



**THE DISTRICT BOARD OF TRUSTEES
OF VALENCIA COLLEGE
SPECIAL MEETING – PRESIDENTIAL SELECTION**

Minutes

December 18, 2020

Valencia College – West Campus, Room 8-111
and
Teleconference/Zoom Meeting

Members Present

Ms. Tracey Stockwell, Chair
Ms. Daisy Lopez-Cid, Vice Chair
Dr. Bruce Carlson (via teleconference Zoom)
Mr. John Davis
Mr. Guillermo Hansen (via teleconference Zoom)
Ms. Maria Grulich (via teleconference Zoom)
Mr. Michael A. Sasso
Ms. Beth Smith (via teleconference Zoom)

Call to Order

Chair Stockwell called the District Board of Trustees of Valencia College Special Meeting – Presidential Search to order at 9:35am. A quorum was present.

**Review of
Presidential Search
Process**

1. Process Followed to Date: Dr. Amy Bosley, Vice President, Organizational Development and Human Resources, presented the report, which was distributed to the Board. Dr. Bosley indicated that, at the September 23, 2020 Regular Board meeting, the District Board of Valencia College approved the Presidential Search Process, which encompassed the following three phases:

- **Search Planning Process:** The District Board of Valencia College solicited feedback from the College community on the

challenges and opportunities the next president will face, and on the skills, abilities, qualities, and experiences that Valencia's next president should possess; commissioned a diverse and representative President Search Committee, to support the District Board of Valencia College through the search process; established a search timeline, a budget, and a discernment process; and commissioned the creation of an official Presidential Profile by the Presidential Search Committee, with input from faculty, staff, and students, and with guidance from the Aspen's Institute's Hiring Excellent Community College Presidents toolkit.

- **Active Recruitment:** The District Board of Trustees of Valencia College selected AGB Search as the search firm to support the search for Valencia College's next president. AGB Search, which was founded by the Association of Governing Boards and Universities and Colleges, specializes in executive searches in higher education institutions. The presidential position opening was advertised opening nationally through established networks, regular advertising channels, and through the selected search firm's connections, and a diverse pool of qualified candidates was built.
 - **Discernment and Selection:** The District Board of Trustees appointed and commissioned a Presidential Search Committee to support the Board through the search process. The Presidential Search Committee was led by Chair Stockwell, and was comprised of Valencia's faculty, staff, one Valencia student, and members of the community. The Presidential Search Committee reviewed materials submitted by 57 presidential applicants, and recommended 7 semi-finalists for further consideration by the District Board of Trustees. The Presidential Search Committee conducted semi-finalist interviews and open town hall meetings, reviewed feedback on the semi-finalist interviews and town halls, and recommended 4 finalists for further consideration by the District Board of Trustees (one finalist withdrew before the interviews took place).
2. **Structure of Organization of Today's Deliberations:** Chair Stockwell stated that the Board will discuss each finalist candidate in detail, including feedback survey responses, references, and Board observations and comments. Chair Stockwell indicated that, after all three finalist candidates have been presented and discussed, the discernment process will begin.

Public Comments

Valencia College Presidential Search public comments already received were distributed to the Board.

Mr. Milo Keogh, and Ms. Micala Cox, Valencia students, shared their thoughts related to College expenditures on union matters.

Review and Discussion of Presidential Finalists

Chair Stockwell thanked the Presidential Search Committee members, who invested their time and talent into the Presidential Process and thanked the Valencia team for their great support and engagement.

Chair Stockwell thanked the three finalist candidates for their interest in leading, and serving as Valencia College’s next president.

The document reflecting the preferred qualifications and characteristics desired for Valencia’s next president was distributed to the Board, for reference and use during the discussion.

Dr. Bosley presented the feedback summary, reference summary, strengths, and concerns, which were distributed to the Board, and related to the following presidential finalist candidates:

- Dr. Lee Ann Nutt, EdD
- Dr. Kathleen Plinske, EdD
- Dr. Anton Reece, PhD

The Board engaged in a full and robust discussion.

Selection of the Fifth President of Valencia College

Following the full discussion, Ms. Lopez-Cid moved to select Dr. Kathleen Plinske, for the position of President, Valencia College. Mr. Sasso seconded the motion, and the motion was approved unanimously, in a roll call vote.

Chair Stockwell thanked the Board for their time and careful consideration during the process, and selection of Valencia’s fifth President.

Following a brief recess, Chair Stockwell announced that Dr. Kathleen Plinske accepted the position.

Chair Stockwell thanked Dr. Sanford Shugart, President, Valencia College, for his twenty years of dedicated and innovative leadership and service to the College.

Chair Stockwell formally decommissioned the Presidential Search Committee, as its work officially ended with the selection of Valencia’s fifth President. Chair Stockwell thanked the Presidential Search Committee for its exemplary service.

**Next Steps – Public
Announcements,
President’s
Contract, Transition
Timeline and
Considerations**

Chair Stockwell shared that, following the adjournment of today’s Board meeting, the following next steps will take place, as follows:

- **Public Announcements:**
 - The College’s Public Relations team will post the selection of Valencia’s fifth President to Valencia social media channels.
 - A special e-mail regarding the announcement will be sent to the College, and key participants in the process.
 - The Valencia Public Relations team will inform the media via a press release.
 - At the beginning of 2021, the Valencia Public Relations team will implement a communications strategy related to Valencia’s incoming president, and a briefing will be presented to the Board at the February 24, 2021 Regular Board meeting.

- **President’s Contract of Employment:**
 - The College has engaged a higher education executive compensation consultant to conduct a compensation study. The final report will provide recommendations to ensure the contract is reflective of current trends in executive compensation in higher education, positions the College and the position of Valencia President appropriately in the relevant higher education market, and is competitive with like institutions in the state, region, and nation.

 - Under Chair Stockwell’s directives, a proposed president’s contract will be crafted based on the report’s recommendations, and provided to President-elect Plinske as soon as possible for review and comment, in order to reflect the values and perspectives of the President-Elect with respect to the final contract and structure of the compensation package. The proposed contract will be presented to the Board for consideration and approval at the February 24, 2021 Regular Board meeting.

- **Transition Timeline:**
 - In early January 2021, the College will begin developing a transition plan, with guidance and input from Dr. Shugart, and Dr. Plinske.
 - The transition plan will include Dr. Plinske’s start date, and Dr. Shugart’s official retirement date, and will identify plans to ensure stability and continuity, enable effective college operations during the transition, and establish a strong foundation for Dr. Plinske, as she assumes the presidency.

Board Comments

The Board thanked the Presidential Search Committee, Dr. Bosley, her team, and Dr. Shugart.

The Board praised the qualifications of all candidates who applied for the position of President, Valencia College.

The Board thanked Chair Stockwell for her leadership.

Adjournment

Chair Stockwell adjourned the Special Meeting - Presidential Election at 12:33pm.

Chair