

### Policy 2431 Chancellor Selection

In the case of a Chancellor vacancy, the Board of Trustees shall establish a search process to fill the vacancy. The Board has the final authority to select the Chancellor. The process shall be fair and open and comply with relevant regulations.

- A. The Peralta Colleges shall organize one or more public forums to provide input for the development of the job description and search timeline. Invitations to the public forum shall be extended to all stakeholders, including but not limited to students, classified employees, confidential employees, faculty, managers, members of the community, and trustees.
- B. The District shall conduct a national search.
- C. The Board of Trustees shall constitute a selection committee to review applications, interview candidates, and recommend candidates for final interviews by the Board. The selection committee shall consist of eleven (11) to fourteen (14) members: two (2) administrators, four (4) faculty members, three (3) classified employees, one (1) to two (2) students, and one (1) to three (3) community members. The selection committee shall represent various elements of the District's community, incorporating diversity and including representatives from all four colleges and the district office, bargaining units, senates, and student groups.
- D. The Board may select consultants to serve the selection committee, including but not limited to facilitating committee meetings. The equal employment opportunity officer or designee from the Human Resources Department shall assist the selection committee to ensure that the selection procedures and the applicant pool are properly monitored as required by Title 5 and District policies and procedures.
- E. Members of the Board of Trustees shall not directly participate in the selection committee processes. The Board may directly meet with the selection committee at the outset of the search process. The Board may request the selection committee to consider asking one (1) or two (2) questions of the candidates during the interviews.
- F. The selection committee shall recommend at least three (3) and no more than five (5) candidates as finalists for consideration by the Board. Finalists will be invited to at least one district-wide public forum. Notwithstanding, the Board may decide prior to announcing the finalists and conducting a public forum:
  - i. Not to interview the finalists and reopen the process; or
  - ii. To request the selection committee to review the candidates' pool, and the selection committee, at its own discretion, may bring forth up to three (3) more finalists for consideration with the original finalists.
- G. As part of the overall evaluation process, the Board shall authorize site visits that, among other things, focus on the candidate's leadership and management skills in various areas, including finance, facilities, planning, shared/participatory governance, collective bargaining, educational programs, professional development, diversity, student equity and success, and community service, among others. Recent accreditation reports, press releases and accounts in local media may help in the evaluation process. Board members shall conduct the site visit(s). The site visit(s) include trustees as well as managers and faculty. The President of the District Academic Senate President (or designee) and President of the Peralta Federation of Teachers (or designee) shall be invited to participate in the site visit(s). Site visit(s) may be conducted before or after the district-wide public forum at the discretion of the Board.

**Source of Law:**

Accreditation Standard IV.B.1, IV.B.1.j.

Title 5, Sections 53000 et seq.

Approved by the Board of Trustees: July 12, 2005

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### Policy 1.20 Chancellor Selection

In the case of a Chancellor vacancy, the Board of trustees shall establish a search process to fill the vacancy. The process shall be fair and open and comply with relevant regulations.

- A. The Board shall constitute a selection committee.
- B. The selection committee shall represent various elements of the District's community, incorporating ethnic and gender balance and including representatives from the campuses and district office, bargaining units, senates and student groups. At its discretion the Board may include representatives of the communities served by the District.
- C. The selection committee shall consist of nine (9) to thirteen (13) members.
- D. The Board may select consultants, if needed, to serve the selection committee.
- E. The job description and search timeline shall be developed with input from the various elements of the District constituencies and will be presented to the Board of Trustees for approval.
- F. The District shall conduct a national search process.
- G. Members of the Board of Trustees shall not participate in the selection committee processes.
- H. The selection committee shall recommend at least three (3) and no more than six (6) candidates as finalists for consideration by the Board.
- I. Finalists shall be invited to meet with various constituencies in at least one district-wide public forum.
- J. The Board has the final authority to select the Chancellor from among the finalists recommended by the selection committee.
- K. If the selection committee cannot recommend at least three (3) applicants, or if the Board cannot choose any of those recommended, the hiring process shall be reopened.
- L. Site visits should occur, examining criteria such as speaking to various groups, and accomplishments, recognition of shared governance, understanding of CA procedures, experience with collective bargaining, classroom and faculty experience, and management experience. Board members can participate in this. Reports need to be given afterwards.

**Source of Law:**

Accreditation Standard IV.B.1, IV.B.1.j.

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