Call for Applications and Nominations

Rancho Santiago Community College District • 2323 N. Broadway • Santa Ana, CA 92706
A SNAPSHOT OF THE COLLEGE
SANTA ANA COLLEGE (SAC)

In 1915, Santa Ana Junior College opened its doors to 29 students as an upper division branch of Santa Ana High School. It was the second junior college founded in Orange County, after Fullerton College, and the sixth oldest in all of California.

Santa Ana College (SAC) is known for its academic programs as well as top-ranked student services. Students can enroll for full semester, mini-semester (GR8 Weeks), weekend and online classes. A wide variety of courses are available in business, math and sciences, arts and humanities, and career and vocational education. SAC offers over 300 subjects leading to the associate degree in science or arts or vocational certificate of competency. In 2015, SAC was selected as one of 12 California community colleges to offer bachelor’s degrees. In fall 2017, SAC will welcome its first students to the bachelor’s degree program in occupational studies.

For the past 15 consecutive years, Santa Ana College has been recognized by Community College Week as one of the top associate degree producers nationally for minority students. In 2015, the college was ranked 20th among the top 100 associate degree producers for “total minority” students in the nation.

MISSION STATEMENT

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

PRESIDENT, SANTA ANA COLLEGE

On the occasion of its centennial year, Santa Ana College seeks an exceptional leader who possesses the vision and deep commitment necessary to guide the college to greater levels of student access and success as it begins its second century of serving the educational needs of the surrounding community. The President leads the college by advancing students toward attainment of their educational and career readiness goals and by effectively mobilizing instructional and support resources to improve student achievement and outcomes. The successful candidate will possess the following experience, characteristics and qualities:

• Demonstrated strategic ability to plan for change in ways that ensure broad buy-in and action that, in turn, significantly improve student access and success;
• Demonstrated success in building an effective and cohesive leadership team;
• Demonstrated passion for serving community college students and an understanding of the sense of urgency required to foster equity in both access and student success;
• Demonstrated results-oriented approach that focuses on student outcomes and aligning plans and implementation efforts to measurable goals;
• Demonstrated strength of character as exemplified by behavioral integrity and ethical decision making;
• Demonstrated ability to engage with and earn the trust of internal and external stakeholders;
• Demonstrated ability to effectively communicate to stakeholders, among other things, the college goals and strategic objectives to advance student access and success;
• Demonstrated experience with fiscal processes, including securing sufficient resources to adequately fund college operations and ensuring adequate controls to prevent fiscal mismanagement;
• Demonstrated experience in the planning, construction and effective utilization of college facilities;
• Demonstrated entrepreneurial abilities with a track record as a successful fundraiser; and
• Demonstrated experience in engaging with external partners and developing joint programs or partnerships to leverage resources to reach underserved populations and achieve greater levels of student success.

QUALIFICATIONS

• Minimum Qualifications: Must possess a minimum of an earned master's degree and possess substantial and current administrative experience in higher education or other related fields. An earned doctorate is desirable.
• Candidates must possess the following required skills:
  - Ability to plan, organize, articulate and evaluate plans and opportunities for all programs, personnel activities, facilities, and services; to resolve conflicts; provide leadership and build consensus at the local, state, and national levels; to solve problems, analyze and apply laws, policies, regulations, and pending legislation affecting the campus and the district, including the California Education Code and Title 5 regulations.

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.

COMPENSATION AND BENEFITS

The annual salary is $172,058 – $216,633. Benefits include a medical/dental plan and life insurance, plus an additional $549 a month toward a tax-sheltered annuity and/or a deferred compensation plan. One paid sick day and one-fourth vacation days are earned per month. Employee payroll deductions include Public Employees Retirement or State Teachers’ Retirement Systems.

HOW TO APPLY

If you are interested in applying for this position, please click on this link: www.rsccd.edu/SACPresident

Applications and nominations are solicited.

• To be considered for this position, an applicant must submit, in electronic form, a letter of application, preferably five pages or less addressing the responsibilities of the position.
and citing specific examples from his/her background and experience that demonstrate the knowledge and expertise necessary for this position. The letter of application should describe the extent to which the applicant’s experiences, characteristics and qualities match those sought for this position. In addition, applicants must submit a current résumé including the names, home and cell phone numbers of eight references, including two supervisors, two subordinates (including one support staff member), two faculty and two community members. It is preferred that the references be from current and former institutions. References will only be contacted for finalists and with the candidate’s permission.

• Nominations should include the full name and address of the proposed candidate and other pertinent information that may be known by the nominator.

• All application materials must be submitted electronically through the employment section on the RSCCD website: www.rsccd.edu

HIRING PROCESS TIMELINE

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

• Mid-March, 2016: Screening begins
• April 2016: Initial Interviews
• May 2016: Final Interviews with Chancellor Raúl Rodríguez
• July 1, 2016: New President Assumes Office

For confidential inquiries about the position, please contact:
Community College Search Services
Dr. James Walker
Phone: (805) 279-0009
Email: walkerjw@sbcglobal.net

All inquiries, nominations and applications will be held in strict confidence.

Travel reimbursement is available to those meeting established district criteria.

Applications from all persons interested in the position are encouraged.
ABOUT RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT

Rancho Santiago Community College District (RSCCD), one of four community college districts in Orange County, California, offers associate degrees, vocational certificates, and adult education programs through its two colleges: Santa Ana College in Santa Ana and Santiago Canyon College in Orange. Both colleges provide education for academic transfer and careers, courses for personal and professional development, and customized training for business and industry. RSCCD, one of the largest of California’s 72 community college districts, serves the communities of Santa Ana, Garden Grove, Anaheim Hills, Tustin, Orange, Villa Park and portions of Irvine and Tustin. RSCCD is one of the largest employers in the region with 3,731 full- and part-time employees.

RSCCD is committed to the concept and principles of staff diversity and equal employment opportunity by prohibiting discrimination based on national origin, religion, age, gender, gender identity, gender expression, race or ethnicity, color, medical condition, genetic information, ancestry, sexual orientation, marital status, physical or mental disability, pregnancy, or military and veteran status, or because he or she is perceived to have one or more of the foregoing characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics.

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT BOARD OF TRUSTEES:
Claudia C. Alvarez, President • John R. Hanna, Vice President • Nelida Mendoza Yanez, Clerk • Arianna P. Barrios • Lawrence R. “Larry” Labrado • Jose Solorio • Phillip E. Yarbrough • Raquel Manriquez, Student Trustee

CHANCELLOR:
Raúl Rodríguez, Ph.D.