



**September 2021**

**NVC Academic Senate Resolution**

**Presidential Hiring Process, Timeline, and Committee Composition**

Whereas, NVC Board Policy 2431 states that the Board of Trustees shall establish a “fair and open” search process in the event of a Superintendent/President vacancy;

Whereas, Accreditation Standard IV.C.3 requires that the Board of Trustees “adheres to a clearly defined policy” for selecting the CEO of the college;

Whereas, NVC Board Policy 2511 guarantees constituent groups the opportunity to participate effectively in college governance, including the formulation of policies and procedures significantly affecting faculty, staff and students;

Whereas, the selection of the Superintendent/President is the most consequential responsibility of the Board of Trustees, and requires thoughtful collaboration and open dialogue with all constituent groups on campus;

Whereas, in the decade since NVC revised the job description for the Superintendent/President, a number of significant changes have altered the roles and responsibilities of a community college president, including a greater commitment to equity and diversity in higher education;

Whereas, NVC is committed to selecting a presidential candidate who embodies the values of diversity, equity, and inclusion;

Whereas, it is the best interest of the District to recruit the best possible candidate for the Superintendent/President position;

Whereas, the Board of Trustees has not consulted with the Academic Senate, or any constituent-group leadership about the process, the search timeline, or the composition of the Presidential hiring committee;

Whereas, the Board of Trustees has not brought the college community together to reflect on and articulate the needs of our students, constituent groups, and community, to create a shared vision for the future of our college that should be reflected in the job announcement and hiring process;

Whereas, without direct, substantive dialogue with internal constituents, the Board of Trustees risks undermining the integrity of the recruiting, selection, and hiring process;



Whereas, the Board of Trustees' proposed timeline and hiring committee composition limits much-needed reflection and dialogue within the Napa Valley College community;

Resolved, the Napa Valley College Academic Senate urges the Board of Trustees take immediate steps to ensure the effective participation of constituent groups in the development of the Presidential hiring process, including the timeline and hiring committee composition;

Resolved, the Napa Valley College Academic Senate urges the Board of Trustees consult regularly with constituent-group leadership to ensure that the process is inclusive, transparent, and addresses the concerns of the NVC campus community;

Resolved, the Napa Valley College Academic Senate urges the Board of Trustees to reconsider its search and selection timeline, to allow for reflection and dialogue by the campus community;

Resolved, the Napa Valley College Academic Senate urges the Board of Trustees to complete substantive Diversity, Equity and Inclusion training prior to any review of potential candidates for the position.