

**BREVARD COMMUNITY COLLEGE  
BOARD OF TRUSTEES  
SPECIAL MEETING**

August 28, 2006  
3:20 p.m.

Roger W. Dobson Building #13  
Room #203  
Cocoa Campus

**PRESENT:** Mrs. Alberta K. Wilson, Chairman; Mr. James W. Handley; Mr. James Theriac;  
Mrs. Kim Tsamoutales; Mr. Joe D. Matheny, Attorney; Mrs. Terry Martin, Executive  
Assistant to the President/Board Search Liaison  
**ABSENT:** Mr. C.R. "Rick" McCotter III  
Chancellor, Florida Community College

**1. CALL TO ORDER:**

The Board members who were present for the meeting alternated asking Dr. Hockaday questions regarding the services he would provide if selected as BCC's presidential search consultant.

1. What is the number of meetings required? Dr. Hockaday responded the Search Committee would meet three times as a group with the charge to reduce the number of candidates to the number determined by the Board. The Search Committee's charge will then have been met. The Board would only require two meetings before they interview the finalists.
2. What is your preferred method of working with the Board? Dr. Hockaday requested a good administrative professional who he may work with to send information out to the Board. He further shared that if there is Board representation on the Search Committee, they would have more knowledge than the others, so communication will need to take place to keep the remainder of the Board members up-to-date.
3. Would having more than one Board member cause any problems with the Sunshine



**3. INTERVIEW - Dr. David Pierce, ACCT**

The Board participated in a teleconference with Dr. David Pierce, presidential search consultant, Association of

2. If the final candidate does not work out, what then? Dr. Pierce said if the individual worked out only for six months, then there would only be expenses. After that point, it would have to be negotiated.
3. What is the role of diversity? Dr. Pierce responded he is strongly committed to finding the most qualified and diversified group of candidates.
4. What is your preferred method of communicating with the Board? Dr. Pierce responded it depends on what the Board would like. He would meet with the Chairman or Vice-Chairman on the first visit. He said it is important to keep things communicated to the Board regarding the search process. After the finalists are selected, the Board is the owner.
5. Have you done searches in Florida? Dr. Pierce responded no; however, has had experience throughout the U.S. including Washington, Arizona, Iowa, Illinois, Michigan, Oklahoma and Louisiana.
6. Are you familiar with the Florida Sunshine Laws? Dr. Pierce said there are actually several states which have laws that are similar to Florida, i.e. Michigan and Arizona.
7. What number of candidates would you anticipate? Dr. Pierce responded the size of the pool depends on the location and size of the state, and Florida is attractive. He expected about 40 applicants with the only thing impacting the pool being the Sunshine Law. However, he felt it doesn't seem to have a significant impact on the Florida presidents as they are an impressive and highly qualified group.
8. Have all of your searches been successful? Dr. Pierce said they all have worked out and been successful with the exception of one, who lasted only three years.

Dr. Pierce reported his style is very much to let the Search Committee and the Board make the decisions. His part would include reference checking and credentials, and a criminal background check. He said he does work hard during the recruitment phase.

Mr. Handley reported the Board has met and are accepting candidates for the Search Committee and have received about 40 to-date.

9. Who would you recommend for the Search Committee? Dr. Pierce responded two Board members at least with a member of the Board serving as Chairman. He recommended a total of 18 members, with at least 1/3rd from the community at-large, i.e. business, government and education and higher education. In addition, there should be a representative from faculty, administration/cabinet, student and the direct support organizations.

Mr. Handley reported the college will close the request for applications for the Search Committee on September 12 and will be making a decision at a Special Meeting on September 18.

10. Do you favor the use of a video presentation by the presidential candidates? Dr. Pierce said normally not but it doesn't mean it can't be done. Normally a taped interview is done to screen at a preliminary level. Members of the Search Committee review the applications and narrow it down, but he would be willing to use videos if the Board would like to go that way. It could reduce costs.

Mr. Handley said that the Board will be back in touch with Dr. Pierce to let him know their decision.

The interview with Dr. Pierce ended at 4:55 p.m.

#### **4. APPROVAL OF PRESIDENTIAL SEARCH CONSULTANT FIRM**

The Board discussed both candidates and felt they both had good attributes; however, were in favor of having a consultant who is familiar with the State of Florida.

Mr. Theriac moved to approve the selection of Dr. Jeff Hockaday, Hockaday-Hunter & Associates, as the consultant for the BCC presidential search. Mrs. Wilson seconded the motion. All those voting in favor of the motion - Theriac, Wilson, Tsamoutales, Handley; opposed - none. Motion unanimously approved. (McCotter was absent.)

Mr. Handley noted that Dr. Hockaday suggested having a meeting to invite the public in before the Search Committee decision is made by the Board. Discussion ensued.

Mr. Theriac noted that both consultants suggested that the Search Committee have two members of the Board as part of the committee. Mrs. Tsamoutales added that Dr. Pierce felt that a Board member should serve as Chairman. Mrs. Wilson felt that the Search Committee should select their own Chairman, as leaders will emerge. Mr. Theriac felt if a member of the Board is on the Search Committee, he/she should serve as the Chairman.

It was the consensus of the Board to hold a public hearing in nt . Theriac felt if a member of the

Mrs. Martin confirmed the following schedule for the Board meeting on September 18, which will be held in the Board Room (#231), Building #2, Cocoa Campus:

- 4:30-6:30 p.m. - Meeting/Public Forum
- 6:30-6:45 p.m. - Break
- 6:45 p.m. - Board Selection of Members for the Selection Committee at the Special Meeting

The Board requested to meet with Dr. Hockaday in October and then to hold a meeting of the Selection Committee that same day.

Mrs. Martin will send out a public notice regarding the hearing. A registration table will be provided for individuals wishing to speak at the meeting.

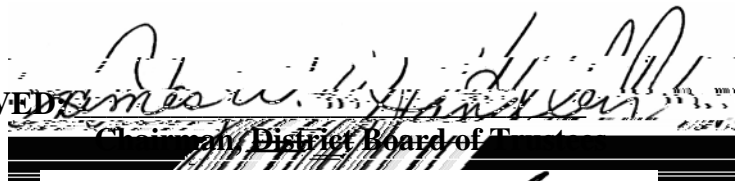
Mr. Matheny reported the meeting will open with regular items and then Mr. Handley will announce the public hearing.

Mr. Handley will notify the consultants of the Board decision.

**5. ADJOURNMENT:**

There being no further business, the Special Meeting adjourned at 5:25 p.m.

APPROVED:



Chairman, District Board of Trustees

ATTESTED:



Secretary, District Board of Trustees