

Dean
San Diego Community College District

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Posted Jul. 11, 2024, set to expire Aug. 23, 2024

Job Title	Dean
Department	Student Equity
Institution	San Diego Community College District San Diego, California
Date Posted	Jul. 11, 2024
Application Deadline	08/23/2024
Position Start Date	Available immediately
Job Categories	Dean
Academic Field(s)	Administration - Other Administration - Student Affairs
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Job Description	

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Dean

San Diego Community College District

Closing Date: 8/23/2024

Position Number: 00120548

Location: San Diego City College

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Position Type: Academic

The Position:

Posting Details (Default Section)

Closing Date: 08/23/2024 Open Until Filled No Classification Title Dean Working Title Dean of Inclusion, Diversity, Equity, Anti-Racism, Accessibility, and Social Justice (IDEAAS) Recruitment Limits Location San Diego City College Pay Information Range 6 (\$10,725.84- \$17,471.26) per month based on the 2024 Management Salary Schedule.

New employees -Initial salary placement is commensurate with related experience. Promoted or transferred employees will be placed as specified in the CBA and is non-negotiable. The District offers a comprehensive fringe benefit package including employer paid: medical, dental, and vision plans; sick and vacation leave; and opportunities for professional development. Initial Salary Placement, Promoted or transferred employees will be placed as specified in the Management Employees Handbook and is non-negotiable.

This position is FLSA Exempt and may not accrue overtime. A temporary probationary period will be applied to the employee entering this assignment. The SDCCD Employment Web Page provides a link to employee collective bargaining agreements and handbooks, and more information about terms and conditions of employment to include salary and benefits. Position Equivalent FTE: 1.0 FTE Job Duration 12 Months Position Number: 00120548 FLSA Status Exempt (does not accrue overtime) Bargaining Unit Management Range 6 Position Type Academic Department Student Equity The Position Under the direction of the President, the Dean of Inclusion, Diversity, Equity, Anti-Racism, Accessibility, and Social Justice (IDEAAS) will provide leadership for the college's student success and equity initiatives, including those outlined in the Student Equity Plan. The Dean will provide administrative oversight and direction to: (a) IDEAAS Council and its programming entities such as the Diversity Committee, Social Justice Conference, Visual Audio Monologue Performance (VAMP), and the World Cultures program, (b) campus-wide efforts related to the College's designation as a Hispanic-Serving Institution (HSI) such as the Title V HSI and Title III HSI STEM Department of Education Grants, institution-wide Professional Learning initiatives, and (d) Library, the Dean leads the College in development, planning, and strategy implementation to create a culture for IDEAAS; helps to create a futures-thinking focus, and the creation of just, equitable, and sustainable futures; and actively engages students, faculty, and staff to further behaviors, attitudes, and policies that support an IDEAAS college environment. The Dean of IDEAAS is supported by other campus leaders who also have related responsibilities for IDEAAS.

Incumbents in this classification:

Plan, organize, coordinate, manage and evaluate an assigned instructional and non-instructional

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support program in accordance with legal requirements, District policies and sound instructional/guidance principles and practices.

Establish overall objectives and plans; initiate and participate in overall program planning; assess needs for new programs/services; facilitate their development and implementation in accordance with established approval guidelines and budgets.

The Dean of IDEAAS provides leadership and guidance for initiatives in support of the College's mission, vision, values, goals, and commitment, to creating an exceptional learning and working environment. Major Responsibilities

- Provide leadership for institution-wide student success and equity efforts to ensure compliance with related success and equity priorities.
- Provide leadership for institution-wide Professional Learning efforts, including intentional onboarding and ongoing programming for all campus stakeholders.

- Provide leadership by working collaboratively with library faculty and classified professionals to develop and implement programs, services, and initiatives that embrace equity ideals and support student success. Advocate for the procurement and campus-wide use of library resources and foster a culture of innovation, collaboration, and continuous improvement in library instructional support services.

- Research, coordinate, implement, and evaluate innovative, promising, and high-impact practices that facilitate access, retention, completion, and overall success of the College's diverse student body.

- Lead the development, implementation, review, and evaluation of the Student Equity Plan to align efforts with the College's mission, values, strategic priorities, and social justice commitment, the Student Equity and Achievement Program Student Success & Support Program, and other major student success and equity programs, services, and initiatives within Instruction and Student Services.

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- Provide administrative oversight and direction to the campus-wide efforts related to the College's designation as a Hispanic-Serving Institution (HSI) such as the Title V HSI and Title III HSI Science, Technology, Engineering, and Mathematics grants (STEM) Department of Education Grants.
- Provide administrative oversight and direction to the IDEAAS Council and its programming entities such as the Diversity Committee, Social Justice Conference, and the World Cultures program.
- Work collaboratively with students, classified staff, faculty, and administrators to ensure broad stakeholder input, engagement, and support to IDEAAS initiatives.
- Partner with external agencies and stakeholders to strengthen the institutional capacity to serve its diverse student body.
- Engage in a cycle of continuous quality improvement through the development of program review, planning, and learning outcomes assessment in alignment with the College's strategic priorities and Social Justice Commitment.
- Serve on College and District committees as assigned.
- Direct the evaluation of facilities and equipment to recommend improvements with an equity and strength-based lens.
- Screen, interview, select, assign, supervise, and evaluate regular and substitute faculty and classified staff; plan, coordinate, and provide orientation and in-service education for professional learning of assigned staff.
- Supervise and evaluate classified staff and faculty in major service areas and departments; plan, coordinate and provide professional learning opportunities for assigned classified staff and faculty.
- Develop annual Student Equity and Achievement budget recommendations according to established College priorities and social justice commitment; monitor assigned program budgets; and initiate special fund requests. Prepare and administer budgets and reports for assigned areas.
- Serve as a member of District, site, or other committees and task forces; maintain liaison with other site and District administration to assure proper coordination of initiatives; promote sharing

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of ideas and communication of successful operating practices with others in similar positions inside and outside the District.

- Represent the District and participate at the local, state, and national levels in organizations and activities that improve, promote, and publicize District instructional/service support programs.
- Coordinate and direct special projects as assigned; initiate studies and conduct analyses as necessary to determine the need for new or modified course offerings, programs, or services from a culturally responsive pedagogy and equity-minded framework.
- Prepare reports and make presentations as necessary; assure the preparation, distribution and maintenance of required reports, records, and files.
- Perform related duties as assigned.

The duties listed below are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to this class.

Inclusion, Diversity, Equity, Anti-Racism, and Accessibility

1. Develops, plans, collaborates, leads, facilitates, and advises campus leaders, students, faculty, classified staff, and external constituencies on the creation, implementation, and evaluation of strategic IDEAAS initiatives and matters with a strategic and equity lens aimed to improve the overall student experience with a focus on disproportionately impacted student populations.
2. Provides leadership to develop, implement, review, and evaluate the institution-wide Professional Learning Development Strategic Plan and align efforts with the College's mission, values, strategic priorities, social justice commitment, the Student Equity Plan, and other major student success and equity programs, services, and initiatives within Instruction and Student Services.
3. Partners with faculty, classified staff, students, administrators, and appropriate institutional governance structures to promote inclusive excellence in teaching and learning across the curriculum and within co-curricular programming.

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4. Collaborates with administrators and members of the campus community to assess, plan, develop, and sustain the infrastructure and institutional capacity for IDEAAS initiatives.
5. Works with administrators and campus stakeholders to develop, facilitate, respond to, and assess campus protocols that address hate-bias incidents, including efforts related to prevention, education, and intervention.
6. Works within the campus community to advocate for inclusive excellence in research, creativity, and learning in all fields as fundamental to the mission-driven work of the institution. Gathers and analyzes data and produces reports. Assesses and monitors program effectiveness and keeps management informed of IDEAAS progress.
7. Supports advancement activities, managing engagement of prospects for major SDCCD priorities, providing research, and conferring on strategies.
8. Establishes positive relationships with local community groups and organizations.
9. Participates in appropriate professional development and community organizations.
10. Ensures the implementation of, and compliance with, the legal and regulatory requirements for the institution.
11. Identifies external funding for IDEAAS and professional learning initiatives that align with the College's strategic priorities and social justice commitment.
12. Leads the development of grant proposals; manages successful grants in compliance with grant requirements.
13. Actively maintains awareness of updates in the field of IDEAAS, including efforts by the California Community College Chancellor's Office, and their potential impacts to the College; disseminates information to applicable stakeholders.
14. Performs other related duties as assigned.
15. Recruits, interviews, recommends hires, and trains department employees. Supervises and oversees the daily workflow of various departments. Provides constructive and timely performance evaluations. Manages discipline and terminations of employees in accordance with district policies and procedures.

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Qualifications MINIMUM QUALIFICATIONS

In compliance with policies adopted by the Board of Trustees, applicants for this position must show evidence of the following minimum qualifications:

1. Possession of a Master's degree from a regionally accredited institution **AND** One (1) year of formal training, internship, or leadership experience reasonably related to the administrator's assignment; **OR**,
2. Possession of a lifetime California Community College Supervisor Credential **AND** Two (2) years of recent management experience in an institution of higher education.

Desired Qualifications

- Three years of increasingly responsible experience reasonably related to the assignment within an institution of higher education.
- Experience in administering, developing, implementing, and evaluating high impact practices that facilitate student access, success, and equity.
- Demonstrated experience in administering, collaborating, or otherwise engaging with academic libraries.
- Progressive experience with data-informed programming and budget decisions.
- Ability to articulate a vision for San Diego City College's equity initiatives.
- Experience with establishing and meeting defined goals/objectives within a department/unit.
- Experience in supervising and evaluating staff and/or faculty within a college or university setting.
- Demonstrated cultural competence, sensitivity to and understanding of the diverse academic, socioeconomic and ethnic backgrounds of community college students, staff, and faculty.

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Knowledge:

1. Creating, coordinating, and implementing college-based programs and services that serve diverse students with a special focus on disproportionately impacted student populations.
2. Intentional outreach, recruitment, and engagement efforts from a strength-based approach for diverse student populations such as students who may identify as first-generation, former foster youth, formerly incarcerated/system impacted, low-income, parents, transborder, undocumented at large, and/or members of the Lesbian, Gay, Bisexual, Transgender, Queer communities.
3. California community college student success and equity legislation/regulations.
4. Promising and high-impact student success and equity practices and related student retention theories.
5. Program review, planning, and student learning outcomes assessment through culturally responsive pedagogy and equity-minded framework.
6. Advanced theories, principles, and best practices related to IDEAAS and futures.
7. Principles and practices of organization and culture change, program development and management, and crisis and non-crises communication.
8. Conflict resolution and mediation methods.
9. Principles and techniques of leadership, instructing, training, counseling, and supervising.
10. Program and staff evaluation principles.
11. Budget, accounting, and fund-raising principles.
12. Local, state, and federal laws governing programs and services of community college districts including district organization, policies, and procedures.
13. Local and national trends in educational program offerings.

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14. Content and course outlines through culturally responsive pedagogy.
15. Delivery systems for instructional and instructional support programs and services.
16. Goals of the College's educational plan and strategic priorities including goals and objectives of assigned programs.
17. District's collective bargaining process.
18. Technical aspects of the field of specialty.
19. Current trends outside programs which affect programs.
20. Public relations and marketing techniques.

Skills and Abilities:

1. Provide strategic leadership, cultural competency and work with diverse academic, cultural and ethnic backgrounds of community college students and staff.
2. Offer viable solutions for problem solving.
3. Analyze and provide sound recommendations on complex management and administrative issues, including identifying alternative solutions, projecting consequences of proposed actions, and making recommendations in support of goals.
4. Work independently with little direction.
5. Demonstrate sensitivity to and understanding of diverse academic, socioeconomic, cultural, ethnic, and accessibility issues.
6. Prepare and administer budgets.
7. Work effectively and collaboratively within a robust participatory governance environment.
8. Partner effectively with external agencies.

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9. Effectively use technology within a college setting.
10. Maintain excellent interpersonal relations with College, program and District staff, students, and community groups.
11. Train, select, assign, supervise and evaluate staff and faculty.
12. Develop and direct delivery systems and implementation procedures for assigned programs and services.
13. Develop, monitor, and control budgets.
14. Demonstrate analytical and assessment abilities.
15. Influence and persuade people to follow a prescribed course of action.
16. Communicate effectively both verbally and in writing.
17. Communicate information that impacts constituency groups in a timely and effective manner both verbally and in writing.

Equivalency If you do not possess the exact degrees, or higher, listed above or if you anticipate receiving the required degree prior to the start of teaching classes, please complete a [Request for Equivalency Form](#) and attach it during the application process. Foreign Degree: Applicants with foreign degrees from colleges or universities outside of the United States must have their coursework evaluated by a professional association that is a member of the National Association of Credential Evaluation Services ([NACES](#)) or Academic Credentials Evaluation Institute, INC. ([ACEI](#)). A copy of the evaluation must be submitted with your online application. Licenses/Certificates/Credentials: Possession of a lifetime California Community College Chief Administrative Officer Credential Commitment to Diversity: All applicants must have demonstrated cultural competency and sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students, faculty and classified professionals. Working Conditions Physical Requirements: Category III

Environment:

Favorable, usually involves an office. Special Instructions to Applicants: To ensure **full** consideration, qualified candidates must submit a **complete** online application that includes the items listed

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(extraneous material will not be reviewed). References to resumes or other uploaded documents within the online application will be considered an "incomplete" application; please enter "N/A" if any section does not apply.

1. Complete online application;
2. Cover Letter;
3. Curriculum Vitae or Resume;
4. Unofficial Graduate Transcripts; AND,
5. Three (3) professional references as listed within the application. One must be the current supervisor.
6. Unofficial Undergraduate Transcripts (optional).
7. Foreign Degree Evaluation (required if applicable).
8. Licenses/Certificates/Credentials (if applicable).

Important: To ensure consistency and fairness to all candidates, please do not submit materials other than those requested (i.e., personal photo, articles you've written, etc). Please only upload requested documents using respective document name labels. Uploading extraneous materials, unless specifically requested within this posting, may result in your application not being reviewed. Only complete application packets will be forwarded to the committee.

- Application materials sent via mail, fax, or e-mail will **not** be accepted.
- Note that correspondence, including interview invitations, will be sent to you via email.
- All inquiries, nominations and applications will be held in the strictest confidence.

Tentative Timeline (Subject to Amendments) Conditions of Employment: **SELECTED CANDIDATE IS REQUIRED TO COMPLETE THE FOLLOWING PRIOR TO EMPLOYMENT:**

- Submit "official" college transcripts as stated on application (even if a degree is not a requirement for this position);
- Provide a Certificate of Tuberculosis Exam for initial appointment (Note: The certificate must be renewed every 4 years as a condition of continuing employment);
- Have fingerprints taken by a Live Scan computer at the District's expense (Clearance must be received prior to first day of employment);

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- Present original documents for proof of eligibility to work in the United States **as required by the I9 Employment Eligibility Verification form**;
- Attend a new hire processing appointment in People, Culture, and Technology Services located at the District Administrative Offices; AND,
- Employed on an initial contract of two (2) year that is eligible for renewal annually for up to a subsequent two-year period.

EMPLOYMENT AFTER RETIREMENT

If you accept a contract (permanent) position with SDCCD and are a retired annuitant with CalPERS or CalSTRS, you must reinstate from your retirement system. Please reference the [CalPERS](#) or [CalSTRS](#) website for further information. Additional Information: Please note that an employee may be transferred to any site at the option of the Chancellor.

EMPLOYEE BENEFITS

SDCCD provides a comprehensive fringe benefit package for its full-time academic employees. The District contributes toward the cost of the premium (including dependent coverage) for the medical insurance plan options. Additional benefits include dental, vision, sick leave, vacation and opportunities for professional development. Contract employees become members of the State Teachers' Retirement System (STRS) upon appointment. Posting Number AC01056 Indicate budget number(s)

Major Responsibilities:

- Provide leadership for institution-wide student success and equity efforts to ensure compliance with related success and equity priorities.
- Provide leadership for institution-wide Professional Learning efforts, including intentional onboarding and ongoing programming for all campus stakeholders.
- Provide leadership by working collaboratively with library faculty and classified professionals to develop and implement programs, services, and initiatives that embrace equity ideals and support student success. Advocate for the procurement and campus-wide use of library resources and foster a culture of innovation, collaboration, and continuous improvement in library instructional support services.

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- Research, coordinate, implement, and evaluate innovative, promising, and high-impact practices that facilitate access, retention, completion, and overall success of the Colleges diverse student body.
- Lead the development, implementation, review, and evaluation of the Student Equity Plan to align efforts with the Colleges mission, values, strategic priorities, and social justice commitment, the Student Equity and Achievement Program Student Success & Support Program, and other major student success and equity programs, services, and initiatives within Instruction and Student Services.
- Provide administrative oversight and direction to the campus-wide efforts related to the Colleges designation as a Hispanic-Serving Institution (HSI) such as the Title V HSI and Title III HSI Science, Technology, Engineering, and Mathematics grants (STEM) Department of Education Grants.
- Provide administrative oversight and direction to the IDEAAS Council and its programming entities such as the Diversity Committee, Social Justice Conference, and the World Cultures program.
- Work collaboratively with students, classified staff, faculty, and administrators to ensure broad stakeholder input, engagement, and support to IDEAAS initiatives.
- Partner with external agencies and stakeholders to strengthen the institutional capacity to serve its diverse student body.
- Engage in a cycle of continuous quality improvement through the development of program review, planning, and learning outcomes assessment in alignment with the Colleges strategic priorities and Social Justice Commitment.
- Serve on College and District committees as assigned.
- Direct the evaluation of facilities and equipment to recommend improvements with an equity and strength-based lens.
- Screen, interview, select, assign, supervise, and evaluate regular and substitute faculty and

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classified staff; plan, coordinate, and provide orientation and in-service education for professional learning of assigned staff.

- Supervise and evaluate classified staff and faculty in major service areas and departments; plan, coordinate and provide professional learning opportunities for assigned classified staff and faculty.
- Develop annual Student Equity and Achievement budget recommendations according to established College priorities and social justice commitment; monitor assigned program budgets; and initiate special fund requests. Prepare and administer budgets and reports for assigned areas.
- Serve as a member of District, site, or other committees and task forces; maintain liaison with other site and District administration to assure proper coordination of initiatives; promote sharing of ideas and communication of successful operating practices with others in similar positions inside and outside the District.
- Represent the District and participate at the local, state, and national levels in organizations and activities that improve, promote, and publicize District instructional/service support programs.
- Coordinate and direct special projects as assigned; initiate studies and conduct analyses as necessary to determine the need for new or modified course offerings, programs, or services from a culturally responsive pedagogy and equity-minded framework.
- Prepare reports and make presentations as necessary; assure the preparation, distribution and maintenance of required reports, records, and files.
- Perform related duties as assigned.

The duties listed below are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to this class.

Inclusion, Diversity, Equity, Anti-Racism, and Accessibility

1. Develops, plans, collaborates, leads, facilitates, and advises campus leaders, students, faculty, classified staff, and external constituencies on the creation, implementation, and evaluation of strategic IDEAAS initiatives and matters with a strategic and equity lens aimed to improve the

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overall student experience with a focus on disproportionately impacted student populations.

2. Provides leadership to develop, implement, review, and evaluate the institution-wide Professional Learning Development Strategic Plan and align efforts with the Colleges mission, values, strategic priorities, social justice commitment, the Student Equity Plan, and other major student success and equity programs, services, and initiatives within Instruction and Student Services.
3. Partners with faculty, classified staff, students, administrators, and appropriate institutional governance structures to promote inclusive excellence in teaching and learning across the curriculum and within co-curricular programming.
4. Collaborates with administrators and members of the campus community to assess, plan, develop, and sustain the infrastructure and institutional capacity for IDEAAS initiatives.
5. Works with administrators and campus stakeholders to develop, facilitate, respond to, and assess campus protocols that address hate-bias incidents, including efforts related to prevention, education, and intervention.
6. Works within the campus community to advocate for inclusive excellence in research, creativity, and learning in all fields as fundamental to the mission-driven work of the institution. Gathers and analyzes data and produces reports. Assesses and monitors program effectiveness and keeps management informed of IDEAAS progress.
7. Supports advancement activities, managing engagement of prospects for major SDCCD priorities, providing research, and conferring on strategies.
8. Establishes positive relationships with local community groups and organizations.
9. Participates in appropriate professional development and community organizations.
10. Ensures the implementation of, and compliance with, the legal and regulatory requirements for the institution.
11. Identifies external funding for IDEAAS and professional learning initiatives that align with the Colleges strategic priorities and social justice commitment.

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12. Leads the development of grant proposals; manages successful grants in compliance with grant requirements.
13. Actively maintains awareness of updates in the field of IDEAAS, including efforts by the California Community College Chancellors Office, and their potential impacts to the College; disseminates information to applicable stakeholders.
14. Performs other related duties as assigned.
15. Recruits, interviews, recommends hires, and trains department employees. Supervises and oversees the daily workflow of various departments. Provides constructive and timely performance evaluations. Manages discipline and terminations of employees in accordance with district policies and procedures.

Qualifications:

MINIMUM QUALIFICATIONS

In compliance with policies adopted by the Board of Trustees, applicants for this position must show evidence of the following minimum qualifications:

1. Possession of a Masters degree from a regionally accredited institution **AND** One (1) year of formal training, internship, or leadership experience reasonably related to the administrators assignment; **OR**,
2. Possession of a lifetime California Community College Supervisor Credential **AND** Two (2) years of recent management experience in an institution of higher education.

Desired Qualifications:

- Three years of increasingly responsible experience reasonably related to the assignment within an institution of higher education.
- Experience in administering, developing, implementing, and evaluating high impact practices that facilitate student access, success, and equity.
- Demonstrated experience in administering, collaborating, or otherwise engaging with

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academic libraries.

- Progressive experience with data-informed programming and budget decisions.
- Ability to articulate a vision for San Diego City Colleges equity initiatives.
- Experience with establishing and meeting defined goals/objectives within a department/unit.
- Experience in supervising and evaluating staff and/or faculty within a college or university setting.
- Demonstrated cultural competence, sensitivity to and understanding of the diverse academic, socioeconomic and ethnic backgrounds of community college students, staff, and faculty.

Knowledge:

1. Creating, coordinating, and implementing college-based programs and services that serve diverse students with a special focus on disproportionately impacted student populations.
2. Intentional outreach, recruitment, and engagement efforts from a strength-based approach for diverse student populations such as students who may identify as first-generation, former foster youth, formerly incarcerated/system impacted, low-income, parents, transborder, undocumented at large, and/or members of the Lesbian, Gay, Bisexual, Transgender, Queer communities.
3. California community college student success and equity legislation/regulations.
4. Promising and high-impact student success and equity practices and related student retention theories.
5. Program review, planning, and student learning outcomes assessment through culturally responsive pedagogy and equity-minded framework.
6. Advanced theories, principles, and best practices related to IDEAAS and futures.
7. Principles and practices of organization and culture change, program development and

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management, and crisis and non-crises communication.

8. Conflict resolution and mediation methods.
9. Principles and techniques of leadership, instructing, training, counseling, and supervising.
10. Program and staff evaluation principles.
11. Budget, accounting, and fund-raising principles.
12. Local, state, and federal laws governing programs and services of community college districts including district organization, policies, and procedures.
13. Local and national trends in educational program offerings.
14. Content and course outlines through culturally responsive pedagogy.
15. Delivery systems for instructional and instructional support programs and services.
16. Goals of the Colleges educational plan and strategic priorities including goals and objectives of assigned programs.
17. Districts collective bargaining process.
18. Technical aspects of the field of specialty.
19. Current trends outside programs which affect programs.
20. Public relations and marketing techniques.

Skills and Abilities:

1. Provide strategic leadership, cultural competency and work with diverse academic, cultural and ethnic backgrounds of community college students and staff.
2. Offer viable solutions for problem solving.

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3. Analyze and provide sound recommendations on complex management and administrative issues, including identifying alternative solutions, projecting consequences of proposed actions, and making recommendations in support of goals.
4. Work independently with little direction.
5. Demonstrate sensitivity to and understanding of diverse academic, socioeconomic, cultural, ethnic, and accessibility issues.
6. Prepare and administer budgets.
7. Work effectively and collaboratively within a robust participatory governance environment.
8. Partner effectively with external agencies.
9. Effectively use technology within a college setting.
10. Maintain excellent interpersonal relations with College, program and District staff, students, and community groups.
11. Train, select, assign, supervise and evaluate staff and faculty.
12. Develop and direct delivery systems and implementation procedures for assigned programs and services.
13. Develop, monitor, and control budgets.
14. Demonstrate analytical and assessment abilities.
15. Influence and persuade people to follow a prescribed course of action.
16. Communicate effectively both verbally and in writing.
17. Communicate information that impacts constituency groups in a timely and effective manner both verbally and in writing.

Licenses:



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Possession of a lifetime California Community College Chief Administrative Officer Credential

Pay Information:

Range 6 (\$10,725.84- \$17,471.26) per month based on the 2024 Management Salary Schedule. New employees -Initial salary placement is commensurate with related experience. Promoted or transferred employees will be placed as specified in the CBA and is non-negotiable. The District offers a comprehensive fringe benefit package including employer paid: medical, dental, and vision plans; sick and vacation leave; and opportunities for professional development. Initial Salary Placement, Promoted or transferred employees will be placed as specified in the Management Employees Handbook and is non-negotiable.

This position is FLSA Exempt and may not accrue overtime. A temporary probationary period will be applied to the employee entering this assignment. The SDCCD Employment Web Page provides a link to employee collective bargaining agreements and handbooks, and more information about terms and conditions of employment to include salary and benefits.

To apply, visit: <https://www.sdccdjobs.com>

All applicants must have demonstrated cultural competency and sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students and staff.

Contact Information

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

Contact

Student Equity
San Diego Community College District

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