

From: Melissa Korber
Sent: Thursday, April 25, 2019 10:26 PM
To: Wyman Fong <wfong@clpccd.org>; Ronald Gerhard <rgerhard@clpccd.org>
Subject: Las Positas College Presidential Search

Hi Wyman and Ron,

Below and attached is a correspondence from the Las Positas College Academic Senate about the upcoming Presidential Search. Please let me know if you have any questions or concerns or if you'd like to discuss this matter further.

Thank you.

Melissa Korber
LPC Academic Senate President

April 25, 2019

Dear Office of Human Resources and Interim Chancellor Gerhard:

In an effort to ensure the inclusion of the broadest and most diverse pool of candidates for the office of the President of Las Positas College, the Academic Senate would like to take an opportunity to state our opinion regarding the qualifications used in hiring a permanent president for the College. As you are well aware, Las Positas College has not had a permanent president since the Fall of 2018. In its history, Las Positas College has been under the leadership of many different presidents, both interim and full-time, some with master's degrees and some with doctoral degrees. Stable leadership in this position is critical to ensure that the college can manage the challenging and rapidly changing landscape of the California State Community College system. Such stability will only be achieved by hiring the most prepared and committed of the qualified candidates.

When evaluating for preparedness and qualifications of our future College President, the Academic Senate recommends that the position include the following qualifications and NOT mandate a doctoral degree of the applicant:

- Candidate has a demonstrated record of working collaboratively, transparently, and supportively with faculty, student, and classified professional governance groups as well as faculty and classified professional unions.
- Candidate has demonstrated significant experience in educational leadership of a community college or similar educational institution.
- Candidate has experience managing the strategic growth and physical expansion of an educational institution.

The above recommendation is supported by the fact that there is no demonstrated correlation between the leadership effectiveness of college presidents and a doctoral degree. Using the

above criteria will expand the scope of qualified applicants and ensure that the best among them are not screened out with an unsubstantiated minimum qualification.

Additionally, we recommend that the search and hiring committee consist of similar representation as our previous Presidential Search Committee:

- 1 District Administrator
- 3 LPC Vice Presidents/Deans
- 3 LPC Classified members
- 4 LPC Faculty members
- 2 LPC students
- 1 LPC Foundation member
- 1 Chabot VP

In addition to the above, we strongly advocate that the chair of the hiring committee be a representative of Las Positas College.

We understand that the above recommendation is slightly different from the current policy of:

- One (1) administrator (chairperson)
- Four (4) administrators (one from District Services)
- Four (4) faculty
- Four (4) classified representatives
- Two (2) students (optional)
- One (1) community member

However, our recommendation would align with previous LPC Presidential search committee compositions, and assigning chairpersonship to a representative from Las Positas College is within the parameters of the current policy. Thank you for hearing our concerns.

Sincerely,

The Las Positas College Academic Senate

From: Ronald Gerhard
Sent: Monday, May 6, 2019 10:05 AM
To: Melissa Korber; Wyman Fong
Cc: Kelly Abad
Subject: RE: Las Positas College Presidential Search

Good morning Melissa. I hope this finds you well.
Thank you for the email and expressing concerns on behalf of the LPC Academic Senate.

Certainly, we all share these concerns and have a vested interest in ensuring a competent, qualified, and committed permanent President is hired. We all have much to gain in ensuring the process is open and competitive and results in the selection of an individual who possesses the traits and qualities you list and much more.

Speaking to the recommendations, I agree with the belief that possession of a doctorate or terminal degree bears no correlation to the performance of someone in a college president position. You should know that the Board holds this opinion as well. As a result, it is our intention to require as a minimum qualification the possession of a master's degree, with a doctorate preferred.

Regarding the selection committee composition, we are committed to following the process as outlined in the Administrative Hiring Procedures document. From our communications regarding the Vice Chancellor of ESSS, I understand in the more recent past we may have slightly deviated from these but I am not one to unilaterally or arbitrarily depart from procedures that have been developed and vetted through our shared governance framework. To do so could jeopardize the credibility of the process, call into question motivations or intentions, and place the district at risk of a myriad of other challenges.

Regarding past selection committee composition, doing some research I understand the 2013 selection committee consisted of:

Catherine Suarez (Faculty)
LaVaughn Hart (Faculty)
Sharon Gach (Classified Confidential)
Natasha Lang (Classified Confidential)
Rajinder Samra (Administrator)
Paula Schoenecker (Faculty)
James Weston (Classified)
Dr. Sperling (Administrator) - Chair
Lorenzo Legaspi (Administrator)
Todd Steffan (Classified)
Dyan Miller (Administrator)
Thomas Orff (Faculty)
Christopher Southorn (Student – President of LPC Associated Students)
Diana Rodriguez (Administrator)

A few observations from that committee composition I would like to share with you are:

- We were missing a community member. In the current process we have asked the LPC Foundation for a recommendation.
- We had only 1 student. From talking with Director Julian two students are interested in serving at this time.
- President Sperling chaired the committee in 2013. While I find this unusual, there must have been circumstances present at the time that required this. Not that President Sperling in anyway was not capable or that she did not function in this role spectacularly. To the contrary, I am sure she did. Given the circumstances and environment at this time, I believe this role would be best filled by an administrator at LPC or District Office. I should also clarify, Dr. Sperling should be on this committee as she understands the duties and demands on the person who will be serving.

Again, thank you for your email and expressing your concerns. Truly, we all have so much at stake in finding the right person for this critical position. Working together I am confident we will be successful.

Regards,
Ron