
Steps Toward the SV2020 Vision Integrity and Transparency

The recommendations of the Transformation Committee received board approval during the Mar 2008 board meeting. The actions going forward to implement this organizational transformation, and more importantly, to change the culture, require visible adherence to communicated standards of ethics, integrity and transparency.

The following information provides the action items and timeline to guide the fulfillment of newly created positions resulting from Phase I of the transformation plan:

1. Managers occupying positions which have remained intact will not require an application if the person now occupying a position wishes to remain in that position.
2. Placement efforts for positions will begin subsequent to the development and board approval of appropriate position descriptions. This approval is anticipated to take place at the May board meeting. An internal interview committee, comprised of members nominated by the college constituency leadership (senate, union, etc.) will assist the President in working through this process. The internal interview committee will functionally serve the role of hiring committee (screening of applications, discussion, interview, ranking, etc.).
3. For management positions newly added to the college, the initial hiring process will be internal to the college, with applications encouraged by interested candidates from the college community. These positions will be filled initially as interim positions with one-year contracts. (An interim position is called for when the position is filled by appointment, in lieu of the typical announcement and hiring process.) The internal hiring process will place emphasis on the best fit for the newly created positions, focusing on transformative leadership and focus upon the SV2020 vision.
4. If the best fit for a position is not identified through this internal search effort, the position will be advertised publicly using traditional processes and procedures. Prompt consideration for these processes and hiring efforts is a very important focus for compassionate personal considerations as well as to avoid loss of leadership to other college communities.
5. The EVP position will be filled at a later time, after the college president position is filled.
6. Members of the Transformation Committee will meet with the Presidential Search Committee on March 26 to discuss organizational changes from Phase I and assure common understanding of hiring effort in the context of transformation described above.

Administrative positions to be filled:

1. Associate VP for Academic Affairs and Accreditation
2. Manager of Support Operations
3. Associate VP of Career and Economic Development
4. Dean of Developmental Education
5. Dean of Distance Learning, Evening and Weekend Programs
6. Associate VP of Student Affairs and Athletics

Tentative timeline for management hiring:

1. 4 Mar 2008: Board approval received for reorganization as described in Phase 1.
2. 14 - 31 Mar 2008: Development and review effort is completed for draft position descriptions of new managerial positions.
3. 7 – 21 Apr 2008: Position descriptions are posted to college web site and discussed with the college community.
4. 6 May 2008: Position descriptions are submitted to the board for approval. Approval of positions will commence hiring process with consideration of internal applicants.