

SUPERINTENDENT/PRESIDENT SELECTION

Selection of the Superintendent/President is one of the most important responsibilities of the Board of Trustees. The Board has sole responsibility to direct the superintendent and evaluate his/her/their annual performance in accordance with board policy and administrative procedures.

The Board has full discretion in determining the process for selection of the Superintendent/President and is expected to give every consideration to an open and engaging process that includes representatives of the Sequoias Community College District faculty/staff and broader college community.

The Board may interview and select an outside consultant to facilitate this process or it may conduct the process with assistance from District staff and the department of Human Resources.

It is expected that opportunities will be made available to faculty/staff/students and community members to provide input on the desired traits and characteristics of the Superintendent/President. This may be accomplished for example, through open forums, questionnaires, targeted surveys or any combination of such activities.

The Board President and Vice President (or Board member designee) may work with Human Resources and are encouraged to adopt a process consistent with that used for hiring senior level managers as described in the *COS Management Handbook*. The Board President (or Board member designee) shall participate as a panel member in the initial round of the process.

The Board as a whole will serve as the panel to conduct interviews with all finalists and will conduct the final deliberations to appoint the Superintendent/President. The Board President (or Board member designee) will represent the Board in negotiating all terms and conditions of an Employment Agreement by and between the College of the Sequoias and the Superintendent/President.

Adopted: February 13, 2017

Revised: June 12, 2023