

## VC HR Hiring Committee

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**From:** Pat Hyland <hylandpat@fhda.edu>

**Sent:** Tuesday, February 8, 2022 5:15 PM

**To:** Cheryl Balm <balmcheryl@fhda.edu>; Karen Chow <chowkaren@fhda.edu>; Kathryn Maurer <maurerkathryn@fhda.edu>; Kevin Metcalf <metcalfkevin@fhda.edu>

**Cc:** Judy Miner <minerjudy@fhda.edu>

**Subject:** VC HR Hiring Committee

Hi Cheryl, Karen, Kathryn and Kevin!

For the next “go around” in our efforts to hire a Vice Chancellor for Human Resources, we’re trying something new. This time around, we have hired a search firm that specializes in Human Resources. The firm has been reaching out to HR professionals and inviting them to indicate their interest in this executive-level position. The search firm will perform an initial review with an eye toward the needs of our community college district. As you are likely aware, the HR role is highly specialized and much of the terminology and emphasis we place on policies, regulations and legalese is “unique” to say the least. (My 2021 version of the California Ed Code weighed in at over 2 lbs and is in 2 volumes).

For initial interviews, I am reaching out to our Academic Senates, Classified Senate and AMA to help me select members to the committee. I am seeking 3 members from Academic Senate, 3 from Classified Senate and 3 from AMA. This is where you come in. I would like your assistance in identifying members who have an understanding of the nature of HR, and have a relationship to the work. Those members could certainly include yourselves if you feel invested and have the time but I defer to you for that decision.

Initial review of applicants will be performed by the search firm – with an emphasis placed on:

- ◆ Experience in Human Resources in an education setting
- ◆ Experience in evaluating, hiring, disciplining personnel
- ◆ Experience in negotiations
- ◆ Experience working in a diverse environment, preferably an environment that has a record of seeking Equity and Inclusion for all

We - the members of the committee, will need to meet with Judy to hear what skills, abilities and talents she and the district needs in these challenging times. Ultimately this individual is a member of her cabinet and will need to help advance the mission of the district while adhering to and respecting regulatory procedures. It’s a fine line – trying to be compassionate while sometimes having to say no – tough job. Once we meet with Judy, we will develop interview questions that respect her needs while taking into account the district-wide impact of the position.

With your help, I would like to assemble the committee within the next 3 weeks.

Sound like fun?? Have questions?

You know where to find me! I so appreciate your help with this.

Pat

Pat Hyland

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