

MINUTES OF THE SPECIAL MEETING OF APRIL 13, 2010

BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

The Board of Trustees of St. Petersburg College met on Tuesday, April 13, 2010 at the St. Petersburg College EpiCenter, 13805 – 58th Street North, Largo, Florida. The following Board members were present: Chairman Terrence E. Brett, Vice Chairman Kenneth P. Burke, Mrs. Evelyn M. Bilirakis, Mr. Deveron M. Gibbons and Mr. W. Richard Johnston. Also present was Dr. Thomas E. Furlong, Jr., President of St. Petersburg College and Secretary to the Board of Trustees; Mr. Joseph H. Lang, Board Attorney; and Dr. Jeff Hockaday, Search Consultant. Proof of public notice of this meeting is included as part of these minutes. Notices were duly posted.

Invoice/Serial Number
10-03396

**GULF COAST
BUSINESS REVIEW**

Published Weekly
Clearwater, Pinellas County, Florida

COUNTY OF PINELLAS

S.S.

STATE OF FLORIDA

Before the undersigned authority personally appeared Matt Walsh who on oath says that he is Publisher of the Gulf Coast Business Review, a weekly newspaper published at Clearwater in Pinellas County, Florida; that the attached copy of advertisement,

being a Notice of Special Meeting Board of Trustees
in the matter of Public Meeting on Tuesday, April 13, 2010 at 4:00 pm

in the _____ Court, was published in said newspaper in the
issues of March 26, 2010

Affiant further says that the said Gulf Coast Business Review is a newspaper published at Clearwater, Pinellas County, Florida, and that said newspaper has heretofore been continuously published and has been entered as periodicals matter at the Post Office in Clearwater in said Pinellas County, Florida, for a period of one year next preceding the first publication of the attached copy of advertisement; and affiant further says that he has neither paid nor promised any person, firm or corporation any discount, rebate, commission or refund for the purpose of securing this advertisement for publication in said newspaper.

**NOTICE OF SPECIAL 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 4 p.m. on Tuesday, April 13, 2010 at the EpiCenter, Room 1-455, 13805 – 58th Street North, Largo, Florida. The meeting will be held for the sole purpose of the Board selecting the next president of St. Petersburg College. There are no rules being presented for adoption or amendment at this meeting.

A copy of the Agenda may be obtained by writing to the Board of Trustees in care of the Board Clerk, P. O. Box 13489, St. Petersburg, Florida, 33733, or calling the Board Clerk at (727) 341-3260.

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 256.0105, Florida Statutes.

Those planning to attend who have a disability and are in need of an auxiliary aid or other accommodation are requested to telephone (727) 341-3260 at least seven days before the meeting date so that their needs can be accommodated.

March 26, 2010 10-03396


Matt Walsh

Sworn to and subscribed before me this

26th day of March A.D. 2010,

by Matt Walsh, who is personally known to me.



Amanda Scott Notary Public, State of Florida
(SEAL)

NOTARY PUBLIC-STATE OF FLORIDA
Amanda Scott
Commission # DD952685
Expires: JAN. 14, 2014
BONDED THRU ATLANTIC BONDING CO., INC.

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10-112. The meeting was convened by the chairman at 4 p.m. Following the pledge of allegiance, the invocation was given by Mr. Burke.

10-113. In accordance with the Administrative Procedure Act, the following Agenda was prepared:

Agenda

St. Petersburg College Board of Trustees
Special Meeting

4 p.m. Tuesday, April 13, 2010
EpiCenter Conference Room (1-453)
13805 – 58th Street N., Largo

- | | | |
|------|--|----------------------------------|
| I. | Call to Order | Terrence E. Brett
Board Chair |
| II. | Opening Comments | Chairman Brett |
| III. | Board Discussion Regarding Finalists | |
| | <ul style="list-style-type: none">• Dr. Paula Marie Gastenveld, President/Assistant to the Chancellor, Kentucky Community and Technical College System, Versailles, Kentucky• Dr. William D. Law, Jr., President, Tallahassee Community College, Tallahassee• Dr. Thomas A. Keegan, Peninsula College, Port Angeles, Washington• Dr. B. Kaye Walter, Executive Vice President/Chief Learning Officer, Valencia Community College, Orlando | |
| IV. | Selection of President | |
| IV. | Other Related Items of Interest from Board Members | |

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V. Adjournment

Chairman Brett

10-114. Chairman Brett welcomed all in attendance and provided brief opening comments regarding the search process, particularly highlighting the accuracy of Dr. Hockaday's initial calendar recommendation that the new president be hired between April 1 and April 15. He further extended appreciation to several individuals who have been involved in the process, including the Search Committee; candidate hosts; campus provosts and executive officers; associate provosts; staff from the President's Office, Institutional Advancement, Human Resources, Facilities, Security, and elsewhere around the College; attorneys Lang and Syd McKenzie; Board search liaison Amelia Carey; and Dr. Hockaday.

10-115. The chairman called upon Dr. Hockaday to direct the Board on the task at hand. Dr. Hockaday began by commending the Board for staying the course throughout the search and not veering from its commitment to keep the process fair and open and to involve others to the fullest extent possible. He said it was a real joy working for this Board.

He recommended if there are candidates who would not receive a great deal of consideration, the Board not take time to discuss their strengths and weaknesses openly. He urged the trustees to select two or three or whatever number they choose for voting, and then thoroughly discuss those candidates to narrow down the selection, but agreed to abide by whatever the Board decides.

Mr. Johnston stated though he was initially opposed to not discussing all candidates openly, he agreed with Dr. Hockaday that it is best for all parties involved to narrow down to two and then thoroughly discuss those two. He, therefore, made a motion accordingly. Mr. Gibbons seconded the motion. Mr. Gibbons voted aye; Mr. Johnston voted aye; Mr. Brett voted aye; Mr. Burke voted aye; and Mrs. Bilirakis voted aye. Motion carried.

10-116. For the voting method, the trustees agreed to write their two top candidate names on a piece of paper along with their own name to identify their ballot. General Counsel Syd McKenzie reminded that Board that their ballot is public record.

Votes were tallied by Dr. Hockaday and Ms. Carey and showed both Dr. Bill Law and Dr. Tom Keegan with 5 votes each, Dr. Gastenveld and Dr. Walter with 0 votes each.

10-117. Discussion followed regarding the top two candidates.

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Mr. Johnston acknowledged the tough decision facing the Board. He stated he felt Dr. Law was more of a proven factor due to his experience, although Dr. Keegan was a breath of fresh air. He said his decision will be based on who will best fit SPC in a leadership role and be the safest candidate to choose.

Mr. Gibbons concurred with the fact this would be a tough decision by virtue of both receiving an equal amount of votes. He said neither candidate was better than the other, and he felt that an outsider could still make an impact in the Legislature since there is such a high turnover of legislators due to term limits. He said the Board needs to remember what SPC is bringing to each of these men, and the fact that SPC is a great institution to lead allows for either of them as president to make a huge impact on the legislative process. He said both men are equal in terms of education, etc., and both are very good leaders where they are. Mr. Gibbons felt the candidate selected should be one who can lead SPC to the next level, who can see faculty as a mate and look to them for answers, and who will make the best changes for that to happen since change is necessary for the College to move forward.

Mr. Burke expressed appreciation for all the feedback provided through the online surveys and various letters received. He noted this was all very helpful toward making a decision and allowed for a different perspective. He said he particularly valued the comments written and submitted anonymously by senior administrators who spent significant time with all the candidates. He read one letter, in particular, which stated the Board should consider: (1) the need to refocus on student access and student graduation success; (2) the type of learning environment needed for the current and coming generation of students; (3) new approaches for identifying skills needed by businesses; and (4) the type of work environment the Board wishes for faculty and staff." He felt these four points adequately summarized the candidate attributes the Board established in October 2009 and which should be revisited in making this important decision. Mr. Burke stated he felt both candidates would be a win, and he would feel good about either one being selected. He referenced the word "safe" mentioned earlier and said SPC has always been innovative, but not necessarily "safe." He said he would seek an innovator to ensure the need to refocus on the four points mentioned above and would, therefore, give the slight edge to Dr. Keegan whose shared governance concept would be innovative for SPC, though tough. He acknowledged that Dr. Law would bring more Florida experience, but suggested Dr. Keegan's deficit in this area could be compensated for through the assistance of Mr. Ed Woodruff, the College's legislative liaison, and Dr. Furlong, who perhaps would contract with the College in sharing his legislative expertise. He said he felt Dr. Keegan was more of an innovator and entrepreneurial thinker, although both men are fine leaders. He noted the often-quoted reference to Dr. Keegan as "a breath of fresh air," which he felt was a small factor that could keep SPC being innovative. And, lastly, Mr. Burke felt that, given the current low faculty morale, Dr. Keegan's shared governance concept would be a plus in that it would allow for partnering with faculty to resolve some of the financial challenges that lie ahead. He said Florida is a very welcoming state and cited several other successful college presidents who came from the outside and just needed the right tools to be effective.

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Mrs. Bilirakis acknowledged this presidential selection process has been stressful and a great responsibility. She thanked the candidates for applying for the SPC presidency. She noted that the comments received from others were helpful in decision-making, and though she was impressed with both Dr. Law and Dr. Keegan, her leaning was more toward Dr. Law because of his previous employment at SPC and his experience as president of three community colleges. She stated she was satisfied with his response to concerns expressed over his perceived objection to SPC's baccalaureate program, and that he promised to keep SPC's status intact. She further appreciated his experience with both federal and state legislators, since these political connections are needed to continue offering 4-year degrees.

Mr. Brett also expressed appreciation to the four candidates for applying. He agreed that both Dr. Keegan and Dr. Law would be a win for SPC. He shared counsel received early on in the process from ACCT's Narcisa Polonio, who said a certain culture is created in any institution with a long-term leader in that the successor would have not only the normal challenges of starting new, but would also carry an extra heavy burden in being challenged by that culture created over the many years. He noted she further said statistics show that college presidents following a long-term president generally last only a short time, and he has continually considered this. He said he is a relatively conservative person in judgments, and sometimes the timing is good, such as with the current economic climate, to have a safe candidate and not be as innovative or courageous. He, therefore, said he was tipped more toward Dr. Law although he would be thrilled with either. He acknowledged that Dr. Keegan was very impressive and surprised everyone when he visited by "blowing it out of the water." Mr. Brett said he received plenty of passionate e-mails for both of these candidates, but that he was impressed beyond words at Dr. Law's interview. He said his conservative nature would lean toward an individual who is tested, seasoned, a known quantity, knows Florida and the Legislature, has proven to be entrepreneurial and creative, has endless energy, and knows the community and SPC. He noted he received many public comments in favor of Dr. Law since he is known in the community. He concluded that although he knows Dr. Keegan could learn the system and be great, Dr. Law knows the system and can lead and be great on day one.

Mr. Johnston added that when he and Mr. Lang sat on the Board many years ago, the same concerns arose about successor longevity when hiring Dr. Kuttler following a long-tenured president, Dr. Michael Bennett. Mr. Johnston expressed appreciation for the time and effort people put into expressing their views toward the candidates. He acknowledged that Dr. Law and Dr. Keegan are both excellent candidates, and one thing that helped him make a decision is that he previously worked with Dr. Law in state-related matters and has first-hand experience with how he operates. He said Dr. Law is tried and true and is geared to handle this complex institution, which will take a broad person. He said he appreciates hearing all the trustee comments, and that Dr. Law is probably the safest candidate to move SPC forward.

Mr. Gibbons asked trustees to rewind to a time when the SPC Board made an "unsafe" decision to expand to offering 4-year degrees. He said none of the trustees had seen either of these two candidates operate on their campuses, and they, therefore, needed to decide

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based on what has been put before them and what they believe in their hearts is the right thing to do. He asked that trustees put personal relationships aside and consider a new leader that can lead this College to new heights with better expectations than in the past. He asked if 10 years is long enough to take SPC to where it needs to be. He encouraged trustees to do what is “not safe” – to pick a president who will lead SPC forward through the long haul; who is best for faculty, staff, and trustees; who would be best in shaping and molding where we go as a College; a broad innovator; a big thinker; someone who can execute with energy, not just someone with the know-how.

Mr. Burke expressed appreciation for Mr. Gibbons’ remarks and said the challenge of these remarks needs to be given to whoever is selected. He said both of these candidates discussed what they would do in the first 30 days and how important it will be to cement the Board/President relationship, which is primary to having all on the same page. He acknowledged the tough decision before the Board, and made a motion that the College appoint Dr. Bill Law as its next president and authorize Chairman Brett and Board Attorney Lang to enter into contract negotiations with Dr. Law. Mr. Gibbons seconded the motion. Mr. Gibbons voted aye; Mr. Johnston voted aye; Mr. Brett voted aye; Mr. Burke voted aye; and Mrs. Bilirakis voted aye. Motion carried.

10-118. Mr. Gibbons sought recognition of Dr. Furlong, who he said has been a phenomenal interim president. Dr. Furlong received the standing applause of those present.

10-119. Mr. Johnston asked if Dr. Furlong’s contract could be extended so he could serve as a consultant and work together with Dr. Law for a specified period of time. In an effort to avoid past contract issues, Mr. Burke challenged Chairman Brett to instead bring a proposal back to a Board meeting for approval after the trustees have opportunity for advance review. Chairman Brett noted that he, Mr. Lang and Dr. Hockaday have discussed the next president’s contract, and Mr. Lang and Ms. Jaensch of Ford & Harrison are working on a draft to hopefully present to Dr. Law the first part of next week as the first order of business. Mr. Lang stated he tried to incorporate the Board’s previously discussed thoughts into a generic contract, without regard to who was chosen, that would focus more on base salary and less on perks and be the start of negotiations.

Mr. Johnston suggested the contract possibly be for a shorter time period initially. Mr. Lang said the time period would initially be left blank until negotiations. Mrs. Bilirakis asked that the contract include a commitment from Dr. Law to support SPC’s baccalaureate degrees. Dr. Hockaday added that a new president contract is typically three years, sometimes rolling, sometimes self-contained, but that one year is not enough time to get the work done and properly evaluate the new president. He said he gave Mr. Lang copies of Florida and national salaries that can be provided to the Board for comparison.

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10-120. On behalf of the Board, Mr. Burke thanked Chairman Brett for his exceptional leadership during this presidential search process and for conducting himself in an exemplary manner throughout this and the many other issues facing the Board. Chairman Brett received the standing applause of those present.

10-121. Having no further business to come before the Board, Chairman Brett adjourned the meeting at 4:50 p.m.

Thomas E. Furlong, Jr.

Secretary, Board of Trustees
St. Petersburg College
FLORIDA

Terrence E. Brett

Chairman, Board of Trustees
St. Petersburg College
FLORIDA