



Northland Pioneer College
EXPANDING MINDS • TRANSFORMING LIVESSM

DATE: May 10, 2024
TO: Northland Pioneer College
FROM: Mr. Everett Robinson, Chair, District Governing Board
RE: President Search Announcement (Progress Report #1)

The District Governing Board is pleased to announce that we have begun the search to identify the next President of Northland Pioneer College.

The Board is committed to conducting an equitable, inclusive, transparent, and comprehensive search that will attract a strong and diverse pool of candidates. 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 extensively with the Board and Search Committee. ACCT has conducted over 750 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. Sandy Caldwell, Ed.D., will serve as our ACCT Search Consultant, and will assist the Board and College community throughout this instrumental process.

Survey - Presidential Profile Development

ACCT has developed a brief 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. The survey is available here:

<https://www.surveymonkey.com/r/northland-pioneer-college-presidential-search-2024>

Please submit your survey feedback no later than 10:00 a.m. (MST) on Monday, May 20.

The Presidential Search Committee

The Presidential Search Committee will review confidential applications, interview semifinalist candidates, and identify the final candidates to be submitted to the District Governing Board for consideration. The Search Committee is tentatively comprised of the following constituencies:

- Faculty Association has submitted 3 names (1 from Technology Division, 1 from CTE, 1 from Arts & Sciences)
- The Classified Staff Organization will be submitting three names
- One dean/director
- Student Government will be submitting two names
- The school superintendent from the largest high school
- Three names provided by the tribal members on the DGB
- Possibly a superintendent of one of the local CTEDs (NAVIT)

- A DGB member as chair

Ms. Bughio will serve as the liaison with ACCT, scheduling meetings, setting up WebEx or Zoom meetings, etc.

Final Candidates

The Board will interview the final candidates and all finalists will participate in open forums at Northland Pioneer College. We anticipate the open forums taking place in late October 2024 and we will provide the dates, times, and location once they are confirmed. All employees, students, and community members will be invited to attend the open forums. Feedback forms will be provided to all attendees, and the completed forms will be collected and provided to the Board for review as part of its deliberation process.

Recruitment

Our recruitment efforts will involve an open and thorough search to seek qualified candidates. 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.

Presidential Search Webpage

The Northland Pioneer College website will include information on all aspects of the search, both for the College community and candidates. The Presidential search webpage will be developed in the coming weeks and will include key information including the timeline, regular progress reports, information on how to apply, etc.

If you have any questions or suggestions, please feel free to reach out to our ACCT Search Consultant: Sandy Caldwell, Ed.D., at SJCALDWELLOK@gmail.com or (307) 389-4193 (mobile).