

San Diego Community College District  
Search Procedures

The Board of Trustees is responsible for the hiring of the Chancellor. The Board of Trustees establishes the calendar and approves the structure of the chancellor hiring process.

Development of the Position Announcement

The Board of Trustees or designee oversees the development of the Position Announcement and determines and approves its content.

Advertising

The Board of Trustees or designee approves all advertising for the presidential position and said advertising may include but is not limited to the following:

- Professional publications
- Newspapers
- Computerized bulletin Boards

Search Committee

The Board of Trustees determines the composition of the search committee and the number of representatives from each constituent group. The representatives may include appropriate administrators, faculty, classified staff, students and community members.

Persons serving on the search committee participate in both the application screening and interview phases of the search process. Search committee responsibilities include evaluation of candidate applications, development of interview questions, determination of candidates to be interviewed by the search committee and recommendation of finalists to the Board of Trustees.

The Board of Trustees requires five to eight unranked finalists. The Board of Trustees interviews the finalists and selects and hires the new Chancellor

Campus Forum

The Board of Trustees determines if and when a campus forum is scheduled. If a campus forum is held, the Board determines the structure and date(s) of the forum(s).

Site Visit

The Board of Trustees determines the efficacy of a site visit(s) and, if necessary, determines the participants for the visiting team. The Board of Trustees also determines the structure and schedule for the site visit(s).

# Chancellor finalists air ideas

## College leaders differ on funding strategies

By Eleanor Yang  
STAFF WRITER

The next chancellor of the San Diego Community College District will be either an optimist who hopes to address budget shortfalls with private fund raising, or a veteran college leader who hopes to get legislators to increase local funding.

At a public forum Tuesday night, the differences between the two finalists for the chancellor's job — Pat Keir, president of Miramar College, and Constance Carroll, president of Mesa College — were apparent.

Keir, 58, characterized herself as high-spirited and systematic, with plans to increase the district's revenue and provide more classes for students. She wants the district to focus more on getting grants and increasing fee-based training for private companies.

"At this time, we have a lot of change to do, and we don't have much money to do it," Keir said. "Most of what will help us accomplish what we need to do is a spirit of optimism, a lot of caring, and vibrancy."

Carroll, 58, presented herself as a confident, knowledgeable leader with abundantly more senior management experience. Carroll, who has led three

community colleges for a combined 27 years, said as chancellor she would hire more full-time faculty, whose ranks have dwindled recently with hiring freezes and retirement incentives.

"The San Diego Community College District is the second largest district in California and the sixth largest district in the United States and it needs a very experienced person, which I think I am," Carroll said.

Keir's college presidency experience totals five years, all spent leading the 11,000-student Miramar College.

The finalists were selected after a seven-month national search, and the new chancellor will be named by trustees in early April. She will replace Augustine Gallego, who has been the chancellor for 14 years.

Throughout the forum, Keir and Carroll were asked questions submitted in advance by the audience of 200, mostly district employees. The questions ranged from their stance on affirmative action and fully funded health care benefits, to fundraising experience and their vision for the future of the 100,000-student, three-college district.

Keir noted that for each of the past three years, she has seen the donations given to the Miramar Foundation double. Currently the foundation has about \$750,000.

Carroll said the Mesa Foun-

ation is about the same size. She added that in her 11 years leading the 25,000-student Mesa College, money raised for scholarships and grants has ballooned from \$2,400 to \$110,000 annually.

The most marked difference in their responses was in their characterizations of their vision for the district.

Keir talked generally about engaging in "strategic planning," and making sure the district is innovative and develops new programs that align with local industry.

"We need to have a mechanism in place that sets money aside for innovative new programs," Keir said.

Carroll's response was more specific, and stretched on for several minutes. She said she would make certain the district remains comprehensive, providing basic-skills classes such as English as a second language, while also offering traditional programs for transfer students.

Carroll said she plans to provide more global and international curriculum and expand distance learning. She wants to see occupational programs developed in areas of community need, such as the pharmaceutical industry.

"I see a dynamic 10 years ahead," Carroll said.

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