



CHANCELLOR SEARCH OVERVIEW

JOB POSTING: DESIRED CHARACTERISTICS AND EXPERIENCE

- Determined by the publicly-elected governing Board of Trustees who represent service area constituencies and the district's tax payers
- Based on official job description and the district Strategic Plan



A DIVERSE 20-MEMBER ADVISORY SEARCH COMMITTEE*

- Three publicly elected Trustees
- Ten Community, ISD, Higher Education and Business Leaders
- Five Faculty(3) and Staff(2), including representatives of the Faculty Super Senate and the district-wide Staff Senate
- Two Students: Student Trustee and one from District Student Government



FOCUS GROUPS

- Hosted by Search Consultant
- District senior leaders
- Colleges' senior leaders
- Faculty Senate/Super Senate representatives from the colleges
- Staff Organizations leaders from the colleges



APPLICANT POOL REVIEW

- Search Consultant/Advisory Search Committee/Board of Trustees



TRANSPARENCY

- Chancellor Search link on the home page of alamo.edu
- Calendar/process/advisory committee membership is posted
- Other related general information is also posted
- Periodic updates will be posted regarding the progress of the search

Texas law allows the confidentiality necessary for candidates to explore the job of chief executive officer without fear of jeopardy or retribution in their current employment, and to balance the public's right to know. This balance is provided by ensuring guidelines that allow confidentiality which screening ***candidates*** but ensuring public notification when naming ***finalists*** or a ***sole finalist***. Texas Education code (primarily Chapter 51) guides this process and the Texas Open Meetings Act (primarily in Section 551) provides the requirements related to open meetings and closed executive sessions.

*50% Internal and 50% External: 45% Hispanic, 40% Anglo, 15% African-American
(Internal analysis: 15% Faculty, 10% Staff, 10% Students, 15% Trustees)