

**Florida State College at Jacksonville
District Board of Trustees
Minutes of the October 19, 2018, Special Meeting
Administrative Offices, Room 403A**

PRESENT:

Karen E. Bowling, Chair
Candace T. Holloway, Vice Chair, Nassau County
Thomas R. McGehee, Jr., Vice Chair, Duval County
Michael M. Bell
J. Palmer Clarkson
D. Hunt Hawkins (via remote attendance)
Thomas J. Majdanics
O. Wayne Young

ABSENT:

Laura M. DiBella

CALL TO ORDER:

Chair Bowling called the meeting to order at 12:08 p.m. and welcomed those in attendance. She acknowledged Trustee Hawkins' presence via remote attendance.

PLEDGE:

Chair Bowling led the Pledge of Allegiance.

STATEMENT OF THE
CHAIR:

Chair Bowling stated that the meeting had been called for the purpose of discussing the Presidential Search process and an opportunity to receive an update from the DBOT Presidential Search Committee Co-Chairs Trustees Bell and McGehee.

Prior to beginning today's conversation, Chair Bowling acknowledged receipt of Interim College President Mr. Kevin Hyde's email notifying the Board that as the search process begins that he will not be a candidate for this position; however, he will remain as the interim president for as long as the Board desires. She thanked President Hyde for his service, countless hours and willingness to continue with the College. President Hyde reiterated he was glad to serve the College and the community in the capacity as interim president until the search process is completed.

COMMENTS BY THE
PUBLIC:

Chair Bowling opened the public comments segment of the meeting wherein members of the public were invited to make comments on matters before the Board's consideration.

Chair Bowling advised the Board that one member of the public had requested to speak. She invited the member to address the Board, noting that comments are limited to three minutes per person, and the Board is not required to respond.

FSCJ Professor of Humanities Dr. Jason Gibson shared with the Board a comment regarding the Presidential Search, which he requested be read into the record.

“As you know, a Presidential Search is really a conversation about leadership; choosing a leader who will take the College to the next level; choosing a leader who will choose good leaders to help them lead.

The work of the DBOT Ad Hoc Committee has demonstrated true leadership, and for that we thank you. The findings are accurate, and are firmly rooted in evidence and data. In fact, as my colleague, Senate President, Dr. John Woodward will attest, the Faculty Senate unanimously endorsed the findings, and so has the Faculty Union.

The efforts of the Trustees have been a real and significant attempt to get at the problems that systemically plague our College. President Hyde is to be commended for the strides he has made. Rather than settling for the myopia of the self-fulfilling aggrandizement of a Cabinet that sees nothing but their own titles and hope for greater power, the Board has gone to the people who interact with the students every day and every hour. For that we thank you!

With that in mind, I have two points and one question:

Point One: In their fear, jockeying and power mongering, the Presidential Cabinet has solidified a culture of fear rooted in intimidation, chastisement and bullying of individuals who have had but one goal, to fix our College and grow – individuals who courageously came to Trustees in a hope of collaboration and honesty.

Point Two: Remember, the four people who make up the Presidential Cabinet are the same four people who have brought our College to this all-time low.

Finally, I ask you: Would you allow your firm or business to be managed and run in such a manner?

Thank you for your time and leadership!”

INFORMATION/
DISCUSSION BY
TRUSTEES:

(Ref. Board Agenda for
October 19, 2018; Item 1)

Chair Bowling presented Information/Discussion Item 1, Presidential Search. She asked Co-Chairs Bell and McGehee to provide the Board with an update/overview of the process.

Co-Chair McGehee shared with Trustees the process flow in selecting a College President. The process was explained in six steps:

Step 1: Choose a Search Firm

Step 2: Establish a Search Committee

Step 3: Search Firm Helps Committee Refine President's Job Description and Minimum Requirements

Step 4: Identify a Group of Qualified Candidates

Step 5: Search Committee Interviews with Each Qualified Candidate

Step 6: DBOT Chooses Best Candidate

Co-Chair McGehee noted that as the search for the interim president was relatively a short time ago, it was decided that the same group of individuals who formed the previous search committee would be utilized going forward. The group represents a cross section of community and college individuals.

On August 8, 2018, Co-Chairs Bell and McGehee met with HR staff to discuss choosing a search firm; however, FSCJ was able to utilize firms that had already been vetted by other colleges in the state. Therefore, the list of qualified firms was evaluated through a matrix of qualifications and attributes, which would then be used to determine the best firms for the search.

On August 14, 2018, the Board authorized administration to negotiate and enter into a satisfactory agreement with an executive search firm for the selection of the College President and authorized the Co-Chairs to develop the search and selection process for the College President working in conjunction with the selected executive search firm.

On September 17, 2018, Co-Chairs Bell and McGehee met with HR staff to discuss the response from the executive search firms. The firms were surveyed, and after careful consideration, it was decided that phone interviews would be conducted with the top two firms. The interviews convened on October 1, 2018, one firm was chosen and HR staff was given the authorization to move forward with engaging the successful firm – AGB Search.

Co-Chair McGehee provided the Board with the timeline, noting there were five phases to be completed within approximately five to six months. He shared that AGB Search wishes to begin meeting with the Search Committee, Trustees and stakeholders on November 27 & 28 as part of Phase 1. The meetings will be to discuss opportunities and challenges of the position and draft the position profile.

Phase 1: Organize

Phase 2: Recruit Candidate Pool

Phase 3: Candidate Review

Phase 4: Candidate Interviews

Phase 5: Appointment

Co-Chair Bell shared with the Board that AGB Search has one of the most thorough processes in developing a leadership profile. The search firm is planning a two-day schedule on multiple campus locations in order to reach-out to various stakeholders, noting the firm has asked for a listing of constituents. Additionally, AGB Search has extensive experience with Florida Sunshine Laws.

There was discussion by the Board relating to recruitment of non-traditional candidates, position profile, salary and compensation, timeline milestones, leadership qualities and characteristics, firm's proposal fee and estimated travel expenses, opportunities and challenges of the position, determining constituents and preparing for the November 28th meeting with AGB Search.

NEXT MEETING:

Chair Bowling announced the next meeting of the Board is scheduled for Tuesday, November 13, 2018, at the College's Administrative Offices for a Deep Dive Workshop/Meeting. The workshop/meeting will convene at noon in Board Room 405.

Chair Bowling reminded Trustees that at the November workshop/meeting the final report of the DBOT Ad Hoc Committee on Enrollment will be addressed and responded to by the leadership team. President Hyde will introduce newly appointed Vice President of Student Services Dr. Linda Herlocker, who will have ownership of enrollment. In addition, Florida College System (FCS) Chancellor Madeline Pumariega will be attending the meeting to share information relating to best practices specific to enrollment and FCS comparison data.

Chair Bowling announced that one of FSCJ's very own culinary instructors, Chef Dennis Chan, recently won the General Mills' Neighborhood to Nation Recipe Contest grand prize for his Sunshine State Orange Crunch Cake. Her intent was to invite Chef Chan to attend the November meeting so that the Board may congratulate him on this accomplishment.

President Hyde took a moment to introduce to the Board newly appointed Director of Government Relations Ms. Virginia Haworth. Prior to joining FSCJ, Ms. Haworth worked in the Executive Office of the Florida Governor as the Appointments Director and as a fundraising and public relations consultant. The sole purpose of the position is to provide leadership as the College liaison for governmental affairs with local elected officials, state legislators, congressional delegates and serve as an authorized representative for FSCJ in the pursuit of grants, earmarks and program participation. Trustees provided a warm welcome to Ms. Haworth.

ADJOURNMENT:

There being no further business, Chair Bowling declared the meeting adjourned at 12:46 p.m.

APPROVAL OF MINUTES:

Candace Holloway, Vice Chair-Nassau
Cnty, on behalf of Chair, DBOT



Chair, District Board of Trustees



Executive Secretary, District Board of Trustees

Submitted by: Ms. Kimberli Sodek, Secretary to the Board