

## Chancellor Profile - San Bernardino Community College District



### **District Overview**

The Board of Trustees invites nominations and applications for the position of Chancellor of San Bernardino Community College District (SBCCD).

The District serves 27,000 students through Crafton Hills College and San Bernardino Valley College. For nearly 100 years, the District has provided access to affordable, award-winning higher education and career training programs. The District's service area includes 22 cities and towns within San Bernardino County.

The District is committed to the economic development of the region, commonly referred to as the Inland Empire, to equitable access and completion through broad community partnerships, and has an intentional and collaborative strategic focus on student completion and program quality through such initiatives as Vision for Student Success, Guided Pathways and its own Free College Promise Program. There is a unified excitement among the District's constituencies of new opportunities, increasing momentum towards greater community collaboration to improve student achievement, and, under the proactive leadership of the new Chancellor, a greater energy and pride in the San Bernardino Community College District.

Located 60 miles inland from the coast of Southern California, San Bernardino County offers incredible outdoor recreation opportunities across mountain and desert destinations such as Lake Arrowhead, Joshua Tree National Park, and Big Bear Mountain. Los Angeles, San Diego, Palm Springs and Las Vegas, Nevada are easily accessible. The county is also home to the historic US. Route 66 and numerous cultural events and museums.

**The Chancellor of the San Bernardino Community College District will be an ethical and collaborative leader, transparent communicator, a trust builder serving as a strong advocate for the District in the region and state, and will address the following:**

### **Opportunities and Challenges:**

- The community is available and eager to support the District through stronger alliances.
- Expand entrepreneurial partnerships with business and industry to support the District as an engine of economic growth within the Inland Empire Region.

- Promote access and success for the District community, capitalizing on the opportunities presented by the Free College Promise program to engage and retain new students.
- Eliminate barriers to student success, create seamless employment and transfer opportunities, and align both colleges to best support students.
- Advance Career and Technical Education (CTE) programs and address current and future facility needs including developing and maintaining facilities.
- Ensure all academic and workforce programs are of the highest quality, conform with Guided Pathways and align with area secondary, post-secondary and employer requirements.
- Demonstrate and model a collaborative, transparent, and equity minded leadership style that creates a positive District climate for all stakeholders.
- Continue to expand the District's statewide leadership in environmental sustainability.
- Recruit, support, and develop faculty and staff committed to promoting and facilitating student success.
- Manage changes to state funding through prudent allocation of existing funds and development of new revenue sources.
- Lead the District's strategies to improve performance in order to meet the demands of the new California Student Centered Funding Formula.
- Establish efficient operating systems that capitalize on employee knowledge and skills and implement effective technologies that will improve operations and support to students and stakeholders.

### **Ideal Characteristics:**

#### **Leadership:**

- A partner with the Board of Trustees in achieving the Board's vision, mission, values and district wide strategic priorities.
- A visionary, proactive leader focused on student success and expanding the positive impact of the District in the Inland Empire region.
- An effective strategic thinker and planner focused on implementing models and strategies to achieve the Board's strategic goals.
- A Transformative leadership style centered on inclusive and pragmatic problem-solving.
- The driving force for unity across the District.
- A motivator who will actively lead and capitalize on the spirit of momentum evident throughout the District and community.
- A personable, accessible and accountable administrator who communicates transparently, builds trust and effectively collaborates with the Board, students, faculty, staff, administration and community.
- Creates systems that align operations across the two colleges, replaces silos with collaboration, clarifies employee roles, provides employee training and professional growth and holds everyone accountable to achieve the District's goals and performance targets.

- An experienced multi-college leader with an understanding of systems models designed to enhance organizational performance, increase operational efficiencies and leverage scarce resources to benefit student achievement.
- An honest, empathetic, and passionate leader capable of balancing competing interests and effectively communicating the basis upon which decisions are made.
- Open to internal critique, capable of leading in an environment of ambiguity and disruption, comfortable with being uncomfortable, a strong values system and who leads by example.

**Financial Management:**

- Understanding and supporting fiscally responsible decision-making models that are transparent, fair and equitable.
- Understands the importance of a strong image that generates community trust resulting in increased donations, grants and shared strategies that bring greater resources to the District.

**Equity, Advocacy and Partnerships:**

- A tireless ambassador and advocate for the District within the community and with government representatives.
- Equity-minded leader who cultivates the District's culture of embracing and advancing equity, diversity, educational justice, and inclusion.
- Provide visionary leadership with a focus on enhancing college teams across the District and community partnerships in order to advance the District's commitment to student success and community development.
- Understands the socioeconomic issues of the region and embraces the corresponding opportunities for equity, growth and community development.
- Serves as an active member of the District community.
- Respectful of the history and culture of the Colleges' and the District's communities.
- An experienced fundraiser able to increase giving and expand the resources of the District through grants and state and federal legislative initiatives.

**Student Centered:**

- The ability to lead and collaborate with the adoption of programs and technologies that capitalize on the changing higher education and job market landscapes to increase student success.
- A creative educator focused on the tenants of the San Bernardino County Cradle to Career Roadmap, building partnerships with area school districts, universities and community advocacy and support organizations, committed to full implementation of Pathways, Free College Promise Programs, Vision for Student Success, and other models that will improve student certificate and degree completion and meet the needs of area employers and colleges and universities.
- Intentionally includes student voice and student lived experiences in decision making processes.
- Values students' struggles and obstacles and develops strategies to address them.

**Skilled Communicator:**

- A commitment to listening to students, stakeholders, and community partners, and focused on the best interests of students at the forefront of decision-making.
- An effective communicator.
- Experienced in marketing to the community thereby increasing opportunities for public and private investments in the system.

**Minimum Qualifications:**

- A master's degree.
- Three years of Senior administrative experience.
- An earned doctorate from a regionally accredited institution is preferred.
- Experience in a multi-college district is preferred.

**How to Apply:**

This is a confidential search process. To ensure full consideration, application materials should be received no later than **April 16, 2020**. The position will remain open until filled.

To apply go to <http://www.acctsearches.org> and upload your documents.

Candidates will need to have the following information or materials available to complete the application:

1. A letter of application (not to exceed 5 pages) that succinctly addresses the opportunities and challenges identified in the Position Profile and demonstrates how the candidate's experience and professional qualifications prepare them to serve as the Chancellor of San Bernardino Community College District.
2. A current resume including an email address and cellular telephone number.
3. A list of eight references: example, two to three supervisors, two to three direct reports and two to three faculty and/or staff members from current and former institutions.

For additional information, nominations or confidential inquiries please contact:

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