

May 23, 2002

Dr. Carl Blackwell
Interim Chancellor
Division of Universities
Florida Board of Education
Tallahassee, Florida 32399

Dear Dr. Blackwell:

On Friday, May 17, 2002, the Florida A&M University Board of Trustees selected Dr. Fred J. Gainous as the ninth president of the University. A report on the selection process used by the Trustees is enclosed.

If additional information is needed, we will provide it at your request.

Sincerely,

A handwritten signature in cursive script that reads "Henry Lewis III".

Henry Lewis III
Interim President and
Corporate Secretary

HL:DPW

Enclosures

Florida A&M University Board of Trustees
Florida A&M University
Tallahassee, Florida
May 23, 2002

The Selection of Dr. Fred Gainous as President of
Florida A & M University

Describe the selection process.

During the initial meeting of the Florida A&M University Board of Trustees on August 2, 2001, Chairman Art Collins appointed a Presidential Search Committee. The following Board members were asked to serve: Trustee C. William Jennings, Chairman; Trustee Wilbert Bryant (later replaced by Faculty Senate President Dr. Ada Burnette); Trustee Andrew Gillum; Trustee Randall Hanna, Vice Chairman; Trustee Marta Prado; and Trustee Norma White. The Board set December 30, 2001, as the possible date to name a president.

The organizational meeting of the Presidential Search Committee was held in Orlando on August 14, 2001. During this meeting, the Committee reviewed the first draft of the proposed job description for the president. University staff was directed to submit vacancy announcements to *The Chronicle of Higher Education* and *Black Issues in Higher Education*. The Office of Equal Opportunity Programs accepted all applications until the contract was signed with a search-consulting firm.

A schedule of dates to guide the work of the Committee was developed.

August 20, 2001	Request for Proposals to search firms posted
September 4, 2001	Responses due from interested firms
September 4-7, 2001	Documentation evaluated by Search Committee
September 7, 2001	Top three firms interviewed by Search Committee
September 10, 2001	Search firm recommended to the full Board

Eight firms responded to the request for proposals. Heidrick & Struggles of Atlanta, Georgia was selected. Dr. Charles Knapp and Ms. Veronica Biggins were designated as the corporate representatives to work with the Board.

The next major tasks for the Presidential Search Committee were to work with the Presidential Search Advisory Committee, appointed by Board Chair Art Collins, and to complete the Leadership Statement, which would serve as the job description for the next President. The advisory committee comprised of nearly 70 individuals from all the University constituent groups was named. Chairman Collins appointed Dr. Ada Burnette, Professor in the College of Education and President of the Faculty Senate as the chair of the Advisory Committee. The charge to the Advisory Committee was: 1) Assist in identifying potential candidates; 2) Assist in developing the Leadership Statement; 3) Interview the finalists and provide qualitative feedback to the Board; and 4) Participate in the transition process.

In late November, the Chairman of the Presidential Search Committee announced that it would be impossible to name a president by December 30, 2001. The search process would continue until a permanent president had been selected. In light of the above, Chairman Collins initiated actions by the Board designed to identify and name an interim president, who would begin service on January 1, 2002 and serve until the ninth University president was seated. On January 2, 2001, Dr. Henry Lewis III, Dean of the FAMU College of Pharmacy, became the interim president.

During the January 9, 2002, meeting of the full board, a selection process for the permanent president was approved. A general outline of the process follows:

1. The Board of Trustees, Search Committee, Search Advisory Committee and the Search Consultant will each have a role in the selection process for the next president of Florida A&M University.
2. The Search Consultant will prepare for review by the Search Committee a portfolio of all candidates who have applied for or who have been nominated for the presidency.

3. The Search Committee Chair will convene the Search Committee, following an individual and independent review by each committee member of all candidates. The Search Committee will utilize the Presidential Leadership Statement to narrow the number of candidates for further consideration to no more than ten, but flexibility in this number was granted. The names and resumes of these candidates will be forwarded to the full Board of Trustees for informational purposes.
4. The Search Committee will reconvene and interview the selected candidates and select at least three but no more than five candidates for interviews by the full Board of Trustees.
5. The Search Advisory Committee will interview the candidates selected for interviews by the Full Board, and the Chairwoman of the Search Advisory Committee on its behalf will submit a qualitative report to the Board for consideration on the results of those interviews.
6. The full Board will interview the candidates forwarded to it by the Search Committee, receive and consider the qualitative report by the Search Advisory Committee and select the ninth president. If the Board is unsuccessful in selecting a president from the candidates interviewed, the Search Committee will reconvene and repeat the process.

Heidrick & Struggles forwarded to the Board of Trustees a compilation of the resumes of potential candidates received between October 22, 2001 and January 17, 2002. There were 53 names on the list. Resumes had been received from 23 individuals. Subsequent listings were sent to Board members by the search firm. The list was narrowed to eleven candidates, who were invited to the campus for interviews with the Presidential Search Committee on March 25-27, 2002 (the schedule is attached). At the close of the final interview, the Committee voted to advance five individuals in the process.

Dr. Fred Gainous, Chancellor
The Alabama College System
Department of Postsecondary Education
Montgomery, Alabama

Dr. Charlie Nelms, Vice President for
Student Development and Diversity
Indiana University
Bloomington, Indiana

Dr. Melvin Stith, Dean
The College of Business
Florida State University
Tallahassee, Florida

Dr. Anna Vaughn-Cooke, Dean
School of Graduate Studies
Florida A&M University
Tallahassee, Florida

Dr. David Wilson, Associate Provost and Vice
President for University Outreach
Auburn University
Auburn, Alabama

Each of the five candidates was invited back to the campus for a full-day of sessions with all of the University constituent groups, April 15-19 and 22, 2002. A copy of their schedules is attached to this report. It was during these visits that the Search Advisory Committee conducted its qualitative review of the candidates. Late in the process, Dr. Charles Kidd, President of York College of City University of New York was invited to the campus and interviewed by four members of the Presidential Search Committee on April 30, 2002. The Committee voted not to advance Dr. Kidd's name in the process. During the first two weeks of the month of May, Trustees visited the home site of the five finalists. Chairman Art Collins visited Dr. Melvin Stith and Dr. Charlie Nelms, Dr. James Corbin visited Dr. Fred Gainous and Dr. David Wilson and Attorney Randall Hanna visited Dr. Anna Vaughn-Cooke.

On Thursday, May 16, 2002, the five finalists were interviewed by the full Board of Trustees. Each candidate participated in an hour-long session. After the interviews were completed, Dr. Ada Burnette, Chairwoman of the Presidential Search Advisory Committee made a report to the Board and Trustees reported on their candidate site visits. The Board adjourned for the day.

The Board reconvened at 8:00 a.m., Friday, May 17, 2002. Board Chairman Collins announced that candidate Dr. Charlie Nelms had asked that the Board remove his name from further consideration. After a brief discussion of the remaining four candidates and some procedural issues, the Chairman called for a roll call vote. The Assistant Corporate Secretary called the roll. The twelve Trustees present voted unanimously to select Dr. Fred Gainous as the ninth president of Florida A&M University. Trustee Catherine Hughes did not attend the meeting. The general session of the Board of Trustees adjourned at approximately 8:50 a.m. Chairman Art Collins notified all candidates by telephone of the Board's decision. The Board's standing committees met from 9:00 a.m. until noon. At noon, Dr. Gainous was presented by Chairman Collins to the Board and members of the audience as the president-designate of Florida A&M University, subject to ratification by the Florida Board of Education. Dr. Gainous accepted his designation.

Provide a copy of the president-designate's resume.

A copy of the resume of Dr. Fred J. Gainous is attached to this document.

Were background checks conducted?

The Florida Department of Law Enforcement conducted a background check of the five finalists for the presidency of Florida A&M University. No incidents of violation of the law were cited for any of the candidates. The Florida A&M University Personnel Office handled this matter on behalf of the Board of Trustees.

Strengths of the successful candidate which lead to his selection.

Dr. Fred J. Gainous' experiences as a chief executive officer for 14 years gave him a competitive edge over the other finalists for the Florida A&M University presidency. As Chancellor of the Alabama College System, he has been responsible for a postsecondary education system that has nearly 90,000 students and a budget of nearly \$600 million.

He has demonstrated the ability to work effectively with all constituencies needed to make a program, an institution or a complex system work at the highest level of performance. Dr. Gainous has displayed an extraordinary high-level of skills in the development, presentation and defense of the Alabama State Board of Education's legislative agenda to the Governor and to both houses of the Alabama state legislature.

Moreover, his proven abilities which include establishing and implementing sound fiscal policies and managing vast human and technological resources are critical strengths needed to take Florida A&M University to the next level.

What is the anticipated beginning date of employment?

It is anticipated the Dr. Fred Gainous will officially assume the duties and responsibilities of the Office of the President of Florida A&M University on July 1, 2002.

Submitted by the Trustee Board Corporate Secretary, Interim President Dr. Henry Lewis III

FRED GAINOUS

4312 CAMP CREEK COURT, MONTGOMERY, ALABAMA 36116

October 15, 2001

Mrs. Carrie Gavin, Director
Office of Equal Opportunity Programs
Florida A&M University
Unit 5, Ardelia Court
Tallahassee, Florida 32301

Dear Mrs. Gavin:

Please accept this letter, the enclosed resume and references as my official request to be considered for the position of president of Florida A&M University. I believe that my ability and commitment to lead the University into the twenty-first century are borne out in many ways: my twenty-five years of experience in higher education; my demonstrated commitment to students, quality teaching, and professional development; and my record of leadership and management in higher education. My philosophy of education is to democratize the educational process through broadening access to and ensuring the quality of instructional programs, services, and activities so as to encourage and create pathways to success in overcoming social, economic, and political barriers. I am firmly convinced that democratization of education will create a citizenry who are better able to reason logically and resolve the critical social, civic, economic, cultural, technological, and environmental issues facing our society as we embark upon our journey into the new millennium. I believe that this perspective is certainly significant to, and clearly consistent with, the mission of a land grant university, such as Florida A&M University. I have long been a proponent of land grant institutions and a champion of their place in higher education. Consequently, I believe that I am more than capable of articulating the mission and advancing the agenda of the University on the state, national, and international levels.

I have vigorously and successfully fought for quality education over the last eighteen years in increasingly progressive professional positions. These experiences have allowed me to remain on the forefront of reshaping and advancing higher education in all realms. For the last fourteen years, I have forged highly-effective working relationships with all of the key institutions of decision making: state legislative, executive, and judicial branches of government; national, state, and locally-elected officials; gubernatorial-appointed boards and commissions; chambers of commerce; business and industry councils; regional planning entities; a plethora of social and civic organizations; members of the U.S. Congress and the U.S. Departments of Education and Labor; representatives of numerous foreign nations whose educational systems are affected by the policies of The Alabama College System; faculty senates; representatives of employee organizations; and both campus-based and nationally-recognized student organizations. I am responsible for the development, presentation, and defense of the Alabama State Board of Education's legislative agenda to the governor and both houses of the state legislature. Under my leadership, The Alabama College System has become a quality education entity and a recognizable force in the legislative process and in Alabama politics. This is the result of my personal and professional relationships with all levels of citizenry, and my ability to clearly articulate the mission and agenda of The Alabama College System to various constituents.

HOME: 334/260-9140 (FAX) 334/260-9250

OFFICE: 334/242-2927 (FAX) 334/242-0214

Mrs. Carrie Gavin, Director

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As chancellor of The Alabama College System, it is my responsibility to provide the State Board the necessary information for them to make informed decisions. As chief executive officer to the State Board, I have successfully provided the State Board members the leadership and management skills and the guidance necessary for them to perform their duties and responsibilities as trustees of a state system of higher education efficiently and effectively. I have successfully incorporated appropriate constituent groups to develop and implement policies, guidelines, and operational procedures directing the conduct of the day-to-day administration of The Alabama College System. During my nearly fourteen-year tenure in Alabama, I have performed at the highest level of leadership and administration. I have never had the nine-member State Board vote not to adopt a recommendation that I made.

The State Board-approved budget for The Alabama College System for the fiscal year 2001- 02 is \$578,289,333. Each year I make a budget recommendation and accompanying presentation to the State Board and, upon their approval, I then make a presentation to the governor and the legislature. In each budget, the mission of The Alabama College System and its priorities are clearly reflected. Though it is my responsibility to make the aforementioned presentations, I involve in the process all of the appropriate individuals who share responsibilities for accomplishing the various elements of our mission in an effort to utilize to the greatest extent possible the complete range of support available. As president of Florida A&M University, I would do likewise in developing the budget presentation and recommendation for the trustees. I have a demonstrated history of sound and prudent fiscal management and accountability. In my current position as chancellor, there is an annual audit of my performance required by law by the Examiners of Public Accounts which stands as evidence of my ability to manage fiscal resources. There has never been a charge-back or a finding of an inappropriate expenditure.

Perhaps of even greater importance, I have demonstrated the ability to manage resources during statewide proration of education funds. In the past fourteen years, the governor has declared proration three times, and The Alabama College System has been forced to forfeit \$32 million of legislatively appropriated funds. Yet, during those years, as the result of my leadership and management skills, as well as my ability to create and re-create consensus and direction, the quality of the instructional programs of The Alabama College System has never been adversely impacted. In these circumstances, the challenge shifts to external funding sources and more resourceful management techniques. For the current fiscal year The Alabama College System has 189 external grants that total more than \$48 million. Sources include both state and federal agencies and foundations. I have established relationships with agencies so as to allow The Alabama College System a competitive advantage. Over the years, I have combined fundraising with constituent development. The ability to manage resources is a direct product of my ability to guide the long- and short-range planning process so essential to the success of achieving and implementing a vision. This effort focuses on creating and communicating the vision of The Alabama College System and its institutions, a mutually inclusive plan of action to accomplish the vision, and cultivating constituent supporters who donate resources because they believe in and trust my leadership and ability to manage and accomplish the mutually inclusive vision for the benefit of the entire state. It is my honor to offer my experiences and abilities to the members of the Board of Trustees and other FAMUians to raise external funds to allow the University to accomplish its role, scope, and mission with a focus on quality and excellence.

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My management style is open and result-oriented. I realize that the decision-making process is the predicate for the resolution of future issues that require the collective thinking and in-put of all affected parties to achieve the mutual growth and development of individuals and the institution. I use, most often, a committee system process in which a system of committees are given their various charges, are allowed to work independently, and are provided the necessary resources to achieve quality results. The charges often build on proven results in order to allow the outcome to demonstrate a logical relationship to the work of other committees, and to produce a common thread among all committee efforts, linked to the mission and the vision of the institution. Though shared governance is inherent in my management style, decisive leadership is also my strength. I establish through sound management and skilled leadership an environment in which all individuals can experience growth, and the opportunity to exceed expectations.

In 1997, I received the Shirley B. Gordon Award of Distinction from the Phi Theta Kappa Honor Society for my success in promoting and supporting student learning and achievement. In 1999, the University of Florida's Institute of Higher Education recognized my statewide effort to enhance teaching and learning in Alabama through the Teaching and Learning Initiative. The Teaching and Learning Initiative achieved finalist status (one of five) for the 1999 Bellwether Award in the category of Instructional Programs and Services. The Teaching and Learning Initiative is comprised of several programs, all designed to enhance the overall effectiveness of the classroom instructor as an informed facilitator, while empowering the student to become an initiator of learning. The Teaching and Learning Initiative includes a model faculty evaluation process, faculty-to-faculty mentoring, a professional development model, and a master teacher program. To ensure appropriate continuous development, an annual two-day Teaching and Learning Symposium is held to provide professional development activities primarily for faculty. There is also an annual master teachers workshop to guide those faculty who would aspire to become master teachers. The Teaching and Learning Initiative was structured to include a steering committee for the overall initiative, the members of which were assigned the task of developing a system-wide value statement on teaching and learning. Other committees were used to develop the value statements relating to the four components of the Teaching and Learning Initiative, and were composed of Chancellor's Award winner faculty members from throughout The Alabama College System. This initiative is an example of my commitment to teaching and learning, and that commitment would certainly continue if I were to be selected to serve as president of Florida A&M University.

As a land grant institution, I believe that Florida A&M University has a very special role to play in the educational history of Florida and of the nation and, as its president, I would make teaching and learning one of the highest priorities. I believe teaching and learning, along with various types of financial aid, are the foundation of access and a key element for student and institutional success... I believe absolutely in the need to develop and maintain a model program of student recruitment and retention. A quality and nurturing academic program will help the University retain students through the collaborative efforts of the academic and student affairs divisions of the University. I believe that great emphasis should be placed on analyzing enrollment demographics and planning based on such information, as an element facilitating the recruitment and retention of all students. As the result of such efforts in Alabama, over the past three years I have

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focused on recent high school graduates, which has resulted in an increase in the percentage of recent high school graduates enrolling in The Alabama College System from 10 percent to 23 percent. The recruitment of students, like the raising of external funds, is the lifeblood of an institution. As president, I realize that the ultimate responsibility for both would be my responsibility. Just as I would be concerned for the use of all of the University's resources, my concern for students and their successful matriculation would be paramount. To demonstrate my commitment to students as chancellor of The Alabama College System, I have provided faculty the opportunity to explore the depths of their field, to serve on national committees, and to elevate research to a level of prominence. This has resulted in Fulbright Scholarship-published textbooks and manuals, articles, and numerous presentations. As a product of my leadership and commitment to teaching and learning, Alabama has had more students on the Phi Theta Kappa/USA Today All-Academic teams than any other state.

I have always been a proponent of diversity at all levels. Over the past fourteen years I have moved The Alabama College System from a closed system to one that more accurately reflects the diverse population of the state. Upon my recommendation in 1994, the Alabama State Board of Education adopted some guiding principles of equality and fairness. In 2001, upon my recommendation, the State Board adopted a universal Human Rights Pledge recognizing and celebrating diversity. The pledge was disseminated throughout The Alabama College System and to its constituents. I believe that diversity in the educational enterprise, administrators, faculty, staff, and students enhance the cultural and intellectual stock of the University. This would certainly be reflected in the recruitment of students at the undergraduate and graduate levels. Like quality, diversity is the result of management and commitment.

I have in this letter used several examples to demonstrate my commitment, experience, and abilities to manage the entire educational process. My career has been that of a consensus and institutional builder. I have changed the very culture of The Alabama College System through a focused vision that encompassed stakeholders and welcomed new constituents. I applaud Florida A&M University on its great history, and ask the Board of Trustees to look favorably upon my request to lead the University to even greater performance as a caring university of quality. I bring to the University a demonstrated record of leadership, proven ability, and earned experiences as an outstanding manager of educational resources, and the political environment in which it exists.

Sincerely,

Fred Gainous

Enclosures

VITA

FRED JEROME GAINOUS

PERSONAL DATA

4312 Camp Creek Court
Montgomery, Alabama 36116
Home Telephone: (334) 260-9140
Home Fax: (334) 260-9250
Business Telephone: (334) 242-2927
Business Fax: (334) 242-0214
E-mail: fgainous@acs.cc.al.us

EDUCATION

Doctor of Education

Curriculum and Instruction, University of Florida (1975)
Minor: Postsecondary Administration

Education Specialist

Curriculum and Instruction, University of Florida (1974)
Minor: Postsecondary Administration

Master of Agricultural Education

University of Florida (1972)

Bachelor of Science in Agricultural Education

Florida A&M University (1969)
Minor: General Science

MEMBERSHIPS: BOARDS AND ORGANIZATIONS

Board of Trustees

Faulkner University

Board of Directors

Alabama College Education Savings
Alabama Prepaid Affordable College Tuition
Alabama Technology Network
Baptist Medical Center South
Tom Beville Center for Advanced Manufacturing Technology
Colonial Bank
Goodwill Industries of Central Alabama, Inc.
Montgomery Heart Association

Montgomery Outreach Association, Inc. (Executive Director)

National Steering Committee for the Enhancement of Minority Success in Community
Colleges (President, 1993-present)

United Way (Chairman, Educational Unit -three years)

Memberships

Alabama Commission on Higher Education Advisory Council

Alabama Council of College and University Presidents/Chancellors

American Association of Community Colleges -Presidents Academy (1994)

Association of Community College Trustees

Junior College and Trade School Authority

Leadership Alabama (1996)

Leadership Montgomery (1993)

National Council of State Directors of Community Colleges (President -1995)

Presidents' Round Table of African American CEOs

PUBLICATIONS

Gainous, Fred, *The Role of the County Adult Education Administrator in Florida*, Adult Leadership,
Vol. 25, No.7, pp. 197-98,214, 1977.

Gainous, Fred, *Vocational Planning, Accountability, and the 1976 Educational Amendments*,
Florida Vocational Journal, Vol. 3, No.1, 1977.

Gainous, Fred, John Hanna and Robert Romine, *Remedial/Developmental Student
Characteristics Survey Fall 1985 Kansas Community Colleges*, 1986, ERIC. E.D.

Ibid. *Remedial/Development Programs in Kansas Institutions of Higher Education*, 1986, ERIC.
E.D. 273-330.

Ibid. *Minority Student Enrollment in Kansas Community Colleges*, 1986 ERIC.

Fred J. Gainous and Robert J. Romine, *Institutional Effectiveness*, Alabama Department of
Postsecondary Education, 1994.

Fred J. Gainous, Robert J. Romine, *et. al.*, *Educating Alabama's Workforce*, Alabama
Department of Postsecondary Education, 1995.

Fred J. Gainous, Robert J. Romine, *et. al.*, *New Directions in Education*, Alabama Department of
Postsecondary Education, 1996.

Fred J. Gainous, Robert J. Romine, *et. al.*, *Setting the Stage for the 21st Century*, Alabama
Department of Postsecondary Education, 1997.

Fred J. Gainous, Robert J. Romine, *et. al.*, *The Alabama State Board of Education: Leadership
for the 21st Century*, Alabama Department of Postsecondary Education, 1997.

Fred J. Gainous, Robert J. Romine, *et. al.*, *Converting Community Colleges from the Quarter System to the Semester System*, Alabama Department of Postsecondary Education, 1997.

Fred J. Gainous, Robert J. Romine, *et. al.*, *The Alabama College System Statistical Profiles, 1996-1997*, Alabama Department of Postsecondary Education, 1998.

Fred J. Gainous, Robert J. Romine, *et. al.*, *Profiles of Excellence: Creating a Bridge for the Millennium*, Alabama Department of Postsecondary Education, 1998.

Fred J. Gainous, Robert J. Romine, *et. al.*, *Re-engineering Alabama's Two-Year Colleges: A White Paper*, Alabama Department of Postsecondary Education, 1999.

Fred J. Gainous, Robert J. Romine, *et. al.*, *Workforce 21: A Strategic Plan for Developing Alabama's Workforce*, Alabama Department of Postsecondary Education, 1999.

Fred J. Gainous, Robert J. Romine, *et. al.*, *Postsecondary Components of the Alabama State Plan for Career/Technical Education*, Alabama Department of Postsecondary Education, 1999.

Fred J. Gainous, Robert J. Romine, *et. al.*, *The Alabama College System: A Partner in Economic and Human Resource Development*, Alabama Department of Postsecondary Education, 1999.

Fred J. Gainous, Robert J. Romine, *et. al.*, *Op-Ed Essays: Sharing the Perspective of Alabama's Two-Year Colleges, Vol. I*, Alabama Department of Postsecondary Education, 1999.

Fred J. Gainous, Robert J. Romine, *et. al.*, *Op-Ed Essays: Sharing the Perspective of Alabama's Two-Year Colleges, Vol: II*, Alabama Department of Postsecondary Education, 1999.

Fred J. Gainous, Robert J. Romine, *et. al.*, *Op-Ed Essays: Sharing the Perspective of Alabama's Two-Year Colleges, Vol. III*, Alabama Department of Postsecondary Education, 1999.

Fred J. Gainous and Robert J. Romine, *Access to Postsecondary Education for Students from Low Income Families: A Report to the Alabama State Board of Education*, Alabama Department of Postsecondary Education, 1999.

PROFESSIONAL EXPERIENCES

Chancellor

**The Alabama College System
Department of Postsecondary Education
March 1988 -Present**

The Chancellor reports to a nine-member elected State Board of Education. The Governor serves as the Board's president. The Chancellor is the Chief Executive Officer for the Alabama Department of Postsecondary Education, and directs all matters involving the public two-year college system (comprised of 8,500 full-time and part-time employees and 88,000 plus students). Authority and responsibility for the

management, control, supervision, maintenance, regulation and improvement of each of the 19 community colleges, 2 junior colleges, 7 technical colleges, Alabama Industrial Development Training Institute and Athens State University is vested in the Chancellor. The Chancellor also performs the following duties:

1. Executes, enforces and interprets the rules and regulations of the State Board of Education governing the two-year college system in a legislatively mandated position.

Develops and formulates policies, programs and other statutory responsibilities of the colleges as chief administrator.

2. Represents the State Board of Education and the System on postsecondary education matters to the governor, the legislature, state, regional, national, and federal agencies and organizations, various associations and interest groups in the System, and the public at large in a highly visible position.

Conducts and manages the search process for presidential vacancies, and recommends candidates to the State Board of Education.

Appoints to positions of employment such administrative, clerical and other assistants, including specialists and consultants, on a full- or part-time basis as may be needed to assist the Chancellor in performing duties.

3. Serves as chief lobbyist for legislation which affects the development and improvement of the two-year colleges under the direction of the State Board of Education.

Coordinates the planning and implementation of statewide priorities and goals for the two- year college system in cooperation with the State Board of Education and the Alabama Commission on Higher Education.

Develops the agenda and supporting materials for meetings of the State Board of Education regarding postsecondary matters.

Associate Vice President

Educational and Student Services

St. Petersburg Junior College

November 1987 -March 1988

The Associate Vice President for Educational and Student Services coordinated the district-wide academic and student services programs, and served as the occupational/technical education program specialist for the college.

Assistant Commissioner

**Community Colleges and Vocational Education
Kansas State Department of Education
June 1985 -November 1987**

The Assistant Commissioner was the Chief Executive Officer for Community Colleges and Vocational Education. This position supervised and provided leadership and direction to the operations of the state community college system, vocational education institutions and programs.

The Assistant Commissioner was responsible for identifying programmatic and financial needs of 19 community colleges and area vocational-technical schools and developing appropriate funding recommendations for the Commissioner and the State Board of Education. The position was also responsible for the overall supervision, planning and implementation of vocational education and college academic transfer programs. The Assistant Commissioner represented community colleges and vocational education to the general public, constituent groups and the state legislature.

Coordinator

**Occupational Programs
Florida State Department of Education
Division of Community Colleges
July 1979 -June 1985**

The Coordinator provided leadership and coordination for the occupational education programs of Florida's community colleges. The Coordinator also:

1. Worked closely with the occupational representatives of 28 community colleges to ensure that colleges were informed of all educational, statutory and social implications of occupational training and education.
2. Maintained a liaison in occupational education with the Division of Vocation Education.
3. Provided executive and leadership services to the Occupational Education Standing Committee and its Ad Hoc Nurse Education Subcommittee of the Community College Council of Instructional Affairs.

Project Director

**Educational Information Center
Florida State Department of Education
Educational Planning, Budgeting and Evaluation
January 1979 -July 1979**

This position was responsible for coordinating the development of a statewide plan to implement the Educational Information Center (EIC) program in Florida. This position was with the Section of Program Budgeting and Evaluation.

Associate Professor of Education

Florida A&M University

July 1975 -April 1977

This particular position of Associate Professor at Florida A&M University was divided into half-time teaching and half-time research duties. The teaching duties were in the College of Education.

Coordinator

Center for Individualized Learning

Daytona Beach Community College

July 1975 -April 1977

The Coordinator of the Center for Individualized Learning was responsible for the overall operation of the Center. The duties included planning, development and implementation for the total learning program. Recruitment, selection, supervision and evaluation of personnel were responsibilities of the Coordinator. This position administered the budget for the Center, and interfaced with local and county agencies in providing information about the education opportunities of the individualized learning program.

HONORS

Recipient of the *Kermit Mathison Outstanding Junior College Administrator Award* by the University of Montevallo for outstanding record of service to students, faculty and staff of the Alabama Department of Postsecondary Education (1989).

Recipient of the *Shirley B. Gordon Award of Distinction* by Phi Theta Kappa Honor Society for efforts to promote and support student learning and achievement (1997).

Honored in the 15th anniversary edition of *Black Issues in Higher Education* as one of 15 influential state/federal appointees from across the nation for contributions to equity in higher education (1999).

REFERENCES

Dr. Ethel H. Hall, Vice President
Alabama State Board of Education
7125 Westmoreland Drive
Fairfield, Alabama 35064
(205) 923-6093

Dr. Charles B. Reed, Chancellor
The California State University System Office
401 Golden Shore
Long Beach, California 90802
(562) 951-4000

Dr. Donald G. Phelps, W.K. Kellogg Professor
Community College Leadership Program
The University of Texas at Austin
Austin, Texas 78712
(512) 471-7545

The Presidential Search Committee will be interviewing candidates for the position of presidency March 25 – 27, 2002. The interviews will take place in the Foster Tanner Recital Hall on the campus of Florida A&M University. The schedule is as follows:

Monday, March 25 - Meet Me number: 850.921.2583/Suncom # 291.2583

- | | |
|-------------------------|--|
| 8:00 a.m. - 9:15 a.m. | Training/Interview process
Discussion on the interview process in preparation of welcoming the candidates to Florida A&M's campus.
This will be a very important time for a review of the leadership statement and also review of legal questions. |
| 9:30 a.m. - 10:45 a.m. | First Candidate – Dr. David Carter, President
Eastern Connecticut State University
Willimantic, Connecticut |
| 10:45 a.m. - 11:15 a.m. | Break/Discussion* |
| 11:15 a.m. - 12:30 p.m. | Second Candidate – Dr. Melvin Stith, Dean
College of Business
Florida State University
Tallahassee, Florida |
| 12:30 p.m. - 1:00 p.m. | Break/Discussion* |
| 1:00 p.m. - 2:00 p.m. | Lunch |
| 2:00 p.m. - 3:15 p.m. | Third Candidate – Dr. Raymond Burse, Senior Counsel
Commercial Law, General Electric Corporation
Louisville, Kentucky
[Former President, Kentucky State University
Frankfort, Kentucky] |
| 3:15 p.m. - 3:45 p.m. | Break/Discussion* |
| 3:45 p.m. - 5:00 p.m. | Fourth Candidate – Dr. Arthur Washington, Dean
College of Arts and Sciences
Florida A&M University
Tallahassee, Florida |
| 5:00 p.m. - 5:30 p.m. | Break/Discussion* - final for the day |

Tuesday, March 26 – Meet Me number: 850.448.4883/Suncom # 278.4883

- 8:30 a.m. - 9:45 a.m. First Candidate – Dr. David Wilson, Associate Vice Provost
and Vice President
University Outreach Programs
Auburn University
Auburn, Alabama
- 9:45 a.m. - 10:15 a.m. Break/Discussion*
- 10:15 a.m. - 11:30 a.m. Second Candidate – Dr. Fred Gainous, Chancellor
The Alabama College System
Department of Postsecondary Education
Montgomery, Alabama
- 11:30 a.m. - 12:00 noon Break/Discussion*
- 12:00 p.m. - 1:00 p.m. Lunch
- 1:00 p.m. - 2:15 p.m. Third Candidate – Dr. William Harris, Former President
Alabama State University
Montgomery, Alabama
- 2:15 p.m. - 2:45 p.m. Break/Discussion*
- 2:45 p.m. - 4:00 p.m. Fourth Candidate – N/A
- 4:00 p.m. - 4:30 p.m. Break/Discussion* - final for day

Wednesday, March 27 – Meet Me number 850.414.1706/Suncom # 994.1706

- 8:30 a.m. - 9:45 a.m. First Candidate – Dr. George Ross, Executive Vice President
Clark Atlanta University
Atlanta, Georgia
- 9:45 a.m. - 10:15 a.m. Break/Discussion*
- 10:15 a.m. - 11:30 a.m. Second Candidate – Dr. Charlie Nelms, Vice President
Student Development and Diversity
Professor of Higher Education Administration
Indiana University
Bloomington, Indiana
- 11:30 a.m. - 12:00 noon Break/Discussion*

Wednesday, March 27 continued – Meet Me number 850.414.1706/Suncom # 994.1706

12:00 p.m.- 1:00 p.m.	Lunch
1:00 p.m. - 2:15 p.m.	Third Candidate – Dr. Bobby Phills, Dean College of Engineering Sciences, Technology and Agriculture Florida A&M University Tallahassee, Florida
2:15 p.m. - 2:45 p.m.	Break/Discussion*
2:45 p.m. – 4:00 p.m.	Fourth Candidate – Dr. Anna F. Vaughn-Cooke, Dean College of Graduate Studies and Research Florida A&M University Tallahassee, Florida
4:00 p.m. – 4:30 p.m.	Wrap-up discussion - determine who moves forward

During the Breaks/Discussions (*), each Committee member should be prepared to complete the evaluation form and include any applicable notes to be used during the wrap-up on Wednesday. This will assist in the determination of the final candidates.

Once the Committee has determined (on 3/27) which of the candidates are finalists, we will begin the reference checking process.

Once the pool is narrowed down to the top 3-5 candidates, the Search Committee will request full background and credit checks on each finalist. The Search Committee will also conduct additional reference checks.

NOTE: For the Meet Me number(s) you must call the given number for that particular day approximately one (1) minute prior to the actual scheduled time. It takes two callers to dial into the number to stop the ringing. As the other participants call the Meet-Me number, you will hear a short busy signal and the person will then be connected.

**FLORIDA A&M UNIVERSITY BOARD OF TRUSTEES
PRESIDENTIAL CANDIDATES' SCHEDULED CAMPUS VISITS**

The following dates have been set for campus visits with the presidential candidates. Each candidate will spend an entire day meeting with the University's constituent groups.

Monday, April 15, 2002

Dr. Melvin Stith
Dean, College of Business
Florida State University
Tallahassee, Florida

Tuesday, April 16, 2002

Dr. Fred Gainous
Chancellor, The Alabama College System
Department of Postsecondary Education
Montgomery, Alabama

Wednesday, April 17, 2002

Dr. Anna Vaughn Cooke
Dean, School of Graduate Studies
Florida A&M University
Tallahassee, Florida

Thursday, April 18, 2002

Dr. David Wilson
Associate Provost and Vice President
University Outreach Programs
Auburn University
Auburn, Alabama

Monday, April 22, 2002

Dr. Charlie Nelms
Vice President for Student Development and Diversity
Professor of Higher Education
Indiana University
Bloomington, Indiana

Schedule for Presidential Candidates

<u>TIME</u>	<u>ACTIVITY</u>	<u>ASSIGNED TO</u>
(The evening before their scheduled date) 6:30 – 9:00 PM	DINNER	Trustee to be Named
7:30 – 8:30 AM	BREAKFAST WITH FAMU ALUMNI, FAMU RETIREES AND COMMUNITY REPRESENTATIVES (Invitation Only) Place: Radisson Hotel	
8:45 – 9:45 AM	ACADEMIC DEANS' FORUM Place: H. Manning Efferson Student Union Grand Ballroom	
9:45 – 10:30 AM	TOUR OF THE CAMPUS	Presidential Ambassadors
10:30 – 10:45 AM	BREAK	
10:45 – 11:45 AM	FACULTY FORUM Place: H. Manning Efferson Student Union Grand Ballroom	
11:45 AM – 1:00 PM	STUDENTS' FORUM (LUNCH)	Trustee Andrew Gillum
1:00 – 2:00 PM	USPS STAFF FORUM Place: H. Manning Efferson Student Union Grand Ballroom	
2:00 – 3:00 PM	EXECUTIVE COUNCIL AND ADMINISTRATIVE FORUM Place: President's Conference Room 406 Lee Hall	
3:00 – 3:15 PM	BREAK	
3:15 – 5:15 PM	Presidential Search Advisory Committee Place: H. Manning Efferson Student Union Grand Ballroom	Dr. Ada Burnette
5:30 PM	RECEPTION	

**Florida A&M University Board of Trustees
Presidential Candidates' Interview Schedule
Grand Ballroom - H. Manning Efferson Student Union
May 16, 2002**

9:00 a.m. – 10:00 a.m.	Dr. Charlie Nelms Vice President for Student Development and Diversity Professor of Higher Education Indiana University Bloomington, Indiana
10:15 a.m. – 11:15 a.m.	Dr. Melvin Stith Dean College of Business Florida State University Tallahassee, Florida
11:15 a.m. – 11:30 a.m.	BREAK
11:30 a.m. – 12:30 p.m.	Dr. David Wilson Associate Provost and Vice President, University Outreach Programs Auburn University Auburn, Alabama
12:30 p.m. – 1:45 p.m.	LUNCH
1:45 p.m. – 2:45 p.m.	Dr. Anna Vaughn-Cooke Dean School of Graduate Studies and Research Florida A&M University Tallahassee, Florida
3:00 p.m. – 4:00 p.m.	Dr. Fred Gainous Chancellor The Alabama College System Department of Postsecondary Education Montgomery, Alabama