FSU Assistant Vice President for Safety & Chief of Police
Search Committee Meeting Minutes

Meeting:

- Date: 11/16/21
- Location: Via zoom, https://fsu.zoom.us/j/92591470348
- The meeting commenced at 2:31 p.m.

Attendance:

- Committee members present:
  - Dr. Warren-Hightower, Committee Chair
  - Dr. Shelley Ducatt
  - Vanessa Fuchs
  - Dr. Carlos Gomez
  - Tracey Pearson *(had to leave early)*
  - Dennis Schnittker
  - Colbi Thykadavil
  - Walt McNeil
- Committee members absent: None
- Session meets quorum: Yes
- Search Firm Representation:
  - Kathy Lavinder
  - Glenn Bass
- Organizational staff present:
  - April Smatt

Orders of Business:

Welcome, introductions:

Welcome and Introductions were made, and Dr. Patricia Warren-Hightower thanked the committee.

Approval of minutes from previous meeting:

There was a motion to approve the meeting minutes from 11/4/21. It was seconded and passed.
Discussed Listening Tour and Feedback Themes:

Per Kathy Lavinder, there were a number of things coming up a number of times. A couple of categories. What really came across—thoughtful engagement. Not a large number of people, but people who had prepared and given deep consideration to issues. Valuable. It helped her get a feel for FSU and the people who make up FSU.

Key themes—communication. Open dialogue is essential to success. Engagement with student body and stakeholders. Community stakeholders—solid engagement to continue. No criticism. Hopeful will continue. Take away—positive relationships. Were there any areas of interactions that could be better? Sure, it’s a possibility, but she didn’t hear any examples. Relationships are vital and important and hopes they continue to be positive and productive. Because we had good relationships—could call when a need or incident.

Another theme—accountability. Everyone wants it. No concerns—aspire to see it continue and to think about ways to ensure accountability. Transparency in tandem. Need for transparency—a worthwhile goal. No incidences buried, but report cards a topic.

DEI is another important element. Reference to legacies of this being a southern institution. The President and a number of other groups are wrestling with this issue. Good message. Timely.

All of these issues are common ground and themes for universities these days. Nothing out of the ordinary or super problematic. Not distinct or fundamental feeling that organization is in crisis. High functioning group. General overall support for it. This will be helpful as they go to the candidate pool and talk about the positives of the opportunity. It speaks to positive attitudes about FSU. Pride in being a Nole.

A lot of references to the concept of family. Nice concept. Families can be high functioning or not—all know range of what families need. Need to weigh with DEI. Family that is welcoming, open arms, supportive are great characteristics. Overall, a different experience if a troubled department or university—we would have had people coming out of the door. Kathy is delighted to say she did not hear or see that. Not disappointed it was not a high turnout, quality turn out. Constructive and beneficial comments. Good positive sign.

Take away more broadly is that no one should have a defensive posture about this program or undertaking—there are lot of positives to point to. By and large, the program is on the right track. Need the right leader with right culture fit, orientation, and enthusiasm.
The job description is thorough and in HR style. The firm would like to craft it into a narrative with qualitative language to set the table from a big picture standpoint and organizational context. They would like to make it a really readable description to draw people in so that they understand the university context, responsibilities and then have an open conversation with what the opportunities are here to build on and advance the program.

Dr. Warren-Hightower opened the floor to the committee. Dr. Gomez brought up the use of technology and police work. An innovative leader that looks to the future. Kathy Lavinder indicated it was important that the new leader is aware of technology advances to choose the right options, and is oriented toward using data from technology and extrapolating it to see trends, patterns, and look ahead. Help with allocation of resources. Planning for special events. Once we understand how they are using data, always ways to filter it.

Sheriff McNeil—expressed two points. For 21st Century Policing (guidelines), will carve out description in that regard. Just does not speak to 21 Century Policing generally, but to espouse them and accomplish them. Sherriff McNeil indicated they gave FSU the real-time crime center. It’s still in its infancy, but professor spoke to surveillance. Balance. Kathy mentioned—it’s the yin and yang regarding surveillance, data collection, and privacy.

Colbi Thykadavil indicated from a student perspective—characteristics of approachability and empathy with how we conduct these. Engaging with students, but not scary tension, connecting with students, empathy. Navigating mental health issues. Take that into concern. Kathy was surprised there was not more emphasis on the mental health approach, and that we need to address that in description to whatever degree we can.

Job Description and Next Steps:

Dr. Warren-Hightower indicated the committee will wait for a draft of the job description. Each should read through it with careful consideration. The committee will reconvene and can talk through suggestions. We are hoping to have this finalized by February. Moving really fast. When the committee comes back after winter break things will pick up more. We do not know if they have any internal candidates for the moment.

Kathy indicated they will have the first draft of the posting by Monday and feedback to be received by next week.

Dr. Warren-Hightower discussed the topic of future meetings. The committee should attend and be as flexible as much as they can. Voices are valued and appreciated. To the extent they cannot, we will see if we can accommodate.
It was asked if we provided a way to give feedback. It was stated that it was in the invitations along with the deadline of Monday. Per Glenn, he had not received any emails yet.

The meeting was adjourned.

Minutes submitted by: April Smatt

Minutes approved by: Search Committee on 11/23/21