

# MINUTES OF THE MAY 19, 2020 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

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The Board of Trustees of St. Petersburg College met on Tuesday, April 21, 2020 via zoom. The following Board members were present: Chair Katherine Cole, Bridgette Bello, Deveron Gibbons, Thomas Kidwell and Nathan Stonecipher were present. Dr. Tonjua Williams, President of St. Petersburg College and Secretary to the Board of Trustees was also present. 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, May 19, 2020, via zoom. 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).

**20-050.** In accordance with the Administrative Procedure Act, the following Agenda was prepared:

## AGENDA ST. PETERSBURG COLLEGE BOARD OF TRUSTEES

**MAY 19, 2020**

**ZOOM MEETING  
REGULAR MEETING: 9:00 A.M.**

**I. CALL TO ORDER**

- A. Invocation
- B. Pledge of Allegiance

**II. RECOGNITIONS**

- A. Presentation of Retirement Resolutions and Motion for Adoption
  - 1. Irma Fenley (28 years)
  - 2. Debbie Proctor (30 years)
- B. SPC Spotlights

**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 21, 2020 (*Action*)

**V. MONTHLY REPORTS**

- A. General Counsel

**VI. STRATEGIC FOCUS**

**A. STUDENT SUCCESS AND ACADEMIC ACHIEVEMENT**

- 1. Strategic Plan Dash Board (*Informational*)

**B. BUDGET AND FINANCE**

- 1. FY20/21 Budget Development – Ms. Janette Hunt, Acting Vice President,  
Finance  
And Business Operations (*Presentation*)

**C. STRATEGIC PLANNING**

- 1. Comeback Plan – Mr. Bill Grey, Director, Emergency Management  
(*Presentation*)

**VII. CONSENT AGENDA**

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

**MINUTES OF THE MAY 19, 2020 MEETING OF THE BOARD OF  
TRUSTEES OF ST. PETERSBURG COLLEGE**

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**B. NEW BUSINESS**

**1. ADMINISTRATIVE MATTERS**

- a. Personnel Report (*Action*)
- b. Faculty Annual/Continuing Contract Recommendations (*Action*)
- c. Executive/Administrative/Managerial and Professional Contract Recommendations (*Action*)

**2. Workforce and Professional Development Curriculum Changes (*Action*)**

**3. GRANTS/RESTRICTED FUNDS CONTRACTS**

- a. Duke Energy Foundation – Powerful Communities: Workforce (*Action*)
- b. Tampa Bay Estuary Program – Digital Challenge Grant (*Action*)
- c. Florida Educational Fund – Center for Excellence Program (COEP) (*Action*)
- d. Pinellas County Board of County Commissioners – Social Action Funding (*Action*)

**4. Construction**

- a. Construction Manager at Risk Services for Downtown Center (*Action*)
- b. Design- Build Services for BT Building, Clearwater Campus (*Action*)

**5. Other**

- a. Lab Fees (*Action*)
- b. Contract Renewal Between St. Petersburg College and EdFinancial Services, LLC for Call Center Operations (*Action*)

**VIII. INFORMATIONAL REPORTS**

**A. Direct Support Organization**

- 1. Leepa-Rattner Museum of Art (*Information*)
- 2. Institute for Strategic Policy and Solutions (*Information*)
- 3. St. Petersburg College Foundation (*Information*)

**B. Palladium at St Petersburg (*Information*)**

**C. Operating Budget Report (*Information*)**

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

**X. PRESIDENT’S REPORT**

**XI. NEXT MEETING DATE AND SITE**

**June 16, 2020 Zoom Meeting****XII. ADJOURNMENT****20-51 Under Item I, Call to Order**

The meeting was convened by Chair Cole at 9:02 a.m.

Chair Cole thanked everyone for joining and expressed appreciation for the flexibility of the team and the Board to again join virtually. She expressed hope that everyone could see each other in person again soon.

The invocation was given by Trustee Gibbons and was immediately followed by the Pledge of Allegiance.

**20-052. Under Item II – Recognitions****A. Retirement Resolutions**

Dr. Williams recommended adoption of retirement resolutions for Ms. Irma Fenley and Ms. Debbie Proctor, who received their resolutions as presented by Chair Cole and President Williams.

**B. SPC Spotlights**

Dr. Williams shared some of the recent achievements and successes of SPC faculty, staff, and students. Wayne Kruger in Financial Aid helped write an article in US News Report on getting emergency financial aid during COVID-19. Rod Davis partnered with Advent Health to put together testing for COVID at the Tarpon Springs campus. Katie Shultz, SPC's grants leader, facilitated a CARES Act webinar with the Council for Advancement and Support of Education (CASE) organization.

Dr. Williams noted media coverage of SPC. SPC has been on Bay News Nine three times and Channel 10 twice. Tampa Bay Times has covered many things, including the virtual Nursing program and the environmental student club helping Girls Inc. The Palladium was named Best Community Performing Arts Center by Tampa Bay Magazine. There was an op-ed in The Times as well as one in Diverse magazine, a national magazine.

Dr. Williams reported that SPC has held industry convenings, with three more to do. The Florida Chamber economist Jerry Parrish joined Dr. Williams in a conference about the state of the economy for Pinellas County, which went very well and was highly attended. SPC had a manufacturing convening with BAMA, which is the local manufacturing organization; SPC learned a lot more about what they can offer as a college to support the businesses. SPC also had a great convening called Safe Hospitality with hospitality leaders and that too was heavily attended.

## MINUTES OF THE MAY 19, 2020 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

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Dr. Williams shared that SPC has really been improving communications through technology. There have been three town hall meetings, which went very well; two Faculty Listening Posts; several surveys, emails, and videos to keep individuals abreast of what is going on at the College as well as hearing the voices of employees and students regarding their experiences during this unprecedented time.

### **20-053. Under Item III, Comments**

Chair Cole thanked SPC professors and SPC's online social media team. She noted that this has been a really important time to stay connected to both the community and students, especially with graduation in-person ceremonies being cancelled. She said that the social media team has done a really great job capturing the spirit of what the SPC community is doing for one another and really celebrating each student and each division.

Chair Stonecipher echoed Chair Cole's sentiments, adding that it has been pretty amazing to watch not only the communication with the Board, but also at the College with the students with the teachers and staff. He said that he missed graduation and the environment it creates, especially the looks on students' faces and on the faces of faculty and professionals. He is always so excited for that day and what that means in the lives of students. He is grateful that SPC has a staff that is so committed to communicating and making sure that SPC celebrates in different ways.

Trustee Kidwell thanked the College leadership for all the leadership during this rough and unprecedented time. He echoed Chair Stonecipher's sentiments.

Vice Chair Bello shared that last Thursday, she partnered with the College for a Zoom event supporting the furloughed and laid off workforce that exists in the community. There were about 100 people in attendance. She opined that Mike Ramsey, the Dean of the Workforce Institute, did an amazing job, and there was a lot of positive feedback. There was a lot of information sharing, and people learned about resources they were not aware of.

Chair Cole added that Dr. Williams tells her on an almost-daily basis about who in the College has been meeting with various community employers. She opined that this is an opportunity to really showcase how SPC can be responsive to employers, get people retooled, retrained, and integrated back into the workforce.

Dr. Williams echoed the entire Board on the work of the employees who just refuse to leave a student behind and have also supported each other. She believes that creativity and ingenuity is at an all-time high at SPC right now. The team is learning a lot but also making a lot of changes and improvements in this new environment. She shared with the team that in the past, SPC was one of the number one online learning institutions, but now the other 27 are doing the exact

same thing. The competition is going to be steeper and it is going to be different. SPC will need to be nimbler than ever before.

Dr. Williams highlighted Vice Chair Bello, who has been very involved in the ISPS Board. She attended the meeting last week after not having attended one in a few months, and it is a totally different board. She thanked Vice Chair Bello for her leadership and the movement of that group right along the lines of where SPC needs to go.

**20-054. Under Item IV, Review and Approval of Minutes**

The minutes of the April 21, 2020 Meetings of the Board of Trustees of St. Petersburg College were presented by the chair for approval. Trustee Stonecipher moved approval of the minutes as submitted. Trustee Kidwell seconded the motion. The motion passed unanimously.

**20-055. Under Item V, Monthly Reports**

Under Monthly Reports

- A. General Counsel – None

**20-056. VI. STRATEGIC FOCUS AND PLANNING**

**A. STUDENT SUCCESS AND ACADEMIC ACHIEVEMENT**

- 1. Strategic Plan Dash Board – Dr. Sabrina Crawford, Associate Vice President, Institutional Effectiveness and Academic Affairs (*Informational*)

Chair Cole stated that the first strategic focus is student success and academic achievement. She noted that there is a significant amount of red on the most recent strategic plan dashboard, which is not unsurprising based on the numbers and the full swap that SPC did. She reminded the Board that at last month's meeting, the Board expressed to the team that they did not want them focusing on what could have been and feeling down about maybe not hitting some of the thresholds, but to look realistically at what student achievement and success opportunities can be in today's environment. She added that SPC has not taken their eyes off the ball but do need to recognize that some of the goals may change.

Chair Cole reminded the Board about the strategic work groups. In December, each Board member volunteered to participate in a collegewide strategic work group. The first meeting was supposed to be in March after the Board meeting; that was delayed because of COVID and the change and not being able to have meetings. The Board members will continue to work in those five strategic plan categories. Chair Cole recapped the groups: Academic Excellence with Trustee Gibbons, where the priority is to close the achievement gap; Vice Chair Bello with Economic Mobility, where one of the primary goals will be to drive enrollment growth;

# MINUTES OF THE MAY 19, 2020 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

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Community Engagement with Trustee Kidwell, promoting civic leadership; Financial Vitality with Trustee Stonecipher, where the suggested priority would be to increase non-state funding streams and diversity resources; Chair Cole on the Employee Experience and Engagement, where the priority would be to ensure employee engagement and retention through strong communication, recognition, and responsiveness. She noted that this is a little bit of a shift from what is on the dashboard and that those are the things that were the primary priorities.

Chair Cole stated that looking at the forthcoming six months and looking back for about nine weeks, Dr. Williams has suggested realigning some of those priorities to meet the current situation. This is something that they are going to work on further and come back in June. The four top priorities are: realigning the budget to meet institutional priorities; improving the online learning and student success rates; enhancing the delivery of online students support services such as advising, tutoring, and financial aid; and increasing employee support services and communication. Dr. Williams will be reaching out to each Board member over the next few weeks to work through these priorities and gather information.

## B. BUDGET AND FINANCE

### 1. FY20/21 Budget Development – Ms. Janette Hunt, Acting Vice President, Finance and Business Operations (*Presentation*)

Ms. Hunt shared with the Board where SPC is in the budget development planning piece. Usually at this point of the year, SPC would be closer to some finalized numbers, but with everything that is going on, she just wanted share with the Board what uncertainties SPC is facing in the development of the budget.

Ms. Hunt shared information about the state-graded revenue, which is actually unapproved at this point. As of now, the House Bill 5001, or the General Appropriations Act (GAA), has not been approved by the Governor. She shared the latest version that has been shared with colleges. The state has not given any extension on submitting a budget for June 30, so the expectation is for colleges to develop a budget based on the latest version of the GAA and submit the budget to the state by the due date. As the amounts change or if the governor changes or vetoes any of the amounts, the state will notify the colleges and SPC would at that point have to do a budget amendment and submit an updated budget report to the state.

Ms. Hunt shared a side-by-side comparison of what SPC has in the current year based on what is in the GAA currently. The first four line items show the general revenue portion, which is split out because the first line is the general operating funds, but the next three lines are for special programs. Looking at the first line, there is a \$1M decrease in this line item; the state has actually shifted that to the lottery fund. Lottery funding comes in and starts in February, so this does impact cash flow.

Ms. Hunt discussed the next line items that are under the general revenue. The Orthotics and Prosthetics program is right now a decrease of about \$55,000. SPC has \$725,000 in for the

nursing simulation expansion and \$2M for the Collegiate High School. The Collegiate High School funding does not impact the operating fund. The 2 + 2 Student Success Incentive Fund and the Work Florida Student Success Incentive Fund, which were a year ago considered a line item for performance funding, have a reduction of about \$9,000 and an increase of \$43,000, respectively.

Ms. Hunt addressed the next line item, the Student Success Initiative, which in the GAA totals about \$22.9M, but it has not officially been allocated to the colleges in the GAA or within the state. This is called a tiered-piece model funding. It is grouped into seven tiers based on enrollment; SPC is in the sixth tier, and the funding is allocated based off four components: (1) base student allocation; (2) compression; (3) enrollment growth; and (4) workforce programs. In the Act, the Department of Education has stated they have the ability to reallocate the funds proportionately based on student enrollment during the 2021 fiscal year. Ms. Hunt does not know if there will be any changes to that, but it means that based on the enrollment, the \$678,000 could be redistributed to another college.

Ms. Hunt reported on the next line item, Industry Certifications. There was no change in the GAA; \$14 million was allocated Collegewide. SPC budgeted \$700,000 this year and expects about the same in the upcoming fiscal year.

Ms. Hunt stated that the year-over-year change is \$2.7M, but she wanted to also show some of the other differences that were passed in a bill this year. One of those was the FRS increase, which is a 1.5% increase to the Florida Retirement System's rates, which equates to about a \$1.1M increase in expenses. If SPC receives the tier model funding of \$678,000, the net difference year-over-year is \$2.2M total, but the net difference for the operating fund would be \$244,000.

Ms. Hunt reviewed the revenue factors that are guiding the budget development and some of the uncertainties that are there. The first section is the unapproved state appropriation, which is about 50% of the operating budget revenue. Next, is student tuition and fees. SPC expects to be impacted by the Coronavirus pandemic. Within the state colleges, declines anywhere from 10% to 30% are expected. Nationally, some other colleges and universities are even predicting up to 50%. It is also expected that many students will exercise a gap year and not return until 2021. Therefore, SPC has been planning the budget based on an enrollment decline of about 20% in the Fall, 15% in the Spring, and 5% in the Summer, with the hope that there will be some change and students will start to return more to the colleges or universities. This is a median amount used for estimating, and that amount is about \$10.7M.

Ms. Hunt added that the College is doing everything it can to counter that decline. The marketing department and enrollment management have been working diligently on marketing strategies. They are looking at doing Zooms with webinars for high school students and social media marketing strategies to try to mitigate the enrollment decline.

Ms. Hunt shared the last area of revenue uncertainly, the auxiliary funds and some of the other funds. Enrollment decline also means that SPC will have less bookstore sales, which affects bookstore commissions. Due to the social distancing and the shutdowns, SPC has seen a



## MINUTES OF THE MAY 19, 2020 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

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reduction in facility rentals and food services. The interest in dividend rates is decreasing, and also the patterns show that in recessions, people tend to hold on to their money, which means lower donations to the Foundation. With all that, SPC is still trying to create a sustainable expense budget.

Ms. Hunt looked at some of the expense factors that are weighing into creating a sustainable expense budget. She first looked at current expense. Overall, even though revenue sources are changing and possibly declining, cost of materials and services are continuing to increase. SPC is trying to look at all those line items to see where they can find cost efficiencies. SPC is looking at things like travel and supplies. The other piece that falls into this category is also preparing for the unknown. It is possible that there could be a return of Coronavirus or for any other emergency events that take place.

Ms. Hunt discussed FRS rates, which she talked about in the first slide. FRS rates increased 1.5%. The next line item is health insurance, which is a nationwide issue, and it continues to be a factor for the College. There is an aging workforce that results in higher claims costs. The College is looking at other options to try to mitigate these expenses, such as revised plan designs, possibly joining the consortium, and also developing a multi-year plan so SPC can address some of the future needs that attribute to health costs.

Ms. Hunt explained the technology expense factor. With the move to operating remotely and moving courses to online, it really highlights the technology expenses and what SPC needs to strengthen that infrastructure, develop online programs, update equipment, and just the cost of operating online. SPC has been reviewing their processes and structures. They are looking at applications to see how efficiencies can be made. In addition, and most importantly, is how SPC can leverage technology to create efficiencies in other areas.

Ms. Hunt reported on the last category, personnel, which represents about 70% of the budget. She stated that SPC most certainly has to look at their personnel structures and strategies. So far, the College has put a hiring freeze on 47 positions and redeployed some employees to needed positions. SPC is currently performing an exercise to review positions and functions for furloughs. With a declining enrollment, instructional costs would organically decline as well. SPC is also looking at setting up some measures and monitoring tools for instructional and personnel costs and redesigning some of the additional pay structures, like cell phone allowances and stipends.

Ms. Hunt progressed to the next slide, which talked about the CARES funding that SPC has been awarded. This is federal dollars, and right now, the total award is \$13.4M. The first category is student aid, which is \$6.4M. As of yesterday, SPC has awarded 6,854 awards to students, totaling a little over \$3.3M. The College really responded quickly to the aid; once SPC received it, they made sure that they immediately got the aid into the hands of the students. The two main reasons that students applied for the aid was housing and food.

Ms. Hunt explained the next section of the CARES Act funding, which is the institutional portion. This portion could help strengthen technology infrastructure and support online learning. This is an area where there are still quite a lot of questions, and therefore the College has not finalized a full plan on this particular area because they want to make sure that they have the parameters and the guidelines correct. Susan Gardner and Ms. Hunt are attending a meeting on Friday, which could provide some more information on this funding. Ms. Hunt provided an example of why this is so important for SPC to get right: as for the student aid, SPC had everything ready and literally a few days before serving the students, the federal government changed some of the guidelines. SPC wants to make sure that they have the guidelines in place. The initial plan is to of course grant aid to all the needed students, reimburse allowable COVID expenses, revenue recovery, if possible, and expand the remote learning platform.

Ms. Hunt moved on to the last category for minority serving institutions, which is funding that not every college or university received. SPC was awarded \$627,000 there. This is another one of the items that SPC is digging into some of the guidelines, just to make sure that before developing a plan to use this fund that the College is following compliance.

Ms. Hunt stated that SPC's next steps would continue to review all of the factors to develop a fiscally responsible operating budget based on the best estimates with the available information. After that, the College would then be contacting the Board for individual meetings to discuss the budget in more detail. The College still plans to present a budget at the June board meeting for approval.

Trustee Stonecipher acknowledged that there are many different angles and a million different pieces to take into consideration with all this and a ton of unknowns that the College will receive more information in the months to come. He asked if SPC is going to have a Plan D where if, on the other side of this, SPC finds that there are actually more students than estimated enrolling for classes, whether that is online or in person as time goes on. He stated that he wants to make sure SPC is balancing making needed budget decisions at the time that is needed, but not too quickly, just in case something different than what is expected happens.

Ms. Hunt replied that Dr. Williams and she specifically discuss that. If enrollment does not decline to the anticipated level, there is a much better opportunity for SPC to come back to the Board, propose a budget amendment, and ask for approval at that time for a new budget.

Chair Stonecipher noted that he has been speaking to many people who have lost jobs and quite a few of them are considering enrolling in college. While it is unfortunate that people are unemployed, this is not going to be a typical recession. He acknowledged that SPC has to be ready for anything.

Dr. Williams agreed and added that the goal is to do exactly what Trustee Stonecipher is talking about, and that is to have a very good strategy for enrollment to avoid the 20% decline, but the College still has to plan for it. It is easier to go back and say, things are better and there is extra money than it is to give the money away and then have to take it back.

# MINUTES OF THE MAY 19, 2020 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

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Chair Cole acknowledged that the state has not been a huge help in this process since there is not a signed budget yet. She understands that that the legislature will be going back to Tallahassee to look at that budget in light of the significant revenue shortfall that the state will face. The Board knows that the College is gathering as much intel as they can and piecing that together to be able to put a plan together. Chair Cole noted that for the Trustees, despite the fact that there is not an executed, signed budget with the state to rely upon; the state has not eliminated the obligation for the state colleges to transmit their budgets to the state in a timely manner by June, which is the normal deadline. The Board thinks the College is tackling it well and piecing together as best they can, and the Board appreciates that.

## C. STRATEGIC PLANNING

### 1. Comeback Plan – Mr. Bill Grey, Director, Emergency Management (*Presentation*)

Dr. Williams stated that the College wanted to bring an update to the Board regarding the road to recovery on COVID and some of the things that the College has been doing. The first area is Relief and Response. The first thing the College wanted to do was remove the pressure, relieve the pain for both students and employees, and provide a strong response. The second part is the Return, which Mr. Grey will talk about that and what is happening with the Comeback Task Force. Then, Dr. Williams will come back and close on Reimagining.

Dr. Williams presented on Relief and Response. The College transitioned the 1,800 classes or sections from on campus to online relatively quickly. The College gave out almost 400 laptops and donated equipment. The College has also done some more work since then, but she is not going to go through all of that. The number one goal of the College was to keep students learning and keep employees working. SPC moved things forward so students could continue to learn. SPC graduated 2,366 students; the College had anticipated about 2,500, so that is not bad considering what happened with COVID. The College hopes to have a later graduation ceremony, hopefully in July. SPC has done a lot through Zoom. SPC has also been accommodating with employees to be able to work from home, those who are essential staff came to work on campus, and they rotate back and forth.

Dr. Williams shared that the Foundation stepped up; before SPC received the stimulus money, the Foundation had already put things in place to help students, such as help with online tutoring and the Last Mile scholarship. The College has done such good work and has made so many differences to help people continue to learn and to move forward.

Mr. Grey presented on the next two phases of where the College needs to go. After the College responded to the initial implementation of the COVID-19 virus, they did an after-action report with the mission-essential departments. The mission-essential departments' feedback was that the College really did a great job in the communication, the teamwork, the collaboration between the various departments, as well as the conversion to an online model for not only teaching classes, but as far as employees working as well.

Mr. Grey discussed the two phases that SPC has established to work on the Comeback Plan. SPC hopes to have a plan available and ready to present to the Board for the June meeting. The task force is looking at developing normal operations with a flat budget, a 10% reduction in enrollment and state funding, and the possibility of a 20% reduction in enrollment and state funding.

Mr. Grey stated that phase two, the Reimagining of SPC, would start in July; Dr. Williams will provide more details on that. SPC has additional information posted on their website, which that is updated on a regular basis.

Mr. Grey said that the Comeback Plan is guided by the CDC and with the priorities of safety for students, faculty, and staff. SPC is also working with the Pinellas County Health Department and Pinellas County Emergency Management, with whom he and the head of security, Dan Barto, participate in a weekly phone call. They also share information with the Division of State Colleges and the Disaster Resilient Universities. Mr. Grey also works closely with the area colleges via a weekly phone conference with the University of South Florida, Eckerd College, St. Leo University, University of Tampa, and Hillsborough Community College.

Mr. Grey discussed the 30-member task force, is charged with facilitating recommendations using a phased approach. The task force is a cross-functional team with representation from administration, faculty, staff, and the student body. The task force has met twice, and they plan to meet again this Thursday to further develop planning. Through scenario building and strategy development, the task force will address areas such as safety and wellness, teaching and learning, institutional viability, student success, employee engagement and community engagement. Recommendations will be present to the President's Cabinet and to the Board of Trustees sometime in June.

Mr. Grey shared that the task force established three pillars in the areas of safety, stability, and students. The safety was to ensure the health and well-being of the college community and then determine how the college community returns to campus. Areas considered were systems to put in place for access control, signage, sanitation of the buildings, etc.

Mr. Grey said that the pillar of stability looks at the economic impact on the College and minimizing the financial impact to students and employees.

Mr. Grey addressed the student pillar. His team is working very diligently putting together the academic return plan, considers options such as a phased-in approach, continuing to have some face-to-face classes as well as online learning. The Academic Affairs and Student groups are working very hard at putting that piece together. The task force is also addressing the tutoring phase as well as how the College will work with international students.

Dr. Williams stated that the task force is currently focusing on bringing the College community back to campus in phases; it may be 30%, then a little bit more. The task force is looking at all of those programs that require collaboration, such as the Police Academy, the Fire Academy, Nursing, and Dental Hygiene. There are things SPC is going to have to do differently: classrooms are going to have to be expanded; the College is going to have to look at offering

## MINUTES OF THE MAY 19, 2020 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

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classes where some of the students come to class and some are on online at home. There are many considerations that the College needs to have in place. The task force needs to reimagine St. Petersburg College – what it is going to look like in the future, how the College is going to impact the community, and what SPC is going to be known for. COVID has changed everything – how people work, learn, and play. Therefore, instead of waiting for things to happen to us, SPC wants to make sure that they are a part of the decision and the creation.

Dr. Williams reminded the Trustees that they agreed that SPC would create a new three-year plan, which the College will work on from the summer all the way through to December and finalize it in December. The College would like to propose that they have also a Reimagining plan where they re-envision the College as a whole and not just set some priorities. The College really wants to look at what do they want to be known for, and how will they change to meet this new way of living, this new way of learning.

Dr. Williams shared that she is not sure that all of K-12 is going to go back right away. She has talked to the Superintendent, and they have phases that they are working on, but some of the online learning is going to stay. The College is already over-subscribed in the facilities. There is so much for the College to think about and look at as to what do they really want to be known for. Once the plan is in place and the Board has approved the Comeback Plan, the College will start working on Reimagining SPC and creating that new three-year plan, but with a different twist. It is more of, ‘who are we and what will we want to be known for?’

Trustee Gibbons has two questions. First, has the College considered entrance requirements for people to enter facilities, such as temperature checks, and how this might impact Dan Barto and his security staff? Second, what type of tutorials and other things is SPC putting in place to help facilitate students making sure that they complete these courses online and understand everything they are doing online?

Dr. Williams replied that the task force is looking at safety and security, and they have representation on that committee. They have also talked about what it would look like – face masks, the sanitation part, as well as security. In addition to security is also facilities; there are many considerations that are being taken. Diana and her team have done a lot of work for facilities and safety; they have all been trained on the new way of cleaning and how to move forward. Even before COVID, the College could have used a lot more security help, so that needs to be looked at. The task force is working on all of Trustee Gibbon’s questions.

Mr. Grey added that Dan Barto is part of the safety and stability workgroup, and he is very aware of the concerns of access control – making sure, the College knows who is coming on the campus and so on. As far as testing is concerned, the College still has to develop what procedures they will use. It is a major concern with the working group and will be brought back into the final report.

Chair Cole thanked Mr. Grey for all of his hard work. She acknowledged the irony that as an emergency manager in Florida; he is dealing with these issues, instead of just hurricanes.

She stated that not having students on campus is certainly going to help planning for hurricanes. She asked if there is any additional planning, funding, or issues that he has identified regarding these two emergencies occurring simultaneously.

Mr. Grey replied that each year, he meets with SPC's Marketing and Public Information Office as far as preparing them to handle hurricane season. He has a meeting scheduled for them next week to review the hurricane planning procedures. Additionally, the facilities team will be meeting with them next week to go over the hurricane procedures. He noted that it will be a unique year should there be a storm during this pandemic situation. The College is doing the planning as they have in the past, and it will be modified somewhat because of the situation.

Dr. Williams addressed Trustee Gibbon's question regarding online learning and what strategies the College has put into place to support students and student success. Success rates for online – which everyone was online at the end of this semester – was 1.2% lower than last Spring. African American students did better in overall success rates, but they also withdrew at a higher rate. The other piece is all of the support services the College has put into place. The College is looking at online live versus online independent to see which process seems to be more successful. The online live seems to have a different twist than the whole online class for students' success.

Dr. Williams shared that two weeks ago, enrollment was down 9.9%, last week it was 7%, and this week is 2.4%. Some of the things are moving in some different directions, but she believes that the faculty and the support staff have found a good tune to do a song and dance when it comes to student success online. Because the College is not going to be able to open 100% on campus right away; they are going to be keeping those online face-to-face courses. Regarding hurricanes, Dr. Williams agrees that the College does need to have a strong plan for online instruction during the hurricanes, because the power may be out. There needs to be some things in place for extending the semester if needed.

### **20-057. Under Item VII – CONSENT AGENDA**

Chair Cole thanked Trustees Kidwell and Bello for their work with the construction team on construction services.

Chair Cole disclosed that the law firm that she works for does work for one of the vendors on the construction list. She asked to pull that off the Consent Agenda, approve everything else, and then she will recuse herself from the construction items.

Trustee Stonecipher moved approval to accept everything on the Consent Agenda, except for item four, construction. Vice Chair Bello seconded the motion. The motion passed unanimously.

The Board considered VII –B.1a - 5.3b Trustee Stonecipher moved approval. Vice Chair Bello seconded the motion. The motion passed unanimously.

# MINUTES OF THE MAY 19, 2020 MEETING OF THE BOARD OF TRUSTEES OF ST. PETERSBURG COLLEGE

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- A. OLD BUSINESS (items previously considered but not finalized) - None
- B. NEW BUSINESS
  - 1. ADMINISTRATIVE MATTERS
    - a. Personnel Report (*Action*)
    - b. Faculty Annual/Continuing Contract Recommendations (*Action*)
    - c. Executive/Administrative/Managerial and Professional Contract Recommendations (*Action*)
  - 2. Workforce and Professional Development Curriculum Changes (*Action*)
  - 3. GRANTS/RESTRICTED FUNDS CONTRACTS
    - a. Duke Energy Foundation – Powerful Communities: Workforce (*Action*)
    - b. Tampa Bay Estuary Program – Digital Challenge Grant (*Action*)
    - c. Florida Educational Fund – Center for Excellence Program (COEP) (*Action*)
    - d. Pinellas County Board of County Commissioners – Social Action Funding (*Action*)
  - 4. Construction
    - a. Construction Manager at Risk Services for Downtown Center (*Action*)
    - b. Design- Build Services for BT Building, Clearwater Campus (*Action*)
  - 5. Other
    - a. Lab Fees (*Action*)
    - b. Contract Renewal Between St. Petersburg College and EdFinancial Services, LLC for Call Center Operations (*Action*)

## **20-058. Under Item VIII – Informational Reports**

- A. Quarterly Report of Contract Items
- B. Quarterly Informational Report of Exempt and Non-Exempt Purchases
- C. Quarterly Report of Dell Financial Agreements
- D. Removal of Certain Assets from Property Inventory
- E. Operating Budget Report

Chair Cole personally recognized Jesse and his team with the Foundation. She shared that her husband and she donated to the emergency fund, and they were thrilled last week to receive a video from a student who actually spoke about her experience during this time and how she used those dollars. That personal touch was extremely appreciated. She also shared that the

Foundation hosted a Zoom meeting with some of its donors, and Dr. Williams was able to give some information about the College. Chair Cole noted that one of the Trustees' goals is to align the Foundation Board of Directors with the College Trustees. She opined that it was an hour and a half well spent. Having a discussion with various donors and Dr. Williams to talk not only about the scholarship aspect and the students that are being served, but the overall health of the College and how the College fits into the community. She recommended Mr. Turtle invite the other trustees if it takes place again.

Trustee Bello commented that having not sat on a construction selection committee before and not knowing how they typically run, it ran very smoothly and was an easy process to be a part of. She thanked the organizers.

**20-059. Under Item X, Proposed Changes to BOT Rules Manual – Public**  
Hearing – NONE

**20-060. Under Item XI, President's Report**

Dr. Williams shared that Trustee Gibbons informed her that he believes that the state will go back in session in July, which is after the time that the College is supposed to submit the budget to the state. Some colleges are looking at submitting a budget from last year and not this year just to be conservative in a time of the uncertainty. She is hoping the state will extend –

Trustee Gibbons clarified that he does not think they will go back at all, but that they will approve the budget. The Governor, as well as the incoming speaker and the incoming president have all heard that there is enough federal funding, and they do not have to raise the funds, and they have enough money to balance the budget based upon what is already there. He thinks the Governor will take the budget, veto some things, and then approve it because they feel like they have enough funding to do the things they need to do.

Dr. Williams asked Trustee Gibbons if he thinks SPC should follow some of the other institutions on submitting last year's budget or just sticking with this year's budget.

Trustee Gibbons responded that he cannot answer that question yet, but he will find out.

Dr. Williams stated that SPC is moving forward with the plan to reopen in August. SPC is hoping that everything is ready to rock and roll for employees to start returning to the campus probably late June, early July. The faculty are definitely going to need to be on campus so they can look at their classrooms and see what larger space may be open for them to expand out into for social distancing and to look at strategies for how the courses will be conducted.

Dr. Williams shared that SPC does have a Plan B already in place for all classes to be online – online live and independent – if there is another outbreak and another executive order to not return. She acknowledged that everyone is ready for SPC to get back to campus. The focus right now is just preparing to return.



**MINUTES OF THE MAY 19, 2020 MEETING OF THE BOARD OF  
TRUSTEES OF ST. PETERSBURG COLLEGE**

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Chair Cole encouraged the Trustees to go online to the social media accounts and start seeing over the past week, the different departments in the celebrations for graduation, and share and comment on those.

Trustee Bello asked everybody to please also go like the ISPS Facebook page.

**20-061. Under Item XII, Next Meeting Date and Location**

The Board confirmed its next meeting date and location as Tuesday, June 16, 2020, via zoom

**XII. ADJOURNMENT**

Having no further business to come before the Board, Chair Cole adjourned the meeting at 10:09 a.m.

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

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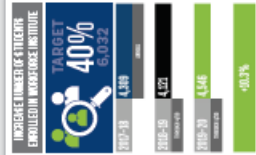
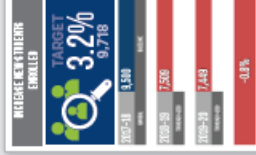
**Katherine E. Cole**  
**Chair, Board of Trustees**  
St. Petersburg College  
FLORIDA

**Attachments  
Board Memos and  
Supplemental  
Materials**

**Board of Trustees Meeting  
May 19, 2020**

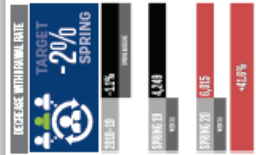
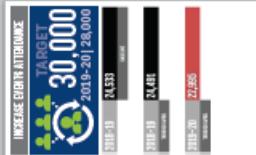
**RECRUITMENT**

Number of New Students / Overall Enrollment for Workforce Institute



**RETENTION**

Initiatives focused on keeping the students we have



**EMPLOYEE ENGAGEMENT**

Unlocking the MAGIC of a committed staff (Meaning, Autonomy, Growth, Impact, Connection)



**LEARNING EXPERIENCE**

Faculty led initiatives to improve student success



**RESOURCE ALIGNMENT**

Tracking funding to support student success




VI – B.1 FY20/21 Budget Development



**FY20/21 Budget Development**

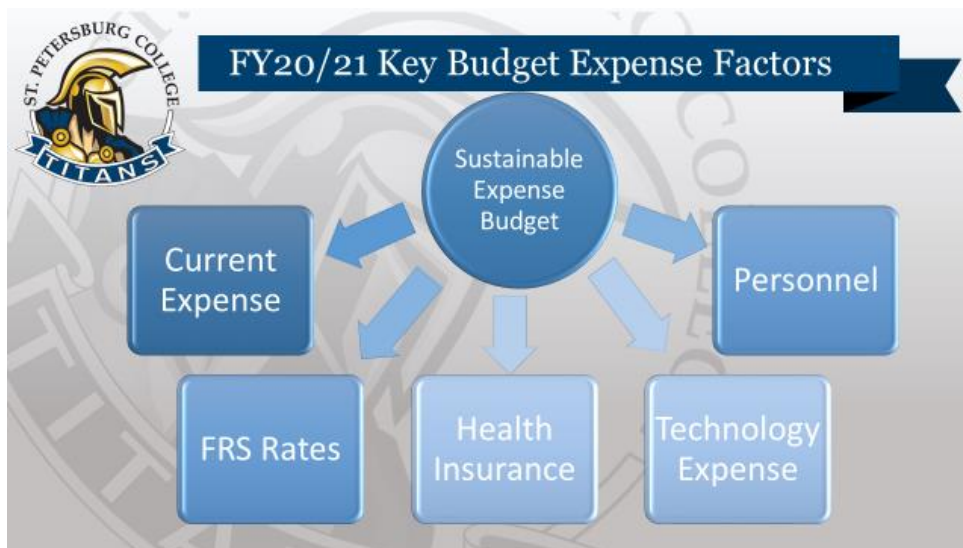
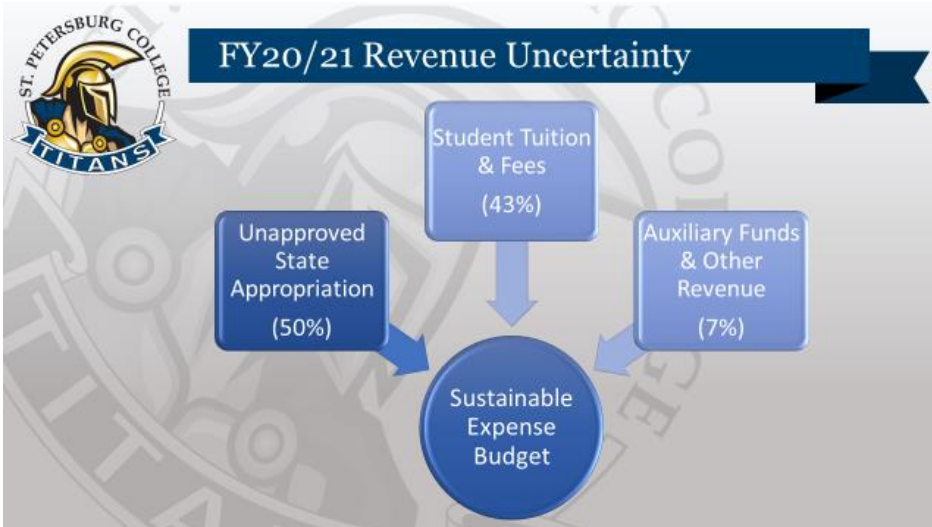
**Janette Hunt**  
Acting Vice President, Finance & Business Operations




**FY20/21 Unapproved State Funding**

GAA Side by Side Comparison

Funding	FY19/20	FY20/21	YOY Change
General Revenue/Florida College System (Fund 1)	\$60,196,965	\$59,159,516	(\$1,037,449)
GR Appropriation - Orthotics & Prosthetics Program	\$615,000	\$560,375	(\$54,625)
GR Appropriation - Nursing Simulation Expansion	\$0	\$725,000	\$725,000
GR Appropriation - Collegiate High School (Fund 24&7)	\$0	\$2,000,000	\$2,000,000
Lottery	\$9,443,975	\$10,481,424	\$1,037,449
2+2 Student Success Incentive Fund	\$970,703	\$961,805	(\$8,898)
Work Florida Student Success Incentive Fund	\$687,535	\$730,717	\$43,182
Student Success Incentive Fund	\$0	\$0	\$0
Industry Certifications	\$700,000	\$700,000	\$0
<b>Total Year-Over-Year Change</b>	<b>\$72,614,178</b>	<b>\$75,318,837</b>	<b>\$2,704,659</b>
		<b>FRS Increase</b>	<b>(\$1,139,227)</b>
		<b>Tier Model Funding</b>	<b>\$678,607</b>
		<b>Net Difference</b>	<b>\$2,244,039</b>





## FY20/21 Budget Highlights

**CARES Act: Higher Education Emergency Relief Fund**  
**\$13,440,617**

- **Student Aid \$6,406,741**
  - Aid grants disbursed directly to students for expenses related to the disruption of campus operations due to coronavirus (including eligible expenses under a student's cost of attendance such as food, housing, course materials, technology, health care, and childcare).
- **Institutional Portion \$6,406,741**
  - to cover any costs associated with significant changes to the delivery of instruction due to the coronavirus. Funding to expand your remote learning programs, build your IT capacity to support such programs, and train faculty and staff to operate effectively in a remote learning environment.
- **Minority Serving Institutions \$627,135**
  - To defray expenses incurred by Recipient, including lost revenue, reimbursement for expenses already incurred, technology costs associated with a transition to distance education, faculty and staff trainings, and payroll.



# Questions



**SPC Covid-19 Road to Recovery**

The infographic features a background image of a person wearing a face mask. In the top left corner is the St. Petersburg College logo. The main content is organized into three columns, each with an icon, a title, a description, and a list of bullet points.

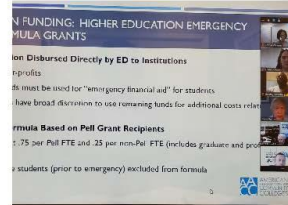
 <b>March</b> – Maintain Teaching and Learning	 <b>May – June</b> Develop Comeback Plan	 <b>July – September</b> Redesigning a New SPC
<b>Relief/Response</b> <ul style="list-style-type: none"> <li>▪ Learning Virtually</li> <li>▪ Working Remotely</li> <li>▪ Practicing Social Distancing</li> <li>▪ Limiting Campus Access</li> <li>▪ Providing Community Support</li> </ul>	<b>Return</b> (phased approach) <ul style="list-style-type: none"> <li>▪ Safety</li> <li>▪ Stability</li> <li>▪ Students</li> </ul>	<b>Reimagine</b> <ul style="list-style-type: none"> <li>▪ Improved Operational Efficiency;</li> <li>▪ New Programs and course offering strategy; and</li> <li>▪ New way of life.</li> </ul>

# RELIEF/RESPONSE

- Transitioned 1,800 on campus courses to online live courses, all support services, and most operations to online/remote mode.
- Provided additional Student Support: Loaned over 350 laptops and a few WiFi hotspots to students and employees.
- Community Engagement – Opened campus food pantries, donated 11 ventilators and hundreds of health equipment/materials to local hospitals



Keep Students Learning & Employees Working





## SPC Foundation IMPACT 2020

Support SPC's

# STUDENT EMERGENCY FUND

- **Student Emergency Fund** - \$108,305.00 raised (includes \$50,000 from the Foundation) to support 351 students with over 500 on waiting list
- **Online Testing Proctoring System** – \$300,000.00 provided for test monitoring for academic integrity
- **Last Mile Scholarships**

Dollar for dollar, your gift will be matched up to \$50,000. Every gift counts!

**Donate Today!**





## Federal Stimulus Packet

CARES Act: Higher Education Emergency Relief Fund

\$12,812,482

• \$6,406,241 are emergency financial aid grants to be disbursed directly to students for expenses related to the disruption of campus operations due to coronavirus (including eligible expenses under a student's cost of attendance such as food, housing, course materials, technology, health care, and childcare).

• \$6,406,241 can be spent on institutional maintenance expenses due to COVID-19 (funds were received and will be used to: reimburse COVID expenses, recover lost revenues, and strengthen infrastructure).

**Campus Safety**

We work hard to keep our campuses safe. With your help, we can provide a safer campus environment.


[Campus Safety](#)

## Two Phase Approach to Returning to Campus & Reimagining SPC

- **Phase 1** – Comeback Plan Completion date - June 15, 2020
  - Normal Operations with flat budget
  - Ten percent reduction in enrollment and state funding
  - Twenty percent reduction in enrollment and state funding
- **Phase 2** – Reimagining SPC - starts July 2020 (in conjunction with the 2021-2024 strategic plan development)
- Additional information maybe found at <https://www.spc.edu/campus-safety>

- The SPC Titans Comeback Plan is guided by information from the U.S. **Center for Disease Control (CDC)** and Prevention that prioritizes the safety of students, faculty, and staff.
- **Other Resources:**
  - Pinellas County Health Department
  - Pinellas County Emergency Management
  - Division of State Colleges
  - Disaster Resilient Universities

# RETURN



The SPC Titans “Comeback” task force is a cross-functional team with representatives from administration, faculty, staff, and students.

## POST COVID-19 “COMEBACK” TASK FORCE

- The 30-member Task Force is charged with facilitating recommendations using a “phased-in” approach for employees and students to return to campus.
- The Task Force has met twice and developed the guiding principles that will drive our decision making to return to campus.
- Through scenario building and strategy development, the Task Force will address areas such as safety and wellness, teaching and learning, institutional viability, student success, employee engagement and community engagement.
- Recommendations will be presented at President’s Cabinet and then the June Board of Trustees meeting. It will be shared with the College family after the June BOT meeting.



## Return to Campus Guiding Principles and Institutional Priorities

### Safety



Ensuring the health, safety and wellbeing of our College community.

### Stability



Minimizing the financial impact to students and employees.

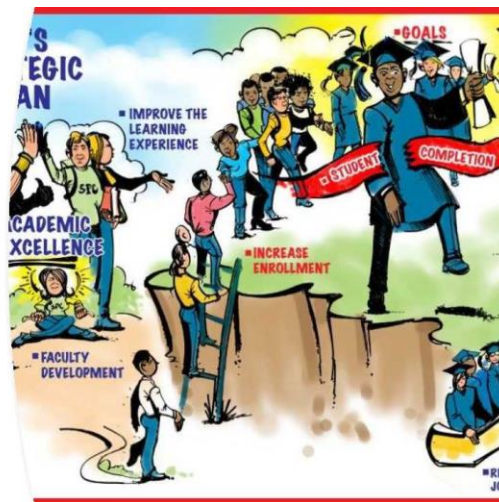
### Students



Advancing our student success agenda and keep students learning.

## REIMAGINE

- Our world has forever been changed. Reimagine how we can educate, retool, retrain, and put people back to work. Our new vision must be bold to build our economy and develop a sustainable future.
- At SPC we, were prepared for transformation. Now, more than ever, we need to work together as “one college,” to reinvent ourselves, contribute to our community and build the economy through enhanced training programs and support initiatives.
- We are learning forward! Reimagine the new normal. Discontinue old habits, processes, and practices to and shift to meet the needs of our constituents!






# QUESTIONS???



May 19, 2020

**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>TRANSFER/PROMOTION Budgeted Administrative &amp; Professional</b>			
<b>Name</b>	<b>Title</b>	<b>Department/Location</b>	<b>Effective Date</b>
Delfino, Nicole M	Operations Improvement Coord	BusSVITSystems EPI	4/15/2020 - 6/30/2020
Pieterse, Faith	Admissions Recruiter	Enrollment Management DO	5/4/2020 - 6/30/2020
Rivera, Jerrick M	Admissions Recruiter	Enrollment Management DO	5/4/2020 - 6/30/2020
Shepard Jr, Melvin W	Admissions Recruiter	Enrollment Management DO	5/4/2020 - 6/30/2020
Jocelyn, Joven	Admissions Recruiter	Enrollment Management DO	5/4/2020 - 6/30/2020

<b>HIRE Budgeted Career Service</b>			
<b>Name</b>	<b>Title</b>	<b>Department/Location</b>	<b>Effective Date</b>
DePrisco, Janet	Landscaper	Landscape Services DO	4/3/2020

<b>TRANSFER/PROMOTION Budgeted Career Service</b>			
<b>Name</b>	<b>Title</b>	<b>Department/Location</b>	<b>Effective Date</b>
Zien, Livia L	Sr Instructional Support Speclst	Learning Resources CL	4/6/2020

<b>SUPPLEMENTAL Temporary</b>			
<b>Name</b>	<b>Title</b>	<b>Department/Location</b>	<b>Effective Date</b>
Joseph, Andrew J	OPS Career Level 1	Associate Provost Office CL	4/16/2020
Alonzo, Andrea S	Adjunct Faculty	Distance Learning TV SE	5/11/2020
Fazekas, Brian M	Professional Trainer	Fire Sciences AC	4/20/2020
Hall, Linnea	Faculty - supplemental	Mathematics SE	4/27/2020

<b>HIRE Temporary</b>			
<b>Name</b>	<b>Title</b>	<b>Department/Location</b>	<b>Effective Date</b>
Fazekas, Brian M	Professional Trainer	Fire Sciences AC	4/20/2020
Biletskaya, Yelena V	Adjunct Faculty	Respiratory Care HEC	5/18/2020

<b>TRAVEL OUTSIDE THE CONTINENTAL UNITED STATES</b>			
<b>Name</b>	<b>Title</b>	<b>Department/Location</b>	<b>Effective Date</b>
Conner, Janelle	Vice President, Academic Affairs	Student Affairs	10/4/2020 - 10/7/2020
Ziemak, Kellie	Director, Student Support	Student Affairs	10/4/2020 - 10/7/2020

Destination: San Juan, Puerto Rico

The purpose of this trip is to attend the 2020 NACADA (Global Community for Academic Advising) annual conference. The attendees' attendance is required as part of EAA Cohort. The benefits to the College is to gain valuable information and updates on Student Affairs.

Estimated cost to the College is \$2,146.94

Carol Sumter, Associate Vice President of Human Resources, bringing the actions forward, recommends approval.


54965

LH04282020

May 19, 2020

**MEMORANDUM**

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

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

**SUBJECT:** Faculty Annual Contract Recommendations (2020-2021)

**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 J	Academic Chair, 24 ECH	Natural Science TS	TS	8/1/2020 - 7/31/2021
Ellis,Dawn L	Academic Chair, 24 ECH	College of Computer & InfoTech	CL	8/1/2020 - 7/31/2021
Fair,Timothy A	Academic Chair, 24 ECH	Baccalaureate Programs	HE	8/1/2020 - 7/31/2021
Largent,Lindsay Nicole	Academic Chair, 24 ECH	Physical Therapist Asst HC	HE	8/1/2020 - 7/31/2021
Muehl,John M	Academic Chair, 24 ECH	Humanities & Fine Arts SE	SE	8/1/2020 - 7/31/2021
Olah,Alanna	Academic Chair, 24 ECH	Provost Office SE	SE	8/1/2020 - 7/31/2021
Sabree,Kengia Tanaydra	Academic Chair, 24 ECH	Health Information Mgmt HC	HE	8/1/2020 - 7/31/2021
Allen,Gary W	Faculty, 30 ECH	College of Computer & InfoTech	EP	8/1/2020 - 7/31/2021
Cardenas,Andres Manuel	Faculty, 30 ECH	Engineering Technology CL	CL	8/1/2020 - 7/31/2021
Gilberg,Sharon L	Faculty, 30 ECH	Natural Science SPG	SP	8/1/2020 - 7/31/2021
Moore,Grace L	Faculty, 30 ECH	Natural Science CL	CL	8/1/2020 - 7/31/2021
Snell,Katy Lavonne	Faculty, 30 ECH	Communications SPG	SP	8/1/2020 - 7/31/2021
Underwood,David Kendrick	Faculty, 30 ECH	Humanities & Fine Arts TS	TS	8/1/2020 - 7/31/2021
Abercrombie,Eric Neal	Faculty, 36 ECH	Ethics SPG	DT	8/1/2020 - 7/31/2021
Anderson,Stephanie Paro	Faculty, 36 ECH	Nursing HC	HE	8/1/2020 - 7/31/2021
Baldwin,William Matthew	Faculty, 36 ECH	Baccalaureate Programs	HE	8/1/2020 - 7/31/2021
Bedard,Alyssa Love	Faculty, 36 ECH	Baccalaureate Programs	HE	8/1/2020 - 7/31/2021
Bell,Brian D	Faculty, 36 ECH	Natural Science TS	TS	8/1/2020 - 7/31/2021
Branham,Megan Harrison	Faculty, 36 ECH	Veterinary Technology	VT	8/1/2020 - 7/31/2021
Brown,Twila Jean	Faculty, 36 ECH	Nursing HC	HE	8/1/2020 - 7/31/2021
Charboneau,Jay Francis	Faculty, 36 ECH	Social & Behavioral Science SP	SP	8/1/2020 - 7/31/2021
Chastain,Heather C	Faculty, 36 ECH	Nursing HC	HE	8/1/2020 - 7/31/2021
Concepcion,Iris N.	Faculty, 36 ECH	Nursing HC	HE	8/1/2020 - 7/31/2021
Curtis,Jessica L	Faculty, 36 ECH	College of Education	TS	8/1/2020 - 7/31/2021
Cuthbertson,Monique S	Faculty, 36 ECH	Nursing HC	HE	8/1/2020 - 7/31/2021
Cutler,Henry H	Faculty, 36 ECH	College of Computer & InfoTech	TS	8/1/2020 - 7/31/2021
Davies,Joi B	Faculty, 36 ECH	Mathematics SPG	SP	8/1/2020 - 7/31/2021
Despain,Aaron L.	Faculty, 36 ECH	Baccalaureate Programs	EP	8/1/2020 - 7/31/2021
Eberhardt,Pauline A	Faculty, 36 ECH	Respiratory Care HC	HE	8/1/2020 - 7/31/2021
Ernst,Lynn A	Faculty, 36 ECH	SE Public Safety Institute AC	AC	8/1/2020 - 7/31/2021
Estlund,Amber L	Faculty, 36 ECH	Communications SE	SE	8/1/2020 - 7/31/2021
Fernandez,Jennifer S	Faculty, 36 ECH	College of Education	SP	8/1/2020 - 7/31/2021
Flocken,Megan Anne	Faculty, 36 ECH	Ethics SE	SE	8/1/2020 - 7/31/2021
Gionet,Laura J	Faculty, 36 ECH	Natural Science SPG	SP	8/1/2020 - 7/31/2021
Griffin,Cassandra Lee	Faculty, 36 ECH	Nursing HC	HE	8/1/2020 - 7/31/2021
Grisanti,Sharon M	Faculty, 36 ECH	Dental Hygiene HC	HE	8/1/2020 - 7/31/2021
Hofrichter,Jamie E	Faculty, 36 ECH	Nursing HC	HE	8/1/2020 - 7/31/2021
Jones,Lori K	Faculty, 36 ECH	Baccalaureate Programs	DO	8/1/2020 - 7/31/2021
Kelley,Amy June	Faculty, 36 ECH	Provost Office TS	TS	8/1/2020 - 7/31/2021
Kems,Carolyn J	Faculty, 36 ECH	Nursing HC	HE	8/1/2020 - 12/18/2020
Kicklighter,Janice L	Faculty, 36 ECH	Social & Behavioral Science DT	DT	8/1/2020 - 7/31/2021
King,Sonia A.	Faculty, 36 ECH	Social & Behavioral Science CL	CL	8/1/2020 - 7/31/2021
Lindmeier,Connie Lynn	Faculty, 36 ECH	Nursing HC	HE	8/1/2020 - 7/31/2021

Name	Title	Department	Location	Effective Date
Lo,Lisa	Faculty, 36 ECH	Nursing HC	HE	8/1/2020 - 7/31/2021
Ma,Jun	Faculty, 36 ECH	College of Computer & InfoTech	SE	8/1/2020 - 7/31/2021
Macogay,Eugene	Faculty, 36 ECH	Respiratory Care HC	HE	8/1/2020 - 7/31/2021
Mann,Michelle F	Faculty, 36 ECH	SE Public Safety Institute AC	AC	8/1/2020 - 7/31/2021
Maza,Joanna D	Faculty, 36 ECH	Veterinary Technology	VT	8/1/2020 - 7/31/2021
McAllister,Melissa D	Faculty, 36 ECH	College of Education	TS	8/1/2020 - 7/31/2021
McFarland,Barbara Karla	Faculty, 36 ECH	Nursing HC	HE	8/1/2020 - 7/31/2021
Michels,Lisa	Faculty, 36 ECH	Nursing HC	HE	8/1/2020 - 7/31/2021
Modrakovic,Janet R.	Faculty, 36 ECH	Veterinary Technology	VT	8/1/2020 - 7/31/2021
Newberry,Sheila A.	Faculty, 36 ECH	Health Information Mgmt HC	HE	8/1/2020 - 7/31/2021
Nousiainen,Robin M	Faculty, 36 ECH	Baccalaureate Programs	HE	8/1/2020 - 7/31/2021
Ofoulhast-Othamot,Gyldas Allan	Faculty, 36 ECH	Social & Behavioral Science SP	SP	8/1/2020 - 7/31/2021
Parke,Erin Katherine	Faculty, 36 ECH	Provost Office SPG	SP	8/1/2020 - 7/31/2021
Pelletier,Scott R	Faculty, 36 ECH	Emergency Medical Services HC	HE	8/1/2020 - 7/31/2021
Pennock,Jane M	Faculty, 36 ECH	Nursing HC	HE	8/1/2020 - 7/31/2021
Poirier,Melanie	Faculty, 36 ECH	Dental Hygiene HC	HE	8/1/2020 - 7/31/2021
Poteet,Stephen Wesley	Faculty, 36 ECH	Social & Behavioral Science CL	CL	8/1/2020 - 7/31/2021
Prifti,Bledar	Faculty, 36 ECH	Social & Behavioral Science SE	SE	8/1/2020 - 7/31/2021
Pryby,Felicia K	Faculty, 36 ECH	Nursing HC	HE	8/1/2020 - 7/31/2021
Riggs,Carolyn N	Faculty, 36 ECH	Veterinary Technology	VT	8/1/2020 - 7/31/2021
Robinson,Zanetta Kha	Faculty, 36 ECH	Provost Office TS	TS	8/1/2020 - 7/31/2021
Roe,Bobby W.	Faculty, 36 ECH	Baccalaureate Programs	HE	8/1/2020 - 7/31/2021
Rojas,Andres	Faculty, 36 ECH	Baccalaureate Programs	EP	8/1/2020 - 7/31/2021
Ross,Amy	Faculty, 36 ECH	Nursing HC	HE	8/1/2020 - 7/31/2021
Ryan,Cheryl Marie	Faculty, 36 ECH	Provost Office SPG	SP	8/1/2020 - 7/31/2021
Serino,Paul Phil	Faculty, 36 ECH	Emergency Medical Services HC	HE	8/1/2020 - 7/31/2021
Smickle,Janice Racz	Faculty, 36 ECH	Provost Office SPG	SP	8/1/2020 - 7/31/2021
Smith, Anita	Faculty, 36 ECH	Nursing HC	HE	8/1/2020 - 7/31/2021
Snellenburg,Kirsten F	Faculty, 36 ECH	Physical Therapist Asst HC	HE	8/1/2020 - 7/31/2021
Wilson,Ian J	Faculty, 36 ECH	Communications SE	SE	8/1/2020 - 7/31/2021
Beck,Rosanne	Faculty, 42 ECH	SE Public Safety Institute AC	AC	8/1/2020 - 7/31/2021
Jasper,Brenda R	Faculty, 42 ECH	Nursing HC	HE	8/1/2020 - 7/31/2021
Santos,Wanda I	Faculty, 42 ECH	College of Education	TS	8/1/2020 - 7/31/2021

Tonjua Williams, President and the Strategic Issues Council Members bringing the actions forward, recommend approval.

DS051120



May 19, 2020

**M E M O R A N D U M**

**TO:** Board of Trustees, St. Petersburg College  
**FROM:** Dr. Tonjua Williams, President  
**SUBJECT:** Faculty Continuing Contract Recommendations (2020-2021)

**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.**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Location</b>	<b>Effective Date</b>
Daniels, Amanda R	Academic Chair, 24 ECH	Nursing HC	HE	8/1/2020
Malave, Laura Helena	Academic Chair, 24 ECH	College of Computer & InfoTech	MT	8/1/2020
Rivero, Douglas	Academic Chair, 24 ECH	Social & Behavioral Science SE	SE	8/1/2020
Bell, Brian D	Faculty, 36 ECH	Natural Science TS	TS	8/1/2020
Chastain, Heather	Faculty, 36 ECH	Nursing HC	HE	8/1/2020
Curtis, Jessica L	Faculty, 36 ECH	College of Education	TS	8/1/2020
Estlund, Amber L	Faculty, 36 ECH	Communications SE	SE	8/1/2020
Macogay, Eugene	Faculty, 36 ECH	Respiratory Care HC	HE	8/1/2020
McAllister, Melissa D	Faculty, 36 ECH	College of Education	TS	8/1/2020
Moore, Grace L	Faculty, 30 ECH	Natural Science CL	CL	8/1/2020
Prifti, Bledar	Faculty, 36 ECH	Social & Behavioral Science SE	SE	8/1/2020
Wilson, Ian J	Faculty, 36 ECH	Communications SE	SE	8/1/2020

Tonjua Williams, President and the Strategic Issues Council Members bringing the actions forward, recommend approval.

DS051120

May 19, 2020

**MEMORANDUM**

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

**FROM:** Dr. Tonjua Williams, President *(TW)*

**SUBJECT:** Executive/Administrative/Managerial and Professional Annual Contract Recommendations (2020-2021)

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
Affy, Theresa M	Career Outreach Specialist	Provost Office SE	SE	7/1/2020 - 6/30/2021
Agyemang, Charlene	Student Success Counselor	Enrollment Management DO	SP	7/1/2020 - 6/30/2021
Al Nassir, Fawzi	Dir, Institutional Research	Institutional Research/Effect	SV	7/1/2020 - 6/30/2021
Alicea, Destynmarie Adriana	Career & Academic Advisor	Provost Office DT	MT	7/1/2020 - 6/30/2021
Alvarez, Patricia M.	Career & Academic Advisor	Counseling & Advisement TS	TS	7/1/2020 - 6/30/2021
Aquino, Harrison	Assistant Director, Creative	Marketing & Strategic Communicatn	DO	7/1/2020 - 6/30/2021
Ashe, Angela C	Academic Svcs Assist Director	Academic & Student Affairs	EP	7/1/2020 - 6/30/2021
Aumack Jr, Albert Walter	Career & Academic Advisor	Provost Office TS	TS	7/1/2020 - 6/30/2021
Autry, Courtney C.	Career & Academic Advisor	Counseling & Advisement CL	CL	7/1/2020 - 6/30/2021
Bain, Gabrielle	Public Safety Dept Coordinator	Fire Sciences	AC	7/1/2020 - 6/30/2021
Barlow, Stephen R.	Systems Analyst	Administrative Information Sys	DO	7/1/2020 - 6/30/2021
Barto, Daniel P	Director, Safety & Security	Facilities & Institutional Svcs	SV	7/1/2020 - 6/30/2021
Bawell, Alexander H.	Instructional Supprt Proj Tech	Baccalaureate Programs	DO	7/1/2020 - 6/30/2021
Beckman, Ryan Robert	Athletics Coach	Athletics	CL	7/1/2020 - 6/30/2021
Bednarski, Julia Ann	Nursing Skills Facilitator	Nursing HC	HE	7/1/2020 - 6/30/2021
Bell, Kevin S.	Career & Academic Advisor	Registration SPG	SP	7/1/2020 - 6/30/2021
Bell, LaDawn	Student Success Specialist	Provost Office SPG	SP	7/1/2020 - 6/30/2021
Bellomo, Mary O.	Sr Instructional Tech Analyst	NIPI/WMD Grant - AC	AC	7/1/2020 - 6/30/2021
Benavides, Joseph	Career Outreach Specialist	Associate Provost Office CL	CL	7/1/2020 - 6/30/2021
Bennett, Michael J.	Assoc VP, Fin Asst Svcs	Academic & Student Affairs	DO	7/1/2020 - 6/30/2021
Berry, Belinthia A	Program Dir II-Global Corp Col	Workforce/Professnl Developmnt	EP	7/1/2020 - 6/30/2021
Biddines, Lorisha C	Senior Accountant	Accounting Services	SV	7/1/2020 - 6/30/2021
Biferie, William Dale Anthony	Career & Academic Advisor	Counseling & Advisement CL	CL	7/1/2020 - 6/30/2021
Biszewski-Eber, Susan	Apprenticeship Coordinator II	College of Computer & InfoTech	SP	7/1/2020 - 6/30/2021
Bley, Lauren Dupont	Public Safety Dept Coordinator	Criminal Justice AC	AC	7/1/2020 - 6/30/2021
Bloom, Joshua A	A V Services Coordinator	Administrative Information Sys	SV	7/1/2020 - 6/30/2021
Blue, Keisha L	Acting, Project Coordinator II	Academic & Student Affairs	SP	7/1/2020 - 6/30/2021
Bobowski, Sharon A.	Enterprise Systems Director	Administrative Information Sys	DO	7/1/2020 - 6/30/2021
Bodie, Matthew D.	Exec Dir, Learning Resources	Learning Resources	DO	7/1/2020 - 6/30/2021
Booth, Patrick Daniel	Associate Provost	Associate Provost Office DT	DT	7/1/2020 - 6/30/2021
Borzewski, Lisa M.	Associate Provost	Provost Office SE	SE	7/1/2020 - 6/30/2021
Bowen, Paul M	Associate Provost	Associate Provost Office CL	CL	7/1/2020 - 6/30/2021
Bowman, Margaret Elaine	Dir, Organizational & Emp Success	Human Resources	DO	7/1/2020 - 9/30/2020
Boyette, Shirley	Research Analyst	Academic & Student Affairs	EP	7/1/2020 - 6/30/2021
Brown, Joshua V	Assoc Dir, Learning Resources	Learning Resources	HE	7/1/2020 - 6/30/2021
Brown, Nicole Lacy	Grant Accountant	Accounting Services	SV	7/1/2020 - 6/30/2021
Brown, Trenette	Project Admin Svcs Manager	NIPI/WMD Grant - AC	AC	7/1/2020 - 6/30/2021
Browne, Marilyn P	Career Pathways Outreach Spec	Workforce/Professnl Developmnt	EP	7/1/2020 - 6/30/2021
Buck, Maria E.	Coord, Student Life & Leadership	Provost Office SE	SE	7/1/2020 - 12/18/2020
Bullard, Derrick L	Student Success Counselor	Admissions & Central Records	CL	7/1/2020 - 6/30/2021
Buster, Patricia A.	Coord, Museum Education	Leepa/Rattner Museum	TS	7/1/2020 - 6/30/2021

Name	Title	Department	Location	Effective Date
Byrne,Megan R	Box Office Manager	Palladium	DT	7/1/2020 - 6/30/2021
Cain,Christopher Lin	Grant Proj Mgr, Mechatronics	Engineering Technology CL	CL	7/1/2020 - 6/30/2021
Call,Jan H.	Principal, Collegiate HS	Provost Office TS	TS	7/1/2020 - 6/30/2021
Callahan,Doyle William	Systems Analyst, LMS	Online Learning and Services	DO	7/1/2020 - 6/30/2021
Callahan,Marisa C.	Dir. Design & In-House Constr	Facilities&Institutional Svcs	DO	7/1/2020 - 6/30/2021
Cappleman,Tammy	Career & Academic Advisor	Associate Provost Office HC	HE	7/1/2020 - 6/30/2021
Carbart,George E.	Coord, StudentSupportSvcs TRIO	SSS TRIO Grant - DO	SP	7/1/2020 - 6/30/2021
Camahan,Michael	Sr Developer/Programmer	Online Learning and Services	SE	7/1/2020 - 6/30/2021
Carr,Catherine E.	Multimedia Content Developer	District Impressions DO	DO	7/1/2020 - 6/30/2021
Carter,Caitlin	Scholarship Manager	Resource Development DO	DO	7/1/2020 - 6/30/2021
Carter,Julia Latrice	Career & Academic Advisor	Counseling & Advisement CL	CL	7/1/2020 - 6/30/2021
Carter,Kerry	Career Outreach Specialist	Provost Office AC	AC	7/1/2020 - 6/30/2021
Castillo,Fabiola	Budgeting Manager	Budgeting & Compliance	DO	7/1/2020 - 6/30/2021
Cesta,Jeffrey L.	Dir, Early College/Dual Enroll	Academic & Student Affairs	CL	7/1/2020 - 6/30/2021
Chang,Jimmy H.	Dean, Mathematics	Academic & Student Affairs	SP	7/1/2020 - 6/30/2021
Christensen,Eva K	Director, Admissions & Records	Academic & Student Affairs	DO	7/1/2020 - 6/30/2021
Clark,Amy Lynn	Instructional Technology Spec	Online Learning and Services	TS	7/1/2020 - 6/30/2021
Climes,Dwayne A	Career & Academic Advisor	Associate Provost Office SPG	SP	7/1/2020 - 6/30/2021
Cole,Angela J	International Student Svcs Rep	International Program	CL	7/1/2020 - 6/30/2021
Conn,Richard A.	Senior Developer	Admin Info Sys - Development	DO	7/1/2020 - 6/30/2021
Conner,Jamelle J	VP, Student Affairs	President Office	DO	7/1/2020 - 6/30/2021
Conologue,Kayla Marie	CCAMPIS Program Manager	Academic & Student Affairs	SP	7/1/2020 - 6/30/2021
Conrad,Olin P.	Facilities Manager	Maintenance Services DO	EP	7/1/2020 - 6/30/2021
Coronado-Gil,Liliana	Grant Management Specialist	Grant Development	SV	7/1/2020 - 6/30/2021
Costello,Christine Marie	Online Student Svcs Director	Enrollment Management DO	EP	7/1/2020 - 6/30/2021
Couch,Marie S	Career & Technical Educ Coord	Workforce/Professnl Developmnt	EP	7/1/2020 - 6/30/2021
Craig,Jody Lynette	Development Officer	Resource Development DO	DO	7/1/2020 - 6/30/2021
Crawford,Sabrina A	AVP,Institutional Eff Acad Srv	Institutional Research/Effect	EP	7/1/2020 - 6/30/2021
Creamer,David V.	CTO/CISO	Information Systems	DO	7/1/2020 - 6/30/2021
Crockett,Kaitlin A	Reference & Instruction Librn	Learning Resources	SP	7/1/2020 - 6/30/2021
Crumbley Sr,Earnest P	Athletics Coach	Athletics	SP	7/1/2020 - 6/30/2021
Crumbley,Shirley A.	Coord, Women on the Way	Special Programs/Intl Educ DO	CL	7/1/2020 - 6/30/2021
Crumley,Paul Michael	Senior Technical Lead	Online Learning and Services	EP	7/1/2020 - 6/30/2021
Cuevas,Mirva Q	Career & Academic Advisor	Associate Provost Office TS	TS	7/1/2020 - 6/30/2021
Curtis,Richard J.	IT Security Engineer	Information Systems	DO	7/1/2020 - 6/30/2021
Cuthbertson,Takita	Career & Academic Advisor	Associate Provost Office DT	MT	7/1/2020 - 6/30/2021
Cutliffe,Temara J	Nursing Skills Facilitator	Nursing HC	HE	7/1/2020 - 6/30/2021
Cyr,Kathryn M.	Fiscal and Business Analyst	Accounting Services	DO	7/1/2020 - 6/30/2021
Dale,Jennifer Carr	Associate Provost	Associate Provost Office TS	TS	7/1/2020 - 6/30/2021
Dale,Sean A.	Systems Analyst, LMS	Online Learning and Services	DO	7/1/2020 - 6/30/2021
Daun,Melinda R	Career & Academic Advisor	Registration SPG	SP	7/1/2020 - 6/30/2021
Davidson,Denisha L.	Athletics Coach	Athletics	SP	7/1/2020 - 6/30/2021
Davis,Glenn E.	Program Director II	Emergency Medical Services HC	HE	7/1/2020 - 6/30/2021
Davis,Jennifer Anne	Laboratory Coordinator	Baccalaureate Programs	HE	7/1/2020 - 6/30/2021
Davis,Kevin L	Program Director II	Funeral Services HC	HE	7/1/2020 - 6/30/2021
Davis,Rodrigo M	Provost	Provost Office TS	TS	7/1/2020 - 6/30/2021
DeBlaere,Cheri	Student Support Manager	Counseling & Advisement CL	CL	7/1/2020 - 6/30/2021
DePaz,Ezekiel	Career & Academic Advisor	Associate Provost Office TS	TS	7/1/2020 - 6/30/2021
Delfino,Nicole M	Operations Improvement Coord	BusSVITSystems	EP	7/1/2020 - 6/30/2021
Demers,Susan S.	Acting VP, Academic Affairs	President Office	EP	7/1/2020 - 6/30/2021
Deranian,Leah Katherine	Career & Academic Advisor	Counseling & Advisement SPG	SP	7/1/2020 - 6/30/2021
DiMattia,Michele Bredal	Museum Collections Manager	Leepa/Rattner Museum	TS	7/1/2020 - 6/30/2021
DiRocco,Diane Marie	Sr Mgr, Benefits & Wellness	Human Resources Benefits	SV	7/1/2020 - 6/30/2021
Dibuono,Michael	Public Safety Training Manager	Provost Office AC	AC	7/1/2020 - 6/30/2021
Dickson,Ashley Troy	Instructional Design Tech	Online Learning and Services	EP	7/1/2020 - 6/30/2021
Dimmer,Theresa R.	Coord, Institutnl Rsrch&Rpting	Institutional Research/Effect	DO	7/1/2020 - 6/30/2021
Disler,Heather H.	Assc Dir Learning Res	Learning Resources	DT	7/1/2020 - 6/30/2021
Dollenmayer,Lisa J	Career & Academic Advisor	Registration SPG	SP	7/1/2020 - 6/30/2021
Donald,Ann C	Career & Academic Advisor	Enrollment Management DO	DO	7/1/2020 - 6/30/2021

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Christensen,Eva K	Director, Admissions & Records	Academic & Student Affairs	DO	7/1/2020 - 6/30/2021
Clark,Amy Lynn	Instructional Technology Spec	Online Learning and Services	TS	7/1/2020 - 6/30/2021
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Curtis,Richard J.	IT Security Engineer	Information Systems	DO	7/1/2020 - 6/30/2021
Cuthbertson,Takita	Career & Academic Advisor	Associate Provost Office DT	MT	7/1/2020 - 6/30/2021
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Davis,Kevin L.	Program Director II	Funeral Services HC	HE	7/1/2020 - 6/30/2021
Davis,Rodrigo M	Provost	Provost Office TS	TS	7/1/2020 - 6/30/2021
DeBlaere,Cheri	Student Support Manager	Counseling & Advisement CL	CL	7/1/2020 - 6/30/2021
DePaz,Ezekiel	Career & Academic Advisor	Associate Provost Office TS	TS	7/1/2020 - 6/30/2021
Delfino,Nicole M	Operations Improvement Coord	BusSVITSystems	EP	7/1/2020 - 6/30/2021
Demers,Susan S.	Acting VP, Academic Affairs	President Office	EP	7/1/2020 - 6/30/2021
Deranian,Leah Katherine	Career & Academic Advisor	Counseling & Advisement SPG	SP	7/1/2020 - 6/30/2021
DiMattia,Michele Bredal	Museum Collections Manager	Leepa/Ratner Museum	TS	7/1/2020 - 6/30/2021
DiRocco,Diane Marie	Sr Mgr, Benefits & Wellness	Human Resources Benefits	SV	7/1/2020 - 6/30/2021
Dibuono,Michael	Public Safety Training Manager	Provost Office AC	AC	7/1/2020 - 6/30/2021
Dickson,Ashley Troy	Instructional Design Tech	Online Learning and Services	EP	7/1/2020 - 6/30/2021
Dimmer,Theresa R.	Coord, Institutnl Rsrch&Rptng	Institutional Research/Effect	DO	7/1/2020 - 6/30/2021
Disler,Heather H.	Assc Dir Learning Res	Learning Resources	DT	7/1/2020 - 6/30/2021
Dollenmayer,Lisa J	Career & Academic Advisor	Registration SPG	SP	7/1/2020 - 6/30/2021
Donald,Ann C	Career & Academic Advisor	Enrollment Management DO	DO	7/1/2020 - 6/30/2021

Name	Title	Department	Location	Effective Date
Heisler,Laura	Public Safety Training Coord	Florida Natl. Guard Grant - AC	AC	7/1/2020 - 6/30/2021
Henning,Andrea A.	ExecDir, Collaborative Labs	Academic & Student Affairs	EP	7/1/2020 - 6/30/2021
Henning,Stephanie	Coord, StudentLife&Leadership	Student Activities CL	CL	7/1/2020 - 6/30/2021
Hester,James G	IT Security Engineer	Information Systems	DO	7/1/2020 - 6/30/2021
Hidalgo,Andrew Edward	Scholar & StuFinAssist Officer	Financial Assistance Services	SE	7/1/2020 - 6/30/2021
Hill,Richard L	Instructional Design Spec	Online Learning and Services	TS	7/1/2020 - 6/30/2021
Hogan,Terri McGee	Career & Academic Advisor	Enrollment Management DO	DO	7/1/2020 - 6/30/2021
Hollowell,Raynette D	Accessibility Svcs Coordinator	Accessibility Services/OSSD-SP	SP	7/1/2020 - 6/30/2021
Holtzman,Heather Nicole	Reference & Instr Librarian	Learning Resources	CL	7/1/2020 - 6/30/2021
Hopkins,Dorothy	Dir, Business Data Management	BusSVITSystems	DO	7/1/2020 - 6/30/2021
Hourigan,Maureen A	Career & Academic Advisor	Provost Office SE	SE	7/1/2020 - 6/30/2021
Hubbard,Barbara A	Dean, Humanities & Fine Arts	Academic & Student Affairs	SE	7/1/2020 - 6/30/2021
Huetson,Linda Jean	Career & Academic Advisor	Associate Provost Office DT	MT	7/1/2020 - 6/30/2021
Hunt,Janette N	VP, Admin/Finance & Technology	President Office	DO	7/1/2020 - 6/30/2021
Hunter,Tara T	Career & Academic Advisor	Counseling & Advisement SPG	SP	7/1/2020 - 6/30/2021
Hunter,Tori E.	Asst Dir, Scholar&Stu Fin Asst	Financial Assistance Services	SE	7/1/2020 - 6/30/2021
Ingargiola,Dominick J	Career & Academic Advisor	Counseling & Advisement CL	CL	7/1/2020 - 6/30/2021
Jackson,Kimberly G	ExecDir,Inst StratcPolSolutn	Provost Office SE	SE	7/1/2020 - 6/30/2021
Jackson,Rachael Emily	Video & Web Services Coord	Online Learning and Services	EP	7/1/2020 - 6/30/2021
Jacob,Bijoy	Senior Developer	Admin Info Sys - Development	DO	7/1/2020 - 6/30/2021
Jakupovic,Danijel	Senior Developer	Admin Info Sys - Development	DO	7/1/2020 - 6/30/2021
Jakupovic,Edin	Research Analyst	Academic & Student Affairs	DO	7/1/2020 - 6/30/2021
Janik,Brooke S	Student Support Manager	Student Support Services - SP	DT	7/1/2020 - 6/30/2021
Janusz,Dawn M.	Student Support Manager	Associate Provost Office HC	HE	7/1/2020 - 6/30/2021
Jasinski,John F	Scholar&Stu Fin Assist Officer	Financial Assistance Services	SP	7/1/2020 - 6/30/2021
Jean-Baptiste,Claudius Keron	Associate Provost	Provost Office SPG	SP	7/1/2020 - 6/30/2021
Jean-Felix,Michael Joseph	Career & Academic Advisor	Associate Provost Office SPG	DT	7/1/2020 - 6/30/2021
Jeffries,Jane Leonard	YREADS Academic Services Coord	Academic & Student Affairs	SP	7/1/2020 - 6/30/2021
Jocelyn,Joven	Admissions Recruiter	Enrollment Management DO	DO	7/1/2020 - 6/30/2021
Johns,Charlotte D	Asst Dir, Scholar&Stu Fin Asst	Financial Assistance Services	SP	7/1/2020 - 6/30/2021
Johnson,James Thomas	Career & Academic Advisor	Counseling & Advisement CL	CL	7/1/2020 - 6/30/2021
Jones,Nancy L.	House Manager	Palladium	DT	7/1/2020 - 6/30/2021
Jurkovic,Frank M.	Dir, International Program	International Program	SP	7/1/2020 - 6/30/2021
Justice,Amy Lois	Instructional Support Tech	Online Learning and Services	HE	7/1/2020 - 6/30/2021
Kaas,Kevin	A/V Services Coordinator	Network Systems Support	SE	7/1/2020 - 6/30/2021
Kachelriess,Billie J.	Facilities Project Coordinator	Facilities&Institutional Svcs	DO	7/1/2020 - 6/30/2021
Kanyuck,Julie B	Sr Accountant/Financial Analyst	Accounting Services	DO	7/1/2020 - 6/30/2021
Keith,Neil M.	Asst Dir, Retention Services	Student Support Services SE	SP	7/1/2020 - 6/30/2021
Keller III,Don R	Student Success Specialist	Baccalaureate Programs	HE	7/1/2020 - 6/30/2021
Kemp,Misty D	Exec Director, Retention Svcs	Student Services	EP	7/1/2020 - 6/30/2021
Kennedy,Catherine Crist	AVP, AcademicAffairs&Partnrshp	Baccalaureate Programs	SE	7/1/2020 - 6/30/2021
Kent-Roberts,Sherri M	School Partnership Liaison	College of Education	TS	7/1/2020 - 6/30/2021
Kerr,Cheryl Kobus	Program Director II	Human Services HC	SP	7/1/2020 - 6/30/2021
Kerr,Christopher K.	Career & Academic Advisor	Associate Provost Office HC	HE	7/1/2020 - 6/30/2021
Kessing,Renee Voytas	Career & Academic Advisor	Student Support Services SE	SE	7/1/2020 - 6/30/2021
Kiefhaber,Donald H	Rangemaster	Criminal Justice AC	AC	7/1/2020 - 6/30/2021
King,Merrian D.	Asst Dir, Scholar&Stu Fin Asst	Financial Assistance Services	DO	7/1/2020 - 6/30/2021
Kirchgraber,Todd A.	Director of Training Programs	NTPI/WMD Grant - AC	AC	7/1/2020 - 6/30/2021
Knipp,Paula J	Reference & Instruction Librn	Learning Resources	TS	7/1/2020 - 6/30/2021
Konkle,Kathi L	Accountant	Accounting Services	DT	7/1/2020 - 6/30/2021
Kontodiakos,Theresa A.	Student Support Manager	Associate Provost Office TS	TS	7/1/2020 - 6/30/2021
Krause,Daniel R	Career & Academic Advisor	Enrollment Management DO	DO	7/1/2020 - 6/30/2021
Kroll,Shoshana S	Career & Academic Advisor	Counseling & Advisement SPG	SP	7/1/2020 - 6/30/2021
Kruger,Wayne D.	Executive Student Svcs Dir	Financial Assistance Services	DO	7/1/2020 - 6/30/2021
Krupp,Jason	Career Connections Director	Workforce/Professnl Developmnt	EP	7/1/2020 - 6/30/2021
Kubler,Susan T	Career & Academic Advisor	Provost Office SE	SE	7/1/2020 - 6/30/2021
Kuhn,Christina M	Coord, Curriculum Services	Institutional Research/Effect	EP	7/1/2020 - 6/30/2021
Kuhn,Damon M	Associate Provost	Associate Provost Office HC	HE	7/1/2020 - 6/30/2021
LaHaie,Eileen M.	Director of CPSI	NTPI/WMD Grant - AC	AC	7/1/2020 - 6/30/2021

Name	Title	Department	Location	Effective Date
Laney,Michele T	Assoc Dir, Learning Resources	Learning Resources	CL	7/1/2020 - 6/30/2021
Lattenhauer,Naly	Career & Academic Advisor	Student Support Services SE	SE	7/1/2020 - 6/30/2021
Lennox,Jill	Scholar&Stu Fin Assist Officer	Financial Assistance Services	DO	7/1/2020 - 6/30/2021
Leonard,Lisa	Instructional Support Manager	New Initiative Program - HC	HE	7/1/2020 - 6/30/2021
Leonard,Michele R.	Student Success Specialist	Baccalaureate Programs	HE	7/1/2020 - 6/30/2021
Leopold,Joseph S.	Dean, Communications	Academic & Student Affairs	CL	7/1/2020 - 6/30/2021
Lesniak,Amy Lynn	Career & Academic Advisor	Associate Provost Office TS	TS	7/1/2020 - 6/30/2021
Liswith,Audra D.	College Placement Testing Coord	Academic & Student Affairs	EP	7/1/2020 - 6/30/2021
Littlewood,Christopher S.	Instructional Technology Coord	NTPI/WMD Grant - AC	AC	7/1/2020 - 6/30/2021
Lloyd,Cameron Brock	Career & Academic Advisor	Counseling & Advisement TS	TS	7/1/2020 - 6/30/2021
Longley,James F	Sr Web Developer	Marketing&StrategicCommunicatn	DO	7/1/2020 - 6/30/2021
Lorr,Duke Wencelaus Immanuel	Instructional Design Spec	Online Learning and Services	CL	7/1/2020 - 6/30/2021
Louis,Louisana	Dean, College of Nursing	Nursing HC	HE	7/1/2020 - 6/30/2021
Mancini,Tanna Alice	Career & Academic Advisor	Enrollment Management DO	DO	7/1/2020 - 6/30/2021
Manescala,Angela Laurie	Development Officer	Leepa/Ratner Museum	TS	7/1/2020 - 6/30/2021
Marceron,Katie Marie	Student Support Coordinator	Associate Provost Office HC	HE	7/1/2020 - 6/30/2021
Marion,Amie N	Donor Engagement Manager	Resource Development DO	DO	7/1/2020 - 6/30/2021
Marks,Alice M.	Asst Dir, Scholar&Stu Fin Asst	Financial Assistance Services	CL	7/1/2020 - 6/30/2021
Marley,Donna Marie	Project Coord II, Project HEAL	Academic & Student Affairs	SP	7/1/2020 - 6/30/2021
Marquis,Roseanne Wendy	Scholar&Stu Fin Assist Officer	Financial Assistance Services	DO	7/1/2020 - 6/30/2021
Marsh,Ryan B	Career & Academic Advisor	Counseling & Advisement CL	CL	7/1/2020 - 6/30/2021
Marth,Nicholas F	Associate VDI Analyst	Administrative Information Sys	SV	7/1/2020 - 6/30/2021
Martin,Courtney Paige	Instructional Tech Analyst	Learning Resources	SE	7/1/2020 - 6/30/2021
Mazurek,Jonathan P	Assoc IT InfrastructureAnalyst	Information Systems	DO	7/1/2020 - 6/30/2021
McBride,Jennifer C	Assoc Dir, Accred & Assess	Academic EffectivenessAssesmnt	SV	7/1/2020 - 6/30/2021
McCormack,Cristina D.	Staff Accountant	Leepa/Ratner Museum	TS	7/1/2020 - 6/30/2021
McCormick-McDonald,Lynn	Assoc Dir, Learning Resources	Learning Resources	SP	7/1/2020 - 6/30/2021
McCray,Andrea S	Reference & Instruction Librn	Learning Resources	MT	7/1/2020 - 6/30/2021
McFarland,Theresa A	Advancement Srvc Exec Director	Resource Development DO	DO	7/1/2020 - 6/30/2021
McMillan,Heather M	Career & Academic Advisor	Enrollment Management DO	DO	7/1/2020 - 6/30/2021
Meigs,Michael C.	Acting AVP, Bus & Fin Svcs	BusSVITSystems	DO	7/1/2020 - 6/30/2021
Metz,Starla R	AVP, Collegiate High School	Baccalaureate Programs	SE	7/1/2020 - 6/30/2021
Meyer,Julia M	Certification Testing Coord	Workforce/Professnl Developmnt	EP	7/1/2020 - 6/30/2021
Middleton,Natavia	Dean,Natural Science & Engr	Natural Science SE	SE	7/1/2020 - 6/30/2021
Miller,Christopher E	Career & Academic Advisor	Provost Office SE	SE	7/1/2020 - 6/30/2021
Miller,Elizabeth Ann	Grant Associate	Grant Development	SV	7/1/2020 - 6/30/2021
Mitchell,Kelli A	Accessibility Svcs Coordinator	Provost Office SE	SE	7/1/2020 - 6/30/2021
Mobley,Chaye R	Career & Academic Advisor	Associate Provost Office DT	DT	7/1/2020 - 6/30/2021
Moen,Kristin Elizabeth	Nursing Skills Facilitator	Nursing HC	HE	7/1/2020 - 6/30/2021
Mohammed,Raymier	Analyst/Programmer	Institutional Research/Effect	SV	7/1/2020 - 6/30/2021
Molinario,Dana L.	Student Support Coordinator	Financial Assistance Services	CL	7/1/2020 - 6/30/2021
Moody,Rachella W	Career & Academic Advisor	Counseling & Advisement CL	CL	7/1/2020 - 6/30/2021
Moody,Steven E.	Technical Support Supervisor	Desktop Software Support	SV	7/1/2020 - 6/30/2021
Morgan,Luetwanda K	Student Support Manager	Student Support Services - SP	MT	7/1/2020 - 6/30/2021
Morival,Keosha	Scholar&Stu Fin Assist Officer	Financial Assistance Services	CL	7/1/2020 - 6/30/2021
Mortellaro,Denise Ann	Instructional Design Tech	Engineering Technology CL	CL	7/1/2020 - 6/30/2021
Moulton,Erica Lee	STEM Director	Natural Science SE	SE	7/1/2020 - 6/30/2021
Munce,Nancy	Instructional Design Spec	Online Learning and Services	EP	7/1/2020 - 6/30/2021
Mundorff,Sheryl	Stud Success &Transfer Coord	Enrollment Management DO	EP	7/1/2020 - 6/30/2021
Myers,Breanna Marie	Athletics Coach	Athletics	CL	7/1/2020 - 6/30/2021
Nelson,Teresa Nicole	Data & Program Manager	Resource Development DO	DO	7/1/2020 - 6/30/2021
Nguyen,Shirley T	Senior Developer	Administrative Information Sys	DO	7/1/2020 - 6/30/2021
Nicholson,Jason I	Coord, StudentLife&Leadership	Student Activities SPG	DT	7/1/2020 - 6/30/2021
Owen,Clare Ellen	Assistant Dean	Nursing HC	HE	7/1/2020 - 6/30/2021
Owens,Dale T	Career & Academic Advisor	Counseling & Advisement CL	CL	7/1/2020 - 6/30/2021
Palacios,Lisa M	Facilities Project Coordinator	Facilities&Institutional Svcs	SV	7/1/2020 - 6/30/2021
Palmer,Jennifer G	Asst Dir, QC & Continuous Impv	Human Resources DO	DO	7/1/2020 - 6/30/2021
Pantelides,Sherry Kelley	Coord, Early College/Dual Enrl	Early College/Dual Enrollment	SE	7/1/2020 - 6/30/2021
Parker,Jeremy Russel	Manager, IT Infrastructure	BusSVITSystems	DO	7/1/2020 - 6/30/2021

Name	Title	Department	Location	Effective Date
Patterson,Marika Leeanna	Student Transfer Specialist	Institutional Research/Effect	CL	7/1/2020 - 6/30/2021
Pawlowski,David J	Tech Support Spvr (Help Desk)	Desktop Software Support	DO	7/1/2020 - 6/30/2021
Peart,Andre S	Career & Academic Advisor	Counseling & Advisement TS	TS	7/1/2020 - 6/30/2021
Pecchio,Kristin D.	Career & Academic Advisor	Counseling & Advisement HC	HE	7/1/2020 - 6/30/2021
Perez,Monica E	Web Design & Dev Technologist	Marketing&StrategicCommunicatn	DO	7/1/2020 - 6/30/2021
Perfetti-Reid,Anjum Winter	Coord, StudentLife&Leadership	Student Activities HC	HE	7/1/2020 - 6/30/2021
Petrick,Patrick J	Project Technologist	Academic & Student Affairs	DO	7/1/2020 - 6/30/2021
Phillips,Kimberly C	Scholar&Stu Fin Assist Officer	Financial Assistance Services	DO	7/1/2020 - 6/30/2021
Phoenix,Teresa L.	Systems Analyst	Administrative Information Sys	DO	7/1/2020 - 6/30/2021
Pieterse,Faith	Admissions Recruiter	Enrollment Management DO	DO	7/1/2020 - 6/30/2021
Piper,Angela M	Instructional Technology Mgr	Online Learning and Services	DO	7/1/2020 - 6/30/2021
Plamondon,Amy Danielle	Scholar&Stu Fin Assist Officer	Financial Assistance Services	DO	7/1/2020 - 6/30/2021
Polk Jr,Robert O	PublicSafetyTrain&CareerDevDir	SE Public Safety Institute AC	AC	7/1/2020 - 6/30/2021
Porter,Julia M	Digital Designer	Marketing&StrategicCommunicatn	DO	7/1/2020 - 6/30/2021
Powlett,Maycill M	Scholar&Stu Fin Assist Officer	Financial Assistance Services	DO	7/1/2020 - 6/30/2021
Procaccio,Megan Michelle	Articulations Outreach Spec	Workforce/Professnl Developmnt	EP	7/1/2020 - 6/30/2021
Przyborowski,Marta F	Dean, College of Business	Baccalaureate Programs	EP	7/1/2020 - 6/30/2021
Quinn,Edel T.	Accountant/Business Manager	Resource Development DO	DO	7/1/2020 - 6/30/2021
Rainwater,Kellye	Student Success Specialist	Provost Office TS	TS	7/1/2020 - 6/30/2021
Ralph III,James R.	Career & Academic Advisor	Counseling & Advisement TS	TS	7/1/2020 - 6/30/2021
Ramos,Elian Enid	Career & Academic Advisor	Counseling & Advisement CL	CL	7/1/2020 - 6/30/2021
Ramsey,Michael	Dean of Workforce Development	Academic & Student Affairs	EP	7/1/2020 - 6/30/2021
Randolph,Luz Danela	Executive Director of Dev	Resource Development DO	DO	7/1/2020 - 6/30/2021
Ray,Garveate	Coord, StudentLife&Leadership	Student Activities TS	TS	7/1/2020 - 6/30/2021
Reed,Reginald W	Director, Recruitment Services	Student Support Services SE	SE	7/1/2020 - 6/30/2021
Reesher,Shaeleigh A	Student Support Coordinator	Associate Provost Office HC	HE	7/1/2020 - 6/30/2021
Reiter,Gildred Beatriz	Student Support Manager	Provost Office SE	SE	7/1/2020 - 6/30/2021
Renc-Carter,Christine A.	Museum Curator	Art Education Center DO	TS	7/1/2020 - 6/30/2021
Rewald,Charles P.	Lab Operations Coordinator	Nursing HC	HE	7/1/2020 - 6/30/2021
Reynolds,Karen R	Purchasing Manager	Purchasing	DO	7/1/2020 - 6/30/2021
Rinard,Patrick W.	AVP, Enrollment Services	Academic & Student Affairs	EP	7/1/2020 - 6/30/2021
Rivadeneira,Tatiana Mari	Assessment Director	College of Education	TS	7/1/2020 - 6/30/2021
Rivera,Jerrick Mikal	Admissions Recruiter	Enrollment Management DO	DO	7/1/2020 - 6/30/2021
Roach,Paul D	Public Safety Dept Coordinator	SE Public Safety Institute AC	AC	7/1/2020 - 6/30/2021
Roberts,Monica Teresa	Career Outreach Specialist	Associate Provost Office HC	HE	7/1/2020 - 6/30/2021
Roldan,Carissa M	Career Outreach Specialist	Counseling & Advisement TS	TS	7/1/2020 - 6/30/2021
Ross,April Susan	Titans-UP Project Coord	Academic & Student Affairs	SE	7/1/2020 - 6/30/2021
Rossewey,Kara Marie	Grants Accountant	Accounting Services	SV	7/1/2020 - 6/30/2021
Rowe,Ayanna Amerigo	Student Success Specialist	Baccalaureate Programs	HE	7/1/2020 - 6/30/2021
Royer,Berta Elizabeth	Sr Student Support Coordinator	Enrollment Management DO	DO	7/1/2020 - 12/18/2020
Russell,Thomas Francis	Dir, Procurement/Asset Mgmt	Accounting Services	SV	7/1/2020 - 6/30/2021
Sabourin,Sara Ann	Career Outreach Specialist	Academic & Student Affairs	SP	7/1/2020 - 6/30/2021
Sager,Clara	Career & Academic Advisor	Registration SPG	SP	7/1/2020 - 6/30/2021
Saint-John,Karen E	Creative Services Manager	SPC-Downtown	DT	7/1/2020 - 6/30/2021
Saponare,Joseph Nicholas	Public Safety Dept Coordinator	Criminal Justice AC	AC	7/1/2020 - 6/30/2021
Schrader-Smith,Kara L.	Risk Management Coordinator	Facilities&Institutional Svcs	DO	7/1/2020 - 6/30/2021
Schuett,Jacquelyn R	Project Coord II InstStrategic	Provost Office SE	SE	7/1/2020 - 6/30/2021
Scott,William T	Asst Dir, Scholar&Stu Fin Asst	Financial Assistance Services	TS	7/1/2020 - 6/30/2021
Seay,Antonio R.	Scholar&Stu Fin Assist Officer	Financial Assistance Services	DT	7/1/2020 - 6/30/2021
Sebastian,Cara Lynne	Career & Academic Advisor	Provost Office AC	AC	7/1/2020 - 6/30/2021
Seiter,Sondra P	Certificate Prgm Coordinator	Workforce/Professnl Developmnt	EP	7/1/2020 - 6/30/2021
Sengphrachanh,Phonedavanh	HR Mgr, Employ & Compliance	Human Resources DO	DO	7/1/2020 - 9/30/2020
Sharp,Lara L	Program Dir, Engineering Tech	Engineering Technology CL	CL	7/1/2020 - 6/30/2021
Shaw,Marilyn R	Communications/PR Coordinator	Marketing&StrategicCommunicatn	DO	7/1/2020 - 6/30/2021
Shenofsky,Allison N	Veteran Affairs Coordinator	Veterans Services	EP	7/1/2020 - 6/30/2021
Shepard Jr,Melvin Williams	Admissions Recruiter	Enrollment Management DO	DO	7/1/2020 - 6/30/2021
Shiflett,Vilma Danielle	Career & Academic Advisor	Counseling & Advisement SPG	SP	7/1/2020 - 6/30/2021
Showers,Denotra L.	Student Support Manager	Associate Provost Office SPG	SP	7/1/2020 - 6/30/2021
Shultz,Kathleen G	ExecDir of Grants Development	Grant Development	EP	7/1/2020 - 6/30/2021

Name	Title	Department	Location	Effective Date
Shumate,Jeanette Elizabeth	Accessibility Svcs Coordinator	Accessibility Services/OSSD-TS	TS	7/1/2020 - 6/30/2021
Silvers,Stefanie C.	Accessibility Svcs Coordinator	Provost Office HC	HE	7/1/2020 - 6/30/2021
Simons,Dennis Jack	Systems Analyst, LMS	Online Learning and Services	DO	7/1/2020 - 6/30/2021
Sintes,Nicholas M.	Sr Student Support Counselor	Financial Assistance Services	DO	7/1/2020 - 6/30/2021
Skryd,Jacqueline Marie	Chief of Staff	President Office	DO	7/1/2020 - 6/30/2021
Small,Janine P	Coord, Early College/Dual Enrl	Early College/Dual Enrollment	TS	7/1/2020 - 6/30/2021
Smalley,Nicole	Instructional Design Tech	Workforce/Professnl Developmnt	EP	7/1/2020 - 6/30/2021
Smiley,Joseph	Dean, Social & Behavioral Sci	Academic & Student Affairs	TS	7/1/2020 - 6/30/2021
Smith Jr,Richard L	Employment & Internship Coord	Associate Provost Office SPG	SP	7/1/2020 - 6/30/2021
Smith,Donna Self	Multimedia Content Developer	Marketing&StrategicCommunicatn	DO	7/1/2020 - 6/30/2021
Smith,Junetta	Career & Academic Advisor	Counseling & Advisement TS	TS	7/1/2020 - 6/30/2021
Smith,Pamela S.	Legal Svcs Coord & EA/EO Dir	College Attorney DO	DO	7/1/2020 - 6/30/2021
Smith,Shilo M	Reference & Instruction Librn	Learning Resources	HE	7/1/2020 - 6/30/2021
Smith,Todd	Executive Student Svcs Dir	Financial Assistance Services	DO	7/1/2020 - 6/30/2021
Soler,Jason Armando	Facil Mgr, Custodial&Landscape	Custodial Services DO	SV	7/1/2020 - 6/30/2021
Solomon,Clara L	Assistant Director, Records	Admissions & Central Records	DO	7/1/2020 - 6/30/2021
Sommerville,Karen Elizabeth	Career & Academic Advisor	Counseling & Advisement CL	CL	7/1/2020 - 6/30/2021
Sorice Jr,Paul Gerald	Instructional Support Tech	Online Learning and Services	SE	7/1/2020 - 6/30/2021
Spatafora,Christopher M	Production Manager	SPC-Downtown	SP	7/1/2020 - 6/30/2021
Spiodic,Ahmo	Sr Web Analyst/Programmer	Online Learning and Services	EP	7/1/2020 - 6/30/2021
St Louis,Mark	Associate General Counsel	College Attorney DO	DO	7/1/2020 - 6/30/2021
Stanisic,Zoran	Chief Information Officer	Administrative Information Sys	DO	7/1/2020 - 6/30/2021
Steele,Beatrice S.	Planning Coordinator	Facilities&Institutional Svcs	DO	7/1/2020 - 6/30/2021
Stentiford,Deanna Nagle	Acting Provost	Academic & Student Affairs	HE	7/1/2020 - 6/30/2021
Stevens,Paul J	Mgr, Web Program & Support	Online Learning and Services	EP	7/1/2020 - 6/30/2021
Streveler,Riva Marie Fran	Nursing Skills Facilitator	Nursing HC	HE	7/1/2020 - 6/30/2021
Strickland,Mark F.	Provost	Academic & Student Affairs	SE	7/1/2020 - 6/30/2021
Sullins,Bryan K	Career & Academic Advisor	Associate Provost Office SPG	DT	7/1/2020 - 6/30/2021
Sumter,Carol Ann	AVP, Human Resources	Human Resources DO	DO	7/1/2020 - 9/30/2020
Sutton,Molly Sharon	Career & Academic Advisor	Provost Office SE	SE	7/1/2020 - 6/30/2021
Swift,Christopher	Technology Project Manager	SE Public Safety Institute AC	AC	7/1/2020 - 6/30/2021
Tarver,Roslynn Kearney	Scholar&Stu Fin Assist Officer	Financial Assistance Services	MT	7/1/2020 - 6/30/2021
Tearett,Yalonda R	Career & Academic Advisor	Counseling & Advisement SPG	SP	7/1/2020 - 6/30/2021
Thiel,Janice L.	Instructional Design Spec	Online Learning and Services	SP	7/1/2020 - 6/30/2021
Thomann,Vicky K	Grants Accountant	Accounting Services	DO	7/1/2020 - 6/30/2021
Thomas,Kory B	Program Director II	Physical Therapist Asst HC	HE	7/1/2020 - 6/30/2021
Thompson,Andy W	Scholar&Stu Fin Assist Officer	Financial Assistance Services	DO	7/1/2020 - 6/30/2021
Tonner,Joan E.	Program Director II	Dental Hygiene HC	HE	7/1/2020 - 6/30/2021
Trajkovska,Andrijana	Research Analyst	Institutional Research/Effect	EP	7/1/2020 - 6/30/2021
Trujillo,Angela E	Career & Academic Advisor	Associate Provost Office DT	DT	7/1/2020 - 6/30/2021
Tsou,Pei Hua	Career & Academic Advisor	Enrollment Management DO	DO	7/1/2020 - 6/30/2021
Tucker,Fredrick W	Career & Academic Advisor	Enrollment Management DO	DO	7/1/2020 - 6/30/2021
Tufts,Shannon S.	Information Security Officer	IT Networking Telecom	DO	7/1/2020 - 6/30/2021
Turner,Rebecca L	Administrative Coordinator	President Support	DO	7/1/2020 - 6/30/2021
Turtle,Jesse Andrew	VP,InstAdvcmnt&ExecDirFoundatn	President Office	DO	7/1/2020 - 6/30/2021
Tymms,Magaly B	Dir, InstitutionalEffectiveness	Academic EffectivenessAssesmt	DO	7/1/2020 - 6/30/2021
Van Nostrand,Thomas M.	Assoc IT InfrastructureAnalyst	BusSVITSystems	DO	7/1/2020 - 6/30/2021
Vasquez,Robert M	Senior Web Analyst/Programmer	Marketing&StrategicCommunicatn	DO	7/1/2020 - 6/30/2021
Vermeren,Paul R	Reference & Instruction Librn	Learning Resources	CL	7/1/2020 - 6/30/2021
Vitale,Alisha	Dir, Customer Relationship Mgmt	Marketing&StrategicCommunicatn	DO	7/1/2020 - 6/30/2021
Vittetoe,Stanley O.	Provost	Academic & Student Affairs	CL	7/1/2020 - 6/30/2021
Vok,Anna	Project Director	Business Services	DO	7/1/2020 - 6/30/2021
Walker,Gail E.	Public Safety Training Coord	Florida Natl. Guard Grant - AC	AC	7/1/2020 - 6/30/2021
Walker,Karen Reynolds	Instructional Design Tech	Online Learning and Services	EP	7/1/2020 - 6/30/2021
Waugh,Kathleen A	Onboarding Concierge	Human Resources	DO	7/1/2020 - 6/30/2021
Weaver,Barbara M	Coord, StudentLife&Leadership	Associate Provost Office SPG	SP	7/1/2020 - 6/30/2021
Weaver,Scott	Coord, Institutional Services	Facilities&Institutional Svcs	SV	7/1/2020 - 6/30/2021
Welling,Carlie Ann	Nursing Skills Facilitator	Nursing HC	HE	7/1/2020 - 6/30/2021
Westergard,Victoria L.	Exec Dir, Instruc Design & Dev	Online Learning and Services	EP	7/1/2020 - 6/30/2021



Name	Title	Department	Location	Effective Date
Westlund,Margo M.	Budget Specialist	Budgeting & Compliance	DO	7/1/2020 - 6/30/2021
Westmoreland,Joshua Frederick	Systems Analyst	Administrative Information Sys	DO	7/1/2020 - 6/30/2021
White,David G	Career & Academic Advisor	Associate Provost Office SPG	SP	7/1/2020 - 6/30/2021
White,Scott B	Athletics Coach	Athletics	SP	7/1/2020 - 6/30/2021
Wilborn,Paul L.	ExecDir,Palladium	Palladium	DT	7/1/2020 - 6/30/2021
Wilcoxon,Robert L.	Career & Academic Advisor	Registration SPG	SP	7/1/2020 - 6/30/2021
Wilkes,Lisa C	Digital Designer	Marketing&StrategicCommunicatn	DO	7/1/2020 - 6/30/2021
Wilkins,Pamela A	Sr Academic Program Coord	College of Education	TS	7/1/2020 - 6/30/2021
Wilkins,Teresa Roann	Dir,Museum of FineArts	Leepa/Rattner Museum	TS	7/1/2020 - 6/30/2021
Williams II,Aundra	Employment & Internship Coord	Provost Office TS	TS	7/1/2020 - 6/30/2021
Williams,Tonya J	Accessibility Svcs Coordinator	Academic & Student Affairs	DT	7/1/2020 - 6/30/2021
Williams,Yvonne G	Corporate Donor Coordinator	Workforce/Professnl Developmnt	EP	7/1/2020 - 6/30/2021
Wolfenden, Lee Ann B	Student Success Asst Director	Financial Assistance Services	DO	7/1/2020 - 6/30/2021
Woods,Benjamin M	Career & Academic Advisor	Student Support Services SE	SE	7/1/2020 - 6/30/2021
Woods,Vonda L.	Director, Accounting Services	Business Services	DO	7/1/2020 - 6/30/2021
Wortock,Jacob C.	Coord, Collegewide Wkfr Intran	Baccalaureate Programs	SE	7/1/2020 - 6/30/2021
Wright,Diana	AVP, Fac Pln & Instutnl Svcs	Facilities&Institutional Svcs	SV	7/1/2020 - 6/30/2021
Yeager,Gabriel Harrison	Career & Academic Advisor	Counseling & Advisement TS	TS	7/1/2020 - 6/30/2021
Zeigler,Jeff A	Accessibility Svcs Coordinator	Academic & Student Affairs	CL	7/1/2020 - 6/30/2021
Ziemak,Kellie Anne	Dir, Student Support	Academic & Student Affairs	EP	7/1/2020 - 6/30/2021
Wright,Nikishea A	Pre-College Proj Coordinator	Academic & Student Affairs	EP	7/1/2020 - 6/30/2021

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

DS051120

May 19, 2020

**MEMORANDUM**

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

**FROM:** Tonjua Williams, President



**SUBJECT:** Workforce Institute

**Approval is sought for the recommended changes to Workforce Institute courses within the 2019-2020 catalog year.**

*Workforce Institute, Technology:* Added two new courses to satisfy demand for training to conduct business online.

- CMP0101 Basic Computer Skills & Digital Literacy Online
- CMP0102 Essential IT Skills for Conducting Business in a Virtual World

*Workforce Institute, Allied Health:* Added six new courses to expand online course offerings.

- HHP0653 Medical Administrative Assistant with E.H.R.
- HHP0654 Pharmacy Technician
- HHP0655 Medical Office Manager
- HHP0656 Health IT (Online)
- HHP0657 Mental Health Technician
- HHP0658 Hemodialysis Technician

*Workforce Institute, Manufacturing:* Added one new course to expand online course offerings.


- MNF0052 Certified Production Technician (CPT) Online

*Workforce Institute, Business and Finance:* Added one new online course to satisfy demand for training to conduct business online.

- BSF0562 Business Continuity

May 19, 2020

**MEMORANDUM**

**TO:** Board of Trustees, St. Petersburg College  
**FROM:** Tonjua Williams, Ph.D., President   
**SUBJECT:** Duke Energy—Workforce Development Grant

**Confirmation is sought for a proposal that was submitted, subject to Board of Trustees' approval, to the Duke Energy Foundation by St. Petersburg College for the Promising Communities: Workforce Development funding opportunity. Permission is also sought to accept an estimated \$100,000 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.**

Duke Energy Foundation's Powerful Communities: Workforce Development grants support initiatives tied to the improvement of the future energy workforce and outreach to underrepresented populations in energy. Duke Energy has been a long-time partner of the College and SPC Foundation in support of first-generation scholarships and approached the Foundation to apply for the Workforce Development funds. In response to needs identified by industry partners, SPC's program will focus on two critical energy workforce needs: recruitment efforts for a more diverse workforce that represents the communities they serve, and a public facing industry-supported, entry-level lineworker training program to provide an on-ramp for the next generation of energy workers. Through this initiative, SPC will launch an Electrical Lineworker Training Program, focused on addressing industry needs by creating a diverse pipeline of individuals prepared to enter the workforce. To support the recruitment of candidates into the training program, SPC will leverage existing partnerships with community organizations, such as Pinellas County Urban League (PCUL), to enhance information and recruitment events. These events will expose underserved populations to careers in the energy field and connect them to related educational pathways. From these events, qualified individuals will be enrolled in SPC's Electrical Lineworker Training Program, which is anticipated to launch in Spring 2021. This program will utilize a standardized curriculum, developed in conjunction with industry experts, to provide a short-term, hands-on educational experience for participants.

The estimated period of performance will be from July 1, 2020 through June 30, 2021. The total project budget is project to be \$100,000 of which the College anticipates receiving the full award amount. See attached Information Summary for additional information.

Susan Demers, Acting Vice President of Academic Affairs; Suzanne L. Gardner, General Counsel; and Michael Ramsey, Dean of Workforce Development, recommend approval.

Attachment  
ks0428202

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

**Date of BOT Meeting:** May 19, 2020

**Funding Agency or Organization:** Duke Energy Foundation

**Name of Competition/Project:** Promising Communities: Workforce Development

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

**Grant/Contract Time Period:** **Start:** 7/1/20 **End:** 6/30/21

**Administrator:** Michael Ramsey

**Manager:** TBD

**Focus of Proposal:**

1 St. Petersburg College (SPC) is seeking to launch an Electrical Lineworker Training Program. This program will be designed to prepare persons who wish to become entry-level Electrical Lineworkers for private and public utility companies and related employers. Leveraging the expertise of industry partners, SPC will create a program that incorporates the essential competencies required, ensuring that graduates are well prepared to become skilled members of the energy sector workforce upon completion.

2

3 Funding from the Duke Energy Foundation will support the launch and delivery of SPC's Electrical Lineworker Training Program at the Allstate Campus. SPC will continue to work with the Lineworker Workforce Development Consortium to bring this program to fruition, with an estimated launch of Spring 2021. The Consortium will provide industry input and subject matter expertise, as well as identify key resources needed for the program. Funds from this grant will support materials, supplies, and equipment necessary for a high quality lineworker training program, as well as help SPC outfit a dedicated interior classroom space. Funding will also fund the initial salary for a Lead Instructor, who will conduct the training and support the overall program execution.

4

5

**Budget for Proposal:**

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

Personnel & Fringe	\$ 43,547
Materials and Supplies	\$ 46,453
Other (Classroom Furniture and Technology)	<u>\$ 10,000</u>
Total Budget	\$ 100,000

**Funding:**

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

matches listed below) \$ 100,000  
 Total amount from funder: \$ 100,000  
 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:**


Values: 1. Community Focus  
 6 2. Growth & Empowerment

Strategic Initiatives: 1. Align County-Wide Priorities and Needs  
 2. Increase Strategic Connections by Partnering with Businesses

May 19, 2020

**MEMORANDUM**

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

**FROM:** Tonjua Williams, Ph.D., President 

**SUBJECT:** Tampa Bay Environmental Restoration Fund – Digital Challenge Grant

**Confirmation is sought for a proposal that was submitted, subject to Board of Trustees' approval, by St. Petersburg College to the Tampa Bay Estuary Program for its Digital Challenge Grant. Permission is also sought to accept an estimated \$916 in funding over an eight-week 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 Tampa Bay Estuary Program (TBEP) is offering Digital Challenge Grants to provide 'safer-at-home' work opportunities for community environmental educators, science communicators and graphic designers. These grants are intended to support the local economy through these challenging times, and stimulate the development of educator resources and/or science communication tools focused on the Tampa Bay estuary. Grants will support short projects, with preference given to projects funding displaced individuals in need of income.

SPC's proposal will support a paid STEM based internship opportunity for an SPC student to help complete an Environmental Science degree plan. The project will entail monitoring the threatened gopher tortoises recently released at SPC's STEM Center and providing photo documentation and tracking of the tortoises in their new habitat. The intern will also monitor and document additional species present in the burrows, and share status updates of the project through SPC and TBEP social media channels. These updates will provide digital content to educate and engage students and community members on the benefits of the tortoises to the environment and SPC's ongoing Living Shoreline Project at the STEM Center.

The estimated period of performance will be from May 4, 2020 through June 30, 2020. The total project budget is projected to be \$916, of which the College anticipates receiving the full award amount. See attached Information Summary for additional information.

Susan Demers, Acting Vice President, Academic Affairs; Suzanne L. Gardner, General Counsel; Leslie Hafer, Provost, St. Petersburg/Gibbs campus; and Natavia Middleton, Dean, Natural Science and Engineering recommend approval.

Attachment  
ks0430202

## 8 GRANTS/RESTRICTED FUNDS CONTRACTS

**Date of BOT Meeting:** May 19, 2020  
**Funding Agency or Organization:** Tampa Bay Estuary Program  
**Name of Competition/Project:** Digital Challenge Grant  
**SPC Application or Sub-Contract:** SPC Application  
**Grant/Contract Time Period:** **Start:** 5/4/20 **End:** 6/30/20  
**Administrator:** Natavia Middleton  
**Manager:** Erica Moulton

### Focus of Proposal:

9 The Tampa Bay Estuary Program (TBEP) is offering Digital Challenge Grants to provide 'safer-at-home' work opportunities for community environmental educators, science communicators and graphic designers. These grants are intended to support the local economy through these challenging times, and stimulate the development of educator resources and/or science communication tools focused on the Tampa Bay estuary. SPC has submitted a proposal to support a paid STEM-based internship opportunity for an SPC student to help complete an Environmental Science degree plan. The project will entail monitoring the threatened gopher tortoises recently released at SPC's STEM Center and providing photo documentation and tracking of the tortoises in their new habitat. The intern will also monitor and document additional species present in the burrows, and share status updates of the project through SPC and TBEP social media channels. These updates will provide digital content to educate and engage students and community members on the benefits of the tortoises to the environment and SPC's ongoing Living Shoreline Project at the STEM Center.

### Budget for Proposal:

Personnel	\$ 903
Fringe Benefits	\$ 13
<b>Total Budget</b>	<b>\$ 916</b>

### Funding:

Total budget: (includes amount requested from funder, cash and other funding listed below)	\$ 916
Total amount from funder:	\$ 916
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:	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):	<ol style="list-style-type: none"><li>1. Student Success</li><li>2. Community Focus</li></ol>
Strategic Initiative(s):	<ol style="list-style-type: none"><li>1. Academic Excellence</li><li>2. Community Engagement</li></ol>



May 19, 2020

**MEMORANDUM**

**TO:** Board of Trustees, St. Petersburg College  
**FROM:** Tonjua Williams, Ph.D., 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 (COE) 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 (COE) 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 COE 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 staffing 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, 2020 through June 30, 2021. The total project budget is projected to be \$21,000.00 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  
ks0501202

**BOT INFORMATION SUMMARY**

**GRANTS/RESTRICTED FUNDS CONTRACTS**

**Date of BOT Meeting:** May 19, 2020

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

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

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

**Grant/Contract Time Period:** **Start:** 7/1/20 **End:** 6/30/21

**Administrator:** Misty Kemp

**Manager:** Neil Keith

**Focus of Proposal:**

The Center of Excellence Program (COE) utilizes group achievement strategies to increase African-American and other historically under-represented students who enter higher education. The COE 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) an 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	\$ 10,680
Printing/Copying/Office Supplies	\$ 310
Seminars/Meetings	\$ 250
Travel	\$ 5,400
Student Activities Cost (materials & supplies)	\$ 4,160
Other Expenses	\$ 200
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. Student Success
	2. Community Engagement
	3. Equity

Strategic Initiative(s):2.	1. Academic Excellence
	2. African American Male Initiative

May 19, 2020

**MEMORANDUM**

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

**FROM:** Tonjua Williams, Ph.D., President 

**SUBJECT:** Pinellas County Board of County Commissioners - Social Action Grant

**Confirmation is sought for a proposal that was submitted, subject to Board of Trustees' approval, to the Pinellas County Board of County Commissioners by St. Petersburg College for the Pinellas County Human Services Social Action Grant Program. Permission is also sought to accept an estimated \$228,727 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.**

Pinellas County Human Services is seeking to support social service organizations that provide critical services directly to Pinellas County citizens. The goals of the program are to address the health, economic, and social well-being of Pinellas County residents in need of assistance.

With an emphasis on workforce programming, SPC has submitted a proposal to increase the economic opportunities for underserved populations, specifically African American Males. SPC's African American Male Initiative is a multi-pronged approach that uniquely focuses on engaging and supporting African American male students in a way that will increase retention, success rates, and completion of certificates and/or degrees. The grant will support the ongoing development of SPC's African American Male Initiative, viewing academic success and soft skills training as foundational for long-term economic mobility. Funding will focus on areas of greatest need for the target population including advising, tutoring, mentoring, outreach/recruitment, and other related activities.

The estimated period of performance will be from October 1, 2020 through September 30, 2021. The total project budget is projected to be \$228,727, of which the College anticipates receiving the full award amount. See attached Information Summary for additional information.

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

ks0430202

Attachment

## 11 GRANTS/RESTRICTED FUNDS CONTRACTS

**Date of BOT Meeting:** May 19, 2020

**Funding Agency or Organization:** Pinellas County Board of County Commissioners

**Name of Competition/Project:** Human Services Social Action Grant

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

**Grant/Contract Time Period:** **Start:** 10/1/2020 **End:** 9/30/21

**Administrator:** Misty Kemp

**Manager:** TBD

### Focus of Proposal:

12 Pinellas County Human Services is accepting applications from non-profit organizations for its Social Action Grant Program. The program provides funding to social service organizations and 501c3 organizations for priority services that directly serve Pinellas County citizens. The goals of the program are to address the health, economic, and social well-being of Pinellas County residents in need of assistance. With an emphasis on workforce programming, SPC has submitted a proposal to increase the economic opportunities for underserved populations, specifically African American Males. The grant will support the ongoing development of SPC's African American Male Initiative, viewing academic success and soft skills training as foundational for long-term economic mobility. Funding will focus on areas of greatest need for the target population including advising, tutoring, mentoring, outreach/recruitment, and other related activities. The grant funds will primarily cover the salary for the program coordinator, support the mentoring and tutoring programs, and expand Summer Bridge for the target population.

### Budget for Proposal:

Personnel	\$ 107,629
Fringe Benefits	\$ 30,115
Educational Expense	\$ 51,290
Materials and Supplies	\$ 8,900
Program Activities	\$ 10,000
Indirect Costs	\$ <u>20,793</u>
<b>Total Budget</b>	<b>\$ 228,727</b>

### Funding:

Total budget: (includes amount requested from funder, cash and other

funding listed below)	\$ 228,727
Total amount from funder:	\$ 228,727
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:	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. Student Success
	2. Community Focus
Strategic Initiative(s):	1. Academic Excellence
	2. Community engagement

May 19, 2020

**MEMORANDUM**

**TO:** Board of Trustees, St. Petersburg College  
**FROM:** Tonjua Williams, President   
**SUBJECT:** Selection for Construction Management at Risk Services to Remodel and Renovate the Downtown Center

**Authorization is requested to approve the Selection Committees recommendation for Construction Management at Risk Services to Remodel and Renovate the Downtown Center.**

Pursuant to the Request for Qualifications approved by the Board of Trustees at its September 24<sup>th</sup>, 2019 board meeting, the college received fifteen (12) submittals for consideration for the Construction Manager at Risk Services to Remodel and Renovate the Downtown Center. The Selection Committee was comprised of the following members: Thomas Kidwell, SPC Board, Bill McCloud, Foundation Board Member, Tashika Griffith, Provost, Diana Wright, AVP of Facilities Planning & Institutional Services, Sandy Geving, Accounting Support Specialist, Jon White, Project Coordinator, and Gary Falasca, Director of Facilities. The Selection Committee reviewed all submissions and shortlisted four firms (unranked) to provide their presentations and be interviewed. The four firms made presentations to the Committee on April 28, 2020. The Selection Committee interviewed these firms and ranked the firms in the following order:

1. **Creative Contractors**
2. **AD Morgan \***
3. **Biltmore**
4. **Willis A. Smith**

**\*Certified Diverse Supplier**

Authorization is specifically requested for the following:


- To approve the Selection Committee's recommendation and to proceed with contract negotiations with the #1 ranked firm;
- Should the negotiations not result in a satisfactory contract deemed to be fair, competitive and reasonable; negotiations will be undertaken with the second most qualified firm and thereafter, if necessary, with the third.

Tonjua Williams, President; Janette Hunt, Acting Vice President, Finance and Business Operations; and Diana Wright, Associate Vice President of Facilities Planning and Institutional Services, recommend approval.

May 19, 2020

**MEMORANDUM**

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

**FROM:** Tonjua Williams, President 

**SUBJECT:** Selection for Design-Build Services to Renovate/Remodel the Business Technology Building, Clearwater Campus.

**Authorization is requested to approve the selection committee's recommendation for Design-Build Services to Renovate/Remodel the Business Technology Building, Clearwater Campus.**

Pursuant to the Request for Qualifications approved by the Board of Trustees at its September 24<sup>th</sup>, 2019 board meeting, the college received fifteen (15) submittals for consideration for the Design Build of the Business Technology Building at the Clearwater Campus. The Selection Committee was comprised of the following members: Bridgette Bello, Vice-Chair SPC Board, Robert Fine, Past SPC Board Member, John Boykins, Foundation Board Member; Diana Wright, AVP of Facilities Planning & Institutional Services, Julie Kanyuck, Sr. Accountant & Financial Analyst, Larry Dickie, Project Coordinator; and Gary Falasca, Director of Facilities. The Selection Committee reviewed all submissions and shortlisted four firms (unranked) to provide their presentations and be interviewed. The four firms made presentations to the Committee on May 5, 2020. The Selection Committee interviewed these firms and ranked the firms in the following order:

1. **AD Morgan \***
2. **Creative Contractors**
3. **Willis A. Smith**
4. **Biltmore**

**\*Certified Diverse Supplier**

Authorization is specifically requested for the following:

- To approve the Selection Committee's recommendation and to proceed with contract negotiations with the #1 ranked firm;
- Should the negotiations not result in a satisfactory contract deemed to be fair, competitive and reasonable; negotiations will be undertaken with the second most qualified firm and thereafter, if necessary, with the third.


Tonjua Williams, President; Janette Hunt, Acting Vice President, Finance and Business Operations; and Diana Wright, Associate Vice President of Facilities Planning and Institutional Services, recommend approval.



May 19, 2020

**MEMORANDUM**

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

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

**SUBJECT:** Fees

**Approval is also for the proposed FY20-21 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**

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

<i>COE UD</i>	EDG4343, RED4335, SCE3941	\$41.01
<i>FINE ARTS (MIRA)</i>	MVK1215, MVK2225 MVV1317, MVV2327	\$120.00 \$60.00

**Addition to lab fees due to new course:**


<i>Science (Physical)</i>	PSC1191L	\$27.44
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Janette Hunt, Acting Vice President, Finance & Business Operations, Susan Demers, Acting Vice President, Academic Affairs, and Jamelle Conner, Vice President, Student Affairs, recommend approval.

May 19, 2020

## MEMORANDUM

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

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

**SUBJECT:** Contract renewal between St. Petersburg College and EdFinancial Services, LLC for Call Center Operations

**Approval is sought to exercise the option to renew the agreement with EdFinancial Services, LLC to operate the College's Call Center Operations.**

Since 2015, St. Petersburg College has outsourced its general advising, registration and financial aid call center operations. In 2017, St. Petersburg College issued Request for Proposal 04-16-17 and upon unanimous approval of the nine-member Evaluation Committee and consent of the Board of Trustees, negotiated a two-year contract with EdFinancial Services. The terms stated it was not to exceed \$1.4 million, and included a one-time cost of \$2,000 for training and set-up. The estimated annual call volume for the College was 125,000 and the agreement capped the annual inbound calls at that amount unless the College expressly authorized additional inbound calls. The agreement required EdFinancial Services to provide the College with monthly and weekly reports showing cumulative data of call volume. Additionally, the agreement included an option to renew for up to two one-year terms.

The initial contract with EdFinancial Services expired on June 30, 2019 and St. Petersburg College signed a two-month extension through August 31, 2019 and then an additional ten-month extension for the period of September 1, 2019 to June 30, 2020 under the same terms, notwithstanding a 2% cost per-call increase. The expenditures for the 12-month period (July 1, 2019 through June 30, 2020) were not to exceed \$650,000. Several different strategies had been implemented to reduce the amount of calls received since the initial agreement.

St. Petersburg College seeks to exercise its second and final option to extend the agreement for the period of July 1, 2020 to June 30, 2021 under the same terms, notwithstanding a 2.5% cost per-call increase. Expenditures for the period shall not exceed \$580,000. Strategies implemented to further reduce call volume have continued to be effective.

Jamelle Conner, Vice President, Student Affairs, Patrick Rinard, Associate Vice President, Enrollment Services; and Suzanne Gardner, General Counsel, recommend approval.

## **Leepa-Rattner Museum of Art (LRMA)**

**Update on Remote Work during COVID-19 Response:** The Leepa-Rattner Museum of Art has been hard at work throughout the COVID-19 response by creating exclusive online content available to the public. Through continued digital community engagement, the Museum has been able to stay on pace in membership renewals and has doubled its patron-level members (Partners-In-Art) over this period FY2019. Through combined effort of all staff, LRMA has been able to execute the following:

- 3 online exhibitions of art from LRMA's permanent collection and traveling exhibitions: "Louisa Chase: What Lies Beneath", "WOMAN MADE: Female Artists in the Museum's Collection", and "Earth Day 2020: A Celebration of Environmental Arts and Activism".
- Weekly online docent training- online course module designed to encourage and engage the volunteer corp of the Museum as well as the general public
- At-Home-Art Activities: downloadable instructions for art activities
- Weekly Virtual Happy Hour: Cocktail Connoisseurship from the Museum – an interactive zoom lecture each week talking about history, style, music, and more centered around a signature cocktail

**Upcoming Programs:** To accompany the existing online content, LRMA is developing interactive virtual art-therapy sessions, artists lectures, and more.

**Press Coverage:** LRMA's online content and offerings have outpaced any other local museum. As such, LRMA has been receiving good press in our local media:

- 83 Degrees: <https://www.83degreesmedia.com/features/Tampa-Bay-arts-adapt-to-social-distancing-040620.aspx>
- Creative Pinellas: <https://creativepinellas.org/magazine-items/museumfromhome-with-pinellas-county-art-museums/?portfolioCats=2791%2C2797>



**APRIL 14, 2020**

**INSTITUTE FOR STRATEGIC**  
**POLICY SOLUTIONS**

***March 2020***

On March 19, ISPS was to partner in a Chambers of Commerce [Legislative Recap](#) - postponed due to COVID-19.

March 28 was to be a clean-up event [#CleanUp4Climate](#) at Bay Pines STEM Center as well as a kick-off for a four-week clean-up effort. See April 1, below, for details on the re-envisioned campaign.

Congressman Gus Bilirakis created a video in response to questions submitted by SPC students. It is posted on the [ISPS website](#) and can also be seen [HERE](#).

***April 2020***

On April 1, in partnership with the SPC SGA, Keep Pinellas Beautiful, and Bay Pines STEM Center, ISPS launched a social media campaign, [#CleanUp4Climate](#) on Zoom. Student fellows, Cierra Howard and Ashley Rutenbeck collaborated with students in the Environmental and Sustainability programs for the four-week environmental challenge. They revised a calendar of activities that participants could undertake to *clean up and green up* while still practicing physical distancing and other guidelines necessary during the COVID-19 outbreak. The online event began with messages from the STEM Center Director, the Keep Pinellas Beautiful Program Director. The Student Fellows reviewed the activities for the month and responded to attendees' questions. 35 people participated. A video of the event, the 4-Week Calendar and the Activities can all be seen on the event page: [CleanUp4Climate The challenge will culminate with a recognition of the top change-makers on Zoom, April 29. Winners will be determined by reviewing who has made the most social media posts in combination with their documented changes submitted on a survey.](#)

On April 2, a [World Autism Awareness Day](#) program was offered via Zoom (rather than at American Stage) and featured attorney Haley Moss, the first Florida Bar member to identify as autistic. She addressed the importance of economic empowerment and workforce equity aligned with SPC and ISPS missions. Baker Act expert, Martha Lenderman shared important information on challenges related to autism and the Baker Act. Both responded to questions submitted by the attendees. 85 people participated. The video recording and other program materials, including resources can be seen on the event page: [World Autism Awareness Day](#)

On April 15, (rescheduled from April 7) ISPS hosts a Zoom conversation called [Closing the Resilience Gap](#) based on the PBS Documentary *Sinking Cities, Miami*. This program replaced what would have been a student movie night and discussion at the St. Petersburg/Gibbs Campus. Public Policy Chair Christian Moriarty, Economics Professor Patrick Luce and USGS Research Oceanographer Davina Passeri opened the program to highlight local scientific realities, policy, equity, ethical and economic considerations, and then will respond questions from the audience/attendees. As of April 14, 125 students are registered to participate as well as 30 members of the community. The video (when complete) and all program materials can be accessed on the event page: [Closing the Resilience Gap](#)

On April 17, ISPS will host a [Pinellas County Nonprofit Resource Update](#) on Zoom. The top executive leaders of St. Petersburg Free Clinic, YMCA of Greater St. Petersburg, Pinellas Community Foundation and the Juvenile Welfare Board will give details on the services that are being offered in the community, such as food, health care and child care. The audience will be able to ask questions of the speakers. The event flyer can be accessed [HERE](#).

***May 2020***

May date to be determined, ISPS plans to host an online forum regarding the concerns of small businesses in the community during the COVID-19 crisis, to include best practices and available resources.

***August 2020***

August 21, ISPS planned to host the Pinellas Arts Summit in conjunction with Creative Pinellas. An online forum highlighting local arts opportunities is now under consideration as an alternative program.

***ISPS Facebook Page:*** <https://www.facebook.com/SPCISPS/>

***ISPS Welcome, Testimonial & Florida Civic Advance Videos:*** <https://solutions.spcollege.edu/isps-highlights/>

**Board Members:** Joseph G. Blanton, Josh Bomstein, Johnny V. Boykins, R. Michael Carroll, Robert L. Hilton, Beth Horner, Bill McCloud, Mike Meigs (Treasurer), Steven R. Shepard (Chair), Shan Shikarpuri, Nathan Stonecipher (SPCF/BOT), Jesse Turtle (Secretary), Rich Warshof, Richard Winning (Vice Chair) and Tonjua Williams

**Financials:** As of February 29, 2020, the Foundation has raised over \$2.8 Million in donor contributions. Of this amount:

- \$2.08M was raised for SPC student scholarships
- \$582,000 for college program support.
- \$202,590 for the SPC Titan Fund

The donations through February 29, 2020 exceed the Foundation's goals for the year by over 15%, with still another month in the fiscal year.

As of February 29, 2020 the Foundation the provided the following support to SPC:

- \$1.4 M in scholarships to SPC students, including \$86,740 for First Generation in College awards.
- Almost \$1 M in program support to the College, providing support to such programs as
  - Palladium Theater
  - LRMA
  - ISPS
  - College of Nursing
  - College of Education
  - Athletics Boosters
  - Women on the Way
  - Men Achieving Excellence/K2M
  - Titan Achievement Grants
  - International Year of the Girl
  - Discovery Day SPC

The Foundation also received \$10,000 from Pinellas County Housing Authority for the Pinellas County Housing Authority Merit and Opportunity Scholarship. In addition, the Foundation received over \$8,000 in sponsorship support the annual Scholarship Luncheon, which has been postponed this year due to the COVID-19 pandemic.

**Current Highlights:**

- SPC Student Emergency Fund - The Foundation raised \$158,727 and supported 411 SPC students who have been impacted by the COVID-19 pandemic.

- Collins Charitable Foundation Scholarship Fund – a gift of \$100,000 was received to establish this new scholarship that supports 100% of students’ tuition, fees and books each term for students majoring in Nursing or Engineering Technology / Manufacturing / Building Arts. This scholarship is renewable up to three terms as long as the student continues to meet the criteria of the scholarship. The purpose is to help as many students as possible finish their degree and graduate.
- Dr. Gerald Whittaker Endowed Scholarship for Nursing – Dr. Gerald Whittaker made a gift of \$350,000 to support this scholarship he established in 2017. The scholarship gives preference to African American nursing students. His cumulative giving since 2017 is \$521,500.
- One-on-One with Dr. Williams – On April 29<sup>th</sup>, the Foundation and Dr. Williams hosted a live discussion regarding how SPC continues to live our mission through the pandemic. Dr. Williams addressed approximately 20 donors, community partners and SPC Leadership to provide an up-close look at how SPC faculty, staff and leadership transitioned over 1,600 courses to an online format, shared about the Student Emergency Fund campaign and its impacts, and how our faculty and staff continue to go above and beyond to make sure a community of care continues to play out every day.

## **Palladium at SPC/Board Report – April 2020**

**Executive Director Paul Wilborn reporting:**

1. The Palladium closed the second week of March (at the peak of our 2019-20 season) and we have no firm reopening date. We will follow the lead of the college.
2. Palladium salaries come directly from Palladium revenues. There are sufficient funds to continue paying our staff for the immediate future. We will have a better idea of how long we can sustain this as we get closer to the end of the fiscal year. I am confident we will not have to ask the college for supplemental financial support in the near term.
3. All ticket refund requests for canceled shows have been handled. The majority of our chamber music series ticket holders have donated their remaining tickets to the Palladium to help sustain us during this crisis. That's almost \$12,000 in donations.
4. Our founder and major funder, William R. Hough, died last week. I have spoken to his children, who run the Hough Family Foundation. They remain committed to supporting the Palladium for the long-term.
5. Working with Diana Wright, VP of Facilities Services, we are moving forward with a study of improvements needed for Hough Hall, our main stage. This includes seating, lighting, equipment and acoustical improvements. This study will give us a long-term plan for upgrading the facility. This study will be paid for by donors, not the college.
6. We are exploring a "Pay-Per-View" model for programming that can be streamed directly to audience members in their homes. This would be high quality, audio and video production. These concerts with no audience could be the first steps back to our normal programming. And home pay-per-view could be a substantial new revenue stream for the Palladium even after we are fully back in business.



May 19, 2020

**MEMORANDUM**

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

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

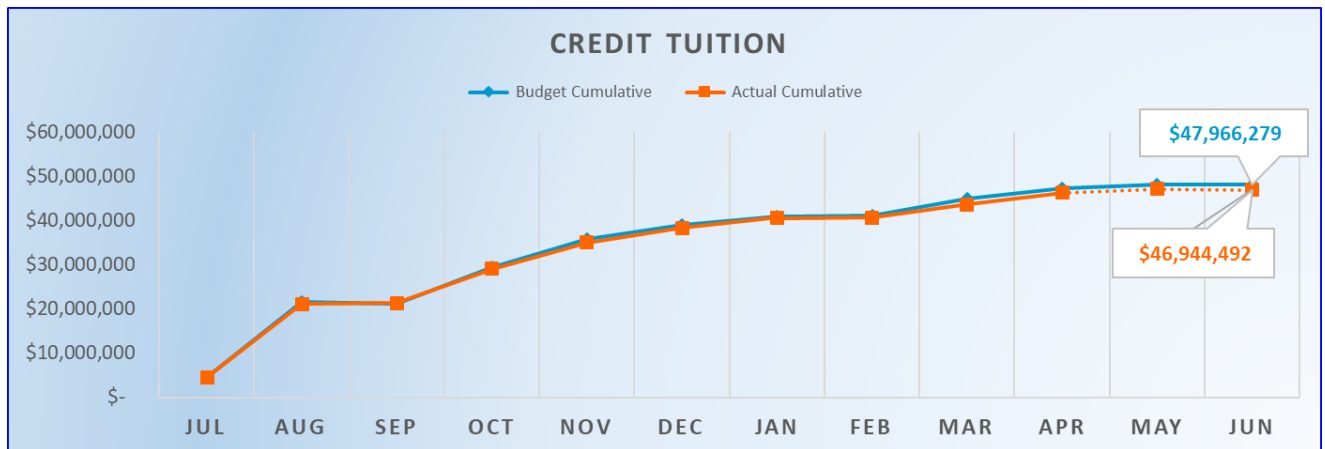
**SUBJECT:** Fiscal Year 2019-2020 College General Operating Budget Report with Tuition Revenue Projections

**The FY19-20 fund 1 operating budget report through April 30, 2020 is attached.**

As of April 30, 2020, the overall revenue is \$123.1M, which represents 85.7% of the operating budget. Personnel expense represents 77.8% of the annual operating budget. As of this report date, personnel expense totals \$89.3M or 79.9% of the total budget. Current and capital expense totals \$20.6M (70.8%) and \$1.2M (42.2%), respectively. Net balance of revenue less expense is \$12.1M.

**Displayed below are charts for projected tuition revenue. There are three types of tuition revenue; credit tuition, non-credit tuition, and postsecondary adult vocational tuition.**

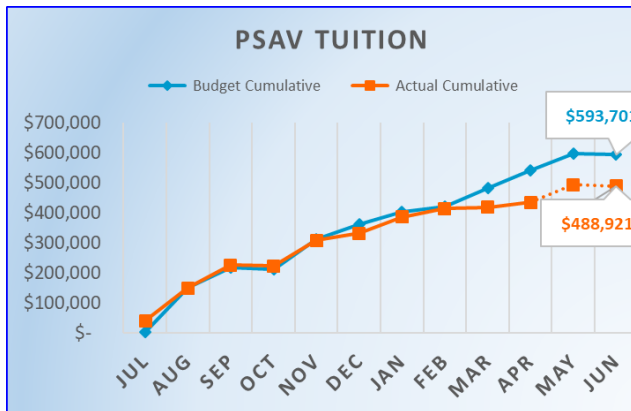
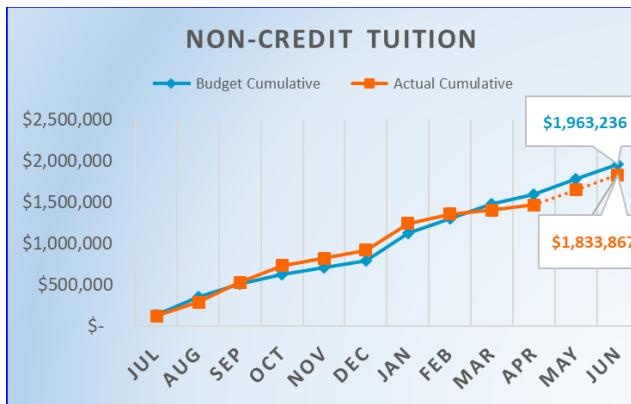
**Credit Tuition Revenue** – The chart below displays the credit tuition portion of the budget to the trending projected amount. As of April 30, 2020, the tuition projection is \$1.0M below the budgeted amount.



**Non-Credit Tuition Revenue** – The chart to the right displays the non-credit portion of the budget to the trending projected amount. As of

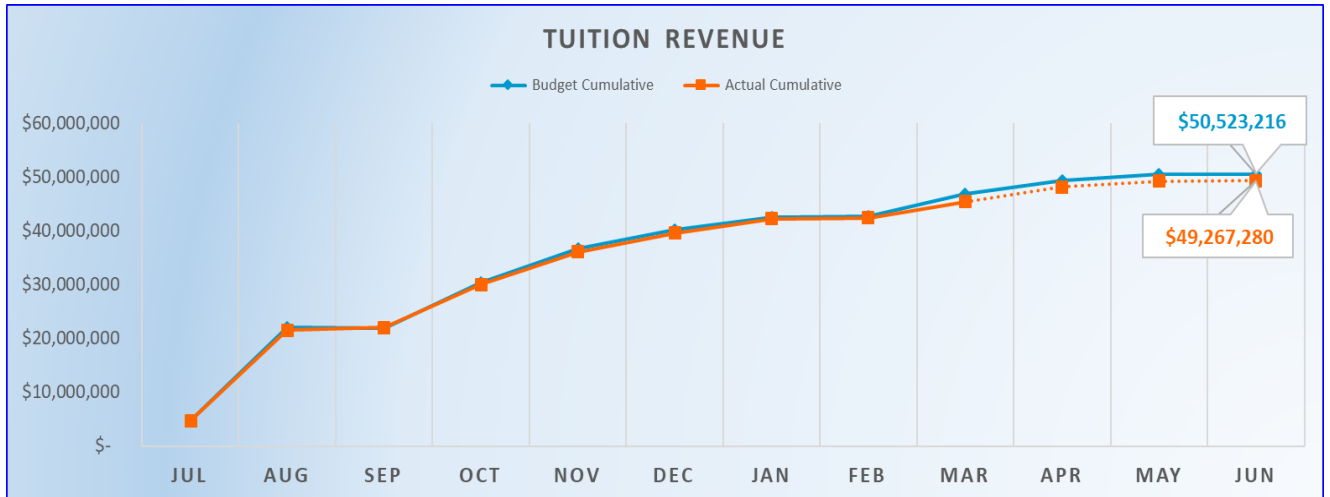
April 30, 2020, the tuition projection is \$129K above the budgeted amount.

**Postsecondary Adult Vocational Tuition Revenue** – The chart to the right displays the Postsecondary Adult Vocational (PSAV) portion of the budget to the trending projected amount. As of April 30, 2020, the tuition projection is \$105K below the budgeted amount.





**Total Tuition Revenue** - The chart below displays the total operating tuition budget to the trending projected amount. As of April 30, 2020, the overall tuition projection is \$1.3M below the budgeted amount.



Janette Hunt, Acting Vice President, Finance & Business Operations

Attachment

**St. Petersburg College**  
**Operating Budget Report**  
**April 30, 2020**

	Prior Year Budget	Prior Year Actual	Budget	Actual	% of YTD
<b>Revenue</b>					
Student Tuition	\$ 50,779,769	\$ 49,889,873	\$ 50,523,216	\$ 48,092,832	95.2%
State Appropriation - FCS	\$ 51,475,043	\$ 42,895,823	\$ 60,811,965	\$ 50,676,586	83.3%
State Appropriation - Lottery	\$ 16,598,793	\$ 9,959,277	\$ 9,443,975	\$ 5,666,385	60.0%
State Appropriation - 2+2 Student Succe	\$ -	\$ -	\$ 970,703	\$ 808,918	83.3%
State Appropriation - Work Florida	\$ -	\$ -	\$ 687,535	\$ 572,945	83.3%
Performance Funding	\$ 3,514,400	\$ 2,918,667	\$ -	\$ -	0.0%
Learning Support Access Fee	\$ 1,607,832	\$ 1,504,245	\$ 1,607,832	\$ 1,450,287	90.2%
Distance Learning Fee	\$ 3,995,700	\$ 3,866,789	\$ 3,995,700	\$ 4,093,528	102.4%
Technology Fee	\$ 2,476,437	\$ 2,415,895	\$ 2,476,437	\$ 2,323,762	93.8%
Lab Revenue Fees	\$ 1,575,099	\$ 1,969,360	\$ 2,114,157	\$ 1,777,689	84.1%
Industry Certifications	\$ 500,000	\$ -	\$ 700,000	\$ -	0.0%
Other Revenues	\$ 5,187,048	\$ 4,862,203	\$ 5,167,110	\$ 5,907,819	114.3%
Other Student Fees	\$ 1,065,052	\$ 637,773	\$ 864,805	\$ 576,434	66.7%
Fund Transfers In	\$ 3,103,706	\$ 1,615,784	\$ 2,500,000	\$ 1,132,234	45.3%
Reserve	\$ 1,000,000	\$ -	\$ 1,677,908	\$ -	0.0%
<b>Total Revenue</b>	<b>\$ 142,878,878</b>	<b>\$ 122,535,691</b>	<b>\$ 143,541,343</b>	<b>\$ 123,079,420</b>	<b>85.7%</b>
<b>Personnel &amp; Benefits</b>					
	Prior Year Budget	Prior Year Actual	Budget	Actual	% of YTD
Instructional/Faculty-Full time	\$ 25,749,327	\$ 21,681,070	\$ 24,375,480	\$ 20,261,056	83.1%
Administrative & Professional	\$ 23,585,641	\$ 18,575,958	\$ 24,570,371	\$ 19,284,301	78.5%
Career Service (includes OT)	\$ 19,183,840	\$ 14,922,223	\$ 18,565,584	\$ 14,308,808	77.1%
Adjunct	\$ 8,939,647	\$ 7,541,873	\$ 9,073,492	\$ 7,782,233	85.8%
Supplemental	\$ 4,202,945	\$ 4,043,825	\$ 4,871,945	\$ 4,367,616	89.6%
Other Personal Services (OPS)	\$ 2,019,316	\$ 1,410,880	\$ 1,853,669	\$ 1,131,283	61.0%
Student Assistants	\$ 428,000	\$ 188,055	\$ 422,851	\$ 252,160	59.6%
Health Insurance	\$ 14,423,171	\$ 11,364,964	\$ 14,490,795	\$ 10,641,360	73.4%
Other Benefits	\$ 11,827,326	\$ 9,915,933	\$ 12,026,259	\$ 9,871,271	82.1%
Other Personnel Expenses	\$ -	\$ -	\$ 1,499,298	\$ 1,350,652	90.1%
<b>Total Personnel &amp; Benefits</b>	<b>\$ 110,359,214</b>	<b>\$ 89,644,780</b>	<b>\$ 111,749,744</b>	<b>\$ 89,250,739</b>	<b>79.9%</b>
<b>Current Expense</b>					
Bad Debt/Unemployment	\$ 1,003,331	\$ (85,305)	\$ 1,150,000	\$ (76,251)	-6.6%
Insurance (Non Health)	\$ 1,811,245	\$ 1,851,476	\$ 1,877,472	\$ 2,337,756	124.5%
Repairs & Maint	\$ 931,034	\$ 768,840	\$ 1,152,501	\$ 825,808	71.7%
Scholarships/Fee Waivers	\$ 2,424,463	\$ 2,813,892	\$ 2,495,326	\$ 2,572,111	103.1%
Services and Fees	\$ 6,006,449	\$ 3,898,895	\$ 4,332,692	\$ 3,833,182	88.5%
Materials and Supplies	\$ 4,693,926	\$ 3,084,967	\$ 4,518,483	\$ 2,605,058	57.7%
Travel	\$ 350,000	\$ 370,550	\$ 547,120	\$ 283,409	51.8%
Utilities	\$ 5,527,258	\$ 4,639,369	\$ 5,296,453	\$ 4,519,163	85.3%
Other Current Expense	\$ 3,296,339	\$ 3,637,556	\$ 4,125,173	\$ 820,407	19.9%
Tech Expense/Licensing	\$ 3,695,983	\$ 3,250,581	\$ 3,519,760	\$ 2,832,441	80.5%
<b>Total Current Expense</b>	<b>\$ 29,740,028</b>	<b>\$ 24,230,820</b>	<b>\$ 29,014,980</b>	<b>\$ 20,553,085</b>	<b>70.8%</b>
<b>Capital</b>					
Computer Refresh Leases	\$ 2,390,037	\$ 1,164,976	\$ 2,454,075	\$ 940,196	38.3%
Capital Purchases	\$ 389,599	\$ 196,744	\$ 322,544	\$ 230,915	71.6%
<b>Total Capital</b>	<b>\$ 2,779,636</b>	<b>\$ 1,361,720</b>	<b>\$ 2,776,619</b>	<b>\$ 1,171,111</b>	<b>42.2%</b>
<b>Total Operating</b>	<b>\$ 142,878,878</b>	<b>\$ 115,237,319</b>	<b>\$ 143,541,343</b>	<b>\$ 110,974,935</b>	<b>77.3%</b>
<b>Balance</b>	<b>\$ -</b>	<b>\$ 7,298,372</b>	<b>\$ -</b>	<b>\$ 12,104,485</b>	