The Administrative Subcommittee met on December 5-6, 1997 in Tybee Island, Ga. Board members attending included Subcommittee Chair Beaurine Wilkins, Thelonious Jones, Jimmy Mackey, Lane Parker, Karen Patterson and Becky Witter. Board Facilitator Walt Joseph and Board Administrator Dawn Haygood were also present. Monica Finney, Administrative Support also attended. Gerri Flemming was present as the Associate Deputy Designated Federal Official.

The meeting began with a discussion of the positions to be filled in 1998. Selection of four qualified candidates for the following categories.

(13 positions) was required:

- Public Official: 1 position
- Labor: 1 position
- Academia: 2 positions
- Business: 1 position
- General Public: 5 positions
- Environmental Activist: 3 positions

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

The Subcommittee selected a fourth candidate as an alternate this year. Board members are interviewing candidates by phone and if during these interviews it is determined that a candidate can not commit the time required to participate in Board activities, then the alternate will be provided on the ballot.

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 current Board members remaining in office, the following criteria must be met in addition to the categorical requirements listed above:

**Candidate Needs Assessment**
The applications of 70 individuals on file and 59 new or updated applications, resulting from the recent advertising campaign, 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 and provided on the ballot if possible. There was not much concern about county and state representation since the current representation is equal.

Board members began the selection process by reviewing applicants for the public official category. The following candidates were selected:

**Public Official Position 1**
- Martin Stringer, Columbia, S.C.
- Earnest Marshall, Decatur, Ga.
- William Ray, Hilton Head, S.C.

Other candidates discussed and considered included:

- Bernie Cooper, Hephzibah, Ga.
- Silas Hawkins, Augusta, Ga.
- Chuck Irvin, Augusta, Ga.
- Albert Schaufelber, St. Helena, S.C.

During selections of public official candidates, there was a great deal of discussion about time commitment. Board members agreed not to assume a candidate could not provide the necessary time required because of their vocation, however Board members paid close attention to this portion of the application. There was also discussion regarding the status of several individuals running for the public official position.

The Subcommittee next reviewed applicants for the labor category. The following candidates were selected:

**Labor Position 1**
Raymond Storey, Ridge Spring, S.C.
Wade Waters, Pooler, Ga.
Julius Webb, Beaufort, S.C.
Alt: Murray Riley, Aiken, S.C.

Other candidates considered include:

- Silas Hawkins, Augusta, Ga.
- Charles Krause, North Charleston, S.C.
- Herb Witter, Aiken, S.C.

Discussion revolved around representation in the labor category and the fact that this individual should represent organized labor.

The Subcommittee next reviewed applicants for the academia category. The following candidates were selected:

**Academia Position 1**
Bill Lawless, Augusta, Ga.
Sam Richardson, Augusta, Ga.
David Adcock, Batesburg, S.C.
Alt: Mel Galin, Savannah, Ga.

**Academia Position 2**
Ellen Lewis, Evans, Ga.
Lola Richardson, Augusta, Ga.
Christine Ladwig, Richmond Hill, Ga.

Other applicants discussed included:

- Gregory Bechtel, Augusta, Ga.
- Dave Christensen, Augusta, Ga.
- Sue Cluxton, Columbia, S.C.
- Venesa Foster, Augusta, Ga.
- William Harris, Augusta, Ga.
- Chuck Irvin, Augusta, Ga.
- Edwin Johnson, Evans, Ga.
- Charles Lichy, Aiken, S.C.
- Franklin McAlhany, Branchville, S.C.
- Baren Talukdar, Martinez, Ga.
- William Wills, Columbia, S.C.

Discussion revolved around the criteria for academia position and the fact that a degree does not constitute an academic representative. The Subcommittee next reviewed applicants for the General Public Category. The following candidates were selected:

**General Public Position 1**
Ann Loadholt, Barnwell, S.C.

**General Public Position 2**
Arthur Belge, Martinez, Ga.
Alt: Mae Eggert, Aiken, S.C.

**General Public Position 3**  
Francine Addison, Luray, S.C.  
Barbara Gordon, Augusta, Ga.  
Peggy White, Waynesboro, Ga.  

**General Public Position 4**  
Cynthia Gerrard, North Augusta, S.C.  
Lillian Hammock, New Ellenton, S.C.  
Maria Reichmanis, Aiken, S.C.  
Alt: Joan Nagle, Aiken, S.C.

**General Public Position 5**  
Martha Hudspeth-Ruo, Savannah, Ga.  
Barbara Murphy, Hilton Head, S.C.  
Lena Dowling, Bamberg, S.C.  
Alt: Martha Massey, Savannah, Ga.

Other candidates proposed and discussed included:

- All females since four of the positions must be filled by females.
- All men discussed previously
- Hafeez Chaudhry, Martinez, Ga.
- Duane Everhart, Columbia, S.C.
- Izora Gunter, Ridge Spring, S.C.
- Hussein Shekastehban, Augusta, Ga.
- William Willoughby, Lexington, S.C.

The Subcommittee next reviewed applicants for the business category. The following candidates were selected:

**Business Position 1**  
Brendolyn Jenkins, Aiken, S.C.  
Mary Davis-Smith, Augusta, Ga.  
Bernie Cooper, Hephzibah, Ga.  
Alt: Judson Sapp, Waynesboro, Ga.

No additional candidates were discussed since the subcommittee was trying to ensure an African American female in a direct county with this position. The Subcommittee next reviewed applicants for the environmentalist category. The following candidates were selected:

**Environmentalist Position 1**  
Karen Patterson, Aiken, S.C.

**Environmentalist Position 2**  
Ed Tant, North Charleston, S.C.
Arnetta Duncan, Bluffton, S.C.  Charlie Sherman, Aiken, S.C.

**Environmentalist Position 3**
Howard Dawson, Savannah, Ga
Deborah Hasan, Savannah, Ga.
Mustafa Muhammed, Savannah, Ga.
Alt: Izora Gunter, Ridge Spring, S.C.

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

- Public Official Position 1 ensures a public official in a non-direct county.
- Labor Position 1 only ensures a labor representative in a non-direct county.
- Academia Position 1 ensures an academic representative in a direct county.
- Academia Position 2 ensures a female academic representative from Georgia.
- General Public Position 1 ensures a female in a direct county.
- General Public Position 2 ensures a general public representative.
- General Public Position 3 ensures an African American female representative in a direct county.
- General Public Position 4 ensures a female representative in a direct county in South Carolina.
- General Public Position 5 ensures a female representative in a non-direct county.
- Business Position 1 ensures ensures an African American female in a direct county.
- Environmentalist Position 1 ensures a female environmentalist.
- Environmentalist Position 2 ensures an environmentalist in South Carolina.
- Environmentalist Position 3 ensures an African American environmentalist in a non-direct county in Georgia.

The Subcommittee concluded the two-day meeting on Saturday by discussing the candidate interview process, developing the interview with script and making assignments for interviews and follow-up actions.

*Meeting handouts may be obtained by calling 1-800-249-8155*