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 who has demonstrated successful leadership and is passionate about our 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 January 30, 2023. The Board of Trustees is being assisted with this search by the Association of Community College Trustees. Their consultant, Dr. Pamila Fisher, can be contacted for nominations or confidential inquiries at pamilajfisher@gmail.com or 406.570.0516.

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. Has 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. Is committed to community college goals/objectives of being an equity-based and anti-racist institution, by providing quality programs and services for culturally, socio-economically, ethnically, and academically diverse students and students with disabilities; possesses personal qualities to work effectively and with sensitivity in a multicultural environment; awareness of and commitment to the needs of non-traditional and/or re-entry students with diverse abilities and interests;

   AND

   Must have evidence of responsiveness to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students, as these essential attributes are core to equity-minded practices.

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 in a post-COVID world,

2. Champions high quality innovative teaching and learning and student support services that lead to Student Success and higher completion rates for all students,

3. Demonstrates their support of diversity, equity, inclusion, and accessibility, and builds on existing and new successful DEIA initiatives,

4. Builds strong teams that are accountable and representative of the entire college community by eliminating silos within the administrative structure of the college,
5. Practices collaborative leadership, shared governance, and open and transparent decision-making that includes all constituent groups and creates a positive campus climate,

6. Understands enrollment management and will guide the college in the development and implementation of programs that address the diverse needs of current and prospective students that will lead to enrollment growth,

7. Possesses expert fiscal management skills and has the ability to generate new revenue from alternative sources that will lead to increased fiscal stability,

8. Is actively engaged in the external community and builds partnerships that contribute to a skilled workforce and the economic development and wellbeing of the community,

9. Advocates passionately and effectively for the College at the local, state, and national levels.

**IDEAL CHARACTERISTICS**

As an experienced and 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 and student support services
- Knowledgeable of strategies to achieve student equity
- Appreciative of Ohlone’s unique role and reputation for serving the deaf community
- Supportive of professional development for all employees

**Operational Knowledge**

- Skilled at representing and implementing Board policies, goals, and directives
- Fiscally experienced, accountable, and disciplined
- Comfortable in a collective bargaining environment
- Appreciates the challenges and opportunities of new facilities and technology
- Experienced in exemplary human resources practices
Decision-Making

- Forward-looking thinker
- Entrepreneurial approach
- Collaborative and inclusive
- Transparent and open
- Delegates appropriately
- Able to make timely decisions

Interpersonal Skills

- Excellent communicator and listener
- Respectful of all internal and external community members
- Capable of working with and unifying people with different perspectives
- Works as a team with the Board of Trustees
- Eager to become familiar with the college and community culture

Personal Attributes

- Visible, accessible, and approachable
- Ethical, fair and acts with integrity
- Compassionate, caring, honest, and sensitive
- Strong, courageous, and resilient
- Appropriate risk-taker
- Able to demonstrate a sense of humor when it is most needed

COMPENSATION/EOO 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.