

**MINUTES**  
**District Board of Trustees**  
**Tallahassee Community College**  
**Hinson Administration Building**  
**Tallahassee, FL 32304**  
**June 17, 2013**  
**Board Meeting – 2:30 pm**  
**Business Workshop – Immediately Following**

The June 2013 District Board of Trustee meeting was called to order by Chair Callen at approximately 2:28 pm.

**Members Present:** Chair Callen, Vice-Chair Lamb, Trustees Callaway, DeFoor, Messersmith and Moore

**Absent:** None

**Via phone:** None

**Others Present:** President Jim Murdaugh, Kimberle Moon, Vanessa Lawrence, Alice Maxwell, Marilyn Dickey, Candice Grause, Neisa Logman, Kim Allen, Ginny Wagner, Alice Nied, Ben Achong, Bret Ingerman. Gloria Mitchell, Rob Hall, Rick Carnes, Anthony Southworth, Ben Bassett, Robin Johnston, David Donig, Allison Leonard, Susan Kerr, Bill Bierbaum, Bobby Hinson, Patricia Manning, Marge Banocy-Payne, Renae Tolson, Joe Neeley, Teresa Smith, Calandra Stringer, Gareth Euridge, D. Wildes, Ray Pierce, Kimberly Moore, Debbie Robinson, Kelsie Newman, Bob Lutz, Karinda Barrett, Dave DelRossi, Brandie Oscar Faulkner, Anthony Jones, Glenn Beil, Doug Blackburn, Chip Singletary, Mike Robeck, Frank Brown and Lenda Kling.

**COMMENTS**

**Board Chair** – Chair Callen welcomed everyone, asking all to stand for a moment of silence and the pledge of allegiance. She welcomed former Trustee, Dr. Kimberle Moon, indicating Dr. Moon had always been positive and asking her to say a few words.

Dr. Moon thanked Chair Callen, indicating she was enjoying her job at William Carey University. She said although originally she was mostly working from home and going to campus a couple of times a weeks, now she is mostly on campus.

President Murdaugh read a resolution from the TCC Board of Trustees to Dr. Moon for her previous service. Chair Callen said it was a joy to present the resolution, sharing the Board works well together. Chair Callen stated this will be her last meeting as Chair, indicating it has been interesting and fun.

**Board Members** – Trustee Lamb said he was happy to see Dr. Moon here. He shared the Presidential Evaluation had just been completed.

**President** – President Murdaugh handed out the minutes from the Presidential Evaluation meeting, extending his thanks for the effort everyone put into the process and indicating the comments were humbling. He said it is not a solo act, stating there is nothing he does that is not accomplished without the people in the room.

He stated this item requires them to accept the minutes into the record.

**MOTION:** Trustee Lamb  
**SECOND:** Trustee Moore  
Minutes accepted unanimously.

### **APPROVAL OF MINUTES**

Chair Callen asked if there were any comments and requested a motion to approve the minutes of the May 20, 2013 Board Meeting.

**MOTION:** Trustee Moore  
**SECOND:** Trustee Lamb  
Motion passed unanimously.

### **INFORMATION AND NEWS ITEMS**

Director Maxwell highlighted a recent Democrat article that ran three pages, a video made on campus at Channel 22 about a Wakulla Environmental Institute partnership and Wakulla County oyster farming. She stated they had recently emailed the TCC Report to the Community.

### **UNFINISHED BUSINESS**

None

### **PUBLIC COMMENT OR PRESENTATIONS**

At the request of President Murdaugh, Director Wildes introduced Ray Pierce, the new Assistant Director of Physical Plant, Facilities Planning and Construction. Chair Callen and the Board welcomed Mr. Pierce to TCC.

President Murdaugh shared there has been some restructure since Dr. Search became Vice President, with Frank Brown moving out of the position of Dean, Science and Math. Associate Dean (AD) Stringer introduced Anthony Jones, Associate Dean for Natural Sciences; David DelRossi, Associate Dean for Developmental Math; and not in attendance Sharisse Turner, Associate Dean for Developmental Communications and College Success and Eddie Stringer, Associate Dean for Math.

Chair Callen expressed thanks to Lenda Kling, Martha Clemons and Kathy Blackley for the work they do on the Agenda Books and with the Chair.

### **NEW BUSINESS**

#### **Approval of Consent Agenda**

Chair Callen asked if there were any comments or requests for the Consent Agenda.

**MOTION:** Trustee DeFoor  
**SECOND:** Trustee Moore  
Motion passed unanimously.

President Murdaugh handed out a Department of Transportation addition to Tab 6, Grants and Contracts, indicating TCC would earn \$41,600 and sharing we often do not get a lot of notice on these items. Trustee DeFoor inquired about the title "Drive Sober, Get Pulled Over" campaign, with VP Smith indicating it should read "Drive Sober or Get Pulled Over."

## **Academic Affairs**

### Amendment to Lab Fees for 2013-2014 (Action)

President Murdaugh stated this requests a fee of \$73.33 be added to the web section of CGS2100, sharing this will save each student \$42.34 by providing the access code to students in a different way.

Trustee Callaway asked if the access code was to access an online course, with AD Stringer stating this is for an online (digital) textbook and assignments. Trustee Callaway confirmed this is in lieu of a printed textbook and asked if the code was inactivated at the end of the semester, with AD Stringer stating it depends upon the company providing the textbook.

Trustee Callaway asked if this was a savings to students; with AD Stringer indicating yes, since the printed copy was about \$115 for the access code and the printed book. Trustee Callaway stated there is some misconception among students at many locations who believe they are losing money since they can't keep a book, resale a book or buy a book that is on sale at a lesser price.

Trustee Callaway again asked if this is really a savings to the student, with AD Stringer saying in this case it really is a savings. AD Stringer said we are currently exploring other options for textbooks to find the best available solutions for all our students.

This request is that the Board approve the fees as presented.

**MOTION:** Trustee Moore

**SECOND:** Trustee Lamb

Motion passed unanimously.

## **Administrative Services**

### College Operating Budget 2013-14 (Action)

President Murdaugh said it was a requirement for us to bring this before the Board for vote each year.

This request is for the Board to approve the College's 2013-2014 Operating Budget.

**MOTION:** Trustee Lamb

**SECOND:** Trustee Moore

Motion passed unanimously.

President Murdaugh said an unanswered question remained on the cost of living tuition increase, reminding everyone the statute allowed a 1.7% cost of living increase. He recommended the Board take no action at this time, indicating his understanding is – if the Board should vote not to do the increase, it would be violating the law.

Mr. Mabile said since the Governor vetoed the tuition increase, the issue falls back to the 1.7% cost of living increase statute – however it appears not to be mandatory, since it uses the “shall” language. He stated he understood the Department of Education was looking into this, but we did not yet have any direction. He concurred with President Murdaugh that we wait.

### Construction Status Report (Information)

Director Wildes stated we finished the first stage of the Science lab renovations on Main Campus, with the new rooms available in the fall term. He said we will bring the Organic Chemistry labs item back to the Board in August. He shared the miscellaneous equipment for

the Ghazvini Center has been purchased. He indicated at FPSI about two hundred acres of poor quality timber is being logged, with plans for reforestation next year.

Trustee Lamb inquired about the status of the DOC prison. President Murdaugh said the funding is available to open the facility – saying this will be a positive economic impact for Gadsden County, but the funding for us to do the literacy and job skills training is not available.

Fund Analysis – May 2013 (Information)

President Murdaugh shared Dr. Smith is available for questions.

Budget Amendment No. 2 (Action)

President Murdaugh stated this is normal for us to come back to the Board with modifications.

This request is that the Board approve the amendment as presented.

**MOTION:** Trustee Messersmith

**SECOND:** Trustee Moore

Motion passed unanimously.

Annual SREF Fire, Sanitation and Casualty Inspection (Action)

Director Wildes indicated we had finished all but three items on the TCC Campuses – wooden stairs, boiler at FPSI and wooden lean-to. He said these will be finished in the next couple of weeks. He stated they are working with the staff at the Woodham Building to complete a couple of items and shared the item listed as the Center for Library Automation is no longer a TCC operation.

This request is that the Board approve the Annual Fire Safety, Sanitation, and Casualty Inspection reports in accordance with Florida Statutes.

**MOTION:** Trustee Lamb

**SECOND:** Trustee Moore

Motion passed unanimously.

Board of Trustees Selection Committee for Continuing Contract Architectural Services (Action)

President Murdaugh shared this is a request for the Board to appoint three of its members for the selection committee. Trustee Moore said she knows we have a policy, but asked if we really need Trustees (who are not experts) on the committee. Director Wildes said at the other schools, with whom he is familiar; the Board has one or more Trustees on the committee and feels Board participation is critical.

Trustee Callaway said having served on a recent committee, she feels the Board members serve a very definite part of the review and consideration. Chair Callen said the Board Members really do get a lot of information when they serve on a Committee.

This request is for the Board to appoint a Board Architectural Selection Committee of three members and authorize it to conduct interviews and recommend two firms to provide architectural services for projects in TCC's three county service area.

Trustee Moore made a motion that Trustee DeFoor, Trustee Callaway and Trustee Lamb who sat on the most recent committee serve on this committee, since they have the experience and represent the three counties.

**MOTION:** Trustee Moore

**SECOND:** Trustee Messersmith  
Motion passed unanimously.

Capital Improvement Program (CIP) 2014-15 through 2018-19 (Action)  
President Murdaugh stated this requires Board approval.

This is to request the Board approve the 2014-15 through 2018-19 Capital Improvement Program, as summarized on the CIP-2 forms.

**MOTION:** Trustee Moore  
**SECOND:** Trustee Lamb  
Motion passed unanimously.

Pre-Qualification of General Contractors (Action)  
President Murdaugh stated the attachment requires Board approval.

This request is for the Board to approve the list of pre-qualified general contractors with the recommended scores for the period of July 1, 2013 to June 30, 2014.

**MOTION:** Trustee Lamb  
**SECOND:** Trustee Callaway  
Motion passed unanimously.

Architectural Selection Committee for Wakulla Environmental Institute, Building One (Action)  
President Murdaugh shared this requires Board approval and deferred to the committee for comment. Trustee DeFoor said they received lots of information, indicating each had sensitivity to our needs and it was very close, indicating the three firms listed are the committee recommendation.

Chair Callen thanked the committee for taking the time, making the effort, having the passion for the job and doing it well.

This request is for the Board to approve the recommendation of the Board Architectural Selection Committee for architectural services for the Wakulla Environmental Institute, Building One.

**MOTION:** Trustee Moore  
**SECOND:** Trustee Messersmith  
Motion passed unanimously.

Accounts Receivable Write-off (Action)  
President Murdaugh said this is an annual item brought to the Board for approval.

This request is for the Board to authorize write-off of accounts receivable.

**MOTION:** Trustee Callaway  
**SECOND:** Trustee Lamb  
Motion passed unanimously.

Trustee Lamb confirmed with VP Smith that this was an improvement from the previous year. VP Smith indicated we had done a lot of work to lower this amount from previous years. President Murdaugh asked VP Smith to explain what is done before the item comes before the

Board. VP Smith asked Pat Manning, who completes the work, to provide the requested information.

Pat Manning stated each month they meet with the various departments responsible for the receivables. She indicated they aggressively try to collect from students by mail, email and phone. She said they send at least three invoices before turning the debt over to a collection agency, indicating thus far only students have been referred to collection agencies.

Ms. Manning indicated soon they will also begin referring companies to collection agencies, which should reduce the receivables balance further. She stated debts that are two years or older are written-off, but write-off does not mean they don't have to pay – it creates an obligation in our system. She said for a student this means they cannot enroll, get a transcript, etc.

Trustee Lamb asked if there was anything the Board could do via policy to improve this process. Ms. Manning said the policy was good, but we may not have been quite as aggressive in the past. Trustee Messersmith said that cutting the amount of receivables in half is amazing.

### **TCC Foundation**

#### TCC Foundation Update (Information)

VP Johnston stated the Foundation has raised \$757,229 in annual campaign donations. He said at the “TCC from the Inside Out” events, we introduce people to the President, walk them through the Learning Commons, give them an overview of the college, introduce them to one or more students, etc. President Murdaugh asked VP Johnston to tell the story of the student introduced at the last event.

VP Johnston stated a Kenyan student had come to TCC, but after ten days he was informed his sponsor had been murdered and told he must return home because his family did not have the finances. He went to Betty Jensen, who worked with the Foundation to find a scholarship to cover one semester.

Ms. Jensen was able to find other funding after the first semester, but the original need lead to a scholarship program called the Global Horizon International Student Scholarship Fund for those international students who encounter special circumstances and need help to stay here. VP Johnston shared the student is nearing graduation, with a high GPA.

Chair Callen provided the paperwork from the Foundation Conference to Vice-Chair Lamb.

### **Workforce Development**

#### Corrected User Fees for 2013 – 2014 (Action)

President Murdaugh indicated this item had been inserted into their Board books prior to delivery, stating this item corrected two fees for GED students.

This request is for the Board to approve the corrected fees as presented.

**MOTION:** Trustee DeFoor

**SECOND:** Trustee Moore

Motion passed unanimously.

## **BOARD OF TRUSTEES ORGANIZATION**

### 2013 – 2014 Schedule of Board Workshops and Meetings (Action)

**MOTION:** Trustee Messersmith  
**SECOND:** Trustee Moore  
Motion passed unanimously.

#### Presidential Evaluation and Contract (Information)

Presidential Murdaugh shared the evaluation had been previously handled at this meeting, with the contract info in the minutes. He said the Inspector General (IG) took a look at all the presidential contracts statewide. He indicated the review was stimulated by the severance package for two specific college Presidents, causing the Governor concern about potential taxpayer liability. He stated he provided to all Trustees the full IG report, the Governor's letter and our response.

President Murdaugh shared his contract has nothing in it that is in violation of statute, although the general college policy about sick leave was incorrect. He stated the Board approved the change in the policy last month. He indicated he does not have any request for change in his contract at this time.

President Murdaugh said the Department of Education (DOE) has been tasked to put together a college group to look at presidential contracts. He expects the overall desire will be to get more consistency and transparency on compensation. He stated his current contract is in effect until November 2014, indicating it is not an evergreen contract that rolls over and extends annually. He said he was comfortable with leaving the contract as is, until we hear back from the DOE.

Mr. Mabile concurred with the decision to wait until we hear further from DOE.

Chair Callen said President Murdaugh is a leader with good soul and heart. Trustee Lamb stated he appreciated all the Trustees getting their information back in a timely manner, which made their job a little easier.

Trustee Moore said everything in the minutes was reflective of all the Trustees feelings, sharing he is considered one of Tallahassee's true leaders. She stated he was doing an outstanding job and had tackled all the items they had asked him to address.

Trustee DeFoor said President Murdaugh was doing a great job, with the pet project for Trustee DeFoor being Wakulla. Trustee Messersmith said he is happy, stating President Murdaugh has done what has been asked with a real human touch.

#### **PRESIDENT'S REPORT**

None

#### **NEXT MEETING DATE**

August 19, 2013

Location: Main Campus

#### **BOARD WORKSHOP**

Chair Callen called the Board workshop to order at approximately 3:43 pm

President Murdaugh handed out to the Board copies of the Strategic Plan that just came out today, indicating this will be the document (along with the electronic copy) that will be shared in the Community. He reminded everyone we had discussed going back out into the community to share information with those who had so generously shared with us.

Director Maxwell indicated we will share the Strategic Plan with the campus community, in addition to our community mailing list. She stated they are working with Chief of Staff Balog to identify all those at the town hall meetings, who will also receive a copy. President Murdaugh said he feels we should go back to Wakulla, Gadsden and Leon Counties in public events, where we thank people for their assistance.

President Murdaugh said he was asked to comment on the postcard the Trustees received about the Seattle ACCT event – saying we had not sent anyone to this event before, although we have focused on and sent people to other state and national events. He indicated if there was interest in the Seattle event, we would do our best to get them there.

President Murdaugh stated we had planned to discuss the four year college concept today with a College President & Chair of the Board who have been through this recently – indicating they have an understanding of the sensitivities and the affiliated bruises. He said they found out about a week and half ago they were unable to attend today. He said Tom Furlong, who has been involved in a consulting capacity with a number of colleges who decided to move in this direction and possibly one that decided not to, was also unavailable for this meeting.

President Murdaugh indicated he was unable to get the workshop together for today's meeting that he felt the Board deserved, stating he thought we would be better served hearing from those who decided to proceed with or not to go through this. He stated he would plan this presentation for the August Board Meeting.

#### ERP (Enterprise Resource Planning)

President Murdaugh stated the workshop today would be a presentation by VP Ingerman about ERP, indicating in August we would come back to the Board with a very specific set of recommendations. He said our current ERP has served us well for a long time, but we are approaching a moment in history where we must make a decision for a new ERP.

President Murdaugh stated over the past couple of years he has spoken with a number of different companies about their products, sharing he cannot get excited about a new ERP costing millions of dollars that takes us to where everybody else has been for ten or fifteen years. He shared there is a lot of shifting going on in the IT world, indicating we do not want to do this multiple times.

He said VP Ingerman has done great work on investigating all the alternatives and will present an overview today of where we were, where we are and where we think we are going. VP Ingerman stated portions of this discussion are considered trade secrets and are covered by non-disclosure agreements with some software vendors. He said those trade secrets have been redacted from this presentation and the information provided on the portal, at the request of the vendors.

Mr. Mabile said we will provide the full package of information to the Board Trustees, reminding them they are subject to the non-disclosure agreements with regard to trade secrets that the vendors have requested. He emphasized the additional information is only for them, not to be

shared with the public. President Murdaugh stated some of the vendors that asked us to redact their information are here in the audience today.

VP Ingerman said ERP stands for Enterprise Resource Planning. He stated it handles Human Resource functions and finance, to which we added student systems – indicating our current system is known as Integrow. He shared Integrow was written in 1994 and we installed in 1997, indicating that it was really good for us then – but is not meeting our needs now.

VP Ingerman said in education we break the year into terms – fall, spring and summer, with very defined begin and end dates. He stated all ERP systems know how and do a great job of dealing with this, however he indicated non-term classes (such as, online and workforce development classes) do not fit into this profile. He continued, saying the systems have even greater difficulty with distance learning classes that may start at any time.

VP Ingerman reviewed some of the key points of the ERP system presentation to the Board in January 2012; such as a move away from the green screen, reducing costs, time and training; spending less time getting data in & out, and more time analyzing and interpreting, etc. He said the College and Board have discussed this and it is a part of our new Strategic Plan.

He continued, indicating the college met with software companies (various organizations including Oracle Peoplesoft, ellucian Banner, etc.) and consultants (Strata Information Group, IBM, etc.) to determine what the process would look like to go out and find a new ERP. He said in April 2012, the college issued an RFQ looking for a consultant; however it was withdrawn at the end of the year because many things had changed by that time.

VP Ingerman shared the current HET (Higher Education Technology) Group is a consortium of nine colleges that write and share in the support and cost of Integrow. He said our annual cost is based upon a complex formula using our FTE count and is now almost \$400,000 (a 12% increase over prior year), but the consortium is changing.

He stated Mercer County Community College (NJ) bought Colleague (ellucian) this year, Broward College has signed to go with Workday, Northwest Florida State College bought Banner (ellucian), and Miami Dade College has issued an RFP for a new product to implement in the next couple of years. He shared that in 2017 without Miami Dade and Broward, our annual cost could reach \$925,000 or more for the same green screen technology that is not working for us now.

VP Ingerman stated we have engaged consultants – the Gartner Group (IT consulting company on technology) and the Tambellini Group (they study the higher education ERP landscape). He said we have talked to peers in the HET Group, Educause (largest professional IT organization in higher education), the other schools in the Florida College System, and met with additional vendors – Jenzabar and recently Workday.

VP Ingerman shared that internally we have formed a new ERP Executive Committee, consisting of all college executives charged with making this happen, and an ERP Steering Committee, consisting of representatives from all areas of the college that need to make this happen. He said we are not just changing our ERP; we are changing our business processes.

VP Ingerman shared where we are going is outlined in the memo the Trustees received at this meeting, indicating he would go through information in that memo at a fairly high level. He

said we can replace Integrow tomorrow with a product on the market that meets our current needs, but we want to find a vendor that is forward-looking and technology that supports where the college wants to go.

He continued, saying with our current server architecture we have a server room on premise with servers we own and maintain – the traditional ERP model. He said when a software update is released; we review it, figure it out, install it and test it. He indicated not everyone installs each update and the vendor is now supporting multiple versions of their software, no longer focused on a single product.

VP Ingerman stated as a result vendors decided to move to a hosted ERP model, with a server data center where they install the updates as needed. He said companies are generally not required to have the updates installed when released, indicating that although the vendors maintain the servers they still have the same challenge with multiple versions of their software.

VP Ingerman shared the new process for addressing this is known as Software as a Service (SaaS). He said we get the software presented to us, but it is a live mirror image copy shared by everyone. He stated the vendor builds a data center and installs the update once for everyone, since it is a mirror image. He indicated we would no longer have to maintain server hardware or install software and the vendor can focus on a single version of the software.

Trustee Messersmith asked with SaaS, if a new version would change our customization. VP Ingerman responded that since we would use the vendor software and use the built-in tools designed specifically for configuration, updates do not change what we have previously done.

President Murdaugh shared that Integrow does not handle everything we do, like financial aid – which is a separate software product attached to Integrow. VP Ingerman said with Integrow we go into it and modify the software code, so when the software is updated by the HET Group there is no guarantee that our locally modified code will work. He stated with the SaaS environment, we use their built-in technology to configure it. He emphasized this is where the economies of scale are, since we all share one image and version of the software - indicating technologically this is what we want.

VP Ingerman shared what we currently have is a disk storage database, where the computer pulls information from the disk (storage), moves it to RAM (memory), works on it and then puts it back to disk. He said people started to wonder, why not just use RAM. He indicated that in 1994 (when Integrow was written) the cost of RAM was way too expensive – 1GB hard drive was \$1,000 and 1GB RAM was \$16,000. He stated that clearly a system could not have been created using only RAM, hence the development of databases and relational databases.

He reported that today the price of RAM has decreased to approximately the same price as hard drives, so we can make a change to use only RAM – eliminating the need for a database.

VP Ingerman said currently at night we move information from Integrow to an external data warehouse. He indicated once the data is in the data warehouse, we buy some tools to get our analytics. He shared that without the data storage – but using RAM, we can have real time information all the time; which is much faster. He stated data warehousing is historic design, with an in-memory database being faster and less expensive.

He continued, stating we currently have multiple systems and we must get the data back and forth – as an example, between Integrow and Blackboard. He said this happens by moving information from Integrow, storing the information someplace where it can be converted (if necessary) and then sending it to Blackboard.

VP Ingerman said Web Services is the future of dealing with this. He indicated our ERP options included ellucian, Jenzabar and workday – stating his recommendation is workday.

VP Ingerman shared workday does SaaS, an in-memory database and web services; indicating they have everything we were looking for technologically. He indicated they are eight (8) years old; went public in October 2012; and currently offer human capital management (HCM), payroll, time tracking, expenses, procurement, financials, grants management and big data analytics.

VP Ingerman said they view the world as configuration, not customization – a platform with workflows, not code. He stated the analytics are a fundamental part of the product and mobile is fundamental, running on a multitude of devices. He said they are building a new student system and they are looking for development partners, with an extreme interest in TCC. He shared they will write the code, but we get to help shape the product – like working with non-term based courses.

VP Ingerman said workday is SaaS, so we subscribe to it – with no up-front or hardware costs. He stated they currently have about 500 clients; some are higher education and government – sharing that Broward College is their newest higher education client. He indicated Broward College is in the process of implementing HCM and finance, expecting to go live in October and sharing Broward College intends to be a development partner with workday.

He continued, stating the CEO of workday is Dave Duffield, who he completely committed to higher education. He said Mr. Duffield founded Peoplesoft in 1987 (hostile takeover by Oracle in January 2005) and workday in March 2005 – taking with him Aneel Bhusri, former Peoplesoft Vice Chair & Head of Product Strategy. VP Ingerman disclosed that Mr. Duffield is on the Forbes list of Billionaires.

VP Ingerman stated there have been extensive conversations over the past month with the workday Executive Team, Broward, Vicki Tambellini, and Gartner – stating all had been great to work with. He indicated they are so interested in TCC that Dave Duffield, workday CEO, and their Executive Team is flying to Tallahassee on June 24<sup>th</sup> to meet with President Murdaugh and our staff.

VP Ingerman shared the Broward procurement read “...without a competitive solicitation based upon the exception available to the College in FDOE Rule 6A-14.0734(2)(g) for IT purchases.” He indicated this says should we want to purchase software, hardware or services related to IT that fits the college technology plan; it is exempt from competitive bid. He stated since replacing our ERP is in our technology plan and Strategic Plan for the institution, his recommendation is for us to piggyback on Broward for procurement in the same manner.

He continued, saying with a partnership we get to influence the direction of the product, access all levels of the company (CEO, programmers, support, etc.) and there are large financial incentives (with millions of dollars saved by TCC for software and implementation). He stated partnering with Broward gives Florida 2-year schools a large voice in the product and we get to be on the cutting edge of the technology we need.

VP Ingerman stated partnering is not without concerns, indicating there would be a lot of time required by IT and functional areas for development (a concern no matter with whom we contract). He said we will need to spend time figuring out what the software should look like and making it work for us. He shared we would not always get what we want, but that would be true with any product – although we have a greater shot at getting what we want in a partnership. He disclosed there is no guarantee workday will release the product, stating others had tried and failed - however all signs (and analysts) indicate workday can and will do this.

VP Ingerman said to implement the product we will need to also hire an implementation partner, disclosing Broward hired CedarCrestone using the same IT purchasing exemption. He stated TCC may not want to do that – indicating there are other implementation partners, although only a few are certified for higher education (one being IBM). He shared we would have a good idea of the cost if we go with CedarCrestone, since Broward is using them.

He continued saying CedarCrestone will have already implemented workday and Integrow (no one else will have done this) and worked on state reporting. He stated IBM may be aggressive to gain educational implementations – they will not have the necessary knowledge, but competitive bidding may result in lower pricing.

VP Ingerman indicated Gartner and Tambellini Group can advise us, since they do evaluations of implementation companies. He shared that upon signing; we could immediately start implementing the existing workday suite (HCM, finance, etc.) and could possibly be off Integrow for these areas by July 2014.

He continued, reminding us that in January 2012 we estimated the initial implementation costs were \$12 million, no mention was made of hardware (on-site would have required server replacement), and yearly costs were estimated at \$1 million. He said proceeding with workday the cost would be nothing near that, indicating pricing details were in the packet provided to the Trustees. He indicated that although implementation is the greatest cost, it will be needed – regardless of the chosen ERP system.

VP Ingerman stated our timeline would include: June 21<sup>st</sup> non-binding letter of intent, June 24<sup>th</sup> – 25<sup>th</sup> workday will visit TCC, August 19<sup>th</sup> Board approval, by August 31<sup>st</sup> signed contracts with workday (deadline date to become a development partner), sometime in September sign with implementation partner, and September 9<sup>th</sup> workday Rising Conference. He said this is their customer-only conference, where we can learn details of the product and talk with their current customers.

He continued, saying it would be an awkward transition for a period of time – with some areas being required to work in two systems at the same time. He shared that one of the advantages of being a development partner is we can implement pieces as they are completed.

Trustee Callaway thanked VP Ingerman for doing an incredible job presenting difficult information in a clear way. VP Ingerman said the vendors had great product offerings, with the key being to find the one that best suited our needs going forward. Trustee DeFoor said this information was extremely digestible, sharing his support for the ITN approach for an implementation partner.

Trustee Messersmith said he would be interested in knowing what Gartner said about the risk of a partnership in developing new software, as opposed to a tried and true method. VP Ingerman

said Gartner had very little doubt about workday, the same was true for the Tambellini Group – indicating he could get them a copy of the research done by Gartner on the technology. He said there is risk with anything.

Trustee Messersmith asked about the two HET Group colleges that chose to go with ellucian, with VP Ingerman responding their decisions were made before workday offering was available. He said it is not one size fits everything and Jenzabar has some really good products on the market. President Murdaugh said he has a risk tolerance for doing things representing the future of the industry – saying every single product will do what is needed. He said personally he is quite comfortable that this is the direction we should go.

Chair Callen said the presentation was excellent and she now understands what the previous problems were at locations where she worked. VP Ingerman said the risk is only partial and primarily on the student side. He said although the other companies have good solid solutions, the question is determining what the best solution is for TCC.

Trustee Moore said many of the Trustees had sticker shock when the item was originally presented, but now she is more interested in the timeframe. She asked if the September – July 2014 and September – July 2015 dates are realistic. VP Ingerman shared workday says they can implement in about four (4) months (although this is an extremely aggressive schedule), saying there will be additional work needed by our staff. He said he was not certain July 2014 was reasonable, but we do want to get off Integrow as fast as it is practical.

Trustee Messersmith said he agreed with the presentation, but has some concern about being bilked. VP Ingerman said his concern is will they do it and he has every confidence they will.

Trustee Moore said due to the sunshine laws, questions should be filtered to President Murdaugh. President Murdaugh said Trustees could meet individually with workday or appoint one member as a representative, with Mr. Mabile concurring with a representative. Trustee Moore volunteered to represent the Board at the workday meetings, with the Trustees accepting her offer.

President Murdaugh handed out the overview of the information presented in the workshop.

## **ADJOURNMENT**

Meeting adjourned at approximately 5:00 pm.

Minutes approved at regular meeting of the District Board of Trustees on August 19, 2013.

---

**Dana Callen, Ph.D.**  
Chair

---

**Jim Murdaugh, Ph.D.**  
President