SUPERINTENDENT/PRESIDENT POSITION ANNOUNCEMENT

The Board of Trustees of the College of the Sequoias Community College District invites applications and nominations for the position of Superintendent/President of the College of the Sequoias. The Superintendent/President is the Chief Executive Officer of the College and reports to the Board of Trustees of the Sequoias Community College District.

The Board is seeking a Superintendent/President who exhibits an understanding and commitment to the community college mission, has a passion for student access, equity, and success, and has demonstrated strong organizational leadership.

The District
The District is near the geographic center of California, 185 miles north of Los Angeles and 225 miles south of San Francisco. A five-member Board of Trustees elected through a ward system in Tulare and Kings Counties governs the Sequoias Community College District. The Board’s current priorities are available at cos.edu/About/Governance/Board/Pages/Board-Priorities.aspx.

The College
The College of the Sequoias, which first offered classes in 1926, serves a diverse community of learners by providing higher education opportunities in transfer, general education, and career and technical programs in the following three locations.

- COS-Visalia Campus: State-of-the-art study and learning centers are complemented by ample athletic, vocational and performance facilities which make the campus one of the premier, post-secondary institutions in the Central Valley. In addition to a comprehensive transfer curriculum, the Visalia campus offers career technical education in a variety of fields, such Registered Nursing, Physical Therapist Assistant, Paralegal, Computer Technology, and Sports Medicine.
- COS-Hanford Educational Center: Day and evening courses are offered at this full-service campus in transfer, job preparation, developmental, and community education. The transfer classes include general education requirements in disciplines such as history, political science, English, mathematics, communications, sociology, and psychology. The career technical education programs offered at the Hanford campus are Police Training, Fire Training, Industrial Maintenance, and Electrician Training.
- COS-Tulare College Center: This full-service campus offers an array of degrees and certificates in disciplines such as Agriculture, Liberal Arts/Blended Studies, Architecture, and Graphic Design. A unique feature of this location is the focus on experiential learning in a farm laboratory that provides students with worksites in animal science, horse production, dairy, ornamental horticulture, floriculture, turf culture, crop production, and soils.
College of the Sequoias’ annual student population was a little over 16,000 students in 2016-2017 with a makeup of 65% Hispanic, 23% Caucasian, 4% Asian or Pacific Islander, 3% Black, 3% Multi-ethnicity, 0.5% American Indian, and 2% unidentified. The College of the Sequoias is a designated Hispanic Serving Institution. The current trends reflect increased enrollments of women, minorities, first generation students, students who state that English is not their primary language, students who plan to transfer, and part-time students.

The College’s employees include 195 full-time faculty, approximately 300 adjunct faculty, 44 administrators, and 208 classified/confidential employees, each of whom was selected for their position because of their commitment to helping students achieve their educational goals. More information about the College of the Sequoias can be found at cos.edu.

The Community
College of the Sequoias has served the Central Valley community for over 90 years. Residents of the District enjoy easy access to Sequoia and Kings Canyon National Parks, including China Peak ski resort and the Inyo and Sequoias National Forests. Weekends and summers frequently find locals enjoying the beach and the wine-producing communities of the Central Coast, just a few hours away.

Nestled in the heart of the Central Valley of California, we are surrounded by thousands of acres of locally grown produce; Tulare, Kings and Fresno counties are annually among the top three productive agricultural areas in the nation. The Valley enjoys a thriving, multi-cultured lifestyle, with a variety of entertainment, arts, and cultural events throughout the year.

Although regional population, employment, and per capita personal incomes have steadily increased in the past decade, residents still enjoy the quality of life of a small town. Tulare County's estimated 2016 population is slightly over 450,000 and King’s County’s estimated 2016 population is approximately 150,000. Housing prices are among the most affordable in the state and families will find good schools and multiple recreation activities for children.

The Position
The Board of Trustees is seeking a new Superintendent/President who possesses the following skills and abilities.

- Work collaboratively with all constituents
- Provide leadership in the areas of teaching and learning, community, shared governance, and management
- Supervise and manage a prudent budget that will serve the District during challenging economic times
- Balance student demand for access and success with budgetary reality
- Emphasize an organizational culture that is healthy, competent, and committed to students and the community
- Motivate subordinates to successfully implement the District’s mission
• Work collaboratively with the Board of Trustees, advise them on important matters, assist them with vision for the College’s future, and to take direction from them

Follow the “Superintendent/President Search” link on the College of the Sequoias website (cos.edu) for the Representative Duties of this position.

REQUIRED QUALIFICATIONS
• Possession of a Master’s Degree from a regionally accredited institution
• Five years of successful senior administrative experience preferably in a community college
• Demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural disability, gender identity, sexual orientation, and ethnic backgrounds of community college students, faculty, and staff

DESI RABLE QUALIFICATIONS
• Possession of a Doctorate Degree from a regionally accredited institution
• Demonstrated written and oral communication skills that encourage and facilitate participation at all levels
• Demonstrated ability to build strong partnerships with all constituent groups on campus and in the communities
• Demonstrated commitment to faculty and staff diversity and ongoing professional development

DESI RABLE CHARACTERISTICS
The District screening committees and the Board of Trustees will consider the following desirable characteristics in their selection of the next Superintendent/President.

• A thoughtful leader who collaborates broadly to develop and implement master plans, strategic plans, student equity plans, and Board priorities.
• A student-centered educator who leads the District in adjusting to ever-changing District-wide needs and priorities.
• A leader whose philosophical commitment to student access, success, and equity has been demonstrated through changes in institutional strategies and policies that result in measurable improvement in student achievement.
• A leader with strong collaborative decision-making skills who will advocate for and apply the principles of collegial consultation to sustain and strengthen the District’s commitment to and focus on students.
• A visionary educational leader who possesses exceptional interpersonal, written, and oral communication skills and uses those skills to foster strong relationships; to develop shared priorities; and to identify and resolve problems with leadership.
• An administrator with a demonstrated understanding of the complex dynamics at a community college, including a collective bargaining environment, California community college finances, budgetary processes, construction programs, and federal and state programs and legislative issues as they impact California community colleges.
• A leader who is guided by ethics and honesty, is committed to transparency and inclusiveness, and
promotes ethical decision-making and practices across the District.

- An articulate leader who effectively represents the District throughout the local community and at the state level to increase the District’s visibility and financial resources.

APPLICATION PROCEDURES
Nominations and applications will be accepted until the position is filled. To be included in the first screening of applications, the deadline is Friday, December 29, 2017. All inquires, nominations, and applications will be held in the strictest confidence.

To be considered for this position, applicants must submit a complete application packet consisting of the following documents.

1. A cover letter that demonstrates how your experience and professional qualifications prepare you to successfully addresses the eight **Desirable Characteristics** identified in this position announcement (not to exceed 7 pages)
2. A current resume of professional experience, educational background, and other pertinent information including contact information
3. A list of twelve references from your current and/or former institutions: three supervisors, two subordinates (including one support staff member), two colleagues, three faculty members or equivalent, and two community members familiar with your work style. Include email addresses, cell phone numbers, and business telephone numbers for each.

To be considered for this position, combine your cover letter, resume, and list of references into a single PDF file and send these to this email address: presidentsearch@cos.edu. All application materials must be submitted online. Incomplete application packets will not be considered.

For additional information, nominations, or confidential inquiries, please contact:

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