

# **President of Fresno City College**

## **Position Announcement**

The following categories and descriptions reflect some of the current opportunities, issues, and challenges the next President of Fresno City College will be expected to manage and successfully lead:

### **1. Governance, Leadership, and Advocacy By:**

- Developing an increased level of confidence within the college and community regarding the stability and the future of the growth of the college;
- Improving communication on campus and in the community, being accessible, visible, and engendering trust and confidence in the office of the president;
- Advocating shared governance and promoting collegiality, staff cohesiveness, and respect among and between all the college's constituencies;
- Committing to professional development of faculty, staff, and administrators;
- Working to improve the image of the college across the community and throughout the state by promoting its excellence and accomplishments;
- Developing appropriate strategies to enhance the relationship between Fresno City College and its diverse service communities, secondary education, and higher education;
- Promoting the importance of a college campus as an educational and cultural center for the community, while understanding the college's role in building bridges and sustaining community support and involvement;
- Acting as an advocate for the college locally, districtwide, statewide, and nationally.

### **2. Instruction and Student Support Services By:**

- Meeting the needs and demands of a growing, changing student body that includes diverse communities;
- Promoting student enrollment by employing a comprehensive recruitment and retention strategy to meet the needs of a diverse student body and community;

- Advocating open access and student support programs needed for at risk students and implementing programs and strategies to improve student success;
- Building and strengthening cooperative partnerships with local high schools, businesses, and other institutions of higher education.

### **3. Human Resources By:**

- Demonstrating effective commitment to diversity and equal and equitable employment opportunity hiring;
- Continuing the assessment of recruiting and hiring faculty and staff in areas of greatest student needs and demands;
- Reviewing the college's organizational structure and staffing patterns to ensure effective hiring, retention, and employee evaluation;
- Improving labor relations with bargaining units based on knowledge and experience in collective bargaining and conflict resolution.

### **4. Planning, Facilities, and Finance By:**

- Providing leadership for meeting accreditation standards;
- Keeping institutional planning and research current and viable;
- Providing leadership in the continuing development of a strategic plan that drives the budget process, resource allocation, and program development;
- Demonstrating ability to initiate and lead new programs;
- Completing the campus facilities and the institution's infrastructure to facilitate current and projected student growth;
- Improving and modernizing the technological infrastructure for student learning and academic and administrative computing;
- Protecting and expanding the college's fiscal resources by maintaining a prudent financial management system;
- Aggressively advocating for district, state, and federal funding, while creatively pursuing alternative resource development strategies and activities;

- Assuming a leadership role in the economic development of the college and community by expanding partnerships with business, government, secondary and higher education;

### **Other Duties and Responsibilities**

In addition, the President is also responsible for:

- Performance of the duties as assigned by the Chancellor;
- Assuming the leadership of the college, taking into account its existing institution and community cultures, including shared governance and collective bargaining;
- Oversight of a comprehensive facilities and ongoing bond related construction program;
- Allocating and managing human, technological, fiscal, and physical resources;
- Administering a variety of teaching and learning methodologies, (both traditional and nontraditional), administrative services, and student support services programs;
- Creating a culture of shared responsibility for the success of the college;
- Establishing and expanding effective communication strategies to enhance the success of the organization;
- Using and supporting technology as both a strategy and tool to enhance institutional excellence;
- Serving as the college's representative on the Chancellor's cabinet.

### **Minimum Qualifications**

- A Master's Degree or equivalent degree from an accredited college, university, or a California credential authorizing administrative service at the community college level. The required degree must be completed at the time of filing an application.
- Three (3) or more years of successful full-time experience in administrative positions in higher education at a level with significant decision-making responsibilities and or comparable business and industry experience.

- A demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students.
- **Preferred Qualifications**
- An earned doctorate or other terminal degree preferred
- Five (5) or more years of successful administrative experience in higher education at a level with significant decision making responsibilities

### **Personal characteristics**

The ideal candidate will be:

- A visionary with a capacity to make a difference and who is not risk-averse;
- Trustworthy and noted for integrity, honesty, and personal and professional interactions;
- Hospitable and courageous;
- Intellectually curious;
- Self-assured, decisive, patient, and possesses a strong sense of humor
- A role model for students, staff, and community.

### **Professional Skills and Competence**

The ideal candidate will demonstrate the following:

- A commitment to a student-focused teaching and learning environment;
- Ability to manage a budget and expand fiscal resources to enhance institutional effectiveness and excellence;
- Strong communication skills;
- Expertise in strategic planning, and providing internal and external leadership;
- A commitment to personal and employee accountability;
- An understanding of and commitment to the principles of academic freedom, academic standards, and shared governance;

- Experience in building collegiality among all campus constituencies;
- Success initiating and leading new programs;
- Understand the major issues and trends affecting California community colleges;
- Evidence of ability to work with bond development and management of funds;
- Experience in the oversight of enrollment management;
- Knowledge of vocational technology, training and job oriented skills.

## **General requirements**

### **Health**

A medical certificate indicating fitness to engage in administrative work is required and is at the District's expense, after the conditional offer of employment.

### **Application and Filing Process**

For consideration in the selection process, all interested candidates must submit the following by 5:00 p.m. on Friday, January 29, 2016 by using the State Center Community College District Online System and click here:

People admin website

- **Letter of interest, no more than five (5) pages, which addresses the responsibilities and preferred qualifications as detailed in the announcement;**
- **A current resumé of professional work experience, educational background, and all other pertinent information;**
- **A list of names, home and business telephone numbers and email addresses of eight references: three supervisors, two direct reports and three faculty members from current or former institutions.**