

Minutes
Board Personnel, Finance, and Audit Committee
July 21, 2009; 4:00 p.m.
Building K Gallery

Present:

Dale E. Rice, Jr., Chairman
Paul A Foster
Rachel R. Gillis
Sandy Sims
Marijo Strauss
Esteena K. Wells
Wes Wilkerson
Jill J. White, Interim President

Others present: Katie Tamman, Northwest Florida Daily News; Gary Yancey, Vice President for Administrative Services; Donna Utley, Associate Vice President for Business Services; Mickey Englett, District Dean, Student Services/Athletic Director; Ann Southard, Dean, Teacher Education, Research, and Learning Support; Melinda Stein, Dean, Instructional Services and Professional Programs; Nancy Murphy, Director, Human Resources, Sylvia Bryan, Director, Marketing and Public Relations; and, Carolyne Laux, Executive Assistant to the President.

Call to Order

Chairman Dale Rice called the meeting to order at 5:05 p.m.

Introductions

Dr. White introduced three new trustees: Paul A Foster; Rachel R. Gillis; and, Marijo Strauss.

College Organizational Update

Dr. White provided material to the trustees regarding the organizational structure for 2009-10 and material on succession issues related to impending retirements among the administrative staff over the next three years. The suggestions are flexible and would provide multiple options for a new president, without forcing him/her into immediate changes or decisions.

Presidential Search Process

Dr. White presented material to the trustees with regard to the upcoming presidential search. At a previous meeting of the Committee, Dr. White was asked to provide more information on a presidential search. She provided the material to include:

- Updated Version of Possible Process for NWFSC
- Information on the Sunshine Law as it relates to Search Committees
- Recent examples of searches from other colleges
- Using an outside consultant
- ACCT search services
- Listing of search/consulting firms
- Sample brochures
- Sample ads, *Chronicle of Higher Education*

Ms. Wells commented that ACCT is expensive for providing the consulting on a search process.

Ms. Sims commented that she had met with some of the participants in the PJC Search. She got a wide swing of opinions on their satisfaction with their process. Some were pleased with using an outside firm and others were not. She will talk with John O'Connor in Pensacola who was involved and ascertain what his opinion was on the process. Their schedule took approximately 18-20 months.

Ms. Sims commented on the need for a very transparent process – not that the Board would consider it being done any other way – but the conditions under which the Board is now searching for a president imposes additional scrutiny. She suggested that the members take the material provided and study it and come back for more discussion and perhaps lay out a process that the Board is comfortable with.

Ms. Gillis commented that the importance of the position will have a significant impact on the college; therefore, the college should take its time in making the decision. She indicated that we need to consider the length of notice that a candidate needs to give to their current employer.

Mr. Foster suggested there might be local talent in-house that would be interested in the position. He would like to read the material thoroughly and do some research on his own, also.

The first decision that the Board has to make is whether the college goes with a consultant firm or does the college do the search from in-house.

The Committee set its next meeting for **August 3, 2009 at 4:00 p.m. in the College Mall Gallery.**

Interim President Option

Dr. White suggested that the Board consider bringing in a retired president as an interim president. This would allow the Board not to feel rushed in appointing a new president. There are retired Florida presidents – one being Dr. Larry Tyree who was president of Gulf Coast Community College and at Santa Fe Community College – who might be

available. Dr. Tyree and possibly other retired Florida presidents would be very familiar with the Florida College System. A retired president who works as a consulting president will be familiar with the Search Process, with the press issues, and community issues during the search period. Dr. White will research to see who is available, possible costs, and the timing for an overlap.

There will be expenses related to this option, but upon Dr. White's retirement her salary would become available to expend during this time. Dr. White's two retirement dates are either at the end of January, 2010 or May, 2010. She will inform the Board at the end of August which one it will be. She plans to teach part-time. She would be available for help in transition for the new president.

Trustees asked Dr. White to provide more information on the option of an interim president. This will be discussed at the next meeting as a separate issue. This will not be intended to slow down the presidential search process.

Mr. Wilkerson asked Mr. Rice to give a brief report at the regular board meeting on the Committee meeting discussion today.

Dr. White will provide the following materials to the members of the board for review:

- President's job description/qualifications/statutory requirements
- Information on an interim president position to include costs, timing, and who is available from the Florida pool.
- Copy of president's contract from PJC and GCCC

Adjournment

Ms. Wells made a motion to adjourn, seconded by Ms. Gillis. The meeting adjourned.