LACCD Board Rule

10308. SELECTION OF COLLEGE PRESIDENT. Each College President shall be selected by evaluation procedures as indicated in this Rule. The Board of Trustees may modify these procedures for a particular presidential selection by Action of the Board. In order to initiate a presidential selection, the Board of Trustees shall pass an Action directing the Chancellor to begin the selection process pursuant to this Rule and pursuant to any modifications as approved by the Board, and indicating when the committee shall be formed and when the process is expected to be completed.
1. When so directed by Board Action, the Chancellor will promptly initiate, and supervise through its conclusion, a nationwide search for a President.
2. In consultation with the Board, and after having sought input from the faculty and staff of the college, community representatives, and other parties he/she deems appropriate, the Chancellor will develop an announcement that, at a minimum, describes the position and the criteria to be used in selecting a successful candidate (including minimum qualifications as well as desirable skills, attributes and other personal and professional characteristics).
3. With the goal of creating a strong and diverse pool of candidates, the Chancellor will develop a recruitment and advertising plan, which may include the retention of a search consultant to assist with recruitment efforts and other appropriate aspects of the selection process. If the Chancellor proposes to retain a search consultant, he/she will recommend two or three potential consultants to the Board for final selection by the Board.

Adopted 11-24-70
Amended 07-26-95
Amended 09-22-99
Amended 08-23-00
Amended 07-24-02
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4. No later than the deadline indicated in the Board Action, the Chancellor will convene a Presidential Search Committee composed of the following voting members:

a. A college president selected by the Board.

b. Four faculty members from the college, two of whom are selected by the College Academic Senate and two of whom are selected by the AFT College Guild.

c. Two classified employees from the college, one of whom is selected by the AFT College Staff Guild and one of whom is selected by an election process by the non-AFT classified employees at the college.

d. One student from the college selected by the Associated Student Body Organization President.

e. Other representative(s) as may be required by collective bargaining agreement(s).

f. One academic administrator from the college selected by the exclusive representative of the Academic Administrators’ Unit, and one unrepresented administrator selected by the Chancellor.

g. Two community representatives selected by the Board.

Unless the Board specifies otherwise, the college president appointed to the committee shall serve as its chairperson.

The Chancellor will provide appropriate staffing for the process, which shall include but not be limited to an affirmative action representative as a non-voting member of the committee.

Adopted 11-24-70
Amended 07-26-95
Amended 09-22-99
Amended 08-23-00
Amended 07-24-02
Amended 01-25-06

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It is an essential responsibility of every member of the Presidential Search Committee to maintain strict confidentiality throughout the presidential selection process.

5. At the first meeting of the Presidential Search Committee (or as soon thereafter as feasible) the Board President and the Chancellor, or their designees, will meet with the Committee to give the Committee its charge and review their expectations about the search process and its goals.

6. The Presidential Search Committee will, as requested by the Chancellor, assist in efforts to recruit a strong and diverse pool of candidates, and will review the application materials of all eligible candidates who apply or are nominated for the position. The Chancellor may recommend the expansion of the pool to the Board. From the candidate pool, the Committee will interview not less than six candidates who most closely meet the qualifications, desirable skills, attributes and other personal and professional characteristics described in the position announcement.

7. Following the interviews it conducts, the Presidential Search Committee will consider information from background and reference checks, and shall invite three to five candidates to open meetings on campus to introduce those candidates to college employees and members of the community.

Adopted 11-24-70
Amended 07-26-95
Amended 09-22-99
Amended 08-23-00
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8. At the conclusion of all interviews, background and reference checking, and campus meetings with candidates, if any, the Presidential Search Committee will recommend at least three unranked candidates as finalists to the Chancellor.

9. If it is feasible, and if he/she determines that it would be worthwhile, the Chancellor may designate a small group composed of persons he/she deems to be appropriate, to visit the institutions at which the finalists currently work for the purpose of inquiring further into their background and experience.

10. The Chancellor will forward the candidates recommended by the Presidential Search Committee as finalists to the Board, along with his recommendation, if any, of which candidate is best suited for the position.

11. The Board may conduct further background checks or interviews as it deems appropriate. The Board may terminate the process at anytime. The Board may elect not to hire any candidate.

Adopted 11-24-70
Amended 07-26-95
Amended 09-22-99
Amended 08-23-00

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