

# Riverside Community College District



## Chancellor prospectus



# Chancellor Profile

The Chancellor is the Chief Executive Officer of the District and reports to an elected five-member Board of Trustees. The Chancellor is responsible for all operations of the District and ensures that the District is administered in accordance with the policies adopted by the Board of Trustees and California state law. In this role, the Chancellor provides leadership in planning, resource acquisition, and the resolution of jurisdictional issues and conflicts among campuses and centers.

The next Chancellor of Riverside Community College District (RCCD) will lead the transition from a single college, multi-campus system to a multi-college district. RCCD is poised to address the following challenges and opportunities:

- To continue the District's tradition of innovation by developing new, cutting-edge programs that address the needs of the community and the changing profile of the region;
- To provide leadership that will complete existing projects, including but not limited to a School of Nursing/Science Complex (Riverside), Phase III buildings on the Moreno Valley and Norco campuses, the Ben Clark Public Safety Training Center, the Center for Learning & Teacher Preparation, the Riverside School of the Arts and International Education programs;
- To expand partnerships with business and industry;
- To actively seek financial support from new sources and effectively advocate at the state and federal level;
- To provide leadership for the accreditation efforts for the Moreno Valley and Norco colleges.

Riverside Community College District is seeking an individual who will optimize and pursue excellence in the areas listed below.

## Strategic Organizational Planning

- Provide leadership that will transform the District from a single College District to a Multi-College system.
- Provide experience and leadership in strategic planning involving educational initiatives, district master planning activities, public and private partnerships, and legislative and governmental regulation.
- Provide leadership in the utilization of the \$250 million in bond funding—including using this local funding source to leverage other resources at the state level and in the private sector.
- Provide leadership in organizing certificated and classified personnel and resources in a manner that promotes and supports teaching and learning and maintains streamlined, efficient, and cost-effective use of financial and human resources across a multi-college system.
- Establish an environment that demonstrates a commitment to diversity, equity and equal employment opportunities.

## Governance, Leadership and Advocacy

- A transformational leader who will support the dual mission of providing top-quality transfer, career technical education programs and community and economic development initiatives.
- Maintain an inclusive approach to shared governance that promotes collaboration, communication, and collegiality in achieving the District's goal of maintaining a learning-centered environment.
- Provide leadership and support that will expand Interest Based Bargaining with all employee groups.
- Develop a workable system to assess and monitor performances of the three colleges and provide the right balance between greater autonomy for the colleges and District priorities.
- Assist the Board of Trustees in developing policies that promote and create a dynamic learning environment that is accessible, relevant, and beneficial to students and the larger community.
- Encourage open communication throughout the District and in the community that will support and preserve the history of RCCD.

- Advocate for RCCD at the local, state, regional and national levels, with particular emphasis on securing funding and support for programs that address the region's low college-going rate, basic skills and work readiness issues.
- Continue the development of cooperative partnerships with local K-12 districts, institutions of higher learning, business and industry, governmental agencies and legislators.

## Student Learning

- Promote teaching, learning and student success through the development and support of policies that support innovative teaching; access to education; diversity in staff, faculty, and administrative ranks; and community college/university partnerships.
- Seek out new opportunities to provide access to higher education for diverse, underserved populations.
- Provide the leadership and vision that promotes rising academic standards, reflects excellence in student learning and contributes to developing the civic capacity of a rich diverse community.

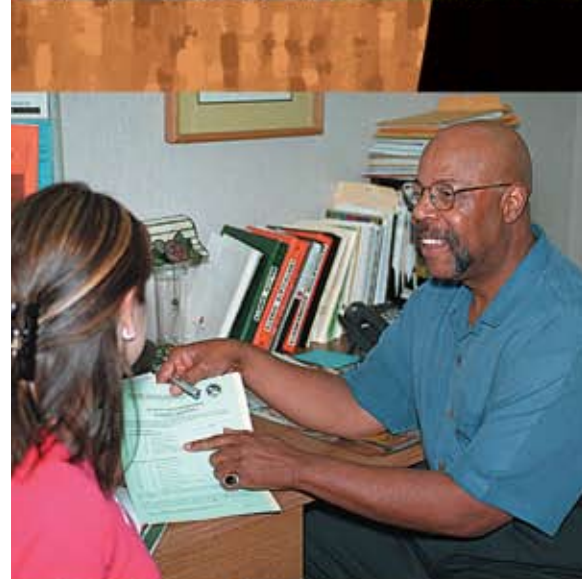
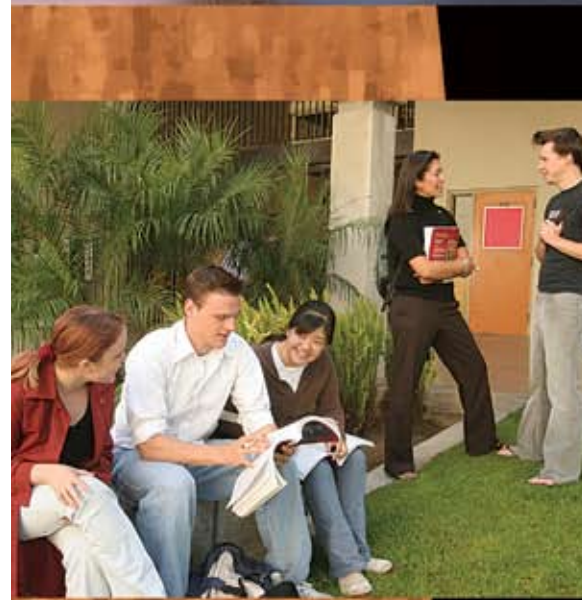
## Community Support

- Support innovation and collaboration in developing career technical education programs that prepare students and workers to keep pace with changes in the workplace.
- Work with the RCCD Foundation in conducting a multi-million dollar major gifts campaign (in progress) and regular advocacy efforts that develop long-term support from friends of the colleges/campuses.
- Provide the vision and inspiration for the District that builds the network for friends of RCCD that might contribute fiscal resources to ensure student success.
- Promote the history and cultural richness of RCCD to the community.

## Desirable Characteristics and Skills

The successful candidate will have the following attributes:

- Understands and appreciates the role of the Board of Trustees and is committed to establishing an effective CEO/Trustee relationship
- Demonstrates a passion for educational quality and feels comfortable with the collaborative process utilized in shared governance and interest based bargaining
- Endorses the comprehensive mission of the community college and the balance needed between transfer, career technical, non-credit and basic skills education
- An accessible, visible figure, directly involved in the District, its activities, and mission
- A leader committed to student success
- Supports offering student-centered learning programs, and is sensitive to the effects of all decisions on students and the college/campus communities
- Demonstrates an understanding of multi-college districts and related issues of shared fiscal resources, competition for program development, and community politics
- Acts as a sound steward of public resources for the betterment of the District, its colleges/campuses, and its students
- Embraces the challenges faced in providing comprehensive, quality higher education programs that are responsive to the needs of the Inland Empire—one of the nation's fastest growing regions, with accompanying fluid economic trends
- Participates actively in the community and is able to respond effectively to the needs of business and industry leaders
- Uses effective advocacy skills to influence local, state and national legislative processes that advance the mission of the District
- Respects, promotes and understands the value of ethnic, cultural and social diversity
- Demonstrates abstract thinking skills with practical solutions





Moreno Valley Campus



Riverside City College



Norco Campus

- Demonstrates abstract thinking skills with practical solutions
- Presents inspiration and passion for learning as a core element of success for the District
- A leader committed to the highest level of personal and professional integrity
- An administrator with a management style that is inclusive, visible, collaborative, open, approachable, and accessible
- An individual with exceptional interpersonal, communication, and presentation skills
- An individual who can facilitate a process of participatory governance and inclusiveness, so that introspective analysis will promote transformation at each of the colleges

### Minimum Qualifications

A terminal degree from an accredited college or university is strongly preferred, however, individuals with unique leadership experience relevant to the position who do not possess a terminal degree also will be considered.

### Desirable Qualifications

Leading candidates should have senior administrative experience in progressively responsible positions—as well as teaching experience in higher education.

### HOW TO APPLY - APPLICATION PROCESS

Nominations and applications will be accepted until the position is filled. However, to ensure full consideration, individuals should submit a complete application prior to December 12, 2008. The Chancellor Search Committee will begin its review of applications October 15, 2008. This is a confidential search process.

To apply, please submit these four (4) separate documents:

1. A letter of application that succinctly addresses the Opportunities and Challenges as well as the Qualities and Characteristics identified (in this profile) and how your experience and professional qualifications prepare you to serve the needs of the college district (not to exceed 5 pages). Address letter to:  

Riverside Community College District Chancellor Search  
c/o Mr. Sperry MacNaughton  
MacNaughton Associates  
1155 Via Vallarta  
Riverside, CA 92506-3659
2. A current resume.
3. A reference list with the names, home and business telephone numbers, and e-mail addresses of eight references: three supervisors (one board member), two direct reports, and three faculty members from current or former institutions.
4. A Candidate Key Data Sheet. You can download the template for this form [here](#). These five (5) documents will be the only application information presented to the Screening Committee.
5. A three-year salary history (2008, 2007, 2006).

Electronic copies of the application package should be sent to: **Sperry@pacbell.net**.

For additional information, visit the college's website at  
<http://rcc.edu/administration/chancellorsearch> or contact:

Mr. Sperry MacNaughton  
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