

To: The Gavilan College Board of Trustees

From: Gavilan College Academic Senate president Arturo Rosette, California School Employees Association president Denise Apuzzo, Associated Students of Gavilan College president Priscilla Ahmed, and Gavilan College Faculty Association president Ken Wagman

Re: The composition of the Presidential Search Committee interview panel

Dear Board Members,

We four presidents come before you tonight in an action unprecedented here at Gavilan College. What brings us to the podium together is the proposed hiring process for the Gavilan College Presidential Search Committee. As currently described in various emails and public comment, the sub-group of the hiring committee that will interview prospective presidential candidates will not be adequately representative of the Gavilan constituents whom we represent – the 7000 students and many hundreds of faculty and staff members of Gavilan college. While we appreciate that each of you has different constituencies and agree that public input from the local community is valuable, we do not believe it is of equal or greater value than the professional input of Gavilan's faculty, staff, and students who are intimately familiar with the institutional needs of Gavilan College.

The incoming president of the college will need to have the support of the members of our organizations in order to move forward with the vision to achieve the great things that our community demands of this institution. Each of us has thoughtfully chosen two representatives to participate in selecting candidates for this vital position. We strongly encourage you to keep all the members of the selection committee on the panel throughout the full hiring process so that our voices will be heard as candidates are screened, selected for interviews, and questioned at the table.

In addition, we think it's important to establish a series of campus-wide open forums where each individual finalist has the opportunity to come before the Gavilan community and answer questions from faculty, students, staff, and interested members of the community. This is an incredible opportunity for the candidates to get the buy-in from the whole community in order to be immediately successful.

As the four individuals on campus who are most connected to our constituencies, we thank you for your consideration of our proposals and hope you take them seriously. We came here tonight out of our commitment to the college and to give you, the Board of Trustees, our input based on our many years of on-campus experience of what it will take to give the next president of the college the best chance to succeed and thrive. Thank you.