

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

October 10, 2006  
12:00 p.m.

Conference Room (#200)  
Administration (Bldg. #2)  
Cocoa Campus

**PRESENT:** Mr. James Handley, Chairman; Mr. C.R. "Rick" McCotter III, Vice-Chairman;  
Mr. James Theriac; Mrs. Kimberly Tsamoutales; Mrs. Alberta Wilson;  
Mr. Joe Matheny, Attorney; Dr. James A. Drake, Interim President;  
Mr. Leonard (Sandy) Sanderson; Mr. James Dean, Florida Today,  
Mrs. Ingrid Matta and Mrs. Terry Martin

**1. CALL TO ORDER**

Mr. James Handley, Chairman, called the Special Board Meeting to order. He called for a moment of silence in honor of Dr. Tom Gamble.

Mr. Handley introduced Dr. Jeff Hockaday, Presidential Search Consultant.

**2. PRESENTATION BY Dr. Jeff Hockaday, Presidential Search Consultant**

Dr. Hockaday provided a briefing to the Board on what to expect during the presidential search.

- (1) If there is a search with internal candidates it takes on a bit of a different approach, as the Board would want to treat the local candidates the same way as external candidates. If there are six finalists to be interviewed and there are one or more ca 18., 0 T001h

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- (3) Dr. Hockaday explained once the presidential profile is approved, it will go out to the various advertisement venues. The Board has accomplished approximately three months' work in one month's time, which places the process ahead of the schedule, which is fine.



*Letters will be sent to all the community colleges. Mr. Handley suggested placing information on the website. Dr. Hockaday said primarily the information should be placed in the Chronicle and the Community College Times.*

- (6) Mr. Handley asked if he would recommend advertising locally.

*Mr. Theriac asked if that is worthwhile. Mrs. Matta reported Community Relations can send out a short release at no cost to a number of publications. She will also send out a press release. Mrs. Wilson asked that the profile also be placed in a Hispanic higher education publication.*

- (7) Mr. Handley talked about the time line for accepting applications and asked Dr. Hockaday's input.

*Dr. Hockaday said he adjusted the schedule as BCC is ahead of the calendar. The position can be advertised beginning October 27 in the Chronicle and then the Search Committee could do their work in December, or wait until January. The Board would then interview in February and the individual would be hired by March 15. Dr. Hockaday reported the notice will indicate that the Search Committee will begin looking at applications on December 1.*

- (8) Mr. Matheny asked where the applications should go.

*Dr. Hockaday said applications should come to the college.*

- (9) Mr. Matheny asked if the applications would then be public records.

*Dr. Hockaday responded yes and said for that reason individuals will apply by midnight of the last day.*

### **Presidential Profile**

Mr. Handley discussed the presidential profile which was provided in draft form. Mr. McCotter felt the profile should include a bullet asking that the individual have a clear understanding of a virtual campus. Mr. Theriac supported this and mentioned the WBCC-TV/DT station, which would be included in the bullet pertaining to the requirement of a clear understanding of instructional and non-instructional technology.

Mrs. Martin was directed to add a new bullet stating "Exercise leadership and continued development of a virtual campus." Dr. Hockaday requested it be placed after the bullet containing, "...understanding leadership of instruction."

### **Internal Candidates**

Mr. Handley reported there will be at least two internal candidates and one potential applicant from a Florida university and asked how this should be handled. Mr. McCotter said it should be a fair process. Mr. Theriac said the individuals should be allowed to interview. Mr. Handley asked if the Board is saying that internal candidates automatically come to the Board. Mrs. Tsamoutales felt it would be a courtesy, but if the Board is going to do this, she would like to see the number at a minimum of six for outside candidates. Mr. Handley asked about the UCF candidate and if the individual would receive special consideration. The Board agreed that this individual would be a normal candidate.

Dr. Hockaday reported there are a lot of colleges that interview all employees applying for positions at all levels. He indicated he was asking a question, rather than making a proposal.

Mr. Handley said the Board is open to having the Search Committee perform their job. Mrs. Wilson felt everyone should be treated equally.

Mr. Sanderson asked as the Search Committee evaluates candidates, would they include local candidates in their deliberations. Dr. Hockaday said if the local candidates meet the minimum requirements they would progress.

*It was the consensus of the Board that internal candidates follow the same process as external candidates.*

Mr. Handley confirmed he would let the Search Committee know the Board would like no less than six candidates and no more than eight candidates to be brought forward. The verbiage was adjusted by the Board to, "Provide a list of candidates ideally between six and eight."

Mr. McCotter asked what would happen if there were only four. Mr. Sanderson said if there is a tremendous d019 Tr8( thai8y1oto)l15 Td[ ]-2751(there c0009candidat339.94 -1( 6r1.13kingIT cnotnb Hnegotireate-1( 6r1.1onfsght candidaur..")JJETEMC /P ÅMCI2 12 BDC BT/TT0 1 Tf0 Tc 0 Tw 1



