

# Presidential Search Workshop

TACTC Spring Convention  
**Cultivating Innovation**  
May 20, 2010

# Presenters

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# Change causes angst



- As trustees you can calm the angst, or heighten it.

# Prepare before announcing the need for a search

- The Board of Trustees should have answers to:
  - Interim, rules and expectations
  - Search firm
  - Timeline
  - Process

# Pros and Cons of a Consultant

- Cons

- Viewed as too expensive
- Unfamiliar with college
- Unethical consultant may have a hidden agenda

- Pros

- Professional experience
  - avoid mistakes
- Assistance in developing qualifications and ads
- Recruitment and background checks
- Neutral participant

# Trustees have to be seeking the same person

Through Board retreats, college forums, public forums . . . .

Study of the mission statement, vision statement, and strategic plan . . . . .

Know where the college is today, and where it needs to go tomorrow.

The trustees need to be looking for the person with the same qualifications.



# A Good Search is a Good Opportunity!

- Market the college
- Engage community in thinking about the college
- Bring the college “family” together

# Trustees own the decision

Seek input --- but own  
the decision!



# The Search Committee

- Choosing the lead staff for the search
- Choosing the chair
- Identifying constituency groups
- Selecting representatives for each constituency group
- Clearly define qualities you are seeking
- Clearly define committee's authority
- Clearly define committee's process and function
- Stress confidentiality

# 14 points to consider in a search

1. Community college means “community”. Honor the word “community”.
2. The people who apply are dedicated public servants of the highest level.
3. Respect the various constituencies of the college by getting them involved in the selection process.
4. Follow a well prescribed and communicated selection process.
5. Keep Board control of the selection process.

# 14 points of a search continued

6. Always put your best foot forward with these high-powered candidates.
7. Keep asking for input...you can't get too much.
8. It is the Board's job, and only the Board's, to choose the President...it can't be delegated.
9. This is a highly public event...expect media involvement.
10. It takes a Board time to do this job right.

# 14 points of a search continued

11. Your reputation as a Board is also on review.
12. Don't involve the current President in the selection process...much.
13. Your best candidate may not answer ads.
14. Understand there is a handicapping system that goes on amongst applicants.

# Legal considerations

- Open public meeting laws
- Public records laws
- Contracts

# Things to watch out for . . . .

- Confidentiality – it's important
- Unanimous vote?
- You and the candidate are seeking a “fit”
- Closing “the deal”
- **DON'T SETTLE** -- “failed search” is better than a bad hire



Success

Failure

# After the Search

- Trustees' job is NOT done
- You need to help your new president succeed
- Consider the first event with the new President to be a retreat with the Board
- Set goals and expectations
- Open doors – make introductions



Questions?