THE PENDING EXODUS OF CURRENT PRESIDENTS:
CONDUCTING AN EFFECTIVE CEO SEARCH

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Panelists

- **Narcisa Polonio**, ACCT Executive Vice President for Education, Research, and Board Leadership Services
- **Julie Golder**, ACCT Search Services Coordinator
- **Jennifer Núñez**, ACCT Search Services Specialist
- **Mia Settle**, ACCT Search Services Associate
- **Pamela Cilek**, Secretary, Board of Trustees, St. Charles Community College, MO
- **Rachel Delgado**, Trustee, College of the Mainland, TX
- **Jackie Leven-Ramos**, Trustee, Laredo Community College, TX
- **Warren Nichols**, President, College of the Mainland, TX
Keys to a Successful Search

- Process
  - Transparent
  - Fair
  - Equitable
- Competitive

Due Diligence
- Background Investigation
- Communication
- Confidentiality
Recruiting a New President

- Candidate Pool
- Competition
- Compensation
- Contract
- Retirement
- The ‘Presidency’
- The Senior Team
An Effective Search Process:

Value to the College

Value to the Board

Value to the Community

Minimizes the Negative
Values and Culture

▪ What is important? What do you value? What cultural values do you reflect?

▪ Identify the values that bring cohesion and progress to the College.

Do you invest the time in becoming a better informed, educated and effective Board?
Procedures and Guidelines

- Conduct an audit to determine preparedness for transition

- Determine if all necessary documents are available and relevant
Suggestions

- Plan a retreat
- Engage in confidential, frank and honest discussion with leadership
- Invest in development
  - Board
  - Leadership
  - College personnel at all levels
- Succession planning
Resources Available to the Board

State Associations
Peers
ACCT
ACCTSEARCHES.ORG
What are common mistakes made during a presidential search?
What are the important questions you have that we can answer?
For more information please contact:

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