

President (Fresno City College)
State Center Community College District

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Posted Nov. 12, 2024, set to expire Jan. 10, 2025

Job Title	President (Fresno City College)
Department	
Institution	State Center Community College District Fresno, California
Date Posted	Nov. 12, 2024
Application Deadline	01/10/2025
Position Start Date	Available immediately
Job Categories	President/Provost/Chancellor
Academic Field(s)	Administration - Executive
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President (Fresno City College)

State Center Community College District

Closing Date: 1/10/2025 at 11:55 PM

Campus Location: Fresno City College

Start Date: 11/08/2024

Essential Functions:

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The [State Center Community College District](#) (SCCCD) is seeking outstanding leaders to apply or be nominated for the role of president of [Fresno City College](#).

Nestled in California's San Joaquin Valley, Fresno City College stands as the state's first community college, founded 114 years ago. With strong ties to both urban and rural communities, the college brings transformative educational opportunities to one of the most racially and ethnically diverse regions in the state. Enrolling over 23,000 students each semester, Fresno City College offers acclaimed career and transfer programs and is designated as a Hispanic-Serving Institution with enduring community connections and ambitious future goals.

The Chancellor, Board of Trustees, and community are looking for a president who embodies unifying, effective, and inclusive leadership for this vibrant, multifaceted institution. The ideal candidate will bring transparent and trustworthy leadership, skilled management of resources and talent, and the courage to make collaborative, equity-centered decisions. They will champion the college's equity-centered mission, advocate for students and the college, and be a visible, engaged presence on campus and in the broader community.

Fresno City College thrives on its pioneering spirit and supportive, innovative community. Its faculty, staff, and leadership are committed to advancing the college's legacy of excellence. The next president will have the opportunity to build on this strong foundation, guiding Fresno City College toward a bright and impactful future.

Essential Duties and Responsibilities

Under administrative direction of the chancellor and in accordance with provisions of the California Education Code, the rules and regulations of the Board of Governors of the California Community Colleges, and the policies and administrative regulations of the District, the president of Fresno City College performs the following duties:

1. Serves as the chief executive officer of the college.
2. Leads the development of the college's strategic plan and evaluation of the achievement of the college's goals and objectives.
3. Advocates for the college using a collaborative, collegial leadership style that also supports the district's strategic plan and achievement of the district-wide goals and objectives.
4. Develops and utilizes procedures to effectively allocate the resources of the college to optimize the achievement of the college goals and objectives.
5. Establishes and implements procedures that enhance the college's administrative and governance processes and college-wide communications.
6. Leads the evaluation of the college's programs and services and ensures the use of

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- research and evaluation data in institutional planning.
7. In collaboration and with assistance of the college's faculty and staff, leads the development of educational specifications for facilities required to support the college's programs, and leads the improvement in college programs and services.
 8. Ensures adherence to the institutional accreditation policies, standards and eligibility requirements.
 9. Leads the development of the college's budget and ensures management of the college's financial affairs in conformity with district fiscal policies and procedures.
 10. Encourages and supports the development of college public relations, service to the community, and student outreach.
 11. Promotes articulation among the college and other P-12 schools, colleges, and universities locally and nationally.
 12. Approves all job assignments, duties and responsibilities of academic and classified personnel.
 13. Chairs the president's cabinet, participates as a member of the chancellor's cabinet, and participates in meetings of the Board of Trustees.
 14. Keeps the chancellor informed of the college's programs and services, as well as the needs and accomplishments of the college.
 15. Represents the college at meetings of appropriate educational agencies and organizations.
 16. Ensures the college's compliance with federal, state and district policies on equal employment opportunities, and shall endeavor to protect students, employees, and members of the community from all discrimination, including sexual harassment.
 17. Ensures that all employees work within the duties and responsibilities described in job descriptions, and ensures all employees follow all policies, rules, regulations, bargaining agreements, and procedures of the state and the District, including the requirement that access to privileged information be carefully protected.

For a complete job description, click on the following link: [FCC President Search](#)

Minimum Qualifications:

1. All candidates must have evidence of responsiveness to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students, as these factors relate to the need for equity-minded practices.
2. Earned master's degree from a regionally accredited institution.
3. Five (5) years of administrative experience in education, business, industry or government,

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including three (3) years at the senior executive level.

Desirable Qualifications:

Preferred Qualifications

1. Earned doctorate from an accredited higher education institution
2. Higher education administrative experience, preferably within the California Community Colleges system

Desired Characteristics

1. **Integrity and Courage**-strong moral compass coupled with courage to model honesty and accountability, especially in challenging situations, and to hold everyone, including senior leaders, to the same high standards
2. **Equity-Minded and Community-Centered**-an informed and committed champion for policies and practices that foster an inclusive and equitable community of belonging, affirmation, and validation.
3. **Advocate for FCC's Priorities and Students**-strong advocate on behalf of the needs and priorities of the college and its students within the district, community, and beyond.
4. **Connection and Commitment to the College**-be intentionally present, build connections, and demonstrate a long-term commitment and passion for Fresno City College and its community.
5. **Visionary and Competent Leadership**-establish a bold, strategic vision and provide steady leadership to turn initiatives into meaningful outcomes aligned with the institution's mission.

Key Priorities for the Next President

Constituents have identified major areas of focus for the next president to foster a transparent, equitable, and student-centered environment at Fresno City College that empowers employees and promotes healthy accountability and positive progress.

1. **Build Transparency and Trust in Decision-Making and Budget Allocation** Encourage open communication on governance and budget matters to rebuild trust, boost morale, and ensure transparency. Engage faculty, staff, and students in decision-making to promote accountability and drive positive change.

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2. Revitalize Campus Culture and Sense of Community Create a supportive environment by rebuilding community, boosting morale, and uniting departments and sites to foster a workplace where everyone feels valued and engaged.

3. Increase Student Success through Community Alignment

Align college priorities with Fresno area needs by engaging with local community groups, K-12, and higher education institutions to enhance pathways, support services, and outcomes for students.

4. Strengthen Shared Governance and Faculty/Staff Engagement

Cultivate a culture that values faculty and staff voices to support shared governance. Address micromanagement concerns and foster employee autonomy to effectively serve students.

5. Invest in Staffing, Technology, and Infrastructure

Tackle urgent staffing needs in key support areas, along with enhancing technology and facility infrastructure, to better support students and ensure a functional, resilient institution.

6. Empower Student-Centered, Bottom-Up Solutions

Address long-standing issues by implementing clearer, more efficient processes that encourage faculty- and staff-led solutions while minimizing administrative burdens. Promote employee engagement and development to foster creative, student-centered problem solving.

7. Enhance Student Support and Essential Services

Expand critical student support programs to boost retention and success rates. Prioritize initiatives like Guided Pathways to provide clear academic routes and improve awareness of support resources.

Conditions of Employment:

219 duty days and 24 vacation days for a total of 243 days.

Salary and Benefits:

State Center Community College District offers a comprehensive fringe benefit package including medical, dental, vision, life insurance, sick leave, vacation benefits and the California State Teachers' Retirement System (CalSTRS) or Public Employee Retirement System (CalPERS). The starting annual salary is \$259,397-\$280,781 dependent upon experience and qualifications.

Selection Procedure:

Application Process

This is a **confidential search process**-all inquiries, nominations, and applications will be held in the

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strictest confidence.

To apply for this position, please submit all of the materials listed below by **11:59 p.m. on Friday, January 10, 2025**. Application materials will only be accepted electronically.

1. **State Center Community College District Application**, which can be accessed online at [SCCCD Career Opportunities](#).
2. **Transcripts** (unofficial copies accepted), which indicate conferred degree(s) that support the minimum qualifications. Official Transcripts will be required from the successful candidate.
3. **Cover Letter** (no more than six (6) pages) noting how your qualifications and experience prepare you to address the ***Desired Characteristics*** and ***Key Priorities for the Next President*** described above.
4. **Resume** outlining your educational background, professional experience, professional activities, and other pertinent information.
5. **List of eight (8) Professional References***: two supervisors, two direct reports (including one support staff member), two faculty (or equivalent), and two community members, preferably who have worked with you in the past five years. Include names, titles, mobile and business/home phone numbers, and e-mail addresses for each.

**References will not be contacted without the candidate's permission.*

Selection Process

The FCC [President Search website](#) provides information regarding the [Search Process & Timeline](#) and FCC President Duties & Employment Criteria. Key dates in the selection process:

- All complete applications submitted by **January 10, 2025**, will be screened to confirm that applicants meet the minimum qualifications in the position announcement.
- Initial interviews will be scheduled for **February 18-19, 2025**.
- Finalist interviews and public forums will be held the week of **March 17, 2025**.
- The new president is expected to assume duties on or around **July 1, 2025**.

Candidate Inquiries



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The executive search firm, HSV Consulting, Inc. has been retained to assist with the search. For additional information, confidential inquiries, or nominations, please contact:

Dr. Helen Benjamin, HSV President

(510) 701-1553

hbenjamin1@yahoo.com

Dr. Cindy Miles, HSV Associate

(619) 322-8824

cmiles1779@icloud.com

For questions about the application process, please contact:

Sareang Nhim, Human Resources Analyst

State Center Community College District

sareang.nhim@scccd.edu

(559) 243-7136

State Center Community College District is an equal opportunity employer committed to fair and equitable treatment of all applicants. We strive to be service-minded, responding to the needs of applicants, faculty, staff, and administrators across the district.

Applications due FRIDAY, JANUARY 10, 2025, by 11:59 p.m. PDT

Additional Information:

This is an academic management position, exempt from overtime provisions of the Fair Labor Standards Act, with responsibility for formulation and implementation of district policies, regulations, budget decisions, and supervision of personnel including assignment of work, evaluation of performance, adjusting grievances, recommending hiring, transfer, suspension, layoff, recall, promotion, and termination. **The College [Fresno City College](#)**, the largest of the four colleges in the State Center Community College District, is a major regional employer with over 1,200 faculty, classified professionals, and administrators. Students can pursue 120 associate degrees, 96 certificates of achievement, and more than 80 career and technical pathways. Recently, the college launched its first bachelor's degree program in dental hygiene -one of only 39 community college baccalaureate programs in California.

Renowned for university transfer, workforce programs, and vibrant arts programming, the college drives educational, career, and community advancement across Fresno County. Signature career

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programs include dental hygiene, respiratory care, nursing, health information technology, fire technology, law pathways, police training, and automotive technology. Its award-winning fine, performing, and communication arts programs also host popular festivals and performances that attract strong community support. Fresno City College's athletic program is nationally recognized, having received the Learfield Sports Director's Cup for Community Colleges, honoring schools with strong men's and women's sports programs. The Rams compete in 20 sports, consistently winning state and conference championships.

Recent U.S. Census Bureau data reveal the Fresno City College student population is more ethnically and racially diverse than its service area population for all groups except American Indian/Alaskan Native and White. For more information visit: [Fresno City College ISER August 2024](#).

The college supports its diverse student body with programs tailored for low-income, first-year, student parents, honors students, foster youth, formerly incarcerated, undocumented, international, and active military or veteran students. The [FCC Basic Needs Resources](#) webpage connects students to essential support for food, housing, transportation, textbooks, technology, and other needs.

From its historic main campus in central Fresno, the college extends into the community through its Career and Technology Center and two new sites: the First Responders Campus, focused on fire, police, and emergency medical services, and the West Fresno Center, in a historically underserved area. These facilities, along with a new Welcome Center, Science Building, Child Development Center, and parking structure, were funded by local bonds, showcasing the community's commitment to the college.

As exemplified in its *Mission, Vision, and Core Values*, Fresno City College is dedicated to providing equity-minded programs and services that advance the sustainable social and economic mobility of its students and the region, while promoting a culture of anti-racism and belonging. It respectfully acknowledges its location on the ancestral homelands of the Yokuts and Mono Nations.

Mission

As California's first community college, Fresno City College provides access to equity-centered, quality, innovative educational programs and support services. Committed to a culture of anti-racism, we create dynamic communities of respect and inquiry which encourage student success and lifelong learning while fostering the sustainable economic, social, and cultural development of our students and region.

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Vision

Fresno City College aspires to build upon our equity-centered mission and further our commitment to normalize a culture of racial equity and anti-racism. As a community of educators and learners, we will use our individual and collective positions of influence, power, and privilege to foster a community of belonging, affirmation, and validation. We will courageously join as faculty, staff, and students in upholding our core values to transform lives in the Central Valley and beyond.

Core Values

- **Equity-Mindedness**
- **Social Justice**
- **Sustainable Social & Economic Mobility**

The District

As the fifth largest community college district in the state and the largest in the Central Valley, **[State Center Community College District](#)** (SCCCD) is one of California's most respected and influential institutions. Its four colleges-Fresno City College, Reedley College, Clovis Community College, and Madera Community College-offer innovative, inclusive, and antiracist learning environments aimed at enhancing the social and economic well-being of their students and communities.

SCCCD serves approximately 1.7 million residents (about twice the population of Delaware) and 38 school districts across 5,700 square miles (about the area of Connecticut). It encompasses both urban and rural areas, primarily in Fresno and Madera counties, with portions of Kings and Tulare counties. In 2023-24, District enrollment exceeded 62,000 students.

Governed by a seven-member elected board of trustees, SCCCDD operates as a merit system district with over 3,000 faculty, classified professionals, and managers. Faculty are represented by the State Center Federation of Teachers, classified professionals by the California School Employees Association, and sworn police officers by the Police Officers Association.

To be considered for this position please visit our web site and apply on line at the following link: www.scccd.edu



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EOE

Contact Information

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

Contact

N/A

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