

**MEMORANDUM**

TO: California Coastal Commission Members

Cc: Susan Hansch, Chief Deputy
Melanie Wong, Chief, Human Resources
California Coastal Commission

FROM: Pam Derby
CPS Executive Search

DATE: October 28, 2016

SUBJECT: Executive Director Recruitment - Update

As of today's date the following actions have taken place regarding the Executive Director recruitment:

- 1) Online survey posted on Commission website and forwarded to stakeholder groups around the state – over 600 responses have been received.
- 2) Recruitment Brochure posted to the [Commission](#) and [CPS HR](#) websites
- 3) Recruitment ads placed on:
 - AAAS Minority Scientists Network - American Association for the Advancement of Science - <http://www.aaas.org>
 - American Indian Science and Engineering Society - <http://www.aises.org>
 - American Planning Association - <https://www.planning.org>
 - Asian American Bar Association of the Greater Bay Area - <http://www.aaba-bay.com>
 - Association for Women in Science - <http://www.awis.org>
 - Association of Environmental Studies and Sciences - <https://aessonline.org>
 - Association of Fish and Wildlife Agencies - <http://www.fishwildlife.org>
 - California Association of Environmental Professionals - <http://www.califaep.org>
 - Ecological Society of America - <http://www.esa.org>
 - Hispanic National Bar Association - <http://www.hnba.com>
 - National Association of Environmental Professionals - <http://www.naep.org>

- National Society of Black Engineers - <https://www.nsbe.org>
- Native American Bar Association - <http://www.nativeamericanbar.org>
- Society for Advancement of Chicanos/Hispanics and Native Americans in Science - <https://sacnas.org>
- Society of Hispanic Professional Engineers - <http://www.shpe.org>
- Society of Women Engineers - <http://societyofwomenengineers.swe.org>

- 4) The recruitment brochure has been sent to approximately 1,050 individuals around the country in addition to state and federal agencies and California coastal advocacy groups inviting their application or referrals of possible candidates.
- 5) Kevin Doyle of Green Economy is making follow-up calls to those candidates identified as the most ideal to fill the Executive Director role.
- 6) We anticipate the bulk of applications will be received just prior to the December 5 first review of resumes date.
- 7) Next steps: Mr. Doyle and I will continue strenuous outreach activities. The formal first review of resumes is Monday, December 5, however, ongoing review is necessary to gauge the effects of our outreach efforts. An update memo will be provided for the December 7-9 meeting.