Overview

The GRCC Board of Trustees is responsible for a clear succession planning process for the selection of a new president that assures a sustained quality of leadership and creates a smooth transition to new leadership.

To this end, the Board has spent several months working on a leadership succession plan. Driving our work was the desire to increase student success, ensure financial stability for the college, and promote a culture that prides itself on trust, accountability and vision as bedrock principles. We anticipate a healthy balance between current practices of excellence and the bold, new ideas, concepts and policy necessary to ensure the college’s long-term success.

This process provided us the opportunity to identify factors crucial to guiding our thinking and planning. The following information briefly describes these factors and outlines generally the search process.

Critical Factors

1) Leadership Traits – The new president shall have the ability to:
   a. Create a culture of improvement and impact lasting internal change.
   b. Build strong leadership teams that are strategic, visionary and collaborative.
   c. Effectively communicate with internal and external stakeholders.
   d. Be a strategic risk-taker.
   e. Demonstrate financial expertise and have an entrepreneurial mindset for creative fund development.
   f. Sustain and strengthen an inclusive campus environment.

2) Organizational Traits – GRCC’s long-term success is benefited by the institution being:
   a. A learning college with a clear focus on improving teaching and learning.
   b. A collaborative college with a culture of trust in its relationships and partnerships.
   c. A college that demonstrates academic excellence and equality.
   d. A college with a commitment to accessibility for all people.

Three Core Areas

Three core areas will serve as the foundational elements of the interview process. During the interview process, a candidate must provide demonstrable skills and experience in their ability to:
1) Increase and sustain a culture of trust, accountability, vision and equity.
2) Significantly increase student success.
3) Ensure the short- and long-term financial strength of the college.

**Search Process**

The search process will entail defining, creating and communicating a clear understanding of the role of the screening committee and Board of Trustees, which includes clarifying final authority with regard to the search process and selection of the next president; clarifying timelines; and protecting the Board’s right to consider all applications at any time during the process.

The Board outlined six phases to guide the search for GRCC’s next president. They include:

1) Create a succession plan. Done
2) Hire a search firm, identify members of the screening committee, and create a draft presidential profile. March-May 2016
3) Work with the search firm to vet candidates. May-August 2016
4) Identify final candidates. The screening committee will make finalist recommendations to the Board of Trustees. August-October 2016
5) Conduct final candidate interviews and hire the next president. October-November 2016
6) Connect the new president to the campus and community, and celebrate the legacy of Dr. Ender. December 2016-June 2017

It is the Board’s goal to select the 10th president of GRCC no later than fall 2016.