

**SPRINGFIELD TECHNICAL COMMUNITY COLLEGE  
Presidential Search**

**Presidential Search Committee Meeting  
Friday, January 16, 2026 at 9:00 AM**

**Minutes of Meeting**

Present: Allison Connolly, DHE  
Dr. William Dávila, Trustee  
Dawn Evans, Support Staff/AFSCME  
Dr. Renae Gorman, Faculty SHPS/MCCC Chapter President  
Michael Knapik, Trustee  
Kyle Kraus (virtual) Unit Professional/MCCC  
Andrea Nathanson, Non-Unit Professional  
Elizabeth Oleksak-Sposito, Trustee  
Dr. Reena Randhir, Faculty STEM/MCCC  
Vlad Renkas '27, Student  
Dr. Frank Robinson, Community  
Rachel Romano, Community  
Jennifer Wallace-Johnson (virtual), Faculty LAPS/MCCC  
Tom Wolcott, STCC Foundation/Alumni

Unable to Attend: Briana Pojoy Chaj '26, Student

Also Present: Dr. Angela Provar, Consultant  
Adam Thrasher, Associate Legal Counsel  
Jonathan Tudryn, AVP of Administration & Controller, Non-voting member  
Nanette Flores, Executive Assistant to the President & Board Clerk, Non-voting member

**I. Call to Order**

Committee Chair Will Dávila called the meeting to order at 9:00 a.m.

**II. Roll Call**

The roll call was held after self-introductions with the following Committee members present: Allison Connolly, Trustee Dr. William Dávila, Dawn Evans, Dr. Renae Gorman, Trustee Michael Knapik, Kyle Kraus (virtual), Andrea Nathanson, Trustee Elizabeth Oleksak-Sposito, De. Reena Randhir, Vlad Renkas, Dr. Frank Robinson, Rachel Romano, Jennifer Wallace-Johnson, and Tom Wolcott. With Fourteen out of Fifteen members present at roll call constituting a quorum.

**III. Presidential Search Timeline and Committee Expectations**

**a Search Process**

i. **Ground Rules:** Committee Chair, Trustee Dávila, reviewed the ground rules outlined on page 4 of the Committee Orientation Booklet, emphasizing the importance of active listening and respect for all members' perspectives, noting that all members' voices will be heard. Angela addressed the importance of avoiding sidebars, clarifying that this includes the formation of factions or divisions within the committee, both during and outside of committee meetings. Confidentiality and transparency within the committee was emphasized

ii. **Role of Committee:** Committee members will have access to all applications submitted. The role of the committee was outlined as reviewing and rating applications, selecting and interviewing eight to ten semi-finalists, and recommending three to four candidates to the Board of Trustees, after which the committee's work will conclude.

iii. **Review Draft Position Profile:** Included in the Committee Orientation Booklet is a draft of the Position Profile also referred to as the job description. The Profile is currently being reviewed by the Commissioner of Higher Education, and then will go to the STCC Board of Trustees for endorsement. All candidates must submit their application using the link provided in the Profile. If a Committee Member is approached by someone interested, please refer to the website.

iv. **Pauly Group Website:** Committee members will be given access to the Pauly Group Portal. Each member will receive an email from Pauly Group with instructions on logging in. For reference, included in the Committee Orientation Booklet is a sample of the instructions.

v. **Interview Questions:** For consistency during the interview process, Chair Dávila and Angela will draft a set of questions, which will be discussed and finalized with Committee members at the next Search Committee meeting.

## **b Applicant Review**

i. **Confidentiality:** Angela and Chair Dávila went over the confidentiality statement. Emphasizing the importance of ensuring confidentiality of applicants during the application review and semifinalist interview process. The Chair noted that, while Search Committee meetings are subject to Open Meeting Law, the Committee will enter into Executive Session as permitted by law to protect applicant confidentiality. Further discussion of Open Meeting Law was deferred to a later item on the agenda. If any member is approached with questions, please refer them to Angela, and if approached by media, please refer to Chair Dávila. Included in the Orientation Booklet is a two-page confidentiality statement, which all members are required to sign and return to Angela or Nanette at the conclusion of the meeting.

ii. **Review Rating Sheets:** On the process of applications screening, Angela shared that she will do a pre-screening to set aside applications that do not meet requirements, however, all applications will be available to Committee members to review. Members will submit preliminary ratings: Yes, No, or Maybe, for each applicant a day before the meeting scheduled in early March to choose semi-finalists.

As instructed, committee members shall retain for their records, and in a confidential manner, the comprehensive rating sheets—based on education, experience, and the qualifications outlined in the Opportunity Overview of the position profile and notes—for use during committee deliberations when selecting semi-finalists. Rating sheets are submitted to Angela after Semi-Finalists are selected.

10:35 – 10:45 Break

**iii. Researching Applicants:** Committee members were advised not to search applicants on social media platforms or links. All searches will be done by the Consultant, yet no information will be shared during the screening process.

#### **IV. Open Meeting Law and Public Records Training, by Adam Thrasher, MACC Associate Legal Counsel**

Providing a framework for the Presidential Search process, Adam referred to resources shared with Committee members to guide them through the presidential search process, such as the *BHE Guidelines and Procedures for the Search, Selection, Appointment and Removal of State University and Community College Presidents*.

Also shared is the *Attorney General's Open Meeting Law (OML) Guide*. The Presidential Search Committee is formed to select and make recommendations of Presidential Candidates to the STCC Board of Trustees; therefore, the Search Committee constitutes a public body, subject by rules of OML. As a result, Search Committee members are required training and signing off on the Certificate of Receipt of Open Meeting Law Materials. As noted in the OML, a meeting is defined as “a deliberation by a public body with respect to any matter within the body’s jurisdiction.” Discussed also was the term jurisdiction, which refers to the matter or committee assignment, which in this case is the selection of top Presidential applicants. To avoid a violation of Open Meeting Law, committee members were advised to avoid group emails, or group conversations that have the potential for deliberation on their jurisdiction. Per rules of OML, Public body meetings are open to the general public and agendas are posted and accessible to the public no later than 48 business hrs. in advance. In regards to “open” versus “confidentiality” Adam informed the committee that the OML provides a list of ten distinctive reasons that a public body may go into Executive session. Noting that discussions on Presidential applicants will be held in Executive session. Ruling that the Search Committee’s confidentiality applies only to the preliminary stage. When the final 3-4 candidates are invited to campus, confidentiality drops. The Final process meetings are open to the public.

Another document shared with committee members is *A Guide to the Massachusetts Public Records Law*. Although the law provides the right of access to public information, there is an extensive list of exceptions. To conclude, for any public records request, the Records Access Officer (RAO) at STCC is Andrea Nathanson.

#### **V. Review Calendar and Meeting Dates**

- Meeting to finalize interview questions – 2-hour virtual meeting  
February 20, 2026, from 9:00am to 11:00am

- Meeting to choose semi-finalists – 4-hour in-person meeting  
March 6, 2026, from 1:00pm to 5:00pm  
Note: Ratings (yes, no, maybe) due to Angela on March 5, by noon.
- Meetings to interview semifinalists – three full days, in-person meetings (semifinalists candidates will join virtually)  
March 25, 2026, from 8:00am to 5:00pm  
March 26, 2026, from 8:00am to 4:00pm  
March 27, 2026, from 8:00am to 5:00pm

**VI. Date of Next Meeting, as determined at this meeting: Friday, February 20, 2026**

**VII. Motion to Adjourn / Adjournment**

At 11:50 Committee Chair Dávila called for a motion to adjourn the meeting, moved by Trustee Betty Sposito, and seconded by Dr. Renae Gorman.

Respectfully submitted by: Nanette Flores