



Date: November 21, 2019
To: Victoria College
From: V. Bland Proctor, Chair, Board of Trustees, Victoria College
RE: Presidential Search Announcement (Progress Report #1)

The Board of Trustees is pleased to announce that the search is underway to identify Victoria College’s next President. The Board is committed to a process that is fair, transparent, inclusive and equitable and ensures the college constituents will be updated throughout this important process.

The Board has selected the Association of Community College Trustees (ACCT) to assist us with the presidential search process. ACCT’s assistance will include providing support recruiting highly-competitive candidates, working with the Search Committee, and supporting the Board of Trustees. ACCT has conducted over 500 community college searches and brings a wealth of knowledge and expertise to our process. ACCT’s mission is to strengthen community college governance through education, advocacy at local, state, and national levels, and exemplary search services. Dr. William “Bill” Holda will serve as our Texas-based ACCT Search Consultant.

A Participatory Process: We Welcome Your Input

An important step in the presidential search process is the development of a Presidential Profile. On Monday, December 2 we will host four Public Forums. The purpose of the sessions is to listen to your input, which will assist with the development of the Presidential Profile. Employees and community members are invited and encouraged to participate in a wide-ranging discussion about the qualities, characteristics and qualifications we are seeking in our next president and the opportunities and challenges facing the College in the years to come. Additionally, you will have the opportunity to ask questions about the presidential search process.

We invite and encourage everyone to attend one of the important 1-hour open forums. Although we scheduled forums for particular groups, please feel free to attend any of the sessions if you are unable to attend your specific group.

Monday, December 2, 2019

8:30 – 9:30 a.m.	Faculty/Staff	Victoria College Student Center – Meeting Rooms A-D
12:30 – 1:30 p.m.	Students	Victoria College Student Center – Meeting Rooms A-D
3:30 – 4:30 p.m.	Faculty/Staff	Victoria College Student Center – Meeting Rooms A-D
5:30 – 6:30 p.m.	Community	Victoria College Student Center – Meeting Rooms A-D

In addition to the public forums, we have developed a short electronic survey that we hope you will complete. Your anonymous responses to the survey will also be used to inform the development of the draft Presidential Profile. You can access the survey at: <https://www.surveymonkey.com/r/victoria-college-presidential-search>

Electronic feedback must be submitted by Noon on Monday, December 2, 2019

The Board of Trustees will interview the final candidates and all final candidates will participate in open forums at Victoria College. We anticipate the final candidates visiting the College in Late-April or Early-May 2020. We will provide the dates, times and location once they are confirmed. Everyone throughout the College and community will be invited to attend the public forums with the final candidates. Attendees will have the opportunity to complete feedback forms which will then be provided to the Board.

The Presidential Search Committee

The Presidential Search Committee will review the confidential applications, interview semifinalist candidates and identify the final candidates to be submitted to the Board of Trustees for consideration. The Board has appointed the Search Committee and we would like to thank each member for their service:

<u>NAME</u>	<u>ROLE</u>	<u>TITLE</u>	<u>REPRESENTING</u>
Catherine McHaney	Co-Chair	VC Board of Trustees	VC Trustees
Ron Walker	Co-Chair	VC Board of Trustees	VC Trustees
Cindy Buchholz	Member	VC Vice President of Instruction	VC VP Instruction
Andy Farrior	Member	Director of Technology Services	VC Staff-Administrative Services
Penni Gietz	Member	VC Foundation Board President	VC Foundation/Community
Dr. Bob Glenn	Member	UHV President	University of Houston Victoria
Jerry Hamilton	Member	Dean of Science/Mathematics/PE	VC Faculty Administration
Wes Heinlein	Member	Site Leader, Dow Seadrift	Business Community
Jeff Hubbard	Member	VC Government Professor	VC Faculty Senate/Academic Transfer
Danielle Love	Member	Student Government Association Parliamentarian	VC Student Body
James Martinez	Member	VC Dept Chair of Public Services	VC CTE Faculty
Amy Mundy	Member	Executive Director, Foundation	VC Staff-College Advancement
Sabrina Romo	Member	Director of Pre-College Programs	VC Staff-Student Services
Jo Anne Settles	Member	VC Associate Degree Nursing Instructor	VC Allied Health Faculty
Dr. Quintin Shepherd	Member	VISD Superintendent	Victoria Independent School District
Terri Kurtz	Search Liaison Non-Voting Member	VC Executive Director of Human Resources	
Jennifer Yancey	Search Liaison Non-Voting Member	VC Vice President of Advancement & External Affairs	

The Presidential Search Webpage

The presidential search webpage, where you can find the Presidential Profile and other pertinent information regarding the search process, is being developed. The website will include information on all aspects of the search, both for the College community and candidates. We will post information pertaining to the search, including regular progress reports, on the College's website in the coming weeks.

Recruitment

Our recruitment efforts will involve an open, comprehensive, national search, seeking qualified candidates from all regions of the state and country. ACCT specializes in one-to-one recruitment of community college leaders. Additionally, to assist with this process, advertisements will be placed in the *Chronicle of Higher Education* and other major publications and websites.

We will continue to keep you updated on this important process. If you have any questions or suggestions, please reach out to our ACCT Search Consultants:

- Bill Holda, Ed.D., ACCT Search Consultant, wmholda@gmail.com or (903) 987-3332 (mobile)
- Julie Golder, J.D., Vice President of Search Services, jgolder@acct.org or (202) 384-5816 (mobile)