SENATE ELECTORATE
APRIL 17, 2012
MINUTES

Minutes from Senate Electorate – April 17, 2012

Please note that current discussion may reflect different outcomes than what is recorded here.

Topic of discussion: hiring of the interim Superintendent/President

ISSUES

- Internal vs. external candidate for President?
- Should the candidate be eligible to apply for permanent position?
- Should the position be limited to a one-year position?

Summarized remarks (includes contradictory statements made by electorate members)

- Experience with the college essential; external candidate with no experience at the college hazardous.
- Why limit the choice to an internal candidate? Key is familiarity.
- Pros and Cons – PRO of Rent a CEO comes in does job and leaves. CON of Rent a CEO may be that we get someone who comes in and wants to make a statement, force things on us. Steve White, Larry Serot, Don Averill, John Nixon, Mona Field?
- Saying we want an insider or outsider may limit us with regard to finding the best candidate. Qualifications driven selection suggested.
- Internal candidates – all VP's essentially refused.
- Guild Exec strongly recommending but not prescribing that the board select an external candidate.
- Whoever is going to be the Interim President should have to live with the decisions they made – comment in support of internal candidate.
- Concern about a short tem hire attempting to dramatically restructure the college.
- Can we offer a financial incentive for a president in this climate in which there is an apparent shortage of CC presidents?
- Internal candidate, if hired, may discourage external applicants from applying to permanent position.
- Concern about "hatchet man" pertains most significantly to negotiations, but not AR/governance area in which things happen in accordance with established processes.
- A comment echoing the theme of familiarity. We should put the college in position to attract a longer-term candidate, willing to stay here for a few years.
- Negotiations are not the only thing to consider. To reduce budget the admin may come after summer or winter or cut classes. Scheduling, programs and ignoring governance are major concerns.
- Could the President report to a current VP? Full time faculty member who then returns to faculty position?
- No one in favor of Dean or Associate Dean coming in to the job.
- We will have key Dean positions with new hires and so there is a risk to Instructional Programs if VPI becomes Interim President.
- We want to make sure we present a united front with CSEA.

- ****MSC** The Glendale College Faculty prefers the Board appoint an Interim President who is familiar with the culture and history of the college through past or present experience in dealing with its affairs.**

RESPONSE TO BOARD QUESTIONS

- What do you think the roles/responsibilities should be for Interim President?
  - Works cooperatively with our institutions of shared governance.
  - Empower their VP's to make decisions and not take over decisions that ought to be delegated to VP's.
  - Respects our culture and history.
  - Fiscal transparency.
- What issues do you think the incoming Interim President should address?
  - Finding the permanent President.
  - Allocate new and replacement hires fairly – follow established hiring allocation procedures.
  - How to calculate/allocate FTE. How will the candidate address the FON?
  - Candidate should strengthen and uphold existing governance processes and constituent agencies.
  - Enhances campus morale.
  - Pays attention to maintenance of college.
  - Leadership philosophy is of concern.
  - To put us on a positive track with respect to accreditation.
- Financial questions but what else? How will the role of the interim be different than the permanent president?

Interim position should be held as long as it takes for us to find a qualified permanent President.

Minutes recorded by Roger Dickes, Senate Secretary