

MINUTES
SPECIAL MEETING
DISTRICT BOARD OF TRUSTEES
GULF COAST COMMUNITY COLLEGE

February 27, 2007

3 p.m.
Student Union West 306

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

1. **Call to Order** Chair Cramer called the meeting to order at 3 p.m.
2. **Invocation** Ms. Durden gave the invocation.
3. **Pledge of Allegiance** Ms. Shoaf led those present in the pledge of allegiance to the American flag.
4. **Welcome to Guests** Chair Cramer welcomed college employees, students, and members of the press who were in attendance.
5. **Approval of Minutes** Ms. Butler moved and Mr. Isler seconded approval of the minutes of the special meeting of the District Board of Trustees of February 15, 2007. The vote was recorded as follows: Butler, aye; Cox, aye; Durden, aye; Estes, aye; Isler, aye; Myers, aye; Shoaf, aye; Sumner, aye; Cramer, aye.
6. **Presidential Selection Process** Chair Cramer highlighted major elements of the presidential search process, indicating that the search had been a key issue in 24 meetings since January 2006, when Dr. McSpadden had announced his intention to retire. He reminded those present that from the beginning of the search, the board had made two promises:
 1. That the process would be open, unbiased, and designed to select the person best qualified to be the next president, and
 2. That the board would provide for meaningful involvement by those who had a stake in the outcome—college faculty and staff, students, and the community at large.

Chair Cramer acknowledged the outstanding efforts of the 30-member independent search committee, which represented the service district in significant areas including the board; faculty, staff, and administration; the

Student Activities Board; the educational community; business; healthcare; and the military. He noted that a deliberate effort had been made to balance gender and ethnic representation and to reflect the geographic distribution of the population in the service district. He reviewed the major tasks of the committee, which worked from July 18 through December 8 to accomplish all the things necessary to develop a presidential profile and position announcement and to invite, receive, review, and evaluate 45 applications and 10 video presentations and to ultimately recommend eight candidates to the board for further consideration. He commended Ms. Durden for her excellent leadership of the committee and expressed appreciation to Ms. Durden and the committee members for their substantial investment of time and effort and for the earnestness with which they carried out their task. Chair Cramer acknowledged the board's decision on January 11 to invite four candidates for interviews, which were conducted between February 1 and February 15, and he referred to the meetings and other activities planned for each candidate to provide interaction with various constituent groups prior to the 4 p.m. interview with the board. He acknowledged the significant value of the feedback on the candidates that was submitted by college employees, students, and community members who had had opportunities to meet and hear from the candidates, noting that the board had received approximately 320 candid and helpful comments.

Recognizing that the process had been long and deliberate and that the selection of a new president could be charged with emotion and apprehension at times, Chair Cramer characterized the conclusion of the process as a platform from which the college would reexamine priorities and contemplate its future direction. He indicated that the process had been healthful and invigorating and had brought the board members closer to each other through their interaction and shared goal of selecting the right person to lead the college into the future. He commended the trustees for the seriousness with which they had accepted the responsibilities of the selection process. On behalf of the board, Chair Cramer commended Ms. Wanda Luckie, presidential search liaison to the board, for her excellent performance throughout the process, which had consistently reflected a passion for doing whatever is best for Gulf Coast.

**7. Finalist
Selection
and
Ranking**

Chair Cramer read a statement describing the two-step process that would be used by the board to select and rank the finalists.

Selection of Finalists

To select the finalists, trustees were asked to vote by using a printed ballot, which required a signature, for the two candidates they believed to be best qualified to serve as GCCC's next president. Ms. Luckie collected the ballots, read aloud the votes cast by each trustee, and recorded the votes as follows:

- Cramer Calaway and Kerley
- Durden Calaway and Kerley
- Butler Calaway and Kerley
- Cox Calaway and Kerley
- Estes Holdnak and Kerley
- Isler Calaway and Holdnak
- Myers Calaway and Kerley
- Shoaf Allbritten and Kerley
- Sumner Holdnak and Kerley

The results were recorded as follows:

Candidate	Votes Received
Jeff S. Allbritten, D.A.	1
Terry A. Calaway, Ed.D.	6
John R. Holdnak, Ed.D.	3
A. James Kerley, Ph.D.	8

Based on the spread of votes, the trustees agreed to give further consideration to Dr. Calaway, with 6 votes, and Dr. Kerley, with 8 votes.

Discussion of Finalists

Chair Cramer invited trustees to discuss the qualities of Drs. Calaway and Kerley prior to a vote to rank them. Trustees identified strengths of both candidates and several of them shared particular methods they had used to compare the candidates. They agreed that both men, with their different communications styles, were well qualified to fill the presidency, were well liked by their current colleges and boards, and have an obvious passion for the community college mission. Dr. Kerley's teaching experience, his expressed desire to continue to teach courses, and his self description as a teacher was highly valued by several trustees. Both candidates were viewed as having excellent business and financial skills as well as leadership abilities. Chair Cramer noted that he was impressed by Dr. Kerley's passion for the classroom and the community college mission and by his record of very successfully merging a community college and technical college. He noted that Dr. Kerley's significant experience with issues related to off-site campuses would be invaluable in dealing with some of the issues facing GCCC. Trustees agreed that Dr. Kerley had a good understanding of what Gulf Coast Community College is as a leading institution in the service district, state, and region. Dr. Kerley's open door philosophy was especially appreciated by students and community members. Chair Cramer referred to Dr. Calaway's interest in student performance and the record of student achievement at Central Arizona College since he became president. He noted Dr. Calaway's excellent relationships with faculty members and acknowledged his sense of humor. Chair Cramer noted, however, that Dr. Calaway had limited teaching experience compared to Dr. Kerley.

Ranking of Finalists

Following comments by each trustee, Chair Cramer asked the trustees to rank the candidates by written ballot, which required a signature, assigning a "1" to their first choice and a "2" to their second choice. He noted that the candidate with the lower score would be the president-elect and the other candidate would be a backup in case an agreement could not be reached with the first choice. Ms. Luckie collected the ballots, read aloud the votes for each trustee, and recorded the votes as follows:

- | | | |
|----------|------------|-----------|
| • Cramer | Calaway, 2 | Kerley, 1 |
| • Durden | Calaway, 2 | Kerley, 1 |
| • Butler | Calaway, 2 | Kerley, 1 |
| • Cox | Calaway, 2 | Kerley, 1 |
| • Estes | Calaway, 2 | Kerley, 1 |
| • Isler | Calaway, 2 | Kerley, 1 |
| • Myers | Calaway, 1 | Kerley, 2 |
| • Shoaf | Calaway, 2 | Kerley, 1 |
| • Sumner | Calaway, 2 | Kerley, 1 |

The results were recorded as follows:

- | | |
|---------------------------|----|
| • Terry A. Calaway, Ed.D. | 17 |
| • A. James Kerley, Ph.D. | 10 |

On a motion by Dr. Myers, which was seconded by Ms. Durden, the board unanimously selected Dr. A. James Kerley as president-elect and Dr. Terry A. Calaway as the back-up finalist in the event an agreement could not be reached with Dr. Kerley. The vote was recorded as follows: Butler, aye; Cox, aye; Durden, aye; Estes, aye; Isler, aye; Myers, aye; Shoaf, aye; Sumner, aye; Cramer, aye.

8. Trustee And Staff Remarks

On behalf of the board, Chair Cramer commended Dr. John Holdnak for his performance as vice president of administrative services. He predicted that with a few more years of experience and an opportunity to work a little more in his current position Dr. Holdnak will make an excellent president. He expressed confidence that the board had selected the best person for the college at this time and characterized this as an exciting time for the college. He noted that the board would be holding a retreat with the new president in an effort to reach consensus on the direction the college should take.

Vice Chair Durden acknowledged the generosity of Ms. Lela Hilton and Ms. Julie Hilton of the Holiday Inn SunSpree Resort for providing accommodations for the candidates and their wives at a very reasonable rate and for providing at no charge the meeting rooms used for the interviews. She also expressed appreciation on behalf of the trustees for Chair Cramer's generosity in hosting the dinners that followed the interviews.

Dr. Linda Adair, executive vice president, expressed appreciation on behalf of college employees for the effort and time invested by the board in making a difficult and important decision. She pledged employee support for Dr. Kerley and expressed commitment to ensuring a smooth transition of leadership.

Mr. Lloyd Harris, assistant professor of mathematics and chair of Faculty Council, expressed appreciation on behalf of faculty members for the opportunity to participate in the process. He also expressed personal gratitude for the opportunity to represent the faculty on the Presidential Search Committee.

Chair Cramer acknowledged the particularly difficult nature of the board's presidential selection role, attributing it to the trustees' passion for the college. At Chair Cramer's invitation, Ms. Luckie expressed appreciation for the opportunity to play a role in such an important process, and she acknowledged her absolute pleasure in working with the search committee, the board, and college employees, who had all been extremely supportive.

9. Adjournment

Chair Cramer adjourned the meeting at 3:45 p.m.