



Presidential Search 2025

DATE: July 10, 2025
TO: Río Hondo College
FROM: Oscar Valladares, President, Board of Trustees
RE: **PROGRESS REPORT #1 - SUPERINTENDENT/PRESIDENT
SEARCH ANNOUNCEMENT**

On behalf of the Río Hondo College Board of Trustees, I am pleased to announce that we have begun the search process to identify the next Superintendent/President of Río Hondo College. We are fully committed to conducting an equitable, inclusive, and transparent national search that will attract a strong and diverse pool of candidates from throughout California and the nation.

The Association of Community College Trustees (ACCT) will assist us with the Superintendent/President search process. ACCT's assistance will include providing support with the development of the Superintendent/President Profile, recruiting highly competitive candidates, and working extensively with the College and the Board of Trustees. ACCT has conducted over 750 community college searches and brings a wealth of knowledge and expertise to our process. ACCT's mission is to strengthen community college governance through education and advocacy. Cecilia Cervantes, Ph.D., will serve as our ACCT Search Consultant and will assist the College throughout this important process.

Presidential Profile Development

Río Hondo College's internal and external community will have the opportunity to contribute to the Presidential Profile, which will be an important recruitment tool. Virtual Public Forums will be held in early September to gather your ideas on the characteristics and qualifications that we are seeking in the next Superintendent/President of Río Hondo College. More information about the public forums will be forthcoming in August.

The Superintendent/President Search Committee

Working in partnership with the Board of Trustees and ACCT will be the college's Presidential Search Committee. The Search Committee will consist of 17 members including representatives of Board Members and Constituent Groups. The Search Committee's composition will include:

- 5 Community Members,
- 5 Faculty,
- 3 Classified,
- 2 Students, and
- 2 Management/Confidential (including one Vice President).

Wednesday, August 6, 2025, at noon is the deadline for Board Members and Constituent Groups to submit their search committee member nominees. Please submit these to Ms. Reneé Gallegos, Search Committee Liaison and Executive Coordinator, President's Office and Board Services.

The Superintendent/President Search Committee will review the confidential applications, interview semifinalist candidates, and identify the final candidates to be forwarded to the Board of Trustees for consideration. The Search Committee members will be announced on August 14, 2025.

Final Candidates

Final candidates will participate in open forums at Río Hondo College before Thanksgiving on November 24–25, 2025. All employees, students, and community members will be invited to attend the open forums and complete feedback forms which will be reviewed as part of the deliberation process. The final candidates will be interviewed by the members of the Board of Trustees on December 1, 2025.

Recruitment

Our recruitment efforts will involve an open and thorough national search, seeking qualified candidates from all regions of the country. ACCT specializes in one-to-one recruitment of community college leaders. Additionally, to assist with this process, advertisements will be placed in the *Chronicle of Higher Education* and other major publications and websites.

Superintendent/President Search Webpage

The Río Hondo College website will include information on all aspects of the search. The Superintendent/President search webpage will be developed in the coming weeks and will include key information including the timeline, Superintendent/President Profile, and information on how to apply.

We will continue to keep you updated on this important process through Progress Reports. If you have any questions or suggestions, please feel free to reach out to our ACCT Search Consultant:

- Cecilia Cervantes, Ph.D., ACCT Search Consultant, at ceciliayl@outlook.com or (651) 795-1992