year period for this proposal, if awarded, and enter into any amendments, extensions or agreements as necessary, within the original intent and purpose of the grant.**

The purpose of the City of St. Petersburg's Youth Development Grant is to provide support to non-profit organizations engaged in projects/programs that seek to improve the education, workforce participation, and enrichment of at-risk children and youth within the municipal boundaries of the City of St. Petersburg. The targeted population of the project/program are youth who are less likely to successfully transition into adulthood and achieve economic self-sufficiency or academic success.

The proposal submitted by St. Petersburg College focuses on supporting the Cecil B. Keene Summer Program, impacting 8th-11th grade youth at the Midtown campus during their four to six-week camp. By participating in this program, students will gain a deeper understanding of education and career options in a variety of science, technology, engineering, arts, and math (STEAM) fields. The proposed grant project activities will enhance the current Summer Enrichment Program by adding funding for items such as travel for campus tours, cultural experiences such as museum visits, experiences with innovative STEAM technology, student lunches, and student support items such as backpacks and books.

The estimated period of performance will be from June 1, 2019 through May 31, 2020. The total project budget is projected to be \$14,580 over a one-year period, of which the College anticipates receiving the full award amount. See attached Information Summary for additional information.

Jamelle Conner, Vice President, Student Affairs; Suzanne L. Gardner, General Counsel; and Tashika Griffith, Provost, Downtown/Midtown Campus, recommend approval.

Attachment  
jm0426192

**BOT INFORMATION SUMMARY**

## GRANTS/RESTRICTED FUNDS CONTRACTS

**Date of BOT Meeting:** May 21, 2019

**Funding Agency or Organization:** City of St. Petersburg

**Name of Competition/Project:** My Brother’s and Sister’s Keeper Youth Development Grant

**SPC Application or Sub-Contract:** SPC Application

**Grant/Contract Time Period:** **Start:** 6/1/19      **End:** 5/31/20

**Administrator:** Dr. Tashika Griffith

**Manager:** Kay Morgan

**Focus of Proposal:**

The Youth Development Grant will support programming efforts for the existing SPC Cecil B. Keene Summer Enrichment Program at the Midtown campus. Through this program, students in 8<sup>th</sup>-10<sup>th</sup> grade complete a four-week session targeted toward academic readiness, career exploration, and cultural and wellness activities. Students in 11<sup>th</sup> grade complete a six-week session including the SLS 1100—The College Experience course, earning 3 hours of college credit. The overarching goal of the Summer Enrichment Program is to impact the lives of at-risk children and youth, and success toward this goal will be accomplished through the following objectives: 1) 85% of participants will persist in program attendance; 2) 85% of participants will indicate improved understanding of STEAM careers and academic preparation; 3) 90% of 11<sup>th</sup> grade participants will receive a grade of “B” or better in The College Experience course; 4) 90% of participants will indicate a high level of satisfaction with the program. The Summer Enrichment Program will engage approximately thirty (30) 8<sup>th</sup>-11<sup>th</sup> grade students from St. Petersburg. SPC has partnered with the Pinellas County Urban League and Pinellas County Schools for outreach and recruitment, as well as companies such as Valpak for career exploration. Linkages to community support and basic needs services through the Urban League will also support ongoing wellness for students and their families beyond the summer program.

**Budget for Proposal:**

(Only Major categories—This is an estimated budget description based on expected funding and services. Specific budget categories may vary as the funding amount and/or services change.)

Travel	\$ 2,082.00
Equipment (STEM computer)	\$ 4,825.00
Materials and Supplies	\$ 1,700.00
Other (Food for Participants)	\$ 4,648.00
Indirect (10%)	<u>\$ 1,325.00</u>
Total Budget	\$14,580.00

**Funding:**

Total proposal budget: (includes amount requested from funder, cash and in-kind matches listed below)

\$ 14,580.00

Total amount from funder:

\$ 14,580.00

Amount/value of match:

Cash: N/A

In-kind: N/A

Required match or cost sharing:

No  Yes

Voluntary match or cost sharing:

No  Yes

Source of match/cost sharing:

N/A

Negotiated indirect cost:

N/A

(Fixed) administrative fee:

N/A

Software/materials:

N/A

Equipment:

N/A

Services:

N/A

Staff Training:

N/A

FTE:

N/A

Other:

N/A

**College Values, Strategic Initiatives and Activities Addressed:**

Value(s):


1. Community Focus
2. Student Success
3. Equity

Strategic Initiative(s):

1. Increase Strategic Connections
2. Improve the Learning Experience
3. Be the Catalyst for Positive Change

May 21, 2019

**MEMORANDUM**

**TO:** Board of Trustees, St. Petersburg College  
**FROM:** Dr. Tonjua Williams., President   
**SUBJECT:** Continuation of Perkins Grant Funded Personnel

**As in previous years, Board of Trustees' approval is sought for continuation of payment by St. Petersburg College of salary and benefits until official notification for Fiscal Year 2020 has been received from the Florida Department of Education.**

Current Perkins funds end on June 30, 2019. The new funding term covers the period July 1, 2019 through June 30, 2020. Written notification that funding has been awarded for the fiscal year beginning July 1, 2019 has not yet been received. Based on the award history, SPC is anticipating an award between \$2,000,000 and \$2,200,000 over the one-year period. See Information Summary, attached to the Carl D. Perkins FY 2019-20 Board Memo, for additional information.

The application for Perkins Postsecondary funding will be submitted to the Department of Education once the application is released, which typically happens annually in April/May. This grant application is a continuation of Florida Perkins IV State Plan. Once the written notification is received the funds will be repaid to the college.


Tonjua Williams, President; Jesse Turtle, Vice President of Institutional Advancement and Foundation Executive Director; and Sabrina Crawford, Associate Vice President, Institutional Effectiveness & Academic Services, recommend approval.

ks0502192

May 21, 2019

## MEMORANDUM

**TO:** Board of Trustees, St. Petersburg College

**FROM:** Dr. Tonjua Williams, President 

**SUBJECT:** Florida Department of Education – Carl D. Perkins Vocational and Technical Education Act

**Confirmation is sought for a grant proposal, submitted subject to Board of Trustees' approval, to the Florida Department of Education by St. Petersburg College for the Carl D. Perkins Vocational and Technical Education Act funds to continue Postsecondary Vocational programs. Permission is also sought to accept an estimated \$2,000,000 in funding over a one-year period for this proposal, if awarded, and enter into any amendments, extensions or agreements as necessary, within the original intent and purpose of the grant.**

Perkins Act funding provides for Post-Secondary Vocational (PSV) programs, allowing St. Petersburg College to provide services to students enrolled in Associate in Science degrees, Applied Technology Diplomas, College Credit Certificates and Postsecondary Adult Vocational (PSAV) programs. Specifically, the College will use grant funds to provide:

1. Services to assist special population students in identifying, enrolling and succeeding in the College's Post-Secondary Vocational programs. Special population students include students with disabilities, students who are educationally and economically disadvantaged, single parents, displaced homemakers, single pregnant women, and individuals enrolled in training non-traditional to their gender;
2. Coordination with Pinellas County Schools to develop continuous, articulated program of studies from secondary to postsecondary education including transfer to a four-year university
3. Staff development activities relating to improvement of Post-Secondary Vocational programs, integrating academic and technical education, articulation of technical programs between the Pinellas County Schools and SPC, and improvement of services to special population students and gender equity.

The grant is in its twelfth year, renewable July 1 of each year. The funding requested could change when final allocations are awarded by the state. Perkins funds are provided to St. Petersburg College on a formula-driven basis. The number of economically disadvantaged students enrolled in Associate in Science Degree and Certificate programs determines the allocation. SPC applied under one category: Postsecondary Vocational (PSV) Programs.

The estimated period of performance will be from July 1, 2019 through June 30, 2020. Based on the award history, SPC is anticipating an award between \$2,000,000 and \$2,200,000 over the one-year period. See attached Information Summary for additional information.

Jesse Turtle, Vice President of Institutional Advancement and Foundation Executive Director; Suzanne L. Gardner, General Counsel; Sabrina Crawford, Associate Vice President, Institutional Effectiveness & Academic Services; and Jason Krupp, Director of Workforce Services, recommend approval.

Attachment

ks0502192



**BOT INFORMATION SUMMARY  
GRANTS/RESTRICTED FUNDS CONTRACTS**

<b>Date of BOT Meeting:</b>	May 21, 2019
<b>Funding Agency or Organization:</b>	Florida Department of Education
<b>Name of Competition/Project:</b>	Carl D. Perkins Vocational and Technical Education Act
<b>SPC Application or Sub-Contract:</b>	SPC Application
<b>Grant/Contract Time Period:</b>	<b>Start:</b> 7/1/19 <b>End:</b> 6/30/20
<b>Administrator:</b>	Jason Krupp
<b>Manager:</b>	Marie Couch

**Focus of Proposal:**

Under the Carl D. Perkins grant, the College applies for funding from the Post-Secondary Vocational (PSV) Programs, which include Associate in Science degrees, Applied Technology Diplomas, College Credit Certificates, and Postsecondary Adult Vocational (PSAV) programs. This provides funding for services to assist special populations enroll in and/or complete Post-Secondary Vocational programs, enhance Post-Secondary Vocational programs, provide for SPC faculty to participate in training programs related to improving Post-Secondary Vocational programs, integrating academic and vocational education, and cooperating with Pinellas County Schools to develop strategies for a seamless continuum of services and transition from secondary through postsecondary education.

In addition to funding staff to oversee and administer the grant activities, the award will continue to support staff working directly with students interesting in or currently pursuing Career and Technical Education (CTE) programming through the purchase of related equipment, provision of tutors, support for students with accessibility needs, training for staff and faculty, learning resources and other targeted supports.

Further promoting student success, the Perkins grant is used to purchase classroom and event supplies that promote CTE programs such as textbook lending libraries, study guides for industry certifications, program supplies, student aides, etc. Targeting job preparedness and placement, Perkins funding allows SPC to offer industry certification and state licensure test preparation services and testing vouchers for CTE students. Additional expenditures such as travel to workforce and pathway related conferences are also supported through Perkins.

**Budget for Proposal:**

(Only Major categories—This is an estimated budget description based on expected funding and services. Specific budget categories may vary as the funding amount and/or services change.)

\* A detailed breakdown of the proposed budget will be provided to the Board of Trustees once the total dollar amount of funding is provided by the State.

**Funding:**

Total proposal budget: (includes amount requested from funder, cash and in-kind matches listed below)	TBD (est. \$2,000,000 - \$2,200,000)*
Total amount from funder:	TBD (est. \$2,000,000 - \$2,200,000)
Amount/value of match:	Cash: N/A In-kind: N/A
Required match or cost sharing:	No <input checked="" type="checkbox"/> Yes
Voluntary match or cost sharing:	No <input checked="" type="checkbox"/> Yes
Source of match/cost sharing:	N/A
Negotiated indirect cost:	up to 5% (Total Administrative and Indirect Costs for Post-Secondary Vocational Programs category)
(Fixed) administrative fee:	N/A
Software/materials:	N/A
Equipment:	N/A
Services:	N/A
Staff Training:	N/A
FTE:	For registration and retention of students with special needs
Other:	N/A


**College Values, Strategic Initiatives and Activities Addressed:**

Value(s):	<ol style="list-style-type: none"> <li>1. Student Focus</li> <li>2. Academic Excellence</li> <li>3. Partnerships</li> <li>4. Outstanding Service</li> </ol>
-----------	---

Strategic Initiative(s):	<ol style="list-style-type: none"> <li>1. Recruitment and Retention Plan</li> <li>2. Pathways Initiative</li> <li>3. Employee Professional Development</li> </ol>
--------------------------	---

May 21, 2019

## MEMORANDUM

**TO:** Board of Trustees, St. Petersburg College  
**FROM:** Dr. Tonjua Williams, President   
**SUBJECT:** Florida Education Fund - Center of Excellence Program

**Confirmation is sought for a proposal that was submitted, subject to Board of Trustees' approval, to the Florida Education Fund by St. Petersburg College for the Center of Excellence Program (COEP) grant opportunity. Permission is sought to accept an estimated \$21,000 in funding over one year for this proposal, if awarded, and enter into any amendments, extensions or agreements as necessary, within the original intent and purpose of the grant.**

Previously known as the McKnight Programs in Higher Education, the Florida Education Fund's mission is to strengthen the larger community by creating and implementing programs and services that lead to institutional enhancement and greater educational advancement for historically underrepresented groups. In furthering this mission, Centers of Excellence Programs (COEP) were established statewide to engage the community by intervening in the lives of minority school children at an early age so that they will not lose interest in education and will continue to succeed in public school as well as in postsecondary education.

The four primary components of the COEP are: 1) developing Academic Enrichment Centers where students will receive after-school assistance with homework/tutoring to build skills in language arts/communication and mathematics; 2) recognizing high achieving students and inducting them into the National Achievers Honor Society; 3) sponsoring countywide and regional Black History Competition, Culture Brain Bowl, mathematics, and spelling competitions and 4) participating in the Annual Statewide Brain Bowl Competitions and Florida National Achievers Society Summit. Local organizational resources, such as churches and recreation centers, will be enlisted by the College to assist in achieving the program goals. Approximately 200 students will be served by the Center's various activities.

The award funds will be used to pay consultants, and to support program activities toward goal achievement. Other major expenditures include transportation costs associated with field trips for educational and cultural events; student activity costs; student/parent seminars and meeting expenses; and costs for materials, printing and supplies.

The estimated period of performance will be from July 1, 2019 through June 30, 2020. The total project budget is projected to be \$21,000 over a one-year period. See attached Information Summary for additional information.

Jamelle Conner, Vice President, Student Affairs; Suzanne L. Gardner, General Counsel; and Misty Kemp, Executive Director, Retention Services, recommend approval.

Attachment  
ks0506192

**BOT INFORMATION SUMMARY  
GRANTS/RESTRICTED FUNDS CONTRACTS**

**Date of BOT Meeting:** May 21, 2019

**Funding Agency or Organization:** Florida Education Fund

**Name of Competition/Project:** Center of Excellence Program (COEP)

**SPC Application or Sub-Contract:** SPC Application

**Grant/Contract Time Period:** **Start:** 7/1/19 **End:** 6/30/20

**Administrator:** Jamelle Conner

**Manager:** Misty Kemp

**Focus of Proposal:**

The Center of Excellence Program (COEP) utilizes group achievement strategies to increase African-American and other historically under-represented students who enter higher education. The COEP includes 4 components: 1) National Achievers Society; 2) Academic Enrichment Centers; 3) Black History and Culture Brain Bowl and Mathematics Brain Bowl Competition; and 4) Annual Statewide Brain Bowl Competitions and Florida National Achievers Society Summit.

**Budget for Proposal:**

(Only Major categories—This is an estimated budget description based on expected funding and services. Specific budget categories may vary as the funding amount and/or services change.)

Salaries & Benefits (OPS)	\$ 1,932
Consultants	\$ 400
Printing/Copying/Office Supplies	\$ 200
Seminars/Meetings	\$ 3,000
Travel	\$ 4,000
Student Activities Cost (materials & supplies)	\$ 11,018
Other Expenses	<u>\$ 450</u>
Total Budget	\$ 21,000

**Funding:**

Total proposal budget: (includes amount requested from funder, cash and in-kind matches listed below) \$ 21,000

Total amount from funder: \$ 21,000

Amount/value of match: Cash: N/A  
In-kind: N/A

Required match or cost sharing:	No	X	Yes
Voluntary match or cost sharing:	No	X	Yes
Source of match/cost sharing:	N/A		
Negotiated indirect cost:	N/A		
(Fixed) administrative fee:	N/A		
Software/materials:	N/A		
Equipment:	N/A		
Services:	N/A		
Staff Training:	N/A		
FTE:	N/A		
Other:	N/A		

**College Values, Strategic Initiatives and Activities Addressed:**

Value(s):

1. Community Focus
2. Equity
3. Student Success


Strategic Initiative(s):

1. Enhance Strategic Partnership
2. Enhance Internal and External Supports for Students

May 21, 2019

**MEMORANDUM**

**TO:** Board of Trustees, St. Petersburg College

**FROM:** Dr. Tonjua Williams, President 

**SUBJECT:** Desire2Learn, Ltd.—Learning Management System Contract Renewal

**Approval is sought to renew the Agreement with Desire2Learn, Ltd. for a period of five years. The total cost for licensing and related services will not exceed \$1,736,835. The Agreement will commence June 1, 2019 and continue through May 31, 2024. The funding source for procurement will be from the general operating budget.**

**Background:** A learning management system (LMS) is an application that gives St. Petersburg College faculty the tools required to inspire learning and increase student success for all instructional modalities. In 2013, after its evaluation of 13 available LMS providers, the College’s LMS search committee selected Desire2Learn, Ltd. as the College’s LMS provider and entered into a 5 ½-year Agreement that continues through May 31, 2019. The Agreement provides for renewal upon agreement of the parties. At present time, there are approximately 32,000 St. Petersburg College students actively using its learning management system each semester. Additionally, the learning management system is utilized by Corporate Training for workforce development and the grants department for delivery of officer and emergency preparedness training. Faculty were also surveyed in 2018 and the vast consensus was that St. Petersburg College should continue with Desire2Learn. An analysis also showed that Desire2Learn is priced competitively with other learning management system platform options.

**Cost breakdown:** The maximum cost for Desire2Learn for five years is: \$1,736,835. **Cost Summary:**

Costs	Year 1	Year 2	Year 3	Year 4	Year 5	Total
Desire2Learn Software	\$251,823	\$264,414	\$277,635	\$291,516	\$306,092	\$1,391,480
Support	\$62,500	\$65,625	\$68,906	\$72,352	\$75,969	\$345,352
<b>Total Recurring Cost</b>	<b>\$314,323</b>	<b>\$330,039</b>	<b>\$346,541</b>	<b>\$363,868</b>	<b>\$382,061</b>	<b>\$1,736,832</b>
<b>Funding</b>						
Recurring Budget*	\$314,323	\$330,039	\$346,541	\$363,868	\$382,061	\$1,736,832
Total Funding	\$314,323	\$330,039	\$346,541	\$363,868	\$382,061	\$1,736,832

Tom Furlong, Vice President, Academic Affairs (Acting); Brian Miles, Vice President, Administration, Finance, and Technology; Suzanne L. Gardner, General Counsel; and Christopher Harvey, Executive Director, Student Success; recommend approval