

Florida State University Presidential Search Documentation

Submitted to Division of Colleges and Universities Chancellor Carl Blackwell
and the Florida Board of Education

December 20, 2002

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Presidential Search Process

The Florida State University Board of Trustees selected Dr. Thomas Kent “T.K.” Wetherell as the next president of The Florida State University on December 18, 2002. Dr. Wetherell is expected to assume his duties on or about January 6, 2003.

President D’Alemberte announced his intent to step down from the presidency in a letter to John Thrasher, Board of Trustees Chair, dated August 30, 2002. He was selected from a presidential search process that began in September 2002 and was conducted consistent with the Sunshine Laws. On September 20, 2002, the Board of Trustees approved the establishment of a Presidential Transition Committee (PTC) chaired by Trustee Lee Hinkle. The charge of the committee was to develop the criteria and qualifications for the next president; recommend the composition of a search advisory committee; recommend a timeline for the search process; take public testimony and consult with appropriate individuals, entities, and organizations; develop a position description for advertisement; recommend advertising sites; and determine the feasibility of using a search firm. The composition of the Presidential Transition Committee included Trustees Hinkle, Haggard, Knowles, McGee, Pletch, as well as the Faculty Senate President Dr. Valliere Richard Auzenne.

The Presidential Transition Committee met four times and made recommendations to the full Board of Trustees for their consideration on October 9, 2002. Based on the recommendation of the PTC, the Board of Trustees agreed to create a 27-member Presidential Search Advisory Committee, including representatives from the faculty, students, administrators, staff, donors, alumni, athletics, research, and the community. It also established an alternate.

Several entities were asked to nominate individuals to serve on the Presidential Search Advisory Committee (see table below) and forward these nominees to the full Board of Trustees for consideration. Faculty and staff comprise the largest number of representatives with 6 and 4, respectively. In addition, each trustee had the ability to nominate individuals for the Board’s consideration.

Constituency	Proposed Representation	Entity Forwarding Names
Faculty	6	Faculty Senate
Students	4	Student Government Assoc
Administrators	3	Council of Deans forwards 1 name; Council of Vice Presidents forwards 2 names
Staff	2	Council of Vice Presidents
Donors	2	Foundation
Alumni	2	Alumni Association
Athletics	2	Boosters
Research	2	Research Foundation
Community	3	President
Other	1	Chairman

From the names submitted by individual trustees and those submitted and forwarded from the entities listed in the table, the Chair selected 28 names for the Presidential Search Advisory Committee, as well as the chair of the Presidential Search Advisory Committee (PSAC) and an alternate. Consistent with the operating procedures approved by the Board of Trustees, the Chair's appointments were submitted to the full Board for ratification and subsequently approved. The composition of the PSAC was racially and ethnically diverse. Females comprised nearly 30% of the composition of the committee.

Based on the recommendation of the PTC, the FSU Board of Trustees approved the placement of advertisements in the Chronicle of Higher Education (3"-by-6.25" ad on October 25, 2002, and on the web for four weeks), Hispanic Outlook in Higher Education (one-third page on November 4, 2002, and scheduled for two weeks and one the web for four weeks) and Black Issues in Higher Education (half page on November 7, 2002).

The FSU Board of Trustees also concurred with the recommendation of the Presidential Transition Committee to hire Korn/Ferry International to assist with the presidential search process using the state contract negotiated by Secretary Jim Horne. Using the criteria developed by the FSU Board of Trustees, Korn/Ferry International screened applicants and nominees, contacted potential candidates and contacted professional academic organizations, including their minority affairs offices. The firm presented five candidates to the Presidential Search Advisory Committee. The Presidential Search Advisory Committee interviewed each of five candidates at the

Florida State University Broadcast Center on the FSU Main Campus. Three candidates were advanced to the full Board of Trustees (acting as a committee of the whole) for their consideration. The Board of Trustees brought each of the three finalists to the FSU campus for two days of meetings in which the candidates met university and community constituencies (see schedule included in the appendices). Telephone and in-person background checks were conducted.

Throughout the search process, a “presidential search” website was maintained and included current information regarding the process and an e-mail box to collect input regarding the candidates and process, and summaries of meetings. All of the meetings associated with the search were webcast and were accessible through the presidential search website, as well as through a “meet me” line. All of the candidate interviews were taped and televised on WFSU - TV (airs locally on Comcast Cable Channel 4) and the Florida Channel. In addition, candidates were provided tapes of their interviews and the Board was provided tapes of each of the finalists’ interviews for their review.

On December 18, 2002, the Board of Trustees selected Dr. T.K. Wetherell and authorized the Chairman of the FSU Board of Trustees to negotiate a contract with the next president with salary not to exceed \$290,000 and future performance bonuses and appropriate perquisites such as housing, car, and travel. Dr. Wetherell accepted the appointment effective on or about January 6. The FSU Board of Trustees is submitting the name to the Chancellor of the Division of Colleges and University for ratification by the Florida Board of Education.

Presidential Search Timeline

August 30, 2002 – President D’Alemberte indicates in a memorandum his intent to step down and requests John Thrasher to begin the search process.

September 20, 2002 – Presidential Transition Committee named and meets (Committee charge, briefing material)

September 26, 2002 – Presidential Transition Committee meets to discuss the Presidential Search Advisory Committee and the qualifications of the next president

October 2, 2002 – PTC meets to take public testimony from the faculty, student, and community

October 4, 2002 – PSAC meets and make recommendations regarding timeline, PSAC Composition, BOT Selection Committee, Advertising Sites, qualifications, and to hire Korn/Ferry International, to the full Board of Trustees for their consideration at their December 9, 2002, meeting

October 9, 2002 – FSU Board of Trustees approves the recommendations of the PSAC, defers action on the BOT Selection Committee

October 25, 2002 – The FSU Board of Trustees unanimously approves the composition of the Presidential Search Advisory Committee.

November 5, 2002 – Voters approved Amendment 11, resulting in an acceleration of the timeline for the presidential search.

November 13, 2002 – The Presidential Search Advisory Committee has initial meeting to discuss their charge, relevant state laws, and the search process.

November 2002 – The Chair sent a letter to friends of the university and the university community in general (over 200 letters).

October – November 2002 – Ads appear in the Chronicle of Higher Education, Black Issues in Higher Education, and Hispanic Outlook

October – December 2002 – Nationwide search conducted by Korn/Ferry International

November 21, 2002 – The Chair indicates that the full Board of Trustees will serve as the BOT Selection Committee and the BOT is updated on the status of the presidential search.

December 3, 2002 – Korn/Ferry received 70 nominations/applications.

December 4, 2002 – The PSAC reviews the candidate applicants and recommends that 5 candidates be invited to interview on December 9-10, 2002, including 2 sitting provosts, a dean, and 2 former presidents.

December 9 - 10, 2002 – The PSAC interviews each of the 5 candidates for 1 1/2 hours and forwards three finalists to the full Board of Trustees for their consideration.

December 16, 2002 – Korn/Ferry reports the results of candidate background checks.

December 16-17, 2002– Three finalists are brought to Tallahassee for two-day visits.

December 18, 2002– FSU Board of Trustees selected the next president and forwards the selection for reference to the Chancellor and ratification by the Florida Board of Education consistent with the provisions in state law.

Summary of Background/Reference Checks On Dr. T.K. Wetherell

Activities

- Korn/Ferry International conducted criminal background checks.
- Korn/Ferry International conducted credit history background checks.
- Nexus/Lexus searches were conducted by Korn/Ferry International.
- Korn/Ferry International conducted telephone reference checks.

Results

- There were no disqualifying factors discovered in the criminal and credit background checks.
- The reference checks verified Dr. Wetherell's strengths, weaknesses and accomplishments.
- There were no disqualifying factors discovered during the reference checks.

**THOMAS KENT "T.K." WETHERELL
POST OFFICE BOX 37
LAMONT, FLORIDA 32336
(850) 997-6539
(850) 997-6080 (fax)
e-mail: tk@wetherellconsulting.com**

PERSONAL

Date of Birth: December 22, 1945
Location of Birth: Daytona Beach, Florida
Marital Status: Married to Virginia B. Wetherell
Children: Kent, Blakely, Page
Grand Children: Emily and Ty Wetherell
Religion: Episcopal

EDUCATION

Ph.D. 1974, Florida State University, Tallahassee, Florida
Major: Education Administration (Educational Systems Management)
Special Emphasis in Supervision and Curriculum Development
Minor: Higher Education (Student Personnel)
Dissertation Title: The Career Commitments of First-Year Public School Teachers in Florida
M.S. 1968, Florida State University, Tallahassee, Florida
Major: Social Studies Education
Special Emphasis in Geography and Educational Administration

B.S. 1967, Florida State University, Tallahassee, Florida
Major: Social Studies Education

Honorary Degree
1999 Flagler College
Doctor of Law

ADMINISTRATIVE AND FACULTY EXPERIENCE

President, Tallahassee Community College, Tallahassee, Florida. Specific responsibilities include serving as the Chief Executive Officer of the College, responding directly to the District Board of Trustees. TCC, an institution of approximately 25,000 annual unduplicated student headcount, 35,000 duplicated headcount, serves as a feeder institution for both Florida State University and Florida A & M University. In addition, TCC is the Workforce Development Center for the tri-county area and has one of the most progressive community colleges in distance learning programs, with services ranging from a complete on-line registration system to an AA degree program totally on-line. The College employs approximately 350 full-time faculty and staff, 400 part-time faculty and another 250 grant positions annually. TCC is a multi-campus community college that also serves as the State's law enforcement training center (Pat Thomas Law Enforcement Academy). In addition to the most successful AA degree program in the state, TCC also offers 27 AS degree programs and 15 Certificate programs. TCC is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools.

President, Independent Colleges and Universities of Florida, Tallahassee, Florida. Specifically responsible for coordinating and promoting post secondary higher educational opportunities and programs in the independent colleges and universities of Florida. The private institutions in I.C.U.F. enroll approximately 75,000 students. They have assets of almost \$2.0 billion. The institutions vary in size and mission and are located throughout the State of Florida. The member institutions are: University of Miami, Stetson University, University of Tampa, Jacksonville University, Bethune-Cookman College, Embry-Riddle Aeronautical University, Florida Institute of Technology, Barry University, Florida Southern College, Nova University, Palm Beach Atlantic College, Ringling School of Art and Design, Rollins College, St. Thomas University, Warner Southern College, Eckerd College, Clearwater Christian College, Florida Memorial College, Flagler College and Saint Leo College.

VISITING EMINENT SCHOLAR, Florida State University, Tallahassee, Florida, Gus A. Stavros Center for the Advancement of Free Enterprise.

Vice President, District Planning & Development, Daytona Beach Community College, Daytona Beach, Florida. Reported directly to the President. Specifically responsible for supervising the college's long-range planning \$80 million facility program, P.P.L. Program, Foundation, Corporate Giving, Alumni Association, Deferred Giving, MidFlorida Small Business & Research Center, EAIEO Office, Grants and Resource Development and other assigned academic and research projects that affect the long-term operation and multi-campus delivery systems. Supervised full-time and part-time employees, as well as other professional contracted and consulting staff. Increased the Daytona Beach Community College foundation assets from approximately \$200,000 to over \$1,300,000. Coordinated the activities of the academic division with all instructional curriculums and branch campus operation. Worked closely with all areas of college, State University System, Department of Education, community leaders and state and national leadership groups and individuals.

Vice President and Provost, Academic & University Transfer Programs, Daytona Beach Community College, Daytona Beach, Florida. Reported directly to the President. Specifically responsible for supervising and managing the Division of Arts & Sciences, including the IMTS Center, P.E.P. and PAL programs, the West Volusia Campus, the South Volusia Campus, the Flagler/Palm Coast Campus and the Deltona Center. Supervised all full-time and part-time faculty employed at the college who taught in the university college credit transfer programs. Responsible for generating all college credit transfer FTE and approximately 70 percent of the institution's F.T.E. Responsible for supervising the development of new educational curriculums and maintaining the academic excellence of ongoing programs. Responsible for and assisted in the development of a system-wide correspondence program, ETV concept and internationalizing the curriculum. Worked closely with all areas of the college.

Vice President, Daytona Beach Campus, Daytona Beach Community College, Daytona Beach, Florida. Reported directly to the President. Specifically, responsible for supervising and managing the Division of Arts and Sciences, Trade and Technical Education, Business and Distributive Education, Health and Public Services, Cooperative Education/Career Planning, plus Evening and Weekend College. Supervised approximately 160 full-time faculty members and between 400 to 500 part-time faculty members. Responsible for generating approximately 75 percent of the college's 8,900 FTE. Responsible for developing and managing the \$8.5

million main campus instructional budget. Responsible for developing new educational curriculum and maintaining the academic excellence of ongoing programs. Responsible for and assisted in the development of such curriculum innovations as PEP Center (Personalized Education Program), ELP (Experimental Learning Program), developmental center concept, home study program, weekend college, evening college, mobile campus and express line registration. Coordinated the development of Daytona Beach Community College Open College, a community based delivery system. Worked closely with all areas of the college.

Provost/Dean of Instruction, Daytona Beach Community College, Daytona Beach, Florida. Reported directly to the President. Coordinated the ongoing academic and vocational programs at the institution. Specific responsibilities included monitoring courses and/or programs of study for consistency with the state plan and/or institutional goals. Directly supervised the four (4) major academic divisions of the institution: Arts and Sciences, Business, Health and Public, and Technical and Industrial Education. Responsible for hiring all full-time and adjunct faculty and for developing a faculty development program. Worked closely with all areas of the college.

Executive Assistant to the President, Daytona Beach Community College, Daytona Beach, Florida. Reported directly to the President. Coordinated the daily operation of the college with the Vice Presidents and performed various tasks assigned by the President in accordance with college policy. Specific responsibilities included supervising the Resource Development Program Facilities Program, Community Relations Program, Institutional Support Program, the Internal Auditor, making budgetary and personnel recommendations, channeling and responding to daily correspondence and coordinating college programs, policies and procedures with the Vice Presidents. Worked closely with all areas of the college.

Associate Professor of Education, Bethune-Cookman College, Daytona Beach, Florida. Reported directly to the Dean of the College of Education. Full-time teaching responsibilities included courses in elementary school methods and materials, social studies, human geography, educational foundations, and curriculum theory. Additional major responsibility included coordination of the professional laboratories (pre-student teaching field experience).

Director of Housing and Administrative Assistant to the Vice President

Florida Technological University, Orlando, Florida. Previous position was expanded to include more functions, duties and responsibilities to the Division of Student Affairs, especially in the area of budget preparation and special assignments as designated by the Vice President for Student Affairs and the Assistant Vice President for Student Affairs.

Assistant to the Deans of Housing, Florida Technological University,

Orlando Florida. Responsible for overall housing operation, including budgeting personnel, minor disciplinary actions, supervision of Resident Hall Association. Additional responsibilities included assisting the Student Affairs Deans with various projects, coordination of resident programs with staff, development of summer housing program, supervision and editing of Resident Handbook, and assisting other offices within the division. Worked closely with all areas of Student Affairs, Vice President for Business Affairs, Director of Food Services, and University Comptroller.

Academic Counselor, Florida State University, Tallahassee, Florida. In

charge of academic counseling for all student-athletes receiving financial assistance from the Athletic Department. Additional major responsibilities included management of the athletic bookroom, coordination of housing and roommate assignments with FSU Housing Office, review of all admission applications for incoming student athletes, some teaching responsibilities in the P.E. activity courses (Example: P.E. 117, Physical Conditioning). Worked closely with Athletic Director, Head Coaches, Academic Deans, Director of Admissions, Director of Housing, Director of Basic Studies, and numerous faculty members.

ELECTED PUBLIC SERVICE

Florida House of Representatives

- Elected 1980 - subsequently reelected, 1982 and 1986 without opposition
- Speaker, Florida House of Representatives 1990-92
- Chairman, Appropriations Committee 1988-90
- Chairman, Appropriations/Education Subcommittee 1986-88
- Chairman, Higher Education Committee 1984-86
- Majority Floor Leader 1982-84
- Most Effective Member/Florida House of Representatives, 1988, 1990
- Most Effective First Term Legislator 1980-82
- Top Ten Legislative Leaders/Florida House of Representatives 1987, 1988, 1989, 1990, 1991, 1992 (Miami Herald)

- Volusia County Legislative Delegation Chairman 1981, 1982, 1983, 1986, 1987
- First Professional Educator in the modern history of the State of Florida to be elected Speaker of the Florida House of Representatives

BUSINESS EXPERIENCE

Southern Strategy Group, Tallahassee, Florida. Southern Strategy Group is one of Florida's premier governmental consulting firms. The firm was founded with the unique vision that a team of extremely competent, diverse, experienced and bi-party consultants can best meet the needs of clients in today's rapidly changing political and economic landscape. The firm developed a responsive and results-oriented business plan that has attracted a staff that includes two former Speakers of the House of Representatives, Executive Director of the State Board of Administration, Executive Branch Senior Staffers and Campaign operatives and has been the most successful in the nation. It boasts a client list of some of Florida's largest and most successful corporations as well as public entities in education, technology, criminal justice and the environment.

President/C.E.O., Wetherell Consulting, Inc. The company is a private government/non-government consulting business designed to assist clients with issues before the executive and legislative branches of government. Lobbying clients are accepted as well as project specific issues. The company also assists public and private entities in developing a plan of action to meet specific needs. A subsidiary company was C.E.O. Services which was a technology based holding to aid clients in that discipline where appropriate.

President/C.E.O., First American Mortgage and Investments, Inc. The corporation made investments, mortgage loans on real property within the State of Florida, and provided consulting services to a variety of businesses and enterprises within Florida and nationally, including selected law firms, Digital Corporation, Daytona International Speedway, N.A.S.C.A.R., and Waste Management, Inc.

President/C.E.O., Wetherell Enterprises, Inc. (1980-86) The corporation consisted of service stations, self-serve marts, office buildings and rental property in the Halifax area. Sales and rental collections for the corporation for the corporate year were approximately \$ 1.5 million when sold. The corporation increased earnings by more than 10 percent annually.

SIGNIFICANT POST-SECONDARY EDUCATION ACCOMPLISHMENTS

Tallahassee Community College

- Doubled the headcount enrollment of the college.
- Led the college into the top 25 community colleges nationally awarding AA degrees.
- Awarded the highest number of degrees to handicapped students in the state community college system.
- Increased the physical plant assets from approximately \$50 million to \$130 million.
- Doubled the gross square footage of the main campus.
- Doubled the workforce degree/programs offerings.
- Completed renovation of the main campus.
- Developed a totally on-line AA degree.
- Developed an on-line open entry student based registration/financial aid system.
- Initiated an adult/vocational and G.E.D. program.
- Developed an innovative distance learning program with both public and non-public schools in the district.
- Established the Pat Thomas Law Enforcement Academy at TCC.
- Developed the first Job Guarantee Program in Florida for AS degree recipients.
- Enhanced TCC market share rating by 5% annually.
- Established a faculty/staff gender and ethnicity program that made the college's staff reflective of the community.
- Established a minority student recruitment/retention program that enhanced minority student enrollment to 41% of TCC students.
- Established a President and Senior Management annual evaluation program based on the Board of Trustees established goals.
- Established a 98% graduation rate for scholarship athletes in all sports.
- Solicited TCC's first \$1.0 million scholarship donor.
- Established the Challenge Scholarship Program.
- Increased the TCC endowment fund by 500%.
- TCC had the highest paid full-time faculty (average) in the State Community college system AND the most productive.

Independent Colleges & Universities

- Developed a public accountability process for Independent Colleges and Universities of Florida (I.C.U.F.) Institutions.
- Revised and established the Florida Residence Access Grant (undergraduate program).
- Development and establishment of a Community College-I.C.U.F. Articulation Agreement.
- Increased public/private partnership cooperation and program opportunity in post-secondary fields.
- Establishment of the advanced Florida Residences Access Grant Program for all Florida residents earning an AA degree and transferring to an I.C.U.F. institution.

Daytona Beach Community College

- Enhanced a Resource Development program that grew in 1989 from approximately \$200,000 to over \$3,000,000.
- Coordinated an \$80 million capital improvement program that resulted in Daytona Beach Community College constructing a new Health and Public Service Building, a new Administration Student Services Building including the South East Museum of Photography, a new Business and Distributive Education Building, a new Cultural Arts Building, a new Dental Assistant Building, a Commercial art facility, a Flagler County campus, a South Volusia campus, a West Volusia campus, a Deltona Center, a joint University of Central Florida/Daytona Beach Community College building (phase I and II), a new Student Services Building, and acquiring land from Highlands Elementary School and the Stadium property.
- Establishment of the QUANTA program for honors students that offers students the challenge of integrating regular coursework with a theme or other topic to explore the relationships between subject and ideas or concepts.
- Establishment of a LRC (Learning Resources Center) on-line circulation program; computerizing all holdings in the library for student and faculty use.
- Establishment of a dual enrollment program for public school students including vocational programs.
- Establishment of an International Education Program with Mexico for joint development and promotion of developing programs in educational research, program improvement, and curriculum and teacher exchange.
- Establishment of a Center for International Studies and Foreign Languages.

- Development of the Daytona Beach Community College National Automotive Conference.
- Establishment of the Visiting Professor and Faculty Upgrading Program.
- Establishment of the Faculty, Management and Career Employees Development Program.
- Revision and implementation of a competency-based occupation program plan for all Daytona Beach Community College vocational curriculum integrating academic related courses with the technical content curriculum.
- Establishment of a research program for local inventors in the occupational curriculum areas. (Example: Daytona Beach Community College's Automotive Department served as the performance testing center for the Moody-Shetley car.)
- Establishment of a Model Adult Literacy Program for the State of Florida at Daytona Beach Community College.
- WCEU-TV Channel 15 established as Public Broadcasting Service (PBS) Television Station located on campus for instructional and community service purposes.
- Establishment of a child care program for faculty, staff, students and community use on campus in cooperation with Kinder Care.
- Establishment of Daytona Beach Community College as a correspondence course center.
- Establishment of a college operational program within the parameters of a five year institutional plan, MOB's, MIS, and administrative accountability.
- Establishment of an express line registration process for students taking less than six hours in a semester at Daytona Beach Community College.
- Establishment of a telephone registration and registration by mail process for Daytona Beach Community College Students.
- Establishment of Daytona Beach Community College as a Center of Electronic Excellence in the State of Florida.
- Establishment of the satellite teleconference center and ITFS (Instructional Television Fixed Services) program.
- Establishment of a Summer Enrichment Institute for gifted High School and Junior High School students at Daytona Beach Community College.

Bethune-Cookman College

- Establishment of Co-Chair of the College of Education Dean's Curriculum Review Committee.
- Assistance in the development of the Faculty Outreach Program.
- Co-chair of the Student-Teaching Review Panel.

(Florida Technological University)-University of Central Florida

- Maintained 99.75% occupancy rate for on-campus residence halls during the academic year.
- Conversion of residence hall non-living space to study area for resident students.
- Planned program budgeting system for housing program.
- Implementation of the initial planned student visitation program at Florida Technological University.

Florida State University

- Implementation of the first summer enrichment program for freshman scholarship athletes.
- Assisted Dr. Earl Gordon in the establishment/funding of the Horizon Unlimited Program.
- Assisted in the desegregation of the athletic programs and the recruitment of the first African American athletes in the university's history.
- Establishment of an on-call tutoring program for scholarship athletes.
- Establishment of a Big Brother Program for selected scholarship athletes.

Grants (Federal / State / Local)

While President of Tallahassee Community College total Grants and Contracts increased from approximately \$5 million to more than \$43 million annually. The income to the college generated from Grants and Contracts each year between 1995 and 2001 exceeded the total State recurring general revenue allocation to TCC through the College Program Fund (CPF). TCC annually outperformed the state's Community College System's average increase in the CPF. During the same period, TCC's General Operating Fund increased by approximately 38% while Grants and Contracts increased by 570%. These accomplishments reflect a community college with a limited research mission. From 1995 through 2001, TCC easily annually out performed the Florida Community College System in Grants and Contracts. In 1995 working with outgoing Education Commissioner Tim Jamerson, TCC earned a \$10 million Technology Improvement Grant.

This is the largest such grant ever awarded any institution of higher education (2 year or 4 year) in the State of Florida.

In 1995 the TCC Foundation had practically no endowments, limited scholarships, no organized faculty enhancement funds, a financially burdened housing project with an \$8.9 million note in default and the total operating dollars of the Foundation exceeding income. By 2001, the TCC Foundation had established an endowment plan and generated over \$2.7 million in endowed funds; initiated the Challenge Scholarship Program and awarded approximately 200 such scholarships along with hundreds of other Board Scholarships; established a Faculty Enhancement Fund; entered into a new agreement with the student housing bond holder that avoided default and produced a program that had a positive cash flow; established a Deferred Giving Program, initiated an annual Faculty/Staff/Student/Community Fund Drive; increased the College's contribution to the United Way each year; sponsored and constructed the first "Education Habitat for Humanity House" and began Phase I of a \$30 million Capital Campaign. From 1995 through 2001, the Tallahassee Community College Foundation outperformed the majority of community college foundations both in Florida and nationally.

A partial list of projects and programs assisted by Federal, State and/or other outside funding sources developed, supervised or obtained while an administrator at various levels: Student Alcohol Awareness, Carl Perkins, School to Work, Employment Service & Job Training, Employment and Training Assistance -- Dislocated Workers, Temporary Assistance for Needy Families (TANF), Adult Education, Special Education, Tech Prep Education, Historic Preservation Fund, Child Nutrition, Displaced Homemaker, Technology Literacy Challenge, Foster Care Americorps, Commission on National and Community Service Programs, Learn and Serve America, Workforce Investment Act, U.S. Department of Education COOP, Math/Science/Computer Ed. Institute, Quality Service and Increased Productivity Training, Auxiliary Aid Assistance for Handicapped Students, Industry Training, College Reach Out, DBCC Fine Arts Gallery, 1989 Regional VICA Skills/Leadership, Automated Reporting of Vocational Information, UPWARD BOUND Program, Adults in Transition, Voc. Vending Facilities Management, Voc. Handicapped Services, Individual Manpower Training, Special Service for the Disadvantaged, Electronics Tec., High Wage/High Placement Career Profile, Auto Instructor Conference, Regional Coordinator Council, Artists Lecture/Workshop, FL Exhibition Series, Veterans Ed. Outreach, Center for Government Training & Services, FL Criminal Justice Training, FL Correction Education, FL Adult Education, Intake, Recruitment, Motivation Assoc., Sec. Training and Employment

New Opp., Movers & Shakers: Photography, Adults in Transition, FL Telecommunications, Model Family Ed. Ctr., FL Networking Equip., VISTA Community, Department of Environmental Protection (DEP) Best Management Practice Shooting Ranges, Department of Business and Professional Regulations (DBPR) Recurring Training Program, Department of Transportation (DOT) Training Program, Florida Wildlife Conservation Commission (FWC) Training Contract.

PUBLICATIONS (selected)

- Wetherell, Thomas K., The Career Commitments of First-Year Public School Teachers in Florida, Florida State University (Ph.D. Dissertation)
- Wetherell, T.K., "Florida on the Cutting Edge of Reform," Florida Food and Grocery News, October 1985, p.7.
- Wetherell, T.K., "Challenge of the Eighties," Florida Food and Grocery News, January 1981, p.5.
- Wetherell, T.K., "It's a Community College," Reflection, Vol. 2, No. 7, February 1979, p. 11-13.
- Wetherell, T.K., "Fifteen Steps to Aid Invited Speakers," National Association of Secondary School Principals - Spotlight, Vol. 25, No. 5, January 1978, p.5.
- Wetherell, T.K., "Have You Had The Course," Halifax Magazine, Vol. 1, No. 3, Fall 1977, p.14-16.
- Wetherell, T.K., "The Invited Speakers - Meeting Their Needs," Florida Schools, Vol. XXXIX, No. 3, February, 1977 p.4.
- Wetherell, T.K., "Professional Laboratories: Old Program - New Reaction," Institute for Teaching and Learning Newsletter, Vol. 1, No. 2, 1976, p.3.
- The Halifax Reporter, Weekly Sports Column, "TK's Sports Line," August 1977 to 1980.
- The New Smyrna Beach Observer, Weekly Sports Column, "Sports Line," August 1978 to 1980.

PRESENTATIONS

Dr. Wetherell has made numerous presentations to faculty, staff, associations, business groups, students, local governments, and citizen committees both at the state and federal level. His topics are catered to the respective group but generally revolve around the topics of "Challenges Facing Higher Education," "Emerging Use of Technology in Higher Education," "The Evolution of the Community College System," and "Higher Education -- Florida's Best Kept Economic Development Secret."

MAJOR LEGISLATION (selected)

Major Legislation Sponsor/Co-sponsor or actively participated in passing and/or funding while in the Florida Legislature.

Education

Education Accountability Act
Establishment of 19th Anniversary
Florida First Act
Good Gulf Stream Scholarship Act
Vocational Gold Seal Scholarship Act
Dropout Prevention Act
Prepaid Tuition Act
Illiteracy Act
Blue Chip Scholarship Act
Paperwork Efficiency Act
Pathways To Excellence Act
High Technology Innovation Research & Development Fund Act
State Satellite Network Act
New Donor Program Act
Technology Transfer Center Act
Graduate Scholars Fund Act
Sunshine State Skills Act
Master Fellowship Loan Program Act
Community College Academic Improvement Trust Fund Act
Latin America Caribbean Basin Scholarship Program Act 1985
Driver's License Examination Act
College Level Academic Skills Test Act
S.U.S. Enrollment Act 1986
Chapter 235 Rewrite
Prison/Correctional Education Act
Educational License Plate/Special Issue Act
Council on Environment Education Act
Dropout Prevention Act
Student Records Release Act 1986
Chappie James State Scholarship Act
R.A.I.S.E. Bill Legislation/Funding
Florida High Technology and Industry Council Act
State Board of Community Colleges Act
Florida Community College Scholarship Fund Act
Women's Intercollegiate Act of 1984
Transportation/Hazardous Walking Conditions Act
Florida Cultural Alliance Act

Criminal Justice

Stop Crime Act
Fine/Forfeiture and Investigation Act
Automated Finger Printing Act
Animal Cruelty Act
Animal Fighting Act
Organized Crime Council Act
Statewide Grand Jury Act
Statewide Prosecutor Act
R.I.C.O. Act 1984
Mandatory Seat Belts Act
Mandatory Child Restraint Act
Workfare Act
Criminal Justice Standard Act
Tort Reform Act

Environmental

Preservation 2000 Act
Surface Water Management Act
"Right-to-Know" Act
Growth Management Act
Wetland Bill Act
Beach Restoration and Renourishment Act
Environmental Protection Omnibus Act
Marine Mammals Protection Act
Save Our Rivers Act
Save Our Coast Act

Other

Affordable Housing Act
Department of Elder Affairs
Government Accountability Act
Ethics in Government Act
Health Care Act
Child Health Assurance Act
Commercial Motor Vehicles/Insurance Act
Indigent Health Care Act
Clean Air Act
Cigarettes Tax/Cancer Control Act
Mobile Home Act
High Speed Rail Commission Act
Campaign Financing Act 1986
Equal Access to Justice Act

SELECTED MEMBERSHIPS (Past and Present)

National/International Education

National Association of Independent Colleges and Universities
National Institute of Independent Colleges and Universities
Commission on State Relations
State Association Executive Council
Education Commission of the States
Southern Regional Education Board (Director)
National Conference of State Legislators -- Task Force on Education
Southern Regional Education Board -- Committee on Illiteracy
Southern Legislative Conference, FISCAL Affairs & Government Operation
Committee
National Conference of State Legislators, Assembly on the Legislature, State-Local
Relations Committee

Appointments

Florida House of Representatives Futures Committee
Florida House of Representative Privatization Committee
Governor's Council on Organized Crime
Commissioner of Education State of Florida Transition Team
Governor Bush's Education Reform Commission

Professional

Post Secondary Planning Commission Telecommunications Task Force
American Association of Community and Junior Colleges
Florida Association of Community Colleges
American Vocational Association
Southern Scholarship Research Foundation (Board of Directors)
Phi Delta Kappa (Honor Society)
Kappa Delta Pi (Honor Society)
Instructional Dean Council, Florida Community Colleges (Member)
Vocational Dean Council, Florida Community Colleges (Member)

Community

Florida Council of 100
Committee of 100
Economic Development Council
Civic League
Daytona Beach Chamber of Commerce
Canaveral National Seashore Advisory Commission (Two Terms)
Volusia/Flagler Council of P.T.A. (Director)

Children's Crisis Team
Volusia/Flagler Coordinating Council
Volusia County Drug Council (Director)
Volusia County Farm Bureau
Volusia County Young Democrats
Volusia County Economic Development, Inc., Ambassador
United Way
Daytona Beach Downtown Business Association Award 1985
Florida Student Government Association Legislator of the Year Award 1987
Florida School Board Association "67 Award" 1987 and 1988
SIERRA Club of Florida - Honor Roll
Most effective member Florida House of Representatives (Miami Herald) 1988

BACKGROUND

Thomas Kent "T.K." Wetherell, the son of T.J. and Mildred Wetherell was born December 22, 1945 in Daytona Beach. He attended Port Orange Elementary School and Mainland Senior High School. While in the public school system, he was active in various service clubs (Key, Letterman), student government (President, 1963), and athletics (football, baseball and track).

After high school, T.K. attended Florida State University on a football scholarship and played on the 1963-67 FSU football teams. He participated as a team member in the 1964 and 1967 Gator Bowls, as well as the 1966 Sun Bowl. While at FSU, T.K. earned Bachelor, Masters and Doctorate degrees. He entered the education profession upon graduation from FSU and is a certified Florida teacher (#192358). He has been inducted as a member of the Florida State University's Hall of Fame, was a recipient of the prestigious Moore-Stone Award, as well as the Distinguished Service Award.

As a college administrator, Dr. Wetherell has been involved in every segment of Florida's postsecondary higher education system. He has held positions in the Academic, Business and Student Affairs divisions. He has held appointments in two year, four year and public and private, as well as predominately African-American colleges and universities in Florida. He has been a full-time Associate Professor and Adjunct Professor.

Dr. Wetherell has given more than 300 presentations, speeches or addresses to various groups in the last five (5) years. He has given keynote addresses, made presentations and/or been a panel member or moderator for various

state or national organizations. He has also addressed many university and community college faculty groups on preplanning programs at both the institutional and departmental level on such topics as: The Evolving Role of Postsecondary Education; Business and Education Partners in Progress; Florida -- The Cutting Edge of Educational Reforms; and Politics and Education -- Natural Partners in Progress.

Dr. Wetherell has participated in the National Conference of State Legislators, Southern Legislative Conference, the Southern Regional Education Board, the National Association of Independent Colleges and Universities, and The College Board. As a legislator, he appeared before every committee in the Florida House of Representatives and many in the Florida Senate as well as working with Florida's Congressional Delegation. He worked with other State Legislators on a variety of topics, including educational reform programs. He also worked with federal government staffers and Congressmen (women) on Federal/State educational issues.

Dr. Wetherell's wife, Virginia B. Wetherell, served as the Secretary of the Florida Department of Environmental Protection from 1991 to 1998, a state legislator representing Pensacola, Florida from 1982 to 1988, and currently is President of Wetherell Consulting Services.

INTERESTS

Primary interests are in athletics, outdoor recreation, travel and aviation.

REFERENCES/TRANSCRIPTS

Transcripts are available by contacting the Registrar's Office, Florida State University, Tallahassee, Florida 32306. References and letters of reference are available upon request.

Statement on How Dr. T.K. Wetherell Meets Florida State University Needs

The Florida State University Board of Trustees developed the following qualifications, which were used as a basis to screen candidates and nominees for the Florida State University presidential search.

Presidential Qualifications

1. Must be of distinguished intellectual stature with an outstanding record of academic and other accomplishments.
2. Must be committed to excellence in undergraduate, graduate, and professional education, and to the importance of international education.
3. Must be a proven higher education administrator with superior administrative skills in planning and decision-making, and demonstrated evidence of sound fiscal management and team building.
4. Must be committed to academic freedom and maintaining an environment of tolerance for and appreciation of diverse points of view together with a commitment to the recruitment and retention of women and minorities for the student body, and for faculty, staff, and administrative positions.
5. Must have a demonstrated commitment to the importance of private fundraising and must have the ability and commitment to advance the university's fundraising effort.
6. Must possess effective communication and human relations skills, including the ability to work with The Florida State University Board of Trustees and to foster collegiality among all segments of the university community, and the ability to be an effective advocate for the university.
7. Must place a high value on faculty governance, the quality of student life, and student participation in decision-making.
8. Must have demonstrated knowledge of the business, education, and political communities, and the ability to relate well to these entities on matters affecting the institution.

9. Must have a vision for the university that leads the institution to the next level of excellence building on strengths and committed to the furthering of teaching, research, and service. Knowledge and experience with state, federal, and private research-granting activities and agencies preferred.

10. Must have an understanding of the governance of intercollegiate athletics and be committed to high academic and ethical standards for the athletes as required by the NCAA and the Atlantic Coast Conference.

11. Must have an understanding of the university's role as a contributor to local, regional and statewide economic, environmental and cultural viability and recognize that the university is a partner with the community in which it is located.

Dr. T.K. Wetherell's experience meets or exceeds all of the above qualifications. Dr. Wetherell has a proven record of leadership in education delivery systems in the state and has an established and successful record of community and governmental relations. He is a life-long resident of the State of Florida and has been an enthusiastic supporter of the university, its programs, and goals. He believes that universities are student-centered; his commitment to students earned him the endorsement of over 40 student leaders. In addition, Dr. Wetherell has a demonstrated commitment to working with all elements of the K-20 education system.

Specifically, Dr. Wetherell

- has an earned doctorate from The Florida State University;
- has a clearly articulated vision for FSU and a demonstrated commitment to its academic programs and the entire university community;
- demonstrates knowledge of the business, education, and political communities as evidenced by his extensive administrative background;
- recognizes the mission of the university and the importance of teaching, research, and public service;
- has a proven record record of external relations, including resource development and community relations;
- has developed an outstanding record of accomplishments at institutions of higher education and has experience working in a K-20 system of governance; and
- values diversity, as evidenced by his work with both public and private institutions

When compared to the other candidates, Dr. Wetherell was determined by the FSU Board of Trustees to best meet the needs of The Florida State University and the goals and aspirations of Florida's K-20 educational system.

Advertisement
President
The Florida State University

The Presidential Search Advisory Committee to the Florida State University Board of Trustees invites nominations and applications for the position of the President of the Florida State University.

The Florida State University is a major doctoral/research extensive (formerly referred to as Carnegie Research I) university with 17 colleges and schools. It offers almost 200 undergraduate majors, coordinates over 200 graduate degree programs and offers professional degrees in law and medicine. Florida State University's main campus is located in Tallahassee, the capital of Florida. It provides students with a number of opportunities to study abroad including degree programs in Panama City, the Republic of Panama; London; and Florence, Italy. The university enrolls nearly 37,000 students on its main campus, employs approximately 5,000 faculty and staff and has an operating budget of over \$700 million.

The President is the chief executive officer of the University and works closely with the Florida State University Board of Trustees. The President is charged with leading the University academically, administratively, and financially, guided by the University's mission, values and constitution. The role of the President entails high visibility within the state, region and country. The next President is expected to have an outstanding record of academic and other accomplishments and to provide leadership that incorporates vision and creativity. Candidates should have distinguished records of senior-level leadership in an educational institution of significant size and complexity.

Review of candidate materials will begin immediately and will continue until a new president is selected. For more information about the Florida State University and the presidential qualifications go to www.fsu.edu. Applications and nominations should be addressed to:

R. William (Bill) Funk
Consultant to the Search Advisory Committee and Board
Korn/Ferry International
2100 McKinney Avenue, Suite 1800
Dallas, Texas 75201
email: krisha.creal@kornferry.com
fax: 214/954-1849

The Florida State University is an equal opportunity, equal access employer and encourages women, people of color and people with disabilities to apply. The search is being conducted under the "Public Records Act" and the "Government in the Sunshine" Laws of the State of Florida. These require that all documents related to the search process, including letters of nomination and application, be available for public inspection and that all meetings of search committees be open to the public.

Composition of the Search Advisory Committee

Name	Constituency	Position
Valliere Richard Auzenne	Faculty	Faculty Senate President; Assistant Director, School of Motion Picture Television & Recording Arts
Karen Laughlin	Faculty	Immediate Past president, Faculty Senate; Associate Professor, department of English
James Cobbe	Faculty	Professor and Chairman, department of Economics
Cliff Madsen	Faculty	Lawton Distinguished Professor, College of Music and past president of the Faculty Senate
Jay Rayburn	Faculty	Professor, College of Communication
Jim Riscigno	Faculty	Executive in Residence, Dedman School of Hospitality, Professor, Faculty Advisor
Michelle Pletch	Student	Student member, Board of Trustees, Student Government President
Matthew Gaetz, II	Student	Undergraduate in the College of Social Sciences, Student Government Chief of Staff
Liberty Taylor	Student	Pre-med in biological sciences, commentator for FSU women's basketball
Kathryn Cashin	Student	Doctoral candidate, Humanities
Jon Piersol	Administrator	Dean, School of Music
Jane Robbins	Administrator	Dean, School of Information Studies
John Carnaghi	Administrator	Senior Vice President, Finance and Administration
John Barnhill	Staff	Director, Admissions and Records
Carey Drayton	Staff	Director, Public Safety
James Aphorpe	Donor	Chairman, FSU Foundation Board of Trustees; Commission on the Future
William G. Smith	Donor	Chairman, FSU Foundation; Commission on the Future; Circle of Gold; Athletics Board
Cheryl Beckert	Alumni	Chair, FSU Alumni Association
Gene Walden	Alumni	Chair Elect, FSU Alumni Association
Ron Hobbs	Athletics	Chair, Seminole Boosters; FSU Foundation Board
Joe Camps	Athletics	Medical doctor and former Chair of Seminole Boosters board; Commission on the Future; Circle of Gold
Donald Foss	Research	Dean and Professor, College of Arts and Sciences
Raymond Bye	Research	Vice President, Research

Sue Dick
Joseph Hatchett
DeVoe Moore

Community
Community
Community

President, Economic Development Council
Former Chief Judge, U.S. Court of Appeal
Foundation Board; Seminole Boosters
Board

John Thrasher
Jim Joanos

PSAC Chairman
Alternate

Chairman, FSU Board of Trustees
Former Judge

Schedule of Presidential Candidate Visits

Time	Dr. Ed Jennings	Dr. Susan W. Prager	Dr. T.K. Wetherell
DAY 1	MONDAY DEC 16	MONDAY DEC. 16	MONDAY DEC. 16
9:15 – 10:15 a.m.	Campus Tour Candidate's Option	CRC Werkmeister	Campus Tour (9:30) Candidate's Option
10:30 -- 11:30 a.m.	CRC 201 Westcott	Campus Tour Candidate's Option	Senior Staff 204 Longmire
11:45 a.m. -- 12:45 p.m.	Lunch	Lunch	Lunch
1:00 – 2:00 p.m.	Provost Abele 212 Westcott	FSU Foundation Werkmeister	CRC 204 Longmire
2:15 – 3:15 p.m.	Senior Staff 201 Westcott	Provost Abele 212 Westcott	FSU Foundation 204 Longmire
3:30 – 4:30 p.m.	FSU Foundation 201 Westcott	Senior Staff Werkmeister	Provost Abele 212 Westcott
4:00 -- 5:00 p.m.	Tallahassee Tour Candidate's Option	Tallahassee Tour Candidate's Option	Tallahassee Tour Candidate's Option
6:30 p.m.	Dinner	Dinner	Dinner
DAY 2	TUESDAY DEC. 17	TUESDAY DEC. 17	TUESDAY DEC. 17
8:30 – 9:30 a.m.	VP's 201 Westcott	Open Forum for Faculty, Staff, Students & Community Members Werkmeister	Seminole Boosters and Alumni Association 204 Longmire
9:45 -- 10:45 a.m.	Faculty Senate Steering Committee 201 Westcott	VP's Werkmeister	Open Forum for Faculty, Staff, Students & Community Members 204 Longmire
11:00 a.m. – 12:00 Noon	Council of Deans 201 Westcott	Faculty Senate Steering Committee Werkmeister	VP's 204 Longmire
12:00 -- 1:00 p.m.	Lunch	Lunch	Lunch
1:00 – 2:00 p.m.	USPS, A & P Reprs. 201 Westcott	Council of Deans Werkmeister	Faculty Senate Steering Committee 204 Longmire
2:15 – 3:15 p.m.	Student Reprs. 201 Westcott	USPS, A & P Reprs. Werkmeister	Council of Deans 204 Longmire
3:30 – 4:30 p.m.	Seminole Boosters and Alumni Association 201 Westcott	Student Reprs. Werkmeister	USPS, A & P Reprs. 204 Longmire
4:45 – 5:30 p.m.	Open Forum for Faculty, Staff, Students & Community Members 201 Westcott	Seminole Boosters and Alumni Association Werkmeister	Student Reprs. 204 Longmire
6:30 p.m.	Dinner	Dinner	Dinner
DAY 3	WEDNESDAY DEC. 18TH	WEDNESDAY DEC. 18TH	WEDNESDAY DEC. 18TH
9:00 – 10:00 a.m.			
9:45 – 10:45 a.m.	Interview - BOT		
11:00 a.m. – 12:00		Interview - BOT	
12:00– 12:45 p.m.	Lunch	Lunch	Lunch
1:00 – 2:00 p.m.			Interview - BOT