The Administrative Subcommittee met on November 15-16, 1998 in Columbia, S.C. Board members attending included Subcommittee Chair Beaurine Wilkins, Jimmy Mackey, Lane Parker, Karen Patterson, Lola Richardson and Becky Witter. Board Facilitator Mike Shoener 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. Harry Rogers attended on November 16 from the general public.

The meeting began with a discussion of the positions to be filled in 1999. Selection of four qualified candidates for the following categories (13 positions) was required:

- Minority: at least 1 position
- Public Official: at least 2 positions
- Labor: at least 1 position
- Academia: at least 1 position
- Business: at least 1 position
- General Public: approximately 5 positions
- Environmental Activist: at least two positions

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

The Subcommittee selected a fourth alternate candidate. Candidates will be interviewed by phone and if during these interviews it is determined that a candidate cannot 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
  - 6 African Americans
  - 6 Females
  - 4 Individuals living in a direct county
  - 11 Individuals living in a non-direct county
  - 7 South Carolina residents (approximate)
  - 8 Georgia residents (approximate)
  - 2 Disadvantaged Representatives
The applications of 136 individuals were provided to all Administrative Subcommittee members for review prior 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. Board members began the selection process by reviewing applicants in each individual category. All candidates were considered. The following candidates were selected:

**Minority Position 1**
Duane Everhart, Columbia, S.C.  
Earnest C. Marshall, Decatur, Ga.  
Mustafa Bilal Muhammed, Savannah, Ga.  

Early in the meeting there was an additional minority position filled by three Asians in local communities, however in order to maintain the strict bylaws requirements, this position had to be eliminated to maintain compliance.

**Public Official Position 1**
Ken Goad, Aiken, S.C. (incumbent)  
Ellen Lewis, Evans, Ga.  
Jim Laplander, Savannah, Ga.  
Alt: No alternate available

**Public Official Position 2**
Jimmy Mackey, Beaufort, S.C. (incumbent)  
Martin Stringer, Columbia, S.C.  
Alt: No alternate available

During selections of public official candidates, there was a great deal of discussion about time commitment. There was also discussion regarding the status of several individuals running for the public official position. Board members discussed the lack of applicants within this stakeholder category and discussed ways to handle this situation, such as perhaps allowing candidates to have held office in the past few years.

**Labor Position**
Lane Parker, Graniteville, S.C. (incumbent)  
Raymond Storey, Ridge Spring, S.C.  
Charles Krause, North Charleston, S.C.  
Alt: Julius Webb, Beaufort, S.C.

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

**Academia Position 1**
Kathryn May, Evans, Ga. (incumbent)  
Cynthia Gerard, North Augusta, S.C.  
Christine Ladwig, Richmond Hill, Ga.  
Alt: Sue Cluxton, Columbia, S.C.

**General Public Position 1**
Martha Massey, Savannah, Ga.  
Murray Riley, Aiken, S.C.

General Public Position 3

General Public Position 4

General Public Position 5

General Public Position 6

General Public Position 7

Business Position 1

Environmentalist Position 1

Environmentalist Position 2

The following criteria are assured by the above slate of candidates:
Minority Position 1 ensures a minority representative in a non-direct county
Public Official Position 1 ensures a public official.
Public Official Position 2 ensures a public official in a non-direct county.
Labor Position 1 ensures the labor category is represented in South Carolina
Academia Position 1 ensures a female academic representative.
General Public Position 1 ensures an African American female in a non-direct county in Georgia.
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 representative in a non-direct county.
General Public Position 5 ensures a representative in a non-direct county in South Carolina.
General Public Position 6 ensures a female in a direct county.
General Public Position 7 ensures a representative in a non-direct county in Georgia.
Business Position 1 ensures an African American female in a direct county.
Environmentalist Position 1 ensures a female environmentalist.
Environmentalist Position 2 ensures an environmentalist in a non-direct county in South Carolina.

The Subcommittee concluded the two-day meeting on Sunday by discussing ways to solicit applications and find potential candidates willing to fully commit to Board participation. They also discussed ways to reach students and public officials, and the need to increase recruitment in non-direct counties. They discussed the need to better clarify the Board's application in several areas and the need to update the application file annually versus bi-annually.