



To be considered in the first applicant review, complete application packets must be received on or before **March 10, 2017 at 1 p.m.** by mail to Theresa Richmond, Associate Vice President of Human Resources, 800 College Avenue, Weed, CA 96094, by email at [trichmond@siskiyous.edu](mailto:trichmond@siskiyous.edu), or faxed to (530) 938-5380.

Applications must include the following:

- ◆ COS application cover sheet, which can be found at: <http://www.siskiyous.edu/employment/opportunities.htm> (left margin in navigation bar)
- ◆ A current resume, including educational background, professional experience, achievements and professional activities.
- ◆ A letter of application addressing the Required / Desired Qualifications, Ideal Characteristics Challenges and Opportunities listed in this announcement. The letter should be no longer than five typed pages.

- ◆ A list of eight references, which shall include a supervisor, colleague, faculty, and staff. Reference contact information must include the office and personal phone numbers, as well as email addresses.
- ◆ Transcripts of college work. Copies are acceptable for application. Official transcripts will be required from the successful candidate. Foreign transcripts must include a U.S. evaluation and translation at the time of application.

Once submitted, packets become the property of the College and will not be returned.

For additional information on this position, district, and the community, please go to: [www.siskiyous.edu/humanresources/presidentsearch/index.htm](http://www.siskiyous.edu/humanresources/presidentsearch/index.htm)



# College OF THE Siskiyous

*The Board of Trustees of the Siskiyou Joint Community College District invites applications for the position of*

## **Superintendent/President**

**The position will remain open until filled. Deadline for inclusion in first review is: March 10, 2017 -1:00PM.**

### **The Position**

The Board of Trustees is seeking a visionary leader with an understanding and demonstrated commitment to community college philosophy that showcases an inclusive and open leadership style that will continue the tradition of outstanding service to the residents of Siskiyou County and beyond.

The successful candidate will be an advocate for student success and participatory governance, provide support for collaborative decision-making, and have the ability to forge consensus on difficult issues. Additional key characteristics of the successful candidate will be a strong belief in the value of diversity and inclusivity, a respect for the value of every member of the college community, and recognition of the College's role in being an innovator in the community.

### **Superintendent/President**

The Superintendent/President is the Chief Executive Officer of the Siskiyou Joint Community College District and President of College of the Siskiyous (COS). Under the direction of an elected seven-member Board and a student-elected representative and following District Board policies, California Education Code, and related regulations, the Superintendent/President is responsible for overseeing the entire College, including the planning and budgeting process, academic programs, student and administrative services, institutional advancement, and human resources. The Superintendent/President is responsible for ensuring the College meets the educational needs of its students and the community. The Superintendent/President will also represent the College to local businesses and industry, other educational institutions, federal, state, and local agencies, and potential donors to the COS Foundation.

### **Required Qualifications**

- ◆ Earned Master's degree from an accredited institution.
- ◆ Senior administrative-level experience in higher education or equivalent.
- ◆ Demonstrated sensitivity to and understanding of diverse academic, socioeconomic, culture, gender, sexual orientation, disability, and ethnic/racial backgrounds of community college students.



College of the Siskiyous is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, creed, color, national origin, gender, age, marital status, disability, political affiliations, sexual orientation, or beliefs.

[www.siskiyous.edu/humanresources/presidentsearch/index.htm](http://www.siskiyous.edu/humanresources/presidentsearch/index.htm)



## Desired Qualifications

- ◆ An earned doctorate from an accredited institution.
- ◆ President or Vice President level experience at a community college.
- ◆ Faculty experience and/or support for the roles of faculty, instruction and student services in a higher education environment.
- ◆ Understanding of the California Community College mission, educational and financial issues, the laws and regulations of California, including the Student Success Act.
- ◆ A record of community involvement and leadership.
- ◆ Demonstrated experience with strategic planning, strong fiscal management linking resource allocation to planning and priorities, and leading the ongoing efforts of the College to meet regional accreditation standards.
- ◆ Demonstrated history of resource development.

## Ideal Characteristics

The District is seeking a leader to sustain and improve the quality of education being provided by the College's outstanding faculty, committed staff and strong management team. The candidate's record will demonstrate an experienced, ethical, and dynamic leader who:

- ◆ has a leadership style that is visible, approachable, responsive, and accessible on campus.
- ◆ establishes a presence in the community that engages businesses, elected officials, community organizations and other educational entities to effectively advocate for the College.
- ◆ will recognize, respect and work collaboratively with the socioeconomic, academic, cultural and ethnic diversity of the communities served by the District.



- ◆ Relies upon relevant management experience effectively navigating California Community College policy, legal, and accreditation environment.
- ◆ will work collaboratively with faculty, staff and the Board of Trustees and encourage their continued professional development.
- ◆ is committed to the effective use of technology within the academic and administrative environments.
- ◆ is able to delegate responsibility and authority while maintaining accountability.
- ◆ has experience in supporting efforts related to environmental sustainability.

## Challenges & Opportunities

- ◆ Articulate a vision for the College that defines emerging needs and trends, bringing global perspective to college-wide discussions and priorities.
- ◆ Provide leadership that will support and enhance the visibility and role of the College throughout the community, including strengthening partnerships with K-12 education, businesses and industry.
- ◆ Provide leadership to expand sustainable enrollments both on campus and through distance learning.
- ◆ Provide leadership to manage the College's resources and grow an existing foundation and endowment program.
- ◆ Support the educational needs of students and the community by providing leadership in expanding transfer to baccalaureate institutions as well as career and technical education and workforce training.



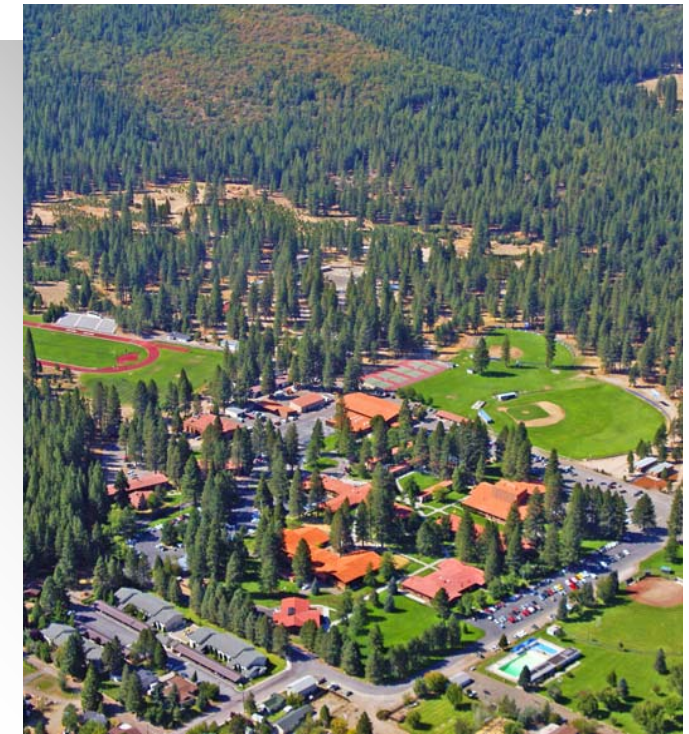
## The College & Community

Named by *EdSmart.org* in 2016 as one of the top small community colleges in California, COS serves the vast, beautiful, rural area of Siskiyou County. The main campus is located in the historic lumber town of Weed, California, at the base of 14,162 foot snow-capped Mt. Shasta. The College sits on 250 acres of forested land, with a climate featuring four distinct seasons. A campus center is located in the City of Yreka. Both locations feature new state-of-the-art facilities, an exceptional setting for learning and quality instruction in a caring atmosphere.

The communities of Siskiyou County offer an assortment of quaint shops, restaurants, film and live theater, concerts, poetry readings, and art galleries. Outdoor activities include: fishing, camping, skiing/snowboarding, hiking, golfing, and much more. Siskiyou County also continues to enjoy a reasonably priced real estate market.

## College Demographics (Our faculty, staff, & students)

COS is a vital part of the community and is one of the County's primary employers. This fall semester the College served approximately 3,000 full- and part-time students through comprehensive transfer and general education courses, employment-oriented programs, and excellent student services.



## Inquiries & Nominations

Contact Dr. Jim Riggs, Search Consultant, PPL Inc., by calling (209) 559-6550, or by emailing [jriggs@mlode.com](mailto:jriggs@mlode.com)

## Salary & Benefits

The salary, fringe benefit package, length of contract, and other terms and conditions of employment is competitive with and comparable to other community college districts in California.

## Application Process

A Search Committee, representing the Academic Senate, Classified Staff, Classified Managers, Administrators/Management, ASB/Students, the Foundation, and community will screen applications. In April, the Committee will select candidates who will be invited to an initial interview with the Committee in May. Prior to this interview, references may be called, but only with candidate's permission. From that interview, 3 to 5 unranked candidates will be forwarded as finalists to the Board for their consideration. Finalists must agree to a full background and reference check and may be required to submit further materials. Finalists will participate in open forums and be interviewed by the Board of Trustees who will make the final decision.

