

**MINUTES**  
**SPECIAL MEETING**  
**DISTRICT BOARD OF TRUSTEES**  
**GULF COAST COMMUNITY COLLEGE**

**December 8, 2006**

Noon  
Private Dining Room

**Members Present** William C. Cramer, Jr. (presiding), Denise D. Butler, J. Allen Cox, Karen L. Durden, Charles S. Isler, Dr. Stephen C. Myers, Renee C. Shoaf, William C. Sumner, Dr. Robert L. McSpadden, Derrick G. Bennett

- 1. Opening Remarks** Chair Cramer called the meeting to order and asked Dr. McSpadden to give the invocation. He expressed appreciation for the excellent work of the Presidential Search Committee and commended Ms. Durden on her effective leadership. He acknowledged the seriousness with which the committee, which represented the college's many constituencies, had approached its task. He characterized the effort to identify the next GCCC president as a significant community process and one that would affect both the college and the community. Chair Cramer welcomed several members of the search committee, indicated the meeting would be less formal than a typical meeting of the board, and invited those present to go through the buffet line and enjoy their lunch with the trustees.
- 2. Presidential Search Committee Report** After acknowledging the significant efforts of committee members, Ms. Durden presented the final report of the Presidential Search Committee, which highlighted accomplishments and named eight finalists, as listed below, for consideration by the board:

  - Jeff S. Allbritten, D.A.
  - Terry A. Calaway, Ed.D.
  - John R. Holdnak, Ed.D.
  - A. James Kerley, Ph.D.
  - James A. Martin, Ph.D.
  - W. David Pelham, Ed.D.
  - C. B. Rathburn III, Ph.D.
  - David A. Sam, Ph.D.
- 3. Discussion of Board's Direction** In response to a question from Ms. Durden, Chair Cramer indicated that he wanted the trustees to talk about the process before discussions of individual candidates or decisions about the precise number of candidates who would be invited for interviews. He indicated that the board would hold its regular meeting on January 11 and would likely break for lunch and reconvene for an afternoon session to discuss the candidates. He went on

to say interviews would be scheduled to occur as soon after that meeting as possible.

Chair Cramer acknowledged the helpful guidance of Dr. Jeff Hockaday, search consultant to the board. He noted that Dr. Hockaday brought not only a depth of understanding about how a presidential search should be conducted but also a good deal of familiarity with the candidates. He called on Dr. Hockaday to share an assessment of the process thus far.

Dr. Hockaday indicated the primary task of a search advisory committee is to reduce the number of candidates to a reasonable number for the board, and he noted that the GCCC committee had done a commendable job. After a board accepts a search committee recommendation, it invites some or all of the candidates to interview. The board's final decision with regard to ranking candidates is based on the candidate interviews and on feedback from groups of college and community people with whom the candidates have met on the day of the interview. Indicating the GCCC search committee had performed extraordinarily well, Dr. Hockaday acknowledged the open attitudes and fair and honest actions of the members.

Acknowledging the enviable academic and fiscal standing of the college, Chair Cramer expressed appreciation to Dr. McSpadden for his leadership during the past 18 years. After commending Ms. Luckie for her performance thus far as search liaison to the board, Chair Cramer invited questions and comments from the trustees.

Ms. Butler expressed a desire to know how committee members ranked the remaining candidates and questioned Sunshine Law restrictions regarding trustee conversations with faculty and staff after the search committee is officially dissolved. Chair Cramer deferred to Dr. Hockaday, who cautioned against ranking prior to the interviews, noting that the interview will be the most significant component of the selection process as the board attempts to identify the candidate best suited for the position. Dr. Hockaday and trustees who were also on the committee talked about the voting procedures used to narrow the pool of candidates and suggested that the same process might be used to determine which candidates would be invited to interview. With regard to conversations after the committee is dissolved, Attorney Bennett indicated that trustees can talk about the process with anyone who is not a member of the District Board of Trustees.

Dr. Hockaday suggested a schedule of activities and some ground rules for the interviews that would ensure equal treatment of all candidates. He also suggested that the interviews be videotaped for any trustees who might be unable to attend some of the interviews. With regard to obtaining feedback from groups and individuals who interact with the candidates, trustees and faculty and staff agreed that the comments should be channeled through Ms. Luckie, who would be responsible for sharing them with the board.

To facilitate a selection process that is and also has the appearance of impartiality, Chair Cramer requested that trustees use discretion in discussing board deliberations outside of meetings. He encouraged them to maintain open minds with regard to the candidates so that they can judge them fairly based on the interviews and the comments shared by college and community people who interact with them. Ms. Durden encouraged the trustees to be mindful of the fact that while the candidates will be trying to sell themselves to the board, the board will also need to sell the college to the candidates.

Following extensive discussion, Chair Cramer indicated that the board will determine at the January meeting the exact number of candidates to be invited for interviews.

On a motion by Ms. Durden that was seconded by Mr. Isler, the Presidential Search Committee report was accepted and the committee was officially dissolved. The motion carried on a unanimous vote.

**4. Adjournment** Chair Cramer adjourned the meeting at 1:30 p.m.