



## **PRESIDENT/SUPERINTENDENT SEARCH**

The Board of Trustees of Ohlone College has announced that the search for a new President/Superintendent is underway. The Board is committed to conducting an equitable, inclusive, and transparent national search that will attract a strong pool of outstanding candidates. The Board is seeking an experienced and creative individual that has demonstrated successful leadership and is passionate about the community college mission. The new President will actively engage with the college community to ensure the college continues to provide high quality and innovative educational experiences that result in students achieving their goals. The new President also will be a leader in the external community, work closely with the college foundation and enhance the College's relationships and partnerships with all segments of the communities it serves.

The target date for receipt of applications is February 19, 2020. The Board of Trustees is being assisted with this search by the Association of Community College Trustees. Their consultant, Dr. Pam Fisher, can be contacted for nominations or confidential inquiries at [pamilajfisher@gmail.com](mailto:pamilajfisher@gmail.com) or 406.570.0516.

## **THE POSITION**

The President/Superintendent is the Chief Executive Officer of the College, reports directly to the 7- member elected Board of Trustees, and is responsible for implementing the policies and directions set by the Board of Trustees. The President/Superintendent, in collaboration with other college leaders, oversees all aspects of the organization, including assessing, planning, organizing and evaluating the resources, programs and services of the College to meet the educational needs of the students and the community.

As the educational and administrative leader of the College, the President represents the College to community groups, business and industry, nonprofit partners, labor organizations, public school districts, other higher education institutions, the Chancellor's Office of the California Community Colleges, and governmental agencies and elected officials.

## **REQUIRED QUALIFICATIONS**

1. Earned master's degree from a regionally accredited institution (doctorate preferred);
2. Significant executive level experience in increasingly responsible positions in higher education (community college experience preferred);
3. Demonstrated understanding of the teaching and learning process;
4. Demonstrated skill in respectful, sensitive communication with people who are diverse in their cultures, languages and abilities; and demonstrated sensitivity and ability to work with diverse academic, socioeconomic, cultural and ethnic backgrounds of members of the College community, including those with disabilities.

## **OPPORTUNITIES AND CHALLENGES**

The successful new President/Superintendent will be a college leader who

1. Is futuristic in their thinking and will lead the college through the changes needed to develop and implement a unifying shared vision of excellence;
2. Champions high quality innovative teaching and learning that leads to Student Success and higher completion rates through programs such as Guided Pathways;
3. Understands, values and supports diversity, equity and inclusion;
4. Identifies and implements student equity strategies that help students to overcome barriers to success and to close achievement gaps;
5. Practices collaborative leadership, shared governance, and open and transparent decision-making that includes all constituent groups and creates a positive campus climate;
6. Possesses expert fiscal management skills including an understanding of the new California Student Centered Funding Formula and methods of maximizing its positive impact, and has the ability to generate new revenue from alternative sources;
7. Understands enrollment management and guides the college in the development and implementation of programs that address the diverse needs of current and prospective students;

8. Builds partnerships with the external community, including local educational institutions from preschool through university, business and industry, nonprofits and governmental agencies that contribute to a skilled workforce and the economic development and wellbeing of the community;
9. Is visible and engaged in the community enhancing the community's perception of the College through increased awareness, participation in and appreciation of its offerings and value;
10. Advocates passionately and effectively for the College at the local, state and national levels.

### **IDEAL CHARACTERISTICS**

As a strong leader on campus and in the community, the President/Superintendent will draw on the following characteristics related to these areas of leadership:

#### Mission

- Committed to all components of the comprehensive community college mission
- Supportive of innovative teaching and learning
- Knowledgeable of strategies to achieve student equity
- Understanding of the value of diversity, equity and inclusion
- Supportive of professional development for all employees
- Effective at monitoring, reporting and using data related to outcomes

#### Operational Knowledge

- Skilled at representing and implementing Board policies, goals and directives
- Knowledgeable of good management operations throughout a college
- Fiscally experienced, accountable and disciplined
- Comfortable in a collective bargaining environment
- Appreciates the challenges and opportunities provided by new facilities
- Understands the value of administrative and educational technology
- Experienced in exemplary human resources practices and organizational structure
- Holds administrators, faculty and staff accountable

#### Decision-Making

- Known for good judgement
- Forward-looking thinker
- Creative problem-solver
- Data informed
- Collaborative and firm
- Able to make timely decisions

## Interpersonal Skills

- Excellent communicator and listener
- Adept at conflict resolution
- Respectful of all internal and external community members
- Capable of working with and unifying people with different perspective
- Works as a team with the Board of Trustees
- Eager to become familiar with the college and community culture
- Enjoys meeting and interacting with community members and donors

## Personal Attributes

- Visible, accessible and approachable
- Engages with students and staff
- Open and transparent
- Ethical and fair and operates with integrity
- Diplomatic and politically savvy
- Compassionate, caring, and sensitive
- Strong, courageous and resilient
- Able to demonstrate a sense of humor when it is most needed

## **COMPENSATION/EEO STATEMENT**

Ohlone College does not discriminate on the basis of race, gender, ethnicity, sexual orientation, religion, national origin, age, disability, or disabled veteran status in providing educational services and programs, or in the employment process, pursuant to Federal and State statutes and regulations pertaining to unlawful discrimination.

Salary and benefits are competitive and commensurate with qualifications.