



September 9, 2020

TO: THE DISTRICT BOARD OF TRUSTEES
OF VALENCIA COLLEGE

FROM: AMY BOSLEY
Vice President for Organizational Development and Human Resources

RE: PRESIDENTIAL SEARCH COMMITTEE

The District Board of Trustees has the statutory authority and responsibility for selecting and hiring the college President. In accordance with its legal authority and in this governing capacity, the Board is responsible for defining and implementing the search process and may commission a Presidential Search Committee to assist the Trustees in the discharge of this responsibility.

The Board's charge to the Presidential Search Committee provides the parameters, scope and expectations for the committee's operations and tasks. The Board will receive regular updates from the Presidential Search Committee on the progress of the search activities and will receive recommendations as part of the search discernment process for semi-finalist and finalist candidates. The proposed charge to the Presidential Search Committee is attached.

The recommended Presidential Search Committee composition represents a variety of representatives who reflect the broad constituencies within the college and in the community. In order to identify the faculty, administrator, and staff representatives, an open self-nomination process was conducted via survey. The faculty nominations were evaluated by the Faculty Council who recommended the slate of faculty representatives. The student representative was nominated by the Student Development staff. Recommended members of the committee representing various community groups were identified through a process which focused on deep experience with Valencia College, including experience as a student of the college, on a board affiliated with the college, and/or experience as a former Trustee leader. The proposed constituent composition of the Presidential Search Committee, along with a proposed slate of members, is attached.

RECOMMENDED ACTION: The Vice President for Organizational Development and Human Resources recommends that the District Board of Trustees of Valencia College commission a Presidential Search Committee to assist in search activities in accordance with the recommended charge, constituent composition, and slate of members as presented.

A handwritten signature in blue ink that reads "Amy Bosley". The signature is written in a cursive style.

Vice President for Organizational Development and Human Resources

Draft Charge to the Presidential Search Committee

Valencia College is a premier learning organization that transforms lives, strengthens communities and inspires individuals to excellence. Under this vision, Valencia has become an innovative leader in higher education with a reputation for excellence in student success. As Dr. Sanford C. Shugart has announced his retirement at the end of the 2020-21 academic year, Valencia College's District Board of Trustees (DBOT) is embarking on a national search to find the fifth president of Valencia, an individual who will continue the work of innovation, visionary leadership and an unwavering focus on student success.

The Valencia College DBOT has named a Presidential Search Committee to advise and assist it in the selection of Valencia's next president. The Valencia College Presidential Search Committee is comprised of individuals appointed by the DBOT who represent the many individuals and groups who contribute to the realization of Valencia's mission.

» Presidential Search Committee Members will review and adhere to the Valencia College policy on the Recruitment, Selection and Hiring of Employees:

Valencia College seeks to attract the best-qualified candidates who support the mission of the College, who bring the necessary skills, abilities and qualifications to bear on the position, and who respect and promote excellence through diversity. The College is committed to equal opportunity and nondiscrimination toward applicants and follows recruitment, selection and hiring practices that comply with all applicable employment laws. To this end, the College provides equal opportunity for employment without regard to race, ethnicity, color, national origin, age, religion, disability, genetic information, marital status, sex/gender, sexual orientation, gender identity, pregnancy and any other factor protected under applicable federal, state and local civil rights laws, rules and regulations. The College shall welcome and encourage applications from a diverse population and hire the most suitable individual for a position based on position requirements, preferred qualifications and needs of the College.

» In conducting its business for the DBOT, the Presidential Search Committee will act in accordance with Florida's Sunshine laws. The College Public Affairs and Public Relations Office is available to support the District Board of Trustees and the Presidential Search Committee with any media inquiries.

» The Presidential Search Committee shall recommend to the DBOT in the form of a "Presidential Profile" the criteria for the position of president of Valencia College to be approved by the DBOT at its September 23, 2020, regular meeting. In the DBOT workshop on Wednesday, September 9, 2020, Valencia's District Board of Trustees will identify the required qualifications for the position and request that the Presidential Search Committee build the Presidential Profile on those established required qualifications and fully consider feedback received from the DBOT, faculty, staff and students of Valencia College in defining the additional skills, experience and characteristics in the profile.

» The DBOT requests that the Presidential Search Committee develop a discernment process that reflects the Board's commitment to a transparent, open and collaborative search. The discernment process should include plans for the review of candidate materials, interviews and open town hall opportunities for engagement with semi-finalists and finalists, opportunities to assess candidates' communication skills (both written and verbal), reference and background review protocols. In addition, the DBOT requests that the Presidential Search Committee develops for the Board's approval the feedback instruments that will be used to gather broad perspectives from members of the Valencia community on candidates' alignment with the Presidential Profile.

» The Presidential Search Committee will recommend to the DBOT an unranked slate of semi-finalists and, subsequently, an unranked slate of finalists for their consideration and approval.

» Presidential Search Committee members will serve with the understanding that the Committee will meet frequently over a period of months and that attendance at scheduled meetings is a top priority.

Presidential Search Committee Proposed Membership

Tracey Stockwell

Executive Vice President and
Chief Financial Officer, Universal Orlando
Chair, Valencia College District Board of Trustees
Presidential Search Committee Chair

Loren Bender

Executive Team Member
Vice President, Business Operations and
Finance, Valencia College

Roberta Carew

Tenured Faculty Member
Professor of Mathematics, Valencia College

Bruce Carlson

Owner, Imagination Realty, Inc.
Trustee and Immediate Past Chair,
Valencia College District Board of Trustees

Carl Creasman

Tenured Faculty Member
Professor of History, Valencia College

Deidre Holmes DuBois

Tenured Faculty Member
Professor of Speech, Valencia College

Rosene Johnson

President, Central Florida Pace Center for Girls
Community Representative, Orange County

Jonni Kimberly

Director of Human Resources,
Rosen Hotels and Resorts
Former Chair, Current Foundation Board Member

Sheila Levi

Part-time Faculty Member
Professor of Humanities, Valencia College

Raymer Maguire

Attorney
Community Representative, Orange County

Maritza Martinez

Assistant Vice President of Community Affairs,
University of Central Florida
University of Central Florida Representative,
Valencia Alumna

Ed Moore

Retired, Former President,
Osceola Education Foundation
Community Representative, Osceola County

Nicolas Navarro Castellanos

Staff Member
Instructional Lab Supervisor, Valencia College

Linda Neal

Administrator
Dean of Communications, Valencia College

Esther Perceval

Student, Valencia College
Student Government Association, East Campus

Stanton Reed

Tenured Faculty Member
Professor of Accounting and
Faculty Association Past President and
Interim President, Valencia College

Dan Smith

Staff Member
Assistant Director of Advising, Valencia College

Lauren Thomas

Annually Appointed Faculty Member
Professor of Mathematics, Valencia College

Emmy Torres

Program Manager, Wiley Educational Services
Recent Graduate, Valencia College
Osceola County Resident

Presidential Search Committee Proposed Composition

2 Trustees

4 Tenure / Tenure Track Faculty Members

1 Annually Appointed Faculty Member

1 Part-time Faculty Member

1 Executive Team Member

1 Administrator (Dean)

2 Staff members
(1 exempt, 1 non-exempt)

1 Student

1 Alumnus

3 Community Members

1 Foundation Board Member

1 UCF Representative