

AP 7111 College President Selection

Reference: **Accreditation Standard IV.B.1.j, IV.B.2, IV.B.3.e.**

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Overview

Under the direction of the Chancellor, the College President has primary responsibility for the quality of the college. Within this responsibility, the president leads, directs, and supervises the college, administering programs and operations in compliance with applicable rules, regulations, policies, and legal requirements, and in support of the College and District's Vision, Mission, Values and Strategic Goals.

Process

- (1) The Chancellor shall recommend a College President selection process to the Governing Board for approval. The process shall be provided to the Chancellor's Cabinet and Districtwide Executive Council for review prior to being submitted to the Board. The process recommendation shall include the following elements.
 - The designation of a person, committee or firm to conduct the search
 - Development of a timeline that includes public forums
 - ~~Development of a position description~~
 - Designation of a Screening and Interview Committee, to be composed of the following members from the searching college unless otherwise noted:
 - ◆ Co-chair: A cabinet-level administrator
 - ◆ Co-chair: The Academic Senate president or designee
 - ◆ The President (or Interim President) of the non-searching college
 - ◆ ~~One or~~ Up to two community representatives from within the GCCCD service area, 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
 - ◆ Two classified representatives appointed by the Classified Senate
 - ◆ A representative from ~~CSEA~~ California School Employees Association
 - ◆ A representative from Confidential Administrators
 - ◆ A representative from Confidential Employees
 - ◆ A Up to two student representatives
 - ◆ ~~A representative from the District administration~~
 - ◆ Up to two ~~An~~ at large representative selected by the Chancellor
 - ◆ An EEO representative
- (2) The Screening and Interview Committee shall:

Be trained in equal employment opportunity, non-discrimination in employment, implicit bias, and inclusivity when considering candidates for positions, per AP 3225 Institutional Effectiveness and Planning

- ◆ Develop the position description
 - ◆ Develop the screening and interview plan
 - ◆ Screen candidates and select those to be interviewed
 - ◆ Conduct preliminary interviews and forward finalists to the Chancellor
- (3) ~~The Employment Services Department~~ Human Resources coordinates public forums that have been previously advertised to the community for candidates that have been forwarded to the Chancellor. Campus leadership will help facilitate the forums in conjunction with ~~Employment Services~~ Human Resources.
- (4) The Chancellor designates a team of representatives, which could include one or more members of the Screening and Interview Committee, Human Resources professionals, and an outside agency to check references and conduct site visits, as needed.
- (5) The Chancellor and Governing Board shall conduct final interviews of the candidates advanced by the Screening and Interview Committee. The Vice Chancellor, Human Resources and EEO Diversity Officer shall ensure compliance with EEO regulations.
- (6) The Chancellor, after considering all relevant information including reference checks, candidate profiles developed by the Screening and Interview Committee, and feedback from the public forums, recommends a candidate to the Governing Board.
- (7) Should the Governing Board not take action, or request additional options, the Chancellor, after consultation with the Screening and Interview Committee, shall provide recommendations for proceeding.

Once the Board has confirmed a candidate and contract negotiations are completed by ~~Employee Services~~ Human Resources, the Board will ratify the hire of the new College President and the new College President may begin assignment.

