

MINUTES

SPECIAL MEETING DISTRICT BOARD OF TRUSTEES GULF COAST COMMUNITY COLLEGE

August 4, 2003

10 a.m.

E. A. Gardner Seminar Room

Members Present William C. Cramer, Jr., (presiding), Leon R. Bloodworth, J. Allen Cox, Karen L. Durden, Linda S. Grantham, William C. Sumner, Dr. Linda B. Adair, Derrick Bennett

Others Present Ken Caldwell, Brady Calhoun, Tamara Cassani, Christy Cole, Gloria Crawford, Jewel Hamburg, Joe Hamner, Norris Harvey, John Holdnak, Carole Lapensohn, Wanda Luckie, John Mercer, Charles Mitchell, Jeremy Pate, Greg Sherrod, Roy Smith, Dr. Jeff Stevenson, Mosell Washington, Lisa Watson, Pam Whitelock, Eileen Wilkes

- 1. Call to Order** Chair Cramer called the meeting to order at 10 a.m.
- 2. Presidential Selection Process** Attorney Bennett provided an overview of the board's responsibilities related to employment of a president, indicating that the board had a broad policy that contained few guidelines. He stated the board's many options included soliciting applications, appointing a selection committee, and accepting the single application that had been submitted and hiring that individual. He concluded by saying that although the board was obligated to negotiate a contract for specific salary and benefits with the person selected, the board could authorize the chairman to negotiate in its behalf.

Chair Cramer indicated the board had received one application for the position, and that application was from Dr. Robert L. McSpadden. He called attention to a report titled Florida Community Colleges 2002-03 Presidential Compensation Comparison and noted that the board could establish the terms of the president's contract as it sees fits. Trustee comments focused on the relatively low total annual compensation paid to Dr. McSpadden in the past; on the role of the president in student and institutional success; on the feasibility of establishing a performance bonus; and on Dr. McSpadden's instrumental role in increasing GCCC Foundation assets from \$1.4 million in 1988 to approximately \$15 million to date, which permitted the foundation to spend an average of \$500,000 each year in support of students and college programs. Chair Cramer acknowledged that the college was in an enviable position due to its financial stability, referred to the quality of the institution's students and

faculty, and highlighted significant issues facing the college in the near future. He characterized Dr. McSpadden as the individual best suited to face those major political and fiscal challenges because of his excellent relationships with state leaders and his solid record of success.

Following input from each of the trustees, Mr. Cox moved that the board offer Dr. McSpadden a three-year contract providing a total annual compensation package of \$195,000 and 30 days of annual leave, 12 days of sick leave, and 15 days of professional leave. Ms. Grantham seconded, and the vote was recorded as follows: Bloodworth, aye; Cox, aye; Durden, aye; Grantham, aye; Sumner, aye; Cramer, aye.

Mr. Bloodworth moved and Mr. Cox seconded authorizing Chair Cramer to negotiate and execute the contract with Dr. McSpadden. The vote was recorded as follows: Bloodworth, aye; Cox, aye; Durden, aye; Grantham, aye; Sumner, aye; Cramer, aye.

3. **Good of the Order** Ms. Durden expressed appreciation to Dr. Adair for her excellent performance as acting president.
4. **Adjournment** The meeting was adjourned at 10:20 a.m.