

**Florida State College at Jacksonville  
District Board of Trustees  
Minutes of the April 3, 2019, Special Meeting  
DBOT Interview of College Presidential Finalist  
Administrative Offices, Board Room 405, 8:30 a.m.**

PRESENT: Karen E. Bowling, Chair  
Candace T. Holloway, Vice Chair, Nassau County  
Thomas R. McGehee, Jr., Vice Chair, Duval County  
Michael M. Bell  
J. Palmer Clarkson  
Laura M. DiBella  
D. Hunt Hawkins  
Thomas J. Majdanics  
O. Wayne Young

ABSENT: None

CALL TO ORDER: Chair Bowling called the meeting to order at 8:34 a.m.

PLEDGE: Chair Bowling led those present in the Pledge of Allegiance.

WELCOME: Chair Bowling welcomed those in attendance at today's Special meeting.

STATEMENT OF THE CHAIR: Chair Bowling stated that the Special meeting had been called for the purpose of conducting a public interview with Dr. John Avendano for the position of College President, noting Dr. Avendano is one of the three finalists recommended by the search committee. She advised that each member of the Florida State College at Jacksonville (FSCJ) District Board of Trustees (DBOT) would have the opportunity to ask the candidate questions and participate in the discussion.

DBOT INTERVIEW OF COLLEGE PRESIDENTIAL FINALIST: Chair Bowling welcomed and introduced Dr. Avendano. She advised Dr. Avendano that he would be given the opportunity to make opening remarks to the Board which would be followed by Trustee initiated questions and discussion. At the conclusion of that discussion, Dr. Avendano would have the opportunity to ask questions of the Board as well as make any closing comments.

Opening Remarks by Finalist: Dr. Avendano addressed the Board and stated that it was his honor to be here today. He expressed his gratitude for having the opportunity to interact with faculty, staff and students over the last few days, noting the warm welcome received at each campus. Dr. Avendano was extremely impressed with the students of FSCJ, their visions for the future and excitement to one day be graduates and champions of the institution.

Discussion Portion of  
Meeting:

Chair Bowling thanked Dr. Avendano for his remarks and advised that the discussion portion of the meeting was now open. She advised that each Trustee would be provided the opportunity to ask any question of the candidate, and all Board members may participate in any follow-up of the response.

Presidential Search Committee Co-Chair McGehee provided the Board with a brief statement prior to beginning the discussion portion of the meeting. He stated that there were four Trustees who served on the search committee and had comprehensive panel discussions with the candidates. Therefore, he asked during today's meetings that those Trustees yield their time to the other five Trustees – affording them the opportunity to ask a broad range of questions.

Trustee Holloway suggested that the four Trustees prompt questions of the candidates that they found to be strengths within the individuals that could be shared with the full Board.

There was in-depth discussion by the Board and Dr. Avendano relating to the following topics:

- Fulfilling Community Workforce Needs
- Student Sponsorship Programs
- What Will You Accomplish in Your First 30 Days as President?
- Organizational Culture
- Employee Retention Rate
- Greatest Accomplishments as College President
- Personal Assets/Strengths You Leverage as Most Important
- Toughest Administrative Challenges
- Communication Style
- Legislative Involvement
- State Funding
- Leadership Style/Team Building
- Community Education
- What Attracts You to Jacksonville?
- Establishing Business/Corporate Partnerships
- What Makes You Interesting?
- If Offered the Position as College President – Will You Accept? When Can You Start?
- Define Student Success
- Shared Governance Model
- Reaction to Feedback
- Biggest Area of Personal Growth as a Leader

**Finalist Closing Comments:** Chair Bowling asked Dr. Avendano to address the Board with any questions and make any closing comments. There was discussion relating to what the College was looking for in the next president, serving students, bridge building inside the College and in the community and the culture of the institution. Dr. Avendano closed with thanking Trustees for their time, noting the serious responsibility of hiring the next leader of FSCJ.

**NEXT BOARD MEETING:** Chair Bowling announced that the next Special meeting of the Board for College Presidential Finalists' interviews is scheduled for Wednesday, April 3, 2019, at the College's Administrative Offices, Board Room 405 at 10:30 a.m.


Additionally, the Board will meet for the review and deliberation of the College Presidential Finalists during a Special meeting beginning at 3:30 p.m., which follows today's final interview. The meeting convenes in Board Room 405.

The Special meeting is open to the public, and members of the public will be invited to make comments related to the selection of the new College President prior to the Board taking action at the meeting.

**ADJOURNMENT:** There being no further business, Chair Bowling declared the meeting adjourned at 10:10 a.m.

**APPROVAL OF MINUTES:**

  
\_\_\_\_\_  
Chair, District Board of Trustees

  
\_\_\_\_\_  
Executive Secretary, District Board of Trustees

Submitted by: Ms. Kimberli Sodek, Secretary to the Board