



PRESIDENT  
SEARCH



## Call for Applications and Nominations

Rancho Santiago Community College District • 2323 N. Broadway • Santa Ana, CA 92706

### RSCCD Board of Trustees:

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## COLLEGE OVERVIEW

### SANTA ANA COLLEGE (SAC)

Since our founding in 1915, we haven't just been in Santa Ana; we are Santa Ana. Our college is woven into the fabric of our community, through the programs and services we provide to our neighbors, through the students we're preparing to lead the workforce and through the faculty and staff who proudly call it home. We love this vibrant city, from our rich history to our diverse neighborhoods and thriving urban center, and we're dedicated to helping it grow and thrive.

Santa Ana College (SAC) serving 35,000 students annually, is one of two colleges, in the Rancho Santiago Community College District. It stands as one of the oldest community colleges in California, having served the state for over 100 years. Overall, the College has 273 degree and certificate credit programs from which students can choose in addition to the non-credit programs at the School of Continuing Education. A comprehensive institution, Santa Ana College offers a wide array of associate degrees, transfer pathways, and career-technical certifications that provide students extensive economic opportunities inside the District and beyond. SAC is also one of only 15 community colleges in California to offer students a bachelor's degree in Occupational Therapy. Industries that graduates are involved in after credential completion include Digital Media, Manufacturing, Information and Computing, and Healthcare Services, among many others that drive the community's economy.

The College is nationally ranked as one of the country's top two-year institutions, which awards degrees and certificates to Latinx and Asian students, and continually works to provide equitable and affordable educational opportunities for the community and the District. Located just 30 miles southeast of Los Angeles, Santa Ana is home to several distinct neighborhoods that offer residents exciting chances to explore a variety of cultures through food, art, and business.



SAC's mission is to inspire, transform, and empower a diverse student body to help foster a more equitable economy in the region. In total, the College generates substantial benefits for Santa Ana's businesses and general community, accounting for student, operations and construction spending, and continues to succeed in bridging educational and economic prospects for a region of nearly 350,000 constituents.

## MISSION STATEMENT

The mission of Santa Ana College is to be a leader and partner in meeting the intellectual, cultural, technological, workforce and economic development needs of our diverse community. Santa Ana College prepares students for transfer, employment, careers and lifelong intellectual pursuit in a dynamic learning environment.

## PRESIDENT, SANTA ANA COLLEGE

Santa Ana College is seeking a highly visible, visionary, innovative leader, who is willing to make a long-term commitment to the College, will be invested in the college and community, and through genuine communication serve as a strong advocate for the diverse student population.

## CHALLENGES AND OPPORTUNITIES

1. Promote the College's mission to inspire and transform the lives of students.
2. Continue to strengthen the long-established history of the campus as a pillar of the community which values equity, diversity and inclusion for all and advances opportunities for underserved students and is abreast with State Chancellor's diversity initiatives.
3. Elevate accountability, increase transparency, and focus on engaging all constituents in decision-making.
4. Develop substantive external partnerships that lead to significant investment in the College and its student population.
5. Engage the College, the community and its partners, to develop strategies to increase enrollment and enhance the College's visibility throughout the service area.
6. Demonstrate evidence of strong financial leadership and increase resources.
7. Willingness to partner with faculty to develop responsive educational programs that are relevant and meet the needs of the changing community and today's workforce.
8. Increase adaptability and responsiveness throughout the College, and demonstrate a willingness to implement change, so both students and employees are better prepared for the challenging environment and implement effective distance learning programs.

## IDEAL CHARACTERISTICS

1. Demonstrated evidence in being an approachable, equity-minded and community-driven leader who is student centered, empowers a diverse student population, and embraces diversity and inclusion initiatives.

2. Experience in collaboration and participatory governance with a diverse population of students, personnel, and community members to achieve consensus on educational and economic goals.
3. Possesses a strategic and innovative vision of how the College can increase enrollment, improve student retention; ensure the completion of programs and degrees.
4. A leader who supports the building of a diverse student community through campus-wide activities that result in a positive learning environment and opportunities for student leadership.
5. Commitment to providing a fair and equitable environment for all employees.
6. Experience in prioritizing and leading the implementation of college-wide technology infrastructure, overseeing construction of new facilities and compliance with bond requirements.
7. Evidence of strong financial acumen and a successful track record of balancing the budget.
8. Experience developing public and private partnerships and serving as an astute advocate on a local and legislative level.
9. Demonstrated experience and a commitment to professional development opportunities for all employees.
10. Understands and supports SAC's Guided Pathways initiative, and explores the relationship with non-credit/CTE, child development programs and public safety academies to increase student success.
11. Focus on transparency, accountability and open communication in decision-making processes that will promote faculty, staff and student buy-in.
12. Demonstrates experience in the collective bargaining process and a deep commitment to the development of a collaborative, collegial relationship with faculty, staff, and employee group leaders.
13. A decisive transformational leader, with a high level of integrity, who builds trust and develops relationships to facilitate the empowerment of employees.
14. Experience in leading the accreditation process.

## GENERAL RESPONSIBILITIES

The President serves as the chief executive officer of the campus with overall responsibility to the Chancellor for all aspects of the leadership, planning, funding, staffing, facilities, and delivery of all educational programs and institutional services in the Santa Ana service area, personnel services and employer-employee relations, student services and activities, student performance and conduct in the service area. Responsible for the safety, security and preservation of human and fiscal resources. Recommends and executes Board policy, rules and regulations of the district, and performs other duties as assigned by the Chancellor.

## QUALIFICATIONS

**Minimum Qualifications:** The position requires a master's degree from an accredited institution, demonstrated sensitivity to and understanding of the diverse academic, socio-economic, cultural, disability and ethnic backgrounds of community college students, and substantial and current administrative experience in higher education.

**Desired Qualifications:** A doctorate degree from a regionally accredited institution with experience as a faculty member and senior-level administrator in a community college and/or other accredited, post-secondary institution.

**Required Skills:** Ability to plan, organize and provide leadership for all aspects of the College's programs and services. Serve as an advocate for the College and District at the local, state and national levels.

## HOW TO APPLY

This is a confidential search process. To ensure full consideration, application materials should be received no later than January 25, 2021. The position will remain open until filled.

To apply go to [www.acctsearches.org](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 President of Santa Ana College, RSCCD.
2. A current resumé including an e-mail 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:

**Jose Leyba, Ed.D.**, ACCT Search Consultant  
 leyba.jose@gmail.com, (480) 620-2480 (mobile)

## HIRING PROCESS TIMELINE

The position is open until filled. It is anticipated that screening activities will be conducted as follows:

- **Screening Begins: February 2021**
- **Initial Interviews: March 2021**
- **Final Interviews: April 2021**
- **New President Assumes Office: July 1, 2021**

All inquiries, nominations and applications will be held in strict confidence. Travel reimbursement is available to those meeting established district criteria.





## ABOUT RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT

Rancho Santiago Community College District (RSCCD) is one of the most established districts in the state and has been in operation for nearly 50 years. The District, encompassing a service area of several major communities, including Santa Ana, Orange, and Anaheim Hills, has a population of over 700,000 residents, representing approximately 25 percent of Orange County's total area. A bond measure approved in 2012 allocated \$198 million to the District in the effort to renovate and construct several facilities, particularly for Santa Ana College, including the campus' Johnson Student Center. Analyzing its impact on the total District economy in early 2020, RSCCD found that its complete operations spending for the previous year amounted to \$276 million, translating to the support of nearly 3,100 jobs in the area.

What the District provides students every year is the ability to enhance their personal and professional lives in innumerable ways. In 2018 alone, the District awarded 4,500 associate degrees and 11,500 certifications to students across its two colleges. RSCCD also worked with 3,500 students in the same year to achieve transfer credits to the University of California and California State University systems through successful pathways programming. RSCCD's three (3) auxiliary Foundations are actively involved in supporting both community and campus programs.

RSCCD is committed to the concept and principles of staff diversity and equal employment opportunity by prohibiting discrimination based on ethnic group identification, national origin, religion, age, sex, race, color, ancestry, sexual orientation, physical or mental disability, gender identity, medical condition (cancer-related or genetic characteristics), marital status, citizenship, or service in the uniformed services, or on the basis of these perceived characteristics or based on association with a person or group with one or more of these actual or perceived characteristics. Applications from all persons interested in the position are encouraged.

