



California Community Colleges

Chancellor Search



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The Board is utilizing the Aspen Institute's, *Hiring Exceptional Community College Presidents* toolkit in furtherance of its goal to hire an exceptional individual as its next Chancellor.



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**The California Community Colleges Board of Governors Invites Applications
for the Position of Chancellor
Sacramento, CA**

Position Profile

The Board of Governors of the California Community Colleges announces the national search for a collaborative, innovative, visionary, and inspirational leader to propel the California Community Colleges forward to achieve even greater prominence. The California Community Colleges (CCC) is the largest segment of higher education in the nation and educates more than 2.1 million students. The CCC is undergoing one of the most exciting and productive periods in its history and seeks a dynamic leader who can move the system forward in the service of students and the State of California.

The California Community Colleges are at the forefront of leading California's efforts to provide higher education opportunities and access to the most diverse and growing population in the nation. Nearly 70% of the student population is comprised of students of color, and more than 50% of students receive Board of Governors fee waivers.

Through its Student Success Scorecard, the CCC has developed the most robust and transparent accountability system in the country.

Its 113 colleges serve as the backbone of the state's system of quality academic education and workforce training development.

The next chancellor will take the helm as the Board of Governors embarks on the ambitious task of preparing a new strategic plan defining the vision and values that will shape and move the CCC forward for the next decade. With crucial building blocks for student achievement and accountability now in place, the CCC is poised to accelerate and enhance educational outcomes for its most disadvantaged students. The Board of Governors approaches the search for a new chancellor with a keen sense of urgency to expand pathways leading to student completion, strengthen accountability measures, close the achievement gap, and support enduring institutional change that will address basic skills needs, career and technical education, adult education, and student equity.

Generous support from the California Legislature and Governor for the California Community Colleges reflects current national and state acknowledgement of the importance of community colleges in

preparing students for the world of work and ensuring the success of students transferring to the university. Dramatic recent increases in state funding support numerous statewide initiatives and which have resulted in an impressive list of accomplishments including significant increases in the expectation of student completion and achievement, nearly doubling the transfer rate of students, a renewed commitment by the 72 California community college districts to promote equity and diversity, and a more than \$60 million investment in full-time faculty hiring.

The chancellor serves as a prominent leader in the state and partners with the Chancellor of the California State University (CSU) and the President of the University of California (UC) to implement California's Master Plan for Higher Education.

The chancellor is appointed by the Board of Governors and provides statewide leadership to the nation's community college system. He or she serves as the chief executive officer of the Chancellor's Office and supports and provides assistance to its 72 districts, including serving as the fiscal agent for state funds, approving educational programs proposed by the colleges, reviewing plans for construction projects, enforcing regulations by the Board of Governors, and coordinating statewide planning for the future of the system. The chancellor serves as the liaison to the Governor's Office and the California Legislature.



Key Opportunities and Challenges Facing the Next Chancellor

The new chancellor will provide leadership to a strong Chancellor's Office committed to supporting enduring change, overseeing key initiatives, maintaining accountability, and supporting opportunities for statewide advancement of community college education. As the chief ambassador for community colleges, the chancellor will build strong partnerships and relationships with national, state, and local government officials, business and civic leaders, and the public schools, colleges, and universities throughout California and the nation. The chancellor will address the following key challenges and opportunities:

- Scaling up of models to improve basic skills remediation.

- Successful implementation of the landmark pilot of 15 bachelor degree programs at 15 colleges.

- Maintaining momentum in the implementation of the Associate Degree for Transfer program with the California State University and the Transfer Pathways program with the University of California.

- Enhancing wraparound student support services for greater student access and success.

- Implementation of a system-wide equity initiative designed to close student achievement gaps and enable the 113 colleges to better reflect the diversity of California, thereby enriching student success.

- Spearheading system-wide discussions on the future of the accreditation process for all California community colleges and ultimately implementing the Board of Governors' direction for potential changes to the existing accreditation model.

- Implementing recommendations by the Strong Workforce Task Force to prepare students for high-value jobs in California's strongest existing and future industry sectors.

- Improving institutional effectiveness through statewide coordination of technical assistance, professional development, and accountability measures.

Ideal Characteristics

The California Community Colleges seek a visionary leader who has a passion for all students and their success, is dedicated to the community college mission, has a strong history of advocacy on behalf of public education, and who will make a commitment to lead the system for a minimum of five years.

Strategic Leadership

We seek a chancellor who possesses the following characteristics:

- A results-oriented leader who is skilled in outreach and cultivating relationships that support the advancement of the system and which enhance opportunities for students to succeed;
- An effective and persuasive communicator for the system who articulates a vision and educates and energizes;
- A dynamic leader who can assemble a strong team and empower them to effectuate positive change in a highly regulated system;
- An innovative leader with the demonstrated ability to take strategic risks, develop deliberate and measureable goals, and translate them into action; and
- An entrepreneurial leader committed to diversifying funding streams in partnership with the Foundation for California Community Colleges by building external community relationships.

We are looking for an exceptional individual who can demonstrate the following qualities:

- Has addressed student success and access at all levels and the barriers students face in seeking to achieve their academic and career training goals;
- Has a sense of urgency for improvement and who has exhibited a collegial, transparent style that builds trust and encourages creativity;
- Has demonstrated resilience and flexibility in the face of unexpected constraints, has a proven ability to implement change and manage conflict, and who perseveres in the face of challenge;
- Has demonstrated commitment to student success at all levels and supports a collegial environment, values shared governance, and actively engages all constituents.

Experience

The ideal candidate for chancellor possesses the following experience:

- Has a track record as a strategic thinker who serves as a forceful advocate for students and actively engages external stakeholders;
- Has demonstrated experience with academic instruction including basics skills, transfer programs and career and technical workforce education;
- Has experience as a politically astute leader with a history of successful advocacy, including working with elected and appointed public officials including boards of trustees and the K-12 and higher education systems;
- Has experience gaining an understanding of the workforce development needs of business and industry and has effectively responded to their needs;
- Has a deep and demonstrated commitment to valuing and promoting diversity;
- Has a history of establishing robust community relationships and strategic partnerships with a broad range of organizations;
- Has a comprehensive understanding of accreditation issues;
- Has a successful track record of managing budgets and demonstrating excellent fiscal management;
- Has experience working with foundations to facilitate and promote effective resource development;
- Has worked and collaborated with stakeholders groups and has an understanding of California's model of participatory governance;
- Has demonstrated integrity and high standards and expectations and is a persuasive negotiator, facilitator, and collaborator; and
- Has the capacity to inspire others and possesses the exceptional communication skills to work effectively with the Board of Governors, college presidents, faculty, classified professionals, administrators, students and Chancellor's Office staff.

Minimum Qualifications

- An earned doctorate from a regionally accredited institution is highly preferred.

**For additional information, nominations or
confidential inquiries please contact:**

Narcisa Polonio, Ed.D.
Executive Vice President for Education, Research
and Board Leadership Services
narcisa_polonio@acct.org | (202) 276-1983

**To apply, please visit:
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The Board of Governors of the California Community Colleges is an equal opportunity employer – equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, or sexual orientation. It is expected that the successful candidate will further this commitment.

