

## Feedback from Academic Senate Regarding Presidential Job Search

DRAFT: May 18, 2022

- Desired traits:
  - Strategic thinker
  - Visionary
  - Community College Student-Centered
  - Demonstrated good listener (takes action on what's being heard)
  - Demonstrated good communicator
  - A skilled educator/able to teach, inspire and empower
  - Skilled at conflict resolution
  - Someone who is accessible and approachable; inspires trust
  - Someone who values input from the collective/community
  - Skilled at organizational management and aware of the dynamics of organizational culture
  - Experience implementing democratic decision-making processes
  - Highly skilled at leading change
  - Prioritizes issues around race and social justice
  - Experience with balancing competing interests from different constituencies
  - Committed to difficult conversations that reflect priorities around sustainability of the campus (reduction of waste, landscape concerns, etc.)
  - Understands the Apprenticeship partnerships
- Desired Values
  - Deeply respectful of all constituencies
  - Deeply respectful of community college students, understanding and empathy
- Desired Experience/Knowledge:
  - Senior admin in an institute of higher education
  - Extensive college academic/teaching experience (preferably as a tenured faculty member in a community college?)
  - Familiarity with:
    - California Ed Code/Title 5
    - Accreditation standards & processes
    - Budgeting/financing of CCC's
    - Online education
    - Outcomes-based management and budgeting
    - Unique needs of community college students
  - Demonstrated success at addressing/reducing equity gaps

### Questions to consider:

What value might experience as a college instructor bring to the college Presidency? (what traits, values, skills, etc. are assumed by this prior experience that we want to look for?)

What value might experience as a college student bring to the college Presidency? (what traits, values, skills, etc. are assumed by this prior experience that we want to look for?)

Must someone have these experiences to act in this manner? If they don't, then should they be minimum or even preferred qualifications?

What does it look like for someone to act in accordance with the principles of social justice? What forms of "evidence" of this exist?

**Possible interview questions:**

- An example of a specific situation you had to balance different needs and interests of different constituencies.