

7-15-57

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CRITERIA FOR THE SELECTION OF THE PRESIDENT
OF FOOTHILL JUNIOR COLLEGE

The following criteria are offered as a basis for the selection of the President of Foothill Junior College District. In recognition of the difficulty of applying broad criteria, specific indices of the various criteria are provided.

I. Demonstrated Scholarship as Evidenced by:

- A. Doctoral degree with major in a specific discipline. (One of the Physical, Natural or Social Sciences or Humanities)
- B. Academic honors such as scholarships, fellowships, or stipends received on basis of scholarship or Graduation with Honors or with Distinction.
- C. Election to academic or scientific organizations whose membership criteria are recognized scholastic or professional attainments such as Phi Beta Kappa or Sigma Xi
- D. Original contributions to his profession as adjudged by research and publications
- E. Reputation and status in the academic community. Since competition in four year colleges and universities becomes more keen, students coming from a Junior College with a recognized instructional program will enjoy a competitive advantage. This recognition will be due in part to the professional reputation of the President and the faculty he attracts to work under him.
- F. Intellectual depth, efficiency and resourcefulness as measured by professional contributions and test data.
- G. Broad cultural attainment as measured by the Graduate Record Examination

II. Experience as a Successful Administrator of a College or Junior College as Evidenced by Proficiency in the Following Areas:

A. Fiscal Area

1. Ability to formulate budgetary policies and supervise the expenditure of funds so that the community receives maximum benefit from its money. This benefit is to be evaluated on the basis of the occupational and academic achievements of the graduates of the program.

In assessing the financial acumen of the applicant, budgets under his administration should be examined to determine whether revenues derived from taxation and bond issues were expended to satisfactorily meet the educational needs of the community.

2. Ability to utilize efficient business practices
3. Flexibility in adapting to new advanced procedures when they have been demonstrated to be superior by professional businessmen.
4. Evidence he has maintained a well equipped and outstandingly competent staff.

B. Administrative Area

1. Leadership

- a. Demonstrated ability to gain and maintain community and faculty support
- b. Ability to inspire enthusiasm for creative and original programs. The criteria for judging this ability involve the innovations introduced and positively accepted during his present tenure of office
- c. Ability to attract a faculty* of recognized academic stature. This may be adjudged by the academic qualifications of the faculty.
- d. The ability to maintain a high level of faculty* morale. This to be evaluated through the random and anonymous interviewing of members of the faculty.
- e. The ability to inspire the confidence of the community and his colleagues. Such ability will be evidenced in sound personal relationship and attitudes of respect for others. This individual should be able to function democratically. These characteristics can be rated on the basis of interview data with randomly selected staff members.
- f. The ability to involve the business and industrial segment of the community in the development of occupational curricula.
- g. The ability to mobilize community support for the junior college through effective use of citizens' committees.

2. Ability to communicate effectively both orally and in writing

C. Instructional Area

1. Having developed under his administration an instructional program generally recognized as outstanding through the performance of its graduates either on the job or in subsequent college or university work.

III. Physical Health and Emotional Stability

- A. Should have no chronic condition which could impair his present functioning or cast doubt on his longevity.
- B. Be able to work effectively with other people
- C. Be able to maintain a high level of efficient and effective performance
- D. Be sufficiently secure to be able to defend a point of view without being intimidated

* Faculty herein refers to faculty of institutions where the applicant has had administrative responsibility for the instructional program