

VP search

Jerry Fliger <jerry.fliger@bakersfieldcollege.edu>

Wed 3/13/2024 6:14 PM

To: Erica Menchaca <erica.menchaca@bakersfieldcollege.edu>

Cc: Billie Jo Rice <brice@bakersfieldcollege.edu>

Erica,

Thank you for sharing the concerns from the academic senate regarding my chairing the search committee for the VP. I understand that it has not been a practice for the President to chair the search for a direct report in the past. Even though policy permits me to lead the search, the change may be unsettling for some so please allow me to explain my reasoning for the decision.

Quite simply, I am leading the search because this position reports directly to me. My action is consistent with the practice of having the direct supervisor chair the search. This is akin to a department chair or dean leading the search for a direct report. I am committed to making sure that we have an open and equitable search as we seek to hire the best possible candidate.

Please communicate that the search committee will conduct the standard rounds of interviews and that when finalists are identified the following will take place:

- Finalists will appear on campus for an interview with the screening committee
- An open forum for each finalist will be held for the campus community
- An opportunity for the direct reports to the VP to meet the finalists individually will take place
- The finalists will meet with my direct reports in an informal setting (likely a lunch)
- Each finalist will then be interviewed by me

Lastly, there will be opportunities for feedback at each of the forums that I will review and share with the search committee.

To be clear, I am leading the search as the position reports directly to me. In all other searches, I will perform the duty and role typically associated with my office.

Thanks again and please let me know if there are any other questions or concerns.

Dr. Jerry E. Fliger

President

(661) 395-4211

president@bakersfieldcollege.edu

**BAKERSFIELD
COLLEGE**
