

Human Resources

AP 2431 CHANCELLOR SELECTION

Reference:

Accreditation Standards III A.1, III A.3, IV A.2 and IV B.1

The process for hiring the Chancellor will be inclusive, participatory and transparent. The district and community will be informed and involved throughout the process through the distribution of regular progress reports and a dedicated webpage with up-to-date information.

Executive Search Firm

1. The Board of Trustees in consultation with the Vice Chancellor, Diversity and Human Resources may employ a search consultant to assist with the hiring process and recruit candidates.
2. Diversity and Human Resources Department will solicit proposals from executive search firms to assist the Board in filling the open position. After review of the proposals, the Board will select a firm to conduct the Chancellor search.

Chancellor Profile

1. Public forums with district constituencies (students, staff, faculty, management) and the community will be held to obtain suggestions for qualities, characteristics and desired/required qualifications for the Chancellor.
2. The Chancellor profile will be developed from these suggestions, reviewed by the search committee and finalized by the Board.

Job Announcement

The job announcement for the position shall be developed by the Diversity and Human Resources Department in collaboration with the Associate Vice Chancellor, Public Affairs & Institutional Advancement and shall include the following information:

1. The position profile, including qualities, characteristics and desired/minimum qualifications for the position
2. How to apply
3. "Review" of applications or closing date

Advertisements will appear in publications and websites such as, but not limited to:

Affirmative Action Register
CalJobs.Ca.gov
CCC Registry
Chronicle of Higher Education
Community College Times
Diverse Issues in Higher Education
HERC
HigherEdJobs.com
HispanicOutlook.com
InsideHigerEd.com
LatinosinHigerEd.com
Local Newspapers
tribalcollegejournal.org

Screening Committee Composition

The composition of the screening committee for the position of Chancellor will be determined by the Board and shall include representation broadly reflective of the district's constituencies and shall be comprised of the following with the ideal committee between 12 to 16 members:

1. Board of Trustee representatives selected by the Board and adopted Chair and Co-chair of the search committee
2. Faculty representatives nominated by each campus/college academic senate
3. Faculty representatives nominated by the CTA
4. Part-time faculty representative nominated by the CTA
5. Student representative nominated by ASRCC
6. Classified representative nominated by the CSEA
7. Confidential representative nominated by the Confidential Employees Group
8. Management representative nominated by the District Management Association
9. Foundation representative nominated by the RCCD Foundation Board
10. Community representatives selected by the Board, broadly reflective of the district

Search Committee Member Responsibilities

1. Assist in the search for Chancellor using the profile statement of qualities, characteristics and desired/minimum qualifications
2. Follow Equal Employment Opportunity guidelines and considerations as well as the federal, state and local regulations
3. Establish and follow the timetable for screening and interviewing that will bring recommendations to the Board by a certain date
4. Make periodic reports to the college constituents and community on the progress of the search (chair)

5. Evaluate and rate candidates
6. Interview candidates
7. Recommend, ideally, five to seven candidates, in unranked alphabetical order, to the Board of Trustees.

Committee members shall maintain strict confidentiality with regard to candidates, applicants, and nominees for the position throughout the entire hiring process and after the process is complete.

A committee member who fails to participate in the screening process or all interviews shall be removed from the committee.

Screening Committee Operating Procedures

1. The initial meeting of the screening committee shall be convened by the Search Committee Chair. The initial meeting will include EEO training, overview of the search process and confidentiality, review of the position profile, training in review of application materials and set tentative dates for screening and interviewing.
2. No additions or replacements to the committee membership shall be made subsequent to the initial meeting of the screening committee.
3. The screening committee shall develop the following for use in evaluating candidates against the chancellor profile:
 - a. Paper screening criteria and interview questions.
 - b. Parameters for conducting interviews

Screening of Applications and Selection of Candidates for Interview

1. The search consultant or Vice Chancellor, Diversity and Human Resources will receive applications and make all applications available to the screening committee.
2. The applications shall be independently assessed by each member of the screening committee, using the rating criteria developed by the committee. Committee members shall avoid any discussion of ratings, rankings, or recommendations of candidates until independent evaluations of all candidates have been completed by each committee member.
3. The committee will then discuss the ratings and evaluate the merits of the candidates to determine if there is an adequate pool of professionally qualified candidates with which to continue the selection process.
4. If the pool is deemed adequate by the committee, the committee shall proceed with the selection of candidates for interview.
5. If the pool is not deemed adequate by the committee, the committee shall discuss the matter with the Search Consultant, who shall determine the action to be taken after consultation with the Vice Chancellor, Diversity and Human Resources or designee.

Selection of Candidates for Interview

1. The screening committee shall determine an initial pool of potential candidates for interview.
2. The search consultant or Vice Chancellor, Diversity and Human Resources shall establish an interview schedule and notify the candidates to be interviewed.
3. The Vice Chancellor, Diversity and Human Resources will contact each candidate confirming the interview appointment, place and time and provide other appropriate materials to all candidates.

Initial Interviews

- The circumstances of each interview shall be as similar as is practicable.
- Each candidate will be asked the same interview questions developed by the committee.
- Committee members shall avoid any discussion of ratings, rankings, or recommendations of the candidates until all interviews have been completed and independent evaluations have been completed by each committee member.

Selection of Finalists

1. The committee chair shall lead discussion, which shall focus on the strengths and weaknesses of the candidates to determine the candidates to be recommended as finalists.
2. The search consultant or Vice Chancellor, Diversity and Human Resources shall conduct reference and background checks of each of the recommended finalists, which shall include investigation of professional experience and personal qualities relevant to performance in the position. Following a discussion of the results of the reference checks, the committee shall make a final determination of the candidates to be recommended as finalists to the Board of Trustees.
3. The Board will review the finalists recommended by the committee and may:
 - a. Meet with the committee to clarify the reasons for the finalist recommendations.
 - b. Meet with the search consultant or Vice Chancellor, Diversity and Human Resources to review results of the reference and background checks
4. If, after discussion, the Board is not satisfied with the committee's recommendation, the Board may request the committee to reconsider. If, after reconsideration, the committee forwards the same recommendation, the Board will determine whether to continue the process.
5. If the Board is satisfied with the finalists recommended by the committee, the Board may:
 - a. Interview recommended candidates, following the same process used for the "Initial Interviews", to narrow the number of finalist before making a public announcement.
 - b. Announce the finalist recommended by the committee to the public.

Public Forums

Public forums and/or site visits may be conducted as part of the hiring process for Chancellor.

1. Public forums shall be conducted to introduce candidates to the district's constituents and the community.
2. If a site visit is conducted as part of the hiring process, the composition of the visiting team shall be determined by the Board.

Selection of Chancellor

The Board of Trustees will interview finalists for Chancellor.

1. On completion of the final interviews, the Board will make their selection of a candidate.
2. On acceptance by the selected candidate, the Board and the Vice Chancellor of Diversity and Human Resources and/or legal council will enter into contract negotiations with the candidate.
3. When a contract has been agreed to the Board will make a public announcement. The contract will be signed by the selected candidate and the President of the Board of Trustees.

Office of Primary Responsibility: Diversity and Human Resources Department

Also see Administrative Procedure 3410, titled Nondiscrimination and Administrative Procedure 3420, titled Equal Employment Opportunity

Date Approved: May 19, 2009