

## President's Orientation of Screening Committee

**Goal:** To ensure members participating on the screening positions for faculty, staff and administrative positions at Skyline College have a framework for considering candidates and forwarding them to the finalist level to be considered for hire.

1. Connect to Accreditation and Quality of Institution:
  - a. Discuss why President is involved at this level
  - b. Establish clear primary responsibility that the president has for quality of institution and responsibility to provide effective leadership in planning, organizing, budgeting, selecting and developing personnel and assessing institutional effectiveness.
    - Expected to guide the institution
    - Need vice presidents to support effort
    - Looking for characteristics that will protect the accreditation of our institution for our students, faculty and staff.
  - c. Accreditation Standards:
    - Standard IV B. 2 - The president has the primary responsibility for the quality of the institution he/she leads. He/she provides effective leadership in planning, organizing, budgeting, selecting and developing personnel and assessing institutional effectiveness.
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    - Standard III: A. 1 – the institution assures the integrity and quality of its programs and services by employing personnel who are qualified by appropriate education, training and experience to provide and support these programs and services.
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    - Standard III: A. 4 – the institution demonstrates through policies and practices an appropriate understanding of and concern for issues of equity and diversity.
2. Connect to college Mission – Vision-Values
  - Skyline College strives to inspire a global and diverse community of learners to achieve intellectual, cultural, social, economic and personal fulfillment.
  - Connection to academic excellence – valuing innovation, creativity and intellectual exploration – engaged in community –
  - Connection to Balanced Scorecard and system of accountability – Internal stakeholders
3. Demystify next level
  - Entire committee is invited to participate
  - Questions developed by President
  - Each candidate is asked the same questions
  - Follow up and clarification questions may be asked

4. What are we looking for:

- Diverse set of qualified candidates – err on the side of inclusion
  - Ok to come from out of the state
  - Ok to not be in community college system
  - Err on side of inclusion
  - Look for Ganas over “punched list”
  - Avoid narrow perspective or failure of imagination that leads to exclusion
  - Err on side of inclusion
  
- Looking for commitment, dedication, passion
  - Care
  - Passion
  - Alert and Eager
  
- Looking for leadership
  - Comfortable with Ambiguity
    - Take Risk
    - Leading to change
    - Willing to lead
  - Leadership
    - Operational/people, things, etc
    - Politically savvy/not safe – smart/not safe
  - Consciousness
    - Consciousness verses dysconsciousness
    - Comprehensive diversity framework - cultural competence
    - Understands the academy
    - No schlock du jour – grounded in literature or practice
  - Cultural fluency- ability to interact effectively with people of different cultures,
    - Awareness of one's own cultural worldview
    - Attitude towards cultural differences
    - Knowledge of different cultural practices and worldviews
    - cross-cultural skills. Developing cultural competence results in an ability to understand, communicate with, and effectively interact with people across cultures.

5. What happens?

- Candidate is given the chance to ask questions of us
- Time allowed is about 50 minutes unless President decides to change it.
- Observers are asked to provide input
- Decision made by President
- I look for their connection to the college. (in other words want to be vice president at skyline college, not just want to be vice president)
- Reference checks – I look for past success or potential for success/ able to work with their bosses, faculty and staff. Performed by president and vice president, depending upon the level of the position