

Las Positas College
Vice President of Student Services
Level II Interview Questions

Candidate _____ Interviewer _____

1. Please tell us what motivated you to apply for this position and describe how your knowledge and experience will make a significant contribution to Las Positas College. Dyrell
2. The Guided Pathways Framework supports all students in entering their pathway, staying on their pathway through comprehensive academic and student services, and ensuring they are learning and completing their educational journey in a timely manner. From a Student Services perspective, how will your leadership contribute to the continued progress of our campus-wide implementation as we strive for systemic change? Kristina
3. Dual Enrollment is an important part of our strategy to make Las Positas an attractive option for graduates of our area high schools. Please discuss your experience with supporting dual enrollment pathways or provide another example of how you have created connections with community partners. Do you have certain strategies or approaches that are effective in establishing relationships with external partners? Anette
4. The past year has been challenging, for many reasons, including the COVID-19 pandemic and demands for social justice, what have you learned that has been the impactful to your work and your professional career during the past year? Dyrell
5. Our college recently adopted our Educational Master Plan that has a new goal focused on equity and anti-racism. One of the strategies is to make Las Positas a destination campus of students of color, particularly black students. What would be a starting point to make that strategy comes to fruition? Kristina
6. Please identify the data and information that most inform your decision making, particularly with respect to student success. From your perspective, what data informs progress related to student success? Anette
7. How would you prepare management, faculty and staff to return to Fall semester after the pandemic? What are your greatest concerns about the return? Do you see any opportunities for increasing student success on a post pandemic campus? Dyrell
8. How would you deal with low classified staff morale when some classified professionals don't feel supported by their supervisor and they feel overworked because there are vacancy that can't be filled because of our current hiring freeze? Kristina
9. The Student-Centered Funding Formula is a serious threat to our financial stability. What are some specific ways the position of Vice President of Student Services could help provide leadership to overcome that challenge? Anette
10. Please discuss your leadership philosophy and how that will inform your leadership and management of student services. Dyrell
11. As the Vice President of Student Services, how will you contribute to the efforts to increase enrollment and contribute to the college's Strategic Enrollment Management Plan? Kristina

12. What will you need from me, as President, to be successful in this leadership position. Dyrell

13. Is there anything else that you'd like for us to know about you that may not have been brought out in the questions and/or do you have any questions for us? Anette

Dean of Student Services

Second Level Interview Questions

Candidate: _____ **Interviewer:** _____

1. Please review your background with us, and tell us how your current and previous employment has prepared you for this position. How did you prepare for this interview today? _____/10 points

2. Please identify the data and metrics that most inform your decision making, particularly with respect to student success. From your perspective, what data would you track that informs progress related to student success? _____/10 points

3. The Guided Pathways Framework supports all students in entering their pathway, staying on their pathway through comprehensive academic and student services, and ensuring they are learning and completing their educational journey in a timely manner. From a Student Services perspective, how will your leadership contribute to the continued progress of our campus-wide implementation as we strive for systemic change? _____/10 points

4. What strategies would you like to employ to outreach to prospective students in order to help the college meet its enrollment goals? Please be specific. _____/10 points

5. What experience do you have working in a collective bargaining environment? Please give an example of work you have done to help resolve a collective bargaining agreement concern. _____/10 points

6. Describe an experience that shaped your understanding of the value of diversity and equity? How will you contribute to a campus climate that fosters and values diversity and equity? _____ /10 points

7. What are the benefits and challenges of participatory governance in a community college environment? Please share an experience of when you participated in shared governance. _____ /10 points

8. What has been the most difficult decision you have made in a professional setting and what was the outcome? Please be specific. _____ /10 points

9. Describe your experience with and knowledge of the student discipline process. _____ /10 points

10. Please discuss your leadership philosophy and how that will inform your leadership and management of the areas within student services that report to this position? _____ /10 points

11. What aspects of the job responsibilities do you find most exciting and most challenging and why? _____/10 points

12. Would you like to share anything else with the interview committee that has not been brought out by our questions?

Total: /110