The Administrative Subcommittee met on October 18-20, 1996 at the Holiday Inn in Folly Beach, S.C. Board members attending included Subcommittee Chair Beaurine Wilkins, Anne Brown, JoAnn Nestor, Lane Parker and Kamalakar Raut. Board Facilitator Walt Joseph and Board Administrator Dawn Haygood were also present. Gerri Flemming was present as the Associate Deputy Designated Federal Official.

The meeting began with a discussion of the positions to be filled in 1997. Selection of three qualified candidates for the following categories (14 positions) was required:

- Minority -2 positions
- Public Official -2 positions
- Labor -2 positions
- Academia -2 positions
- Business - 2 positions
- General Public - 2 positions
- Environmental Activist -2 positions

Of eleven Board members currently filling one of the above positions, ten members elected to submit their applications for re-election.

Board members reviewed the criteria to be ensured during the selection process to maintain compliance with the Board's Bylaws Section 3.3. Based on the criteria established by the the current Board members remaining in office, the following criteria must be met in addition to the categorical requirements listed above:

**Candidate Needs Assessment**

- 5 African Americans
- 5 Females
- 4 Individuals living in a direct county
- 10 Individuals living in a non-direct county
- 7 South Carolina residents (approximate)
- 7 Georgia residents (approximate)
The applications of 131 individuals on file and 20 new applications, resulting from recent advertising targeting the lowcountry, were provided to all Administrative Subcommittee members for review prior to the subcommittee meeting to facilitate a more timely selection process.

The meeting began by Board members submitting the names of those top candidates they felt should be considered for the four positions that would not include incumbents. Due to low non-direct county representation (the current Board makeup includes 16 members from direct counties and only 9 members from non-direct counties), the subcommittee decided to choose from the qualified candidates identified in non-direct counties (where possible) to fill the four vacant positions in the categories of minority, public official, labor and environmental activist.

(Note: Direct counties include Aiken, Barnwell and Allendale in South Carolina and Richmond, Columbia and Burke in Georgia. Non-direct counties refer to all others in the two-state area impacted by SRS operations)

The following candidates were selected:

**Minority Position 1**

Jimmy Mackey, Beaufort, S.C.
Nelson Modeste, Orangeburg, S.C.
Martin Stringer, Columbia, S.C.

**Labor Position 1**

Jon Hollinsworth, Waynesboro, Ga.
Wade Waters, Beaufort, S.C.
Charles Krause, Beaufort, S.C.

**Public Official Position 1**

Mary Elfner, Savannah, Ga.
Paul Feldman, Savannah, Ga.
William Ray, Hilton Head, S.C.

**Environmental Activist Position 1**

William Adams, Hilton Head, S.C.
LaFond Biggs, Beaufort, S.C.
William Wills, Columbia, S.C.

Other candidates discussed and considered included:

- Rebecca Witter, Savannah, Ga.
- Ezekial Williamson, Savannah, Ga.
- Paula Brown, Aiken, S.C.
The subcommittee next focused on identifying top candidates to run opposite incumbents. Much discussion revolved around the number of incumbents and the limitations a large number of current members wanting to reapply places on the selection process. Subcommittee members decided to address this issue later in the meeting during the Bylaws discussion and move forward with the 1997 selection process including ten incumbents. Several members stated that individuals who have served three-year terms should automatically be considered as those most qualified to fill a vacant Board position.

The following candidates were chosen for the ten remaining vacant positions in 1997:

**General Public Position 1**

Tom Costikyan, Dataw Island, S.C.
George Minot, Hilton Head, S.C.
Barbara Murphy, Hilton Head, S.C.

**General Public Position 2**

Perjetta K. Smith, North Augusta, S.C.
Georgia Leverett, Augusta, Ga.
Mary Drye, Augusta, Ga.

Other candidates proposed and discussed included:

- Paul Lunsford, Gilbert, S.C.
- Jim Laplander, Savannah, Ga.
- Charles Banks, Greer, S.C.
- Sue Cluxton, Columbia, S.C.
- Mel Galin, Savannah, Ga.
- Murray Riley, Aiken, S.C.
- Carolyn Thomas, Aiken, S.C.

**Business Position 1**

Bill Donaldson, Tybee Island, Ga.
Mel Galin, Savannah, Ga.
Edward Shuster, Hartwell, Ga.

**Business Position 2**
Beaurine Wilkins, Augusta, Ga.
Ernestine Lockett, Augusta, Ga.
Carolyn Thomas, Aiken, S.C.

Other applicants discussed for this category included:

- Gerald Payton, Augusta, Ga.
- Amy Hughes, Savannah, Ga.
- Ivy Lee Shuman, Jr., Martinez, Ga.

**Minority Position 2**

Thelonious Jones, Augusta, Ga.
Shirley Blue, Augusta, Ga.
Samuel Richardson, Augusta, Ga.

**Environmental Activist Position 2**

Mildred McClain, Savannah, Ga.
Carol Tank, Fripp Island, S.C.
Rebecca Witter, Savannah, Ga.

Other applicants discussed for the minority and environmental activist position were:

- Mozell Brooker, Allendale, S.C.
- Reginald Cooks, North Augusta, S.C.
- Gerald Payton, Augusta, Ga.
- Murray Riley, Aiken, S.C.
- Nazir Sheikh, Aiken, S.C.
- Sheilah Waller, Augusta, Ga.

**Academia Position 1**

Kathryn May, Martinez, Ga.
Lola Richardson, Augusta, Ga.
Barbara Fuszard, Augusta, Ga.

**Academia Position 2**

Kamalakar Raut, Savannah, Ga.
Bryant Durham, Glennville, Ga.
Sue Cluxton, Columbia, S.C.

Other applicants discussed included:

- Dave Christensen, Augusta, Ga.
• Franklin McAlhany, Brachville, S.C.
• Bela Vitez, Aiken, S.C.

**Labor Position 2**

Lane Parker, Graniteville, S.C.
Silas Hawkins, Augusta, Ga.
Scott Phillips, North Augusta, S.C.

**Public Official Position 2**

Bob Slay, Beech Island, S.C.
Kenneth Goad, Aiken, S.C.
William Gray, North Augusta, S.C.
Other applicants discussed for the public official category included:

• Owen Clary, Aiken, S.C.
• Russ Ferrara, Aiken, S.C.
• Chuck Irvin, Augusta, Ga.
• Jerry Newman, Augusta, Ga.
• King Singleton, Augusta, Ga.

The following criteria are assured by the above slate of candidates:

• Minority Position 1 ensures an African-American member from a non-direct county in South Carolina.
• Minority Position 2 ensures an African-American member from a direct county in Georgia.
• Public Official Position 1 ensures a member from a non-direct county.
• Public Official Position 2 ensures a member from a direct county in South Carolina.
• Labor Position 1 only ensures the labor category will be filled.
• Labor Position 2 ensures a member from a direct county.
• Academia Position 1 ensures a female member from a direct county in Georgia.
• Academia Position 2 ensures a member from a non-direct county.
• Business Position 1 ensures a member from a non-direct county in Georgia.
• Business Position 2 ensures an African-American female member from a direct county.
• General Public Position 1 ensures a member from a non-direct county in South Carolina.
• General Public Position 2 ensures an African-American female member from a direct county.
• Environmental Activist Position 1 ensures a member from a non-direct county in South Carolina.
• Environmental Activist Position 2 ensures a female member from a non-direct county.

The Administrative Subcommittee next focused on a memo from Bob Slay, which asked the subcommittee to address several issues raised at a recent Executive Committee meeting (see attached).
Subcommittee members agreed that quorum requirements should be relaxed from two-thirds to majority as questioned in Issue 1 of the memo and this amendment will be reflected within the Administrative Subcommittee’s proposal to amend the bylaws.

Regarding Issue 2 of the memo, subcommittee members agreed that the real issue is not qualified applicants. The issue is that demographic requirements are difficult to meet and do not allow enough flexibility. The subcommittee strongly agreed that they had selected top candidates for the 1997 election, however additional applicants are needed to assure African-American, female and non-direct representation. Of 150 applications on file, only 33 are female and 24 are African American. Approximately one third of the applicants live in non-direct counties.

The subcommittee decided to target specific constituencies for viable candidates, begin the selection process earlier to determine annual needs and continually update the application file throughout the year. The subcommittee will also offer a proposal to amend the Bylaws at the November 19, 1996, Board meeting in Barnwell, S.C. to provide for a small amount of flexibility within the demographic criteria as well as deal with the issue of the number of incumbents on the annual ballot.

In response to Issue 3 of the memo, the Administrative Subcommittee will recommend the following opportunities for the full Board to become more familiar with final membership candidates:

¥ A book including the applications and letters of recommendation for all final candidates will be provided in January (60 days prior) to the election.

¥ Addresses and phone numbers are provided for all final candidates and Board members are encouraged to call or write candidates for further information.

¥ The schedule allows 60 days for Board members or the public to provide comments on individual candidates and the Administrative Subcommittee recommends that such comments be made in writing and provided to the full Board 10 days prior to an election.

Attendance

Subcommittee members addressed the issue of attendance and what constitutes unexcused absences. They agreed that barring unforeseen personal emergencies, Board members should be required to call the Board Administrator no later than the day of a Board meeting if they are unable to attend. Following a review of recent absences, the Subcommittee decided to write to Aundria Cheever regarding her attendance record.

Proposal to Amend Bylaws

After much discussion, the following changes were agreed upon to be suggested in a proposal to amend the bylaws. The proposal will be presented at the November Board meeting and voted on at the January Board meeting.
**Under Article III, Sections 3.2 and 3.3**

- A member shall serve no more than two full consecutive terms as opposed to three. (This will deal with the issue of Board turnover and the potential for a large number of current members to run for re-election. Serving an unexpired portion of a term shall not count against an incumbent’s term.)

- After a lapse of two or more years a Board member may be re-elected. (This was thought to be more acceptable than waiting three years before being able to return to board, especially if Board members will be limited to two consecutive terms.

- There shall be approximately eight Board members who are African American. Approximate will be defined as plus or minus one. (This will provide the needed flexibility to ensure adequate representation of this demographic group.)

- There shall be approximately twelve females. Approximately will be defined as plus or minus one. (This will provide the needed flexibility to ensure adequate representation of this demographic group.)

- A phrase stating that every effort will be made to provide ballots that ensure the exact numbers noted within Section 3.3 of the Bylaws will be added within the proposed bylaws amendments.

Board members discussed adding a qualification to ensure that white males are given a specific number of seats on the Board, but felt that the above two changes would ensure adequate representation.

**Under Article VI, Section 6.8**

- At any meeting of the Board, the presence of fifty percent plus one member of the Members serving shall be necessary to constitute a quorum for the transaction of business.

**Definitions of Stakeholder Categories**

Board members also discussed the need to define the Boards stakeholder categories to aid applicants in choosing those categories most appropriate for their qualifications. These definitions will be provided in future applications.

Academia: A representative of the academic world of colleges, universities, etc...

Business: A representative affiliated with a business or an organization which represents business interests.

Environmental Activist: An active members or employee of a recognized environmental board, agency, club or private sector business.

General Public: Any member of the public.
Labor: One who represents the interests of the working class and is actively involved in a trade association.

Minority: An individual of any ethnic minority including African American, Hispanic, Asian, Pacific Islander, American Indian, Eskimo, Aleut and other non-white persons.

Public Official: A person elected or appointed to a local, municipal, state or federal position or board.