



September 23, 2020

TO: THE DISTRICT BOARD OF TRUSTEES
OF VALENCIA COLLEGE

FROM: AMY BOSLEY
Vice President for Organizational Development and Human Resources

RE: PRESIDENTIAL SEARCH: CANDIDATE DISCERNMENT PROCESS

Following a full discussion, the Presidential Search Committee reached consensus on the presidential candidate discernment process, in accordance with the timeline requirements previously determined to be appropriate by the District Board of Trustees. A description of the proposed presidential candidate discernment process is attached.

RECOMMENDED ACTION: The Vice President for Organizational Development and Human Resources recommends that the District Board of Trustees of Valencia College approve the Presidential Candidate Discernment Process, as presented.

A handwritten signature in blue ink that reads "Amy Bosley".

Vice President for Organizational Development and Human Resources

Valencia College Presidential Search

Draft Search Discernment and Selection Process

Version 9-21-2020

Valencia's Presidential Search is comprised of three phases including the search planning, active recruitment, and discernment and selection components. In the third phase of our search process, the Presidential Search Committee and then, the District Board of Trustees, have the responsibility for discerning among many qualified candidates the best candidate for the position of President of Valencia College. This phase begins in October when the Presidential Search Committee begins the review of application materials and concludes with the DBOT's selection of the next President in December.

The desired outcomes of the discernment phase include selecting the best leader for the college and to build trust among the Valencia community (faculty, staff, students, and the broader community) in the process and in the new leader.

Proposed Discernment and Selection Process:

Round 1: Review of all candidate materials

1. Presidential Search Committee reviews the Presidential Profile approved by the District Board of Trustees to ensure familiarity and understanding of the desired qualifications, skills, abilities, and characteristics before reviewing materials.
2. Presidential Search Committee completes equity-minded hiring practices training before beginning review of applicant materials.
3. Presidential Search Committee reviews application materials of all candidates to develop pool of semi-finalists who meet the required qualifications and in consideration of the other qualifications, skills, abilities, and characteristics identified in the Presidential Profile.
4. Presidential Search Committee presents an unranked list of recommended semi-finalists to the District Board of Trustees for approval.

Round 2: Semi-finalist interviews

1. Semi-finalists are invited to the second round of the process by the Valencia Talent Acquisition team
2. Semi-finalist interview components include:
 - a. Written response submitted prior to interview to questions developed by the Presidential Search Committee
 - b. Virtual interview with the Presidential Search Committee (moderated with a set of questions drafted by the Presidential Search Committee)
 - c. Open town hall meeting with employees (webinar style – questions asked by moderator)

- d. Open town hall meeting with students (webinar style – questions asked by a student moderator)
3. Feedback from all components of the interview process are gathered by Valencia's Talent Acquisition team and evaluated by the search committee. AGB Search provides due diligence on semi-finalists.
4. Presidential Search Committee presents an unranked list of recommended finalists to the District Board of Trustees for approval

Round 3: Finalist interviews

1. District Board of Trustees completes equity-minded hiring practices training before beginning the finalist interview process
2. Finalists are invited to the third round of the process by the Valencia Talent Acquisition team
3. Finalist interview components include:
 1. Onsite interview with the District Board of Trustees
 2. Onsite interview with the Senior Leadership Team
 3. Tour of all Valencia locations provided by a member of the Valencia HR team
 4. Virtual interview with the Faculty Council
 5. Virtual interview with the Leadership Forum
 6. Virtual interview with the Learning Council
 7. Virtual interview with the Student Government Association leaders
 8. Virtual interview with a panel of community leaders
 9. Open town hall meeting (webinar-style, moderated)
 10. Prepared presentation and question/response in a virtual webinar-style, student-moderated town hall meeting for students
 11. Written response to the college about the interview experience and the candidate's vision for Valencia's future (to be submitted after the interview process)
4. Feedback from all components of the interview process are gathered, analyzed, and presented to the District Board of Trustees by Valencia's Talent Acquisition team. AGB Search provides due diligence on finalists.
5. District Board of Trustees selects the next college president, negotiates the contract, and sets a start date.

DRAFT