

February 27, 2020

To: Iowa Western Community College Faculty and Staff

RE: Presidential Search Announcement and Invitation to Attend Public Forums

The Board of Trustees is pleased to announce that we have begun the search to identify the next president of Iowa Western Community College. The Board would also like to take this opportunity to extend our heartfelt appreciation for the years of dedicated service provided by President Dr. Dan Kinney. The Board is developing a national, thoughtful and deliberate search process and, to this end, Dr. Kinney has agreed to continue to serve until approximately December 31, 2020.

The Board is committed to conducting an equitable, participatory, inclusive and transparent national search that will attract a strong pool of candidates from throughout Iowa and the nation. 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 with the development of the presidential profile, recruiting highly competitive candidates and working with 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 and advocacy. Julie Golder, J.D. will serve as our ACCT Search Consultant, and will assist the Board and College community throughout this important process.

### **Open Forums – Presidential Profile Development**

An important step in the presidential search process is the development of the Presidential Profile. On Wednesday, April 22, 2020, we will host three public forums. The purpose of these sessions is to listen to your input, which will assist with the development of the Presidential Profile. The entire Iowa Western community is 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 Iowa Western in the years to come. Additionally, you will have the opportunity to ask questions about the presidential search process. The discussion will be facilitated by our ACCT Search Consultant.

We want to invite and encourage everyone to attend one of the important 1-hour Public Forums:

### **Wednesday, April 22, 2020**

Locations and times: TBD

Please share with those who may have a concerted interest in Iowa Western Community College and wish to attend. No RSVP needed to attend.

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. It is available here:

<https://www.surveymonkey.com/r/iowa-western-cc-presidential-search>

***Please submit your feedback by noon on Monday, April 20, 2020.***

### **Presidential Search Committee**

As part of an inclusive and participatory process, the Board is seeking college-wide nominations and recommendations to serve on the Presidential Search Committee. The Board will appoint the Presidential Search Committee at the March or April Board meeting. The Committee will include members of the Board of Trustees, faculty, staff, administration, the Iowa Western Foundation Board, a student member, and members of our community. The Committee will review confidential application packages, interview semifinalists, and recommend finalists to the Board of Trustees for further consideration. Once appointed, we will share the members of the Committee.

### **Final Candidates**

The Board of Trustees will interview the final candidates and all final candidates will participate in open forums at Iowa Western. We anticipate the open forums taking place the week of November 9, 2020, and we will provide the dates, times, and location as soon as they are confirmed. Everyone throughout the College and community will be invited to attend the open forums. Feedback forms will be provided to all attendees, and the completed forms will be collected at the end of each forum and given to the Board of Trustees for review as part of the Board's deliberation process.

### **Recruitment**

Our recruitment efforts will involve an open and thorough national search, seeking qualified candidates from all regions of the 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.

### **Additional Information About the Search Process**

Iowa Western's presidential search 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. We will continue to keep you updated on this important process. If you have any questions or suggestions, please feel free to reach out to our ACCT Search Consultant:

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