



**THE DISTRICT BOARD OF TRUSTEES
OF VALENCIA COLLEGE**

PRESIDENTIAL SEARCH WORKSHOP

Minutes

September 9, 2020

Valencia College – Teleconference Meeting

Members Present

Ms. Tracey Stockwell, Chair

Ms. Daisy Lopez-Cid, Vice Chair

Dr. Bruce Carlson

Mr. John Davis

Ms. Maria Grulich

Mr. Guillermo Hansen

Mr. Michael Sasso

Ms. Beth Smith

Dr. Sanford C. Shugart, Secretary of the Board and President of the College

Call to Order

Chair Stockwell called the Workshop meeting of the District Board of Trustees of Valencia College to order at 9:31am. A quorum was present.

Introduction

Chair Stockwell reported that the purpose for this Workshop is to search for, and to select the next President of Valencia College. Chair Stockwell indicated that the District Board of Trustees of Valencia College will lead the search process. Chair Stockwell encouraged the Board to ask questions, and engage in robust discussion.

**Presidential Search
Process Overview**

Opening Remarks: Dr. Shugart shared a few recommendations to the Board, in regards to the search and selection of the next President of Valencia College. Dr. Shugart encouraged the Board to exercise their great stewardship during the search process, and to support the College's Leadership team, in order to provide continuity related to their work at Valencia.

**Orientation to the
Search Process**

1. Search Phases: Dr. Amy Bosley, Vice President, Organizational Development and Human Resources, presented the report, which was distributed to the Board. Dr. Bosley shared a proposed three-phased

presidential search process, including search process planning, active recruitment, and discernment among presidential candidates/selection of successful candidate.

2. **Equity-Minded Hiring Practices:** Dr. Bosley presented the report, which was distributed to the Board. Dr. Bosley stated that the search process will feature equity-minded hiring practices, which include:
 - Appointment of a diverse Presidential Search Committee, along with selection of a search firm with diverse candidate networks and staff;
 - Active efforts to advertise and recruit through diverse outlets and networks to ensure a consistent and equitable application process for all candidates;
 - Implementation of discernment and selection processes that enable the search committee and the Board to raise awareness of traditional notions of merit and fit; check unconscious bias in the review of candidate materials; conduct a “talent search” process, not a “screening out” process; review materials, candidate interviews, and feedback with the established profile as the guide, comparing each candidate to the position profile and not to one another; and to challenge biased assumptions, beliefs, and statements in committee deliberations.
3. **Legal: Authority, Process, Florida Sunshine Law:** Dr. William Mullowney, Vice President for Policy and General Counsel, presented the report, which was distributed to the Board. Dr. Mullowney reported on key legal and process matters related to the presidential search, including general process considerations, Board legal authority, and Florida Open Meetings and Public Records Laws, and contract matters.
4. **Feedback from Employees and Students:** Bosley presented the report, which was distributed to the Board. Dr. Bosley reported that Valencia’s Student Development Office hosted listening sessions, during which College employees and students provided their feedback regarding qualities and characteristics desired in Valencia’s next president. The key themes from the feedback focused on learning, leadership, equity, sustainability, funding, and technology.

Public Comments

The Board received comments from two members of the public, who shared their desire to raise more awareness with respect to the issue of sustainability.

New Business

- A. **Search Committee:** Dr. Bosley presented the report, which was distributed to the Board. Following full discussion, Ms. Lopez-Cid moved to approve, in the matter of a consent agenda under the Search Committee action item, that the Board: (1) commission a Presidential Search Committee to assist in search activities in accordance with the

recommended charge, (2) adopt the constituent composition of the Presidential Search Committee as proposed; and (3), and accept the slate of members of the Presidential Search Committee, as presented and proposed. Ms. Smith seconded the motion, and the motion was approved unanimously, in a roll call vote.

B. Search Firm: Dr. Bosley, and Mr. Jay Galbraith, Vice President, Public Affairs and Marketing, presented the report, which was distributed to the Board. Following full discussion, Dr. Carlson moved approval of the engagement of AGB Search to provide recruitment and other executive search services in support of the Presidential Search, as presented. Mr. Hansen seconded the motion, and the motion was approved unanimously, in a roll call vote.

C. Required Qualifications for the Position of President, Valencia College: Dr. Bosley presented the report, which was distributed to the Board. Following full discussion, Ms. Lopez-Cid moved to approve the Board's instruction to the Presidential Search Committee that the Committee's proposed Presidential Profile to be recommended for adoption by the Board include the requirements that qualified candidates must have an earned doctorate (EdD or PhD), and at least ten years of senior level leadership experience in higher education, preferably at a community college or open access institution. Dr. Carlson seconded the motion, and the motion was approved unanimously, in a roll call vote.

D. Presidential Search Timeline: Dr. Bosley presented the report, which was distributed to the Board. Following full discussion, Ms. Lopez-Cid moved to approve the Presidential Search Timeline, as presented. Dr. Carlson seconded the motion, and the motion was approved unanimously, in a roll call vote.

E. Presidential Search Budget: Dr. Bosley, and Mr. Loren Bender, Vice President, Business Operations and Finance, presented the report, which was distributed to the Board. Following full discussion, Mr. Davis moved to approve the Presidential Search Budget, as presented. Ms. Smith seconded the motion, and the motion was approved unanimously, in a roll call vote.

Board Comments

The Board praised Dr. Shugart, Valencia's leadership team, faculty, and staff, for their great work.

Adjournment

Chair Stockwell adjourned the Board Workshop at 11:03am.