

Chancellor
Rancho Santiago Community College District

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Posted Jan. 30, 2019, removed May 31, 2019

Job Title	Chancellor
Department	Executive
Institution	Rancho Santiago Community College District Santa Ana, California
Date Posted	Jan. 30, 2019
Application Deadline	Open until filled
Position Start Date	Available immediately
Job Categories	President/Provost/Chancellor
Academic Field(s)	Administration - Executive
Apply Online Here	http://apptrkr.com/1379882

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Job Description

Chancellor

Rancho Santiago Community College District is seeking an exceptional leader who is responsible for overseeing all functions, programs, services and operations of the District's two Colleges, Santa Ana College and Santiago Canyon College in accordance with federal and state regulations and policies adopted by the District's seven-member Board of Trustees.

The Chancellor provides executive direction and leadership to the District's academic and classified administrators and staff in all areas of administration, instruction, student services, and other support services. The Chancellor has a primary leadership role for accreditation, ensuring that the District and Colleges meet or exceed eligibility requirements, accreditation standards, and commission policies at all times. The Chancellor assumes overall responsibility for the fiscal health and prudent operation of the District. The Chancellor ensures that the District and its Colleges continually improve to meet the diverse and changing needs of students and are actively engaged in outreach to community

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stakeholders.

The Chancellor fosters a culture of collaboration, mutual respect, innovation, and continuous improvement throughout the District; leads by example; actively participates in and supports Districtwide participatory governance components, activities, and other collaborative processes; encourages professional excellence among the staff and promotes an organizational culture of customer service, innovation, and quality services.

REPRESENTATIVE DUTIES AND RESPONSIBILITIES:

The Chancellor of Rancho Santiago Community College District ("District") is responsible for overseeing all functions, programs, services, and operations of the District's two Colleges; Santa Ana College and Santiago Canyon College ("Colleges"), in accordance with federal and state regulations and policies adopted by the District's seven-member Board of Trustees ("Board").

The Chancellor provides executive direction and leadership to the District's academic and classified administrators and staff in all areas of administration, instruction, student services and other support services. The Chancellor has a primary leadership role for accreditation, ensuring that the District and Colleges meet or exceed eligibility requirements, accreditation standards, and commission policies at all times. The Chancellor assumes overall responsibility for the fiscal health and prudent operation of the District. The Chancellor ensures that the District and its Colleges continually improve to meet the diverse and changing needs of students and are actively engaged in outreach to community stakeholders.

The Chancellor fosters a culture of collaboration, mutual respect, innovation, and continuous improvement throughout the District; leads by example; actively participates in and supports Districtwide participatory governance components, activities, and other collaborative processes; encourages professional excellence among the staff and promotes an organizational culture of customer service, innovation, and quality services.

MINIMUM QUALIFICATIONS:

A Master's degree from an accredited institution.

At least eight (8) years of recent educational administrative and/or management experience which includes responsibility for decision-making, supervision, and policy recommendations in any combination of finance, educational planning, student services, or human resources management.

Demonstrated sensitivity in working with people of diverse racial, ethnic, disability, and socioeconomic backgrounds.

Demonstrated record of community service.

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DESIRABLE QUALIFICATIONS:

An earned doctorate from an accredited institution.

At least five (5) years of community college senior administrative experience with demonstrated success in a college environment dealing with a variety of issues from academic affairs (including non-credit), student affairs, financial management, faculty and staff relations, facilities development, and strategic planning.

Experience in a multi-college district in a diverse community.

Faculty experience in higher education, most preferably in a public community college.

IDEAL CHARACTERISTICS:

PERSONAL

Exhibits a relentless commitment to student success.

Provides an untiring focus on issues of diversity, equity, and inclusion as they relate to the success of students, employees, and the communities the District serves.

Demonstrates the courage to tackle difficult issues yet maintains the diplomacy and tact to ensure effective relationships with all constituent groups are maintained.

Exhibits effective, creative problem-solving skills and is able to identify and resolve problems in a timely manner.

Is a proactive leader, able to effectively identify and resolve crises and other challenges in a timely manner, and then manage related communication with all district personnel, the Board, and the public.

Is an innovative and creative leader who is willing to take appropriate risks to improve student success.

Instills a climate of trust, collegiality and mutual respect.

Is honest, ethical and leads with personal and institutional integrity.

Inspires confidence in one's leadership. Develops relationships with all constituent groups in the district so they understand the Chancellor can be trusted to help them with issues that remain unresolved at the college level.

Possesses a positive attitude and an enthusiasm for the goals of the institution, which then becomes an example to others.

Respects institutional traditions and values yet seizes meaningful opportunities for growth.

Speaks effectively, actively listens, and takes multiple perspectives into consideration. Engages with people from all constituent groups in an authentic and meaningful way.

Possesses well-developed interpersonal skills to be actively engaged in the needs of the two colleges and the communities the District serves.

EDUCATIONAL LEADERSHIP:

Demonstrates both an authentic approach to leadership and an ability to achieve institutional accomplishments. Brings critical information to the dialogue and values the contribution of all individuals and constituent groups. Understands the philosophy and practices that are the foundations

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of AB 1725 (1988).

Possesses and uses fiscal expertise and resource management experience, data-driven decision making, and student-centered planning, particularly as they will be focused on guiding the District's transition to the student-centered funding formula of the California Community Colleges. Makes decisions in a fair and consistent manner and is able to communicate the reasons for such decisions in a manner that is clearly understood by all constituent groups.

Demonstrates the fiscal acumen to effectively promote, implement, and manage external resource development, including campaigns to successfully pass capital bond measures.

Understands, supports, and implements a decentralized leadership approach between the colleges and the District, while striking an effective balance between setting a common direction and providing the colleges' opportunities to cultivate and maintain their respective identities.

Is an effective team builder, exhibiting an ability to motivate others for the work to be done and to perform at their best. Leadership style characterized by enthusiasm, confidence, vitality, and good-natured humor.

Committed to data-informed decisions to address movement toward becoming a true student-centered institution. At times involving strategic risks to address student achievement equity gaps between and within specific student populations. Fosters collaboration between the District and the colleges to ensure that significant progress is made to improve access, learning, progress, and completion for all student groups. Uses effective communication strategies to establish urgency about the benefits of changes that must be made to increase and improve student completion in all areas and programs. Has the courage and perseverance to address challenges and confrontations. Whether in pursuit of the vision and goals of the District or in utilizing resources to do so is deliberate in the assessment of conflicting perspectives and can bring divergent perspectives to consensus and the successful resolution of conflict. Has the ability to make a tough decision in a timely way.

Communicates with and actively listens to all constituent groups to foster a shared District-wide vision, cultivates relationships that lead to effective collaborations between segments of the District, and takes direction that respects the distinctive history and current characteristics of both colleges.

Demonstrates successful experience in developing long-range planning that frames the District-wide budget process, resource allocation, and education and facilities master planning.

Possesses experience in leading and managing the resources of a complex organization such that a propensity for success in a multi-college district setting is easily accomplished.

Has an ability to understand the complex California community college policy, legal, regulatory, collective bargaining environment (internal, state and federal), and has relevant institutional management experience in navigating such issues.

Exhibits knowledge of and commitment to national and statewide initiatives (College Promise, Strong Workforce Programs, Guided Pathways, Online Education Initiative, Adult Education, Zero Textbook Cost Degree Initiative) and how each supports the state's "Vision for Success" and the impacts they have on the Colleges' ability to apply them to meet the needs of the district's student population.

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Committed to technology in education.

BOARD LEADERSHIP AND DEVELOPMENT:

Possesses the ability to establish a strong and trusting partnership with the Board of Trustees and create a culture of mutual respect and open communication.

Takes direction from the Board in policy matters, understands the Chancellor's role within the authority structure and engages with leadership in a creative, innovative, and respectful way.

Understands the nuances of communication with the Board. Demonstrates the ability to effectively communicate with the Board so that the Board is informed about potential problem issues ahead of time.

Communicates with each Board member in the most effective manner so that the Board members' respective area needs are understood and addressed.

Engages in thoughtful and energetic discussions with the Board. Demonstrates the courage necessary to be honest and forthright with the Board, respectfully disagreeing with them on issues but able to lead the Board toward a common vision or goal.

Demonstrates the political acumen necessary to be supportive of Board members when attending meetings or events in the community.

Has the ability to assist the Board in understanding and strengthening its policy-making responsibility, including its role in the Accreditation process.

Provides leadership and expertise to assist the Board in annual goal-setting, professional development, and self-evaluation.

EDUCATIONAL LEADERSHIP IN THE COMMUNITY:

As part of a team of District and College-level leaders, is successful in cultivating and maintaining external relationships. This includes addressing advocacy for and community support of the institution as well as external resource development through the work of the Foundation, pursuit of grant funding and functional partnerships in the community.

Cultivates and maintains ongoing partnerships with business, industry, government agencies, community-based and local service organizations, and other educational institutions.

Uses effective relationship with regional, state, and national educational and policy leaders to advance the vision and goals of the District.

Provides entrepreneurial leadership on behalf of RSCCD by inspiring community leaders and organizations to support and participate in District and College programs and services.

HOW TO APPLY

If you are interested in applying for the Chancellor position, please visit
[url=http://apptrkr.com/1379882]https://www.rscdd.edu/chancellorsearch/

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To be considered for this position, an applicant must:

1. Complete an electronic application form.
 2. Submit letter of application of no more than five pages that highlights their knowledge, experience, characteristics and qualities for the Chancellor position.
 3. Submit a current resume including the names, home and cell phone numbers of eight references, including 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.
- All application materials must be submitted electronically through the RSCCD website.

Please upload the following application materials in the appropriate boxes with your online application:

Resume (Required)

Letter of application, preferably five pages or less (Required)

All application materials must be submitted electronically through the RSCCD employment website.

Contact Information

Please reference Academickeys in your cover letter when applying for or inquiring about this job announcement.

Contact

Executive

Rancho Santiago Community College District

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