

Presidential Search Update

18 October 2017

Presidential Profile

Last week was an eventful week for the presidential search. Dr. Preston Pulliams, CGCC's search consultant from Gold Hill Associates, visited Tuesday-Friday. He met the Board on Tuesday and held meetings with faculty, staff, ELT, and community members Wednesday-Thursday. Dr. Pulliams compiled a candidate profile based on the input he received at those meetings. The profile summarizes the minimum requirements for the position, the preferred qualifications and characteristics, and the directions for the president to lead.

The search committee, comprising of 17 members from students, staff, faculty, ELT, board, and the community met Friday morning. The committee revised and reordered the priorities in that presidential profile to produce a final recommended presidential profile which will be presented to the Board of Education for approval.

This profile will be used to create position advertisements and a digital, web-based "brochure" that candidates can consult to understand what education, experience, and qualities we seek in the next president. The profile, advertisements, and brochure will be presented to the board for their approval at the November 14 meeting.

The advertisements and brochure will be prepared over the next two weeks. Advertisements will be placed in November and December.

Timeline

Dr. Pulliams proposed a timeline at the search committee meeting. We have attached a revised version of that timeline that covers from now until an announcement of our president. It shows the responsibilities of the four primary groups responsible for progress on the search. Some important clarifications:

1. There will also be important involvement from students, staff, faculty and community during the on-campus finalist interviews. These are anticipated to occur in late March.
2. The Tiffany and Lee column indicates projects that we will lead. We will involve others as needed in these projects.

We will work hard to adhere tightly to this schedule, but reasons may arise that force us to shift timing slightly. It cannot, however, shift a great deal if we wish to have timing that is relatively consistent with the other opportunities that our candidates will be considering.

This timeline is a draft as it also will be presented to the Board of Education during their November board meeting in Hood River.

		Tiffany and Lee	Gold Hill-Preston	Search Committee	Board of Education
October	15-21	Prepare advertisements and brochure-1st draft	Personal recruiting		
	22-28				
November	29-4	Final advertisements and brochure	Review advertisements and brochure		Board approves advertising and salary (at 14 November board meeting or before)
	5-11				
	12-18	Brochure goes live			
	19-25	Place advertisements			
December	26-2				
	3-9				
	10-16		Personal recruiting and reference checks		
	17-23				
	24-30				
January	31-6			Review applications as they are received	
	7-13				
	14-20				
	21-27				
February	28-3	Application deadline			
	4-10		Recommend semi-finalists to search committee		
	11-17			Meeting to select semi-finalists	
	18-24			Skype interviews of semi-finalists	
March	25-3		Meet with search committee to select recommended finalists	Meet with Preston to select recommended finalists	
	4-10	Prepare finalist evaluation questionnaire			Board approves finalists (at 13 March board meeting or before)
	11-17				
	18-24			On campus finalist interviews	On campus finalist interviews
	25-31	Possible home campus visits		Compile search committee recommendation	Possible home campus visits
April	1-7	Contract negotiations			Board selects president at 10 April meeting or before
	8-14				Contract negotiations
	15-21				
	22-28				
May	29-5				
	6-12	Announcement			Announce at 8 May meeting