

CCC Academic Senate Council Resolution in Support of Clarifying the Process for Selecting the Interim College President

Whereas, previous instances of acting quickly to hire senior administrators at CCC have resulted in rushed, non-transparent processes that did not equitably and adequately incorporate the wisdom, perspectives, and experience of the entire campus community, have ultimately resulted in instability and a feeling of being undervalued among campus constituencies, and have been detrimental to the morale of our campus;

Whereas, an important consideration in successful accreditation of our institution is stable campus leadership that possesses institutional knowledge which must be developed via authentic interaction with campus community members, relies on considerable investments of time, energy, and emotion on the part of the campus community members, and is traumatizing to the community when it is lost; and

Whereas, the successful hiring of our next president, interim or permanent, depends upon ensuring that all members of the campus community have a genuine opportunity to share thoughts about what qualities and qualifications they want in the next college president, taking the time and energy required to synthesize those ideas into an actionable and accountable hiring process, and selecting a hiring committee that truly represents the full diversity of our campus community;

Resolved that the Academic Senate of Contra Costa College insists that the current 4CD governing board procedure for presidential hires (Board Policy 2057) be used as the process to hire the next CCC president, whether that be interim or permanent;

Resolved that the Academic Senate of Contra Costa College requests that Chancellor Wood work deliberately with the CCC campus community in the interest of maintenance of accreditation, increasing stability, and nourishing the growth of equity practices on campus by not rushing the important process of hiring the next CCC president, whether that be interim or permanent;

Resolved that the Academic Senate of Contra Costa College invites the 4CD Chancellor, Vice Chancellors, and the Governing Board to demonstrate a genuine commitment to valuing the voices of the CCC campus community by ensuring that the hiring of the next college president includes a process for soliciting thoughtful feedback about qualities and qualifications, which are synthesized to become part of both the job announcement and interview questions and rubric for responses.