



**Santiago Canyon College**



**PRESIDENT  
SEARCH**



# Call for Applications and Nominations

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

**RSCCD Board of Trustees:**

Dr. Tina Arias Miller • David Crockett • John R. Hanna • Zeke Hernandez • Lawrence "Larry" R. Labrado • Sal Tinajero • Phillip Yarbrough • Ryan Foley, Student Trustee  
CHANCELLOR: Marvin Martinez





## PRESIDENT, SANTIAGO CANYON COLLEGE

Santiago Canyon College is seeking a visionary leader who is empathetic and equity-minded who will build upon a strong tradition of collaboration in pursuit of student success. The new President will serve as a tireless advocate, make a long-term commitment to the College and develop a blueprint to strategically grow the college and programs to best serve the needs of the community.

### CHALLENGES AND OPPORTUNITIES

1. Provide forward-thinking leadership and develop innovative ways to recruit, retain and support students, taking into account the current challenges posed by the COVID-19 pandemic.
2. Further promote and foster diversity, equity and inclusion at all levels throughout the College and advocate on behalf of the diverse student population.
3. Align academic majors and professional certifications to serve the needs of the community and local employers.
4. Advocate for fair, equitable and transparent allocation of District resources and enhance the strong brand identity for SCC.
5. Transform program delivery, degree and certificate offerings, technological access, and student services to help all students at the College achieve their goals.
6. Thoroughly assess and strengthen SCC's tradition of close and collegial collaboration across faculty, classified professionals, and administrators by empowering all employees in striving to effectively serve students.
7. Foster a welcoming, inclusive environment for students, particularly while some students are receiving significant online instruction.
8. Serve as a visible leader on campus and in the community, become deeply vested in the long-term interests of the College and highlight the value of SCC throughout the community.
9. Continue to build upon collegial consultation processes and maintain honest and open dialogues and relationships with faculty, classified professionals and students.

### IDEAL CHARACTERISTICS

1. Evidence of collaborative, empathetic, approachable, honest, and energizing leadership, ready to move the College forward through shared implementation of strategic plans including enrollment management, facilities, technology and other related plans.
2. Highly effective and transparent communicator with strong interpersonal skills that prioritizes openness and transparency in decision-making.

## COLLEGE OVERVIEW

### SANTIAGO CANYON COLLEGE (SCC)

Santiago Canyon College (SCC) is one of two colleges in the Rancho Santiago Community College District and serves approximately 16,000 students annually. A dynamic, award-winning institution located in Southern California, SCC offers 221 degree and certificate programs (including 28 associate degrees for transfer). The college has been ranked among the "50 Best Community Colleges" in the U.S. by College Choice, recognized multiple times by The Chronicle of Higher Education as one of "The Great Colleges to Work For", and boasts award-winning, dedicated faculty, high-quality and student-centered education, and an excellent university transfer rate supported by transfer guarantee programs.

Santiago Canyon College is located in Orange County, approximately 40 miles southeast of Los Angeles. The picturesque region draws visitors from across the country, and is home to multiple national entertainment venues, scenic parks and beaches, cultural opportunities at museums and performing arts centers, and the historic district of Old Towne Orange.

## MISSION STATEMENT

Santiago Canyon College is an innovative learning community dedicated to intellectual and personal growth. Our purpose is to foster student success and to help students achieve these core outcomes: to learn, to act, to communicate and to think critically. We are committed to maintaining standards of excellence and providing the following to our diverse community: courses, certificates, and degrees that are accessible, applicable and engaging.



3. Demonstrated abilities of a strong understanding of diversity, equity and inclusion, and their importance to the success of the College.
4. Demonstrated experience in crisis management leadership and an ability to successfully lead the College through the current pandemic and other crises with compassion, guided by the best interests of students, faculty, and classified professionals.
5. An experienced fundraiser who has developed multiple revenue streams to support the campus and community at large.
6. Provide evidence of building effective community outreach and industry connectivity, and facilitate strategic engagements to expand partnerships that align with career education programs.
7. Track record of respecting faculty and campus professionals, and dedicating institutional resources to professional development.
8. Demonstrated experience of successfully implementing a Guided Pathways framework.
9. Decisive leader capable of working effectively and respectfully with all constituents to advance student success.
10. Critical thinker who will support the implementation of innovative approaches that foster enrollment, and promote degree and certificate programs aligned with student and community needs.
11. Strong experience analyzing and supporting academic and, workforce, credit and non-credit programs, and making strategic decisions in partnership with faculty to best move our institution forward.
12. A student-centered leader who is visible within the campus community, interacts with students to understand their needs, and solicits, listens to, and incorporates the student voice.
13. Demonstrated experience working with collective bargaining units and knowledge of collective bargaining agreements.

## 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 Orange 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 October 31, 2022. The position will remain open until filled.

To apply go to [www.neogov.com](http://www.neogov.com) 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 Santiago Canyon 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:

**Cheng Yu Hou**, Vice Chancellor, People & Culture  
 Hou\_Chengyu@rscdd.edu, (714) 480-7489.

## HIRING PROCESS TIMELINE

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

- **Screening Begins: November 1, 2022**
- **Interviews: December 2022**
- **New President Assumes Office: January 2023**

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. Located in the heart of Orange County, it is one of the largest of California's 72 community college districts, based on the number of credit and non-credit students. RSCCD encompasses 25 percent of Orange County's total area, and serves a population of more than 700,000 residents in the communities of Anaheim Hills, Orange, Santa Ana, Villa Park and portions of Anaheim, Costa Mesa, Irvine, Fountain Valley, Garden Grove, Tustin and Yorba Linda. The District includes Santiago Canyon College and Santa Ana College, as well as the Centennial and Orange Continuing Education Centers, the Digital Media Center, Joint Powers Fire Training Center, the Orange County Sheriff's Regional Training Academy, the College and Workforce Preparation Center, and the District Operations Center. 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.

