



Grossmont College President – Plans for Succession

October 16, 2020

Dear Colleagues,

As you know, Dr. Abu-Ghazaleh has announced his retirement at the end of the year after serving admirably as the President of Grossmont College for more than five years. Under his leadership, the college has soared, setting new academic records, receiving a number of awards and recognitions, and establishing a reputation as a welcoming, inclusive college.

I am pleased to announce that we are beginning the process of selecting a new president, with expectations to have a new president in place by July 2021.

The selection of a new president is critically important since they will lead efforts to shape the future of the college. We are committed to conducting a comprehensive national search for a president that embodies the college's values of learning and student success, creativity and innovation, the pursuit of excellence, integrity, diversity and inclusion, and civility.

Following is an outline of the proposed search process and tentative timeline. The recommended process and timeline will be reviewed by the District Executive Council in November and submitted to the Board of Trustees.

Screening and Interview Committee

The composition of the Screening and Interview Committee will be in accordance with [Administrative Procedure 7111](#) as follows:

- Co-chairs: A cabinet-level administrator and the Academic Senate president or designee
- The President of the non-searching college
- One or two community representatives selected by the Governing Board
- A representative from the Administrators' Association
- Two faculty representatives appointed by the Academic Senate
- A representative from American Federation of Teachers (AFT)
- A representative from the Classified Senate
- A representative from Classified School Employees Association (CSEA)
- A representative from Confidential Administrators

- A representative from Confidential Employees
- A student representative
- A representative from the District administration
- An at-large representative selected by the Chancellor

Each constituent group will appoint representatives to the committee accordingly. I will ask the constituent leaders to provide me with the names of the committee representatives by **October 30, 2020**.

Bill McGreevy, Vice President of Administrative Services, will co-chair the committee as the cabinet representative, along with a co-chair appointed by the Academic Senate.

Committee responsibilities will include: Develop the screening and interview plan; prepare the search materials articulating the requisite values, skills and desired qualifications; screen candidates and select those to be interviewed; conduct preliminary interviews; and forward finalists to the Chancellor.

Public forums will be coordinated and scheduled by Human Resources. The forums will be held in person or virtually, depending on the public health conditions.

Final Interviews of the candidates advanced by the Screening and Interview Committee will be conducted by the Chancellor and Governing Board.

Search Process

A comprehensive, open search process will be conducted by Human Resources, under the leadership of Vice Chancellor of Human Resources, Tim Corcoran. Recruitment efforts will include both statewide and national outreach, including announcements in the Chronicle of Higher Education, CCC Registry, EdJoin.org, ACCCA, HigherEdJobs, Higher Ed Recruitment Consortium (HERC), as well as a comprehensive list of job boards reaching diverse groups in higher education.

Tentative Search Timeline

- Early November: Committee holds initial meeting to prepare materials and begin the search process
- December 1, 2020 - February 2021: Public Announcement period
- February - April 2021: Committee screens applications and interviews selected candidates
- April 2021: Comprehensive Reference Checks
- May 2021: Public forums and Chancellor/Governing Board interviews
- May 2021: Governing Board approval
- July 1, 2021: Tentative start date for selected candidate

Interim President

I have decided to appoint an interim president to serve January - June 2021, given the short timeline for selecting a new president and the importance of maintaining continuity at the college in critical areas including: the accreditation follow-up visit this spring, the ongoing challenges with remote delivery of instruction and services; and the college's work to dismantle systemic racism. My goal is a seamless leadership transition with minimal disruption to college operations and governance. I will announce the selection next week.

While transition in leadership is always a challenge, it is also an opportunity. I know I can count on your support and patience as we search for an extraordinary leader who will continue the tradition of excellence at Grossmont College.

Sincerely,

Lynn Ceresino Neault, Ed.D., Chancellor