

Date: June 4, 2015

To: West Los Angeles College
Faculty, Staff, Administrators, Students

From: Fran Leonard, Chair of the College Council

At this final Council meeting for this academic year, we extended sincere thanks to President Nabil Abu-Ghazaleh for his leadership and presented him with tokens of our appreciation – and bid him farewell.

We thank Chancellor Francisco Rodriguez – and Deputy Chancellor Adriana Barrera – for joining us today and speaking with us about the interim and permanent presidents for West. Chancellor began by speaking about just having come from the Career Pathways Consortium, a partnership with high schools, that will bring \$15M to our colleges and provide for internships.

Timeline & Process – Interim and Permanent Presidents

The District has begun the search for a permanent president and will use a firm on the roster of search firms to shepherd the process for a permanent president.

The Chancellor says that the interim's term will be short-term, approximately 3-4 months. He will appoint the interim and plans to forward a name to the Board on June 24th.

He welcomes names for consideration. Please email these to Deputy Chancellor Adriana Barrera.

At the same time, the selection process will be proceeding.

We will hear soon from Deputy Chancellor Barrera as to the timeline for the selection of the permanent president.

The aim is to have a permanent president by Oct. 1 – Oct. 15th. The process is a deliberate one.

Other Shared Thoughts

- West is stable, not in crisis mode. We intend to insure that this continues. In fact, why wouldn't the very best talent available want to come to West?
- Both the District and the colleges can and should leverage "the power of 9" in growth, opportunities, and influence.
- The intent is to hire the best person that we can. Nurture and support that talent. "Your full chapters are not yet written."
- The college is making strides and maturing as an organization.
- Good leaders challenge us and foster the person we can become.
- Enrollment Management is key to getting the available resources.

- Classified staff are still bearing the brunt of the Board's decision during the recession to retain and protect permanent employees, so there was no backfilling. At the District office, there are 3 pages of vacancies.
- Patience and not overreacting are learned through experience and stand us in good stead.

West Los Angeles College

Desirable Characteristics of a new President for West Teamsters Union

June 2, 2015

➤ Commitment
✓ Is a leader with a commitment to the college for the long term, and to the special place that has been created here.
✓ Has an investment in the community (college campus and surrounding community)
➤ Leadership
✓ Is a leader and has a vision for the college and can convey that to faculty, staff and administration. I'd like to know what that vision is, and how s/he plans to convey that vision.
✓ Has a history of developing and improving schools. The schools should be better off with that person in charge.
✓ Has a powerful and direct personality and communication style. Someone who isn't afraid of making decisions.
✓ Has experience in managing large facilities and construction projects. We need a leader who understands the importance of infrastructure building
✓ The candidate needs to have the courage to hold people accountable (admin, faculty and staff) - our campus CANNOT continue to be last in so many categories in the district
✓ (Financial) Has experience in "globalizing" an institution—expanding international student populations, creating new international programs for domestic and international students (e.g.: language academies, study abroad exchanges, changes to curriculum), etc...
✓ The candidate needs to have a vision for <u>student recruitment</u> (connected to the communities served by this campus), and including International and Out of State students.
✓ Has the ability and experience to lead collaborative change across college divisions, e.g. Academic Affairs, Student Services and Administrative Services.
➤ Personal
✓ Has integrity and is honest.
✓ Has a sense of humor
✓ Is versatile and can think outside the box, but still accomplishes the goals.
➤ Collegiality
✓ Is collaborative and seeks input. Someone who is friendly and respectful of others.
✓ Is supportive of faculty, staff and administrators and will listen to us and help us.
✓ Any new leader must be authentic and appreciative of the work people are doing
✓ Won't micromanage, but at the same time, will pay attention to details and is not just a big picture person
✓ Agrees with what we might identify as the areas of greatest importance and concern for West.
➤ Financial
✓ Understands budgeting and will work to keep West fiscally stable
✓ Is receptive to and supportive of grants programs, contract education and international student programs, as these are ways the college can increase funding.
✓ Some development and foundation experience. It would be nice to have someone who has transformed a foundation

West Los Angeles College

To the Chancellor - Desirable Characteristics of a new President for West

June 4, 2015

➤ Commitment
✓ Is fully invested in community college education in addressing social justice through that education and closing the achievement gap. Genuinely cares about our students.
✓ Will focus intently on West, our students, faculty, staff and administrators
➤ Leadership
✓ Is ethical and fair, fosters leadership in all, manages and defuses conflict.
✓ Teaching and learning are at the center of the person's motivation and energy.
✓ Has a vision that is clearly articulated and able to be implemented. Works well with all constituencies to make this vision a reality even as we are held more accountable at the state and accreditation levels.
✓ Is a strong advocate for West to the District, to our community and the public
✓ Has experience in managing large facilities and construction projects. We need a leader who understands the importance of infrastructure building
✓ The candidate needs to have the courage to hold people accountable (admin, faculty and staff) - our campus CANNOT continue to be last in so many categories in the district
✓ (Financial) Has experience in "globalizing" an institution—expanding international student populations, creating new international programs for domestic and international students (e.g.: language academies, study abroad exchanges, changes to curriculum), etc...
✓ The candidate needs to have a vision for <u>student recruitment</u> (connected to the communities served by this campus), and including International and Out of State students. At the same time, insures that support for these efforts (the infrastructure) is also attended to.
✓ Has the ability and experience to lead collaborative change across college divisions, e.g. Academic Affairs, Student Services and Administrative Services.
✓ Reaches out to and works with student leadership, recognizing ASO's consultation rights
✓ Encourages professional learning for all so that we are continually improving what we do
➤ Personal
✓ Has integrity and is honest.
✓ Has a sense of humor
✓ Is versatile and can think outside the box, but still accomplishes the goals.
➤ Collegiality
✓ Is collaborative and seeks and values the input from others. Someone who is friendly and respectful of others.
✓ Is supportive of faculty, staff and administrators and will listen to us and help us.
✓ Any new leader must be authentic and appreciative of the work people are doing
✓ Does not micromanage – trusts those who report to her/him, but at the same time, will pay attention to details and is not just a big picture person
✓ Agrees with what we might identify as the areas of greatest importance and concern for West.
➤ Financial
✓ Understands budgeting and will work to keep West fiscally stable
✓ Is receptive to and supportive of grants programs, contract education and international student programs, as these are ways the college can increase funding.
✓ Some development and foundation experience. It would be nice to have someone who has transformed a foundation