



**2020-2021
PRESIDENTIAL EVALUATION
BY
THE DISTRICT BOARD OF TRUSTEES OF VALENCIA COLLEGE**

- 2020-2021 was definitely an extraordinary year with the pandemic and Dr. Shugart's achievements this year were a pinnacle on top of an illustrious 21 years at Valencia College. His leadership of the college enabled Valencia to maintain enrollment to provide continuity of learning to thousands of students and avoid a furlough while navigating through the financial implications of the environment. These incredible results were unique to Valencia and counter to what most other colleges across the country experienced. The challenges of this year proved that a leadership style of collaboration and an unwavering focus on student outcomes was the best recipe for success. Dr. Shugart continued to lead the team through plans to ramp up face-to-face classes this coming school year which provided additional opportunities for creativity. He has built a strong senior leadership team of experts in their respective disciplines and that will benefit the college for years to come.
- This is certainly not a moment I have been looking forward to in my time as Trustee, saying goodbye to the Best leader I think I have ever worked with. However, I also know that Sandy has been working hard to transition Valencia's leadership to another Superstar in Kathleen Plinske.

At the end of Sandy's write up he made the comment that he has been fortunate to have a great board to work with but I would say that we have been honored to be part of such a great educational institution as Valencia and to have such an outstanding leader and person as Sandy Shugart steering the ship with a crew par none. Sandy's hand has been imprinted on the success of Valencia over the past 20+ years and on literally 100's of thousands of students whose lives have been changed by coming to Valencia and leaving with new dreams and opportunities for them and their families.

This past year with the pandemic and the crazy challenges presented was obviously not a time of winding down but true to form Sandy and his outstanding team of faculty and staff repositioned the college to provide the best on line learning experience so students could continue their education and be ready for new opportunities when the pandemic was under control. Most colleges and universities lost enrollment but not Valencia. The

staff and faculty also took it upon themselves to make personal contacts with students to let them know Valencia cared in a new and lonely world. Thousands of phone calls were made to make sure that no student was left out. This epitomizes the culture of Valencia that Sandy so aptly described at a convocation with his guitar and voice breaking into the song “All you Need Is Love “when asked “What is Valencia’s secret to success?”.

I am delighted that the Florida Legislature through the ongoing efforts of Sandy, Jay Galbraith, Bill Mallowney and Loren Bender and their teams have finally provided additional funding for Valencia to help close the gap versus other colleges and addressed the key parameters of growth and performance in their deliberations. Sandy also did not mention the work that went into getting the federal pandemic grants that allow us to add roles of Visiting Professors temporarily to bridge the gap for smaller and more numerous classes as we come out of the pandemic and into in person classes.

Lastly, Sandy has kept true to his vision and the mission of Valencia that he and his staff keep in front of them- That is – it is the Student and what they learn that is important and that provides opportunities to change their lives and their families and our communities. Under Sandy , Valencia has always put the student first and it is with gratitude that we can point to the 100s of thousands of Students , real people, who have been given new and better futures who have passed through Valencia over Sandy’s 20+ years of tenure as our President.

Thanks, Sandy, and God Speed and bless you and your family in your next adventures. We have been blessed by your time at Valencia.

- It is with great pleasure and honor that I write my thoughts and observations of Dr. Shugart’s service over the past year 2020-2021.
As always, Sandy has placed our students first. Preserving the culture of collaboration even in a pandemic. Realizing that we would need to go virtual for classes to best serve our students Sandy and his team immediately jumped on transitioning most classes to virtual. Due to his quick thinking our students were able to continue many of their studies online and not miss a beat. These were tough and stressful times, but we managed to succeed even in a pandemic.
Our legislative efforts did not miss a beat either. Sandy and his legislative team were able to connect with our legislators and bring monies home for much needed projects and our students. We were able to provide for our students who otherwise may have gone without.
Finally, he is making the transition to our soon to be President Dr. Kathleen Plinske seem effortless. For this I applaud Sandy for his leadership, service and caring our students throughout the years.
I do not want to recognize him not just for this year’s work but all the work he has done throughout the years! He will be greatly missed and is so appreciated.
Thank you for all you do and have done. We have had the best College President in the Nation.

- Despite my short time serving as a member of the Valencia Board of Trustees, I have been able to experience and witness some of the remarkable work that Dr. Sandy Shugart has done as President of Valencia College during what has been the most challenging year in the College ' s history. When the Pandemic began in March 2020, under Dr. Shugart's direction, his leadership team went into a crisis management mode and, in a very short time, was able to quickly shift all the instruction to a fully virtual model. The fact that Valencia did not have significant reductions in student enrollment, in comparison with other State colleges, during the last year is a remarkable achievement. By maintaining the enrollment numbers steady during the crisis, the College's revenues in 2020-21 Fiscal Year have had minimal impact and job losses have been avoided. I had the opportunity to visit two of the Accelerated Skills Training (AST) facilities in Osceola County with Dr. Shugart and some of his key staff members in March 2021. It gave me a better understanding of the College's mission of providing a very important need in this community, offering technical education, at a very affordable price, in high demand fields. During a critical time, when tens of thousands of residents of Orange and Osceola County were displaced by closures in the hospitality sector, Valencia College collaborated with Orange County Government to expand the career training program to unemployed tourism workers at the Convention Center. Although this program was temporary, it provided opportunities to those impacted the most by the economic crisis and some benefited from new and stable employment. Again, kudos to the leadership of Dr. Sandy Shugart and his team!

I appreciate the opportunity to serve on the Valencia College Board of Trustees and have been honored to work for a short time with Dr. Shugart and his outstanding leadership team and faculty. Best of luck to Dr. Shugart on his retirement from Valencia College and on any future endeavors.
- Just like the past year, our President's Evaluation is being done very different than in the past. However, one thing stays consistent, Dr. Shugart has been and always will be beacon of leadership at Valencia College as well as in our Central Florida community. Through his oversight, Valencia was able to stay nimble, pivot, and adapt to the changing environment to still be a welcoming and well-oiled machine that was able to accommodate the changes and execute our core mission of educating. It might have looked differently, and not everything was perfect, but we banded together and made it happen. While we move into the transition of president's, I feel confident that Dr. Shugart has assisted the board, the college and, most importantly, positioned Dr. Plinske in a great place to hit the ground running. I feel honored to have been appointed to this board of trustees when I did and able to witness some of the most amazing work by Dr. Shugart and the stellar team he has built.
- President Shugart provided exceptional, focused leadership to Valencia during one of the most challenging moments in the college's history. During the COVID-19 pandemic he keep classes running. That was no easy task. At the same time he did not sacrifice safety of teachers or employees. The overall performance in this respect was first class. I

would add that Valencia's partnership with state and federal authorities to host a mass vaccination site was exemplary. Thousands of additional Floridians were able to receive the COVID-19 vaccine because of the college's efficiency in partnering them to deliver this life-saving medicine.

The other stand out moment for President Shugart was the professional transition between himself and his successor. Thus far we have received nothing but encouraging comments regarding his turning over the college to Doctor Plinske. You would not know that a transition is taking place.

All that is in addition to the continued excellence of Valencia College in all other respects. It continues to be a flagship college of which we are all proud.

- Sandy Shugart, a man of many wars, from his beginning at Valencia Community College our institution went through many tests of time, dealing with the aftermath of the September 11 terrorist attacks, Hurricanes including 3 in a row in 2 months in 2004, Hurricane Charlie on August 13 knocked out 100% of Osceola County electrical power for several weeks affecting our Valencia Campus. Pulse where we lost seven students, National and state economics ups and downs impacting many attending our college. Nothing could prepare him for what was coming! COVID-19 pandemic! It hit the world and our college. He stayed put; his vast experience and leadership helped him make the right decisions; he had to reorganize the college system. To go online with virtual classes. The staff and faculty adapted quickly to the new system. Students kept studying, the staff kept their jobs, and faculty continued teaching, and the Accelerated Skills Training program continued to grow.

This was the ultimate test presented to Sandy, and like many other times, his decisions influenced an incredibly positive result!

Muchas Gracias Sandy!

- It is such an honor to write this review for one of the best leaders Central Florida has seen, Dr. Sandy Shugart. As a member of the Valencia College Board of Trustees for nearly two years, I have had the pleasure to witness firsthand the leadership of Dr. Shugart to lead this college in accomplishing goals and objectives outlined in his final report. He has done this with a commitment to fairness and an overall focus on the college's mission and its students.

I believe Dr. Shugart's legacy will continue through the established infrastructure and forward thinking template we see today. As I reflect on this review, I'm also reminded of a few top qualities displayed Dr. Shugart to meet goals and objectives:

1. Visionary and disciplined
2. Strategic thinking and innovation
3. Intentional focus on diversity, equity and inclusion
4. Transparent, civic-minded and collaborative
5. Student, community and staff focused

- From the first day of my appointment to this board, Sandy Shugart made me feel like I belonged, he made sure I had everything I needed and understood how the college worked, as this was new to me. He is an exceptional leader and educator who will be greatly missed by many. 2020-2021 was definitely an extraordinary year, to say the least. Dr. Sandy Shugart immediately focused on the task at hand and was a true champion for Valencia College. His leadership skills and talent for communication enabled him and his team to not only see his vision, but to forge to and beyond it. I know I am not alone when I say, I have benefited tremendously from knowing and working with you. Thank you, Sandy Shugart!