

To the Board of Trustees

re: Residency Requirements for Administrators

The faculty Senate is opposed to this policy. We realize that the period for feedback is over, and that the College Council has recommended approval, however we feel that our opinion should be heard prior to your vote.

While we do see merit in having administrators live in the district for tax reasons, this does not seem as important as getting the very best employees. We currently draw candidates for administrator positions from around the country. Those that come from far away would certainly most likely live close to the college. Those that live in Northern Colorado probably have families that have jobs or go to school there. These candidates may not even apply if residence requirements were mandated.

We currently have employees that do live in Colorado, and they may make excellent administrators, but would be discouraged from applying if residency was mandated.

Also, the housing market in Laramie County is very tight, and it seems unfair to require a new employee to live in sub-standard housing just to fill a residency requirement.

As far as being close to campus for emergencies, an employee can live in the district somewhere and be less accessible than someone who lives in say Wellington. Most emergencies that require an administrator to intervene would require just a decision, not a physical presence.

If community involvement is a job requirement, then so be it. It matters not where someone lives.

In short, we do not want to put roadblocks up that may prevent the best candidate from applying or taking a position here at LCCC.