



## Presidential Profile

**The Yuba Community College District Chancellor and Board of Trustees invite applications and nominations for the position of President of Yuba College. The College seeks a dynamic, proven leader with commitment to the community college mission and vision as its next President and Chief Executive Officer.**

Yuba College was established in 1927 as the founding college for the Yuba Community College District. As one of two colleges in the District, Yuba College is located in Marysville, CA in the growing north central valley region just north of Sacramento. The area provides a high quality of life, affordable housing, excellent schools, and a central location with proximity to the Pacific Coast / San Francisco Bay Area; the Sierra-Nevada Mountains; the Feather, American and Sacramento Rivers; Clear Lake and Lake Oroville; two California State Universities in Sacramento and Chico, University of California at Davis, and the capitol in Sacramento.

Yuba College offers degrees, certificates, and transfer curricula through its college campuses in Marysville, Clearlake, and outreach services on Beale Air Force Base. An excellent, highly-qualified faculty provide both traditional and non-traditional instruction in a wide array of arts and sciences, career technical education, and athletic programs, many with national recognition and award-winning accomplishments. The college is a leader in the state for hybrid technology, and has embarked on a progressive program of sustainability, with education and training for green collar professionals and technicians. An outstanding administrative and classified support staff provide a full range of strong support services for a highly diverse student population. A robust distributive education program is in place, with enhanced classroom technology, wireless access, and VOIP being added through the bond construction program.

In addition, a new 60,000 sq. ft. educational center is being constructed in Sutter County, and a new 40,000 sq. ft. Allied Health and Public Safety Training Center is underway on the Marysville Campus. These two facilities are part of the District's \$190 million facilities bond program, passed in 2006 by local voters, who strongly support Yuba College and the District.

## Opportunities and Challenges

The President of Yuba College will be a student-centered leader committed to building on the college's tradition of providing high quality educational service to students, while forging a new future and vision for the institution, working closely with all college constituencies. He/she will work closely with the District Chancellor to define institutional roles that will allow the college to develop a clear direction of independence, while embracing the vision of the District Chancellor and the Strategic Directions of the Board of Trustees. The President will address the following opportunities and challenges:

1. Provide leadership and vision for the college as it enters a new era of: significant enrollment growth in some of the fastest growing counties in California; changes in student demographics; fiscal challenges of today's economy; and the high number of faculty and staff retirements accompanied by concurrent influx of many new employees.
2. Work effectively as a member of the Chancellor's executive team to refine the roles of the colleges and the District office in the new multi-college structure; in specific, redefine the role and direction of Yuba College.
3. Expand the college research and assessment function and ensure use of evaluative data from all components of the institutional effectiveness model to refine planning priorities and budget allocation in the continuous improvement cycle.
4. Prepare for the 2011 regional accreditation by providing leadership in the areas of institutional governance, college structures and processes, defined student learning outcomes, and institutional effectiveness.
5. Support existing, and cultivate the development and expansion of new instructional programs, student services, and cultural and campus life activities; refine the Educational Master Plan.
6. Provide leadership for the completion of the college's portion of the \$190 million locally approved Measure J Facilities Bond Construction Program, which includes the modernization and renovation of existing facilities, construction of new facilities, enhancing technology, and addressing sustainability.
7. Strengthen and expand partnerships and alliances with K-12, colleges and universities, business and industry, civic organizations, and other public and private sector partners to meet the needs of students and the communities served, including Chambers of Commerce, Workforce Investment Boards, and economic development organizations.
8. Cultivate a culture of inclusion; refine and implement a college-based diversity plan in alignment with the District's new Diversity Policy, framework and goals.
9. Identify new sources of funding; support the college's Foundation and institutional advancement efforts with strategic resource development activities and legislative advocacy.

Yuba College seeks a visionary professional who demonstrates the expertise and ability to fulfill the expectations of the role of the President. This individual must also possess the personal and professional qualities and characteristics of a proven leader.

### **Role Expectations**

#### The successful candidate will:

- Commit to student access and success and involvement in all aspects of educational program quality, expansion of contemporary and innovative approaches to teaching and learning, and student life on campus.
- Enhance institutional efforts to effectively address the diverse educational goals of a growing student population, whose wide spectrum of needs require the development of customized strategies to improve student retention and success.
- Strengthen college-wide efforts for shared decision-making, inclusion, and the valuing of all opinions.
- Employ data-driven decision-making, outcomes assessment, and the use of results for continuous improvement of all college programs and services.
- Provide leadership in continuing the infusion of technology into all college areas, and address emerging needs through contemporary distributive education models.
- Continue to incorporate new local and regional partnerships and alliances to improve the economic development and workforce training needs of the region.

- Support the recruitment and retention of highly qualified and diverse faculty, administration, and classified staff, by fostering a supportive environment while addressing the needs for succession planning.
- Champion professional development initiatives for college faculty and staff to encourage innovation and excellence.
- Commit to being accessible and supportive of the needs of all the College's campuses and outreach sites.
- Engage in professional development activities that benefit the college and district.

### **Qualities and Characteristics**

- Ethical, principle-based visionary who communicates high standards and expectations for learning as a priority for the college and its constituents
- Strong track record of effective leadership with the ability to motivate and lead through ideas, persuasion, relationships, and by example
- Proven ability to understand the needs of teaching and learning and the unique characteristics of community college students
- Effective written and oral communication skills; ability to promote and advocate for the college and its students
- Proven ability to work within a structure requiring substantial participation and consultation; strong interpersonal skills
- Experience working with services to students, clients, or customers, including those with special needs
- Experience with strategic and long-range planning including fiscal, staffing, and technology planning
- Experience with systems, processes, and work alliances in a complex, collaborative multi-unit organization
- Proven ability to utilize and apply research as it relates to decision-making, effectiveness of practice and accountability
- Extensive budget experience and fiscal expertise
- Committed to professional development for one's self and all employee groups
- Demonstrated practices of a person who values community involvement, is part of the community, is visible and participates in all aspects of Yuba College and the communities it serves
- Good sense of humor
- Successful experience working with a foundation, fundraising, grant writing or other modes of resource development for institutional advancement

### **Minimum Qualifications**

Masters degree and one year administrative experience; stipend provided for doctoral degree.

### **Preferred Qualifications:**

Three to five years executive administrative experience in increasingly complex positions, and demonstrated experience in valuing diversity are strongly preferred.

## Application Procedures

Applications and Nominations will be accepted until the position is filled; however the first round of screening will begin on **Thursday, April 9, 2009**, to ensure your application materials are reviewed, please make sure your documents are emailed by the date listed above.

Interested individuals must submit the required application materials consisting of the:

- A **letter of application** that succinctly addresses the opportunities and challenges identified in the announcement/position profile and how your experience and professional qualifications prepare you to meet the role expectations of President and serve the needs of Yuba College **(not to exceed five (5) pages.)**
- **Candidate Summary Sheet** – one page synopsis of your professional career. The form can be found on our web site at [www.yccd.edu/presidentialsearch](http://www.yccd.edu/presidentialsearch) or on the Association of Community College Trustees web site at: [www.acct.org](http://www.acct.org).
- A current **resume**, including your email address and cellular telephone numbers.
- A **reference list** with the names, home and business telephones numbers, and email addresses of eight references: three supervisors (one board member), two direct reports including classified support staff and three faculty members from current or former institutions.

**These four documents will be the only materials presented to the Selection Committee.**

Electronic copies of the application package should be sent to [presidentialsearch@yccd.edu](mailto:presidentialsearch@yccd.edu), and [searches@acct.org](mailto:searches@acct.org). In addition, please send a paper copy of the application to:

Yuba Community College District  
Human Resources Office – Maribel Gaytan  
ATTN: Yuba College Presidential Search  
2088 North Beale Road  
Marysville, CA 95901

All inquiries, nominations and application materials will be kept in strict confidence.

The Yuba Community College District is an Equal Employment Opportunity Employer.

For inquiries, nominations or confidential information please contact Dr. Narcisa Polonio, Vice President, Education, Research, and Board Services at (202) 276-1983 or [npolonio@acct.org](mailto:npolonio@acct.org) or Julie Golder at [jgolder@acct.org](mailto:jgolder@acct.org) or (202) 775-4466.

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