



Dr. Barry Banther
Banther Consulting

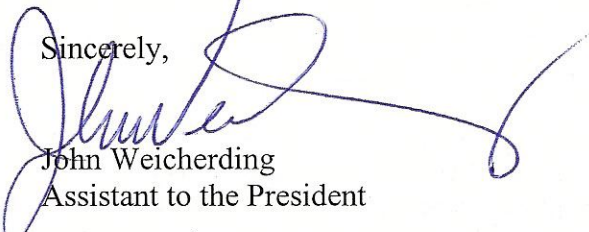
Tarpon Springs, Fl 34689

Dear Barry,

I would like to thank you for the exceptional presentation you made last week during the opening ceremonies of the new term. I have stopped counting the number of people who have called, sent e-mails or stopped to tell me how much they appreciated and enjoyed your presentation. A mixed crowd, from groundskeepers to Biology professors, is a hard audience to play to; you did it better than anyone we have had so far. From the comments I have received, your message was absolutely on target. As an institution, we are being asked to change more rapidly than most dream is even possible. Collectively, we like to debate and deliberate over almost anything and when all is said, simply go on doing what we have always done. Our president, Art Kirk, has been sending a consistent message that change was not just coming, it is here and dramatic. You were able to capture that sense of change, the hesitation of many of our staff, and present it in such a way as to raise the acknowledgement of the state of change while lowering the anxiety of those who must change.

Beginning today, the president and his staff begin the process of addressing the issues the staff has raised. The feedback has made it clear that how we respond will be critical to our being able to capitalize on what was begun last week. I have enclosed a copy of the comments, typed exactly as written. Shortiy, I should have a copy of the video. I will call you to arrange a time to discuss the possibility of involving you in our next effort, a two-day retreat for roughly 50 of our key administrators and faculty.

Sincerely,



John Weicherding
Assistant to the President