

HARTNELL COLLEGE SUPERINTENDENT/PRESIDENT

THE POSITION

The elected seven-member Board of Trustees of Hartnell College seeks a dynamic, courageous, and visionary educator with a record of strong leadership and accomplishments to serve as its next Superintendent/President. He/she will be an excellent communicator with a collegial style who can build a cohesive team committed to the success of a diverse student body. The President will be passionate about the comprehensive community college mission and creative in finding resources to offer it to all members of the community who could benefit from it. The President also will be highly visible on campus and in all segments of this large geographical district. He/she will understand and value the unique characteristics of the Salinas Valley and will collaborate with all leaders of the community to ensure community needs are heard and met.

THE COLLEGE

Hartnell College is one of the oldest institutions of higher education in California, with a long tradition of serving the educational and work-force needs of the Salinas Valley. Founded in 1920, it now comprises two campuses in Salinas, the county seat of Monterey County, and an education center in King City in the south county region.

Hartnell's academic programs supply workforce training, basic skills courses in English and math, and prepare students for transfer to four-year colleges and universities. The college has been particularly successful in forming partnerships with educational and research institutions in the sciences and math that have enhanced program development and provided unparalleled student internship opportunities. Its strong ties to the business community have been reinvigorated in recent years and helped to launch the new Center for Advanced Technology on the Alisal Campus, with innovative programs in sustainable agriculture, green construction and design, and computer science that will require nurturing during this crucial beginning stage of development. The college also has a strong and successful nursing and allied health program, theater arts company, and athletic programs.

The college's nearly 10,000 students (7,100 FTES) are ethnically diverse, with Latino/a students accounting for more than 55% of the enrollment, mirroring the larger community population. In 2010, 62% of students received some type of financial aid. Many of Hartnell's students speak Spanish as their primary language, and a slightly higher percentage are the first in their family to attend college. Hartnell has thus earned the federal designation as an Hispanic Serving Institution, and this year was awarded two major Title V grants to improve student access and success for underrepresented groups in the STEM disciplines.

The college employs approximately 100 full-time and 220 part-time faculty, 140 classified employees, and 25 administrators/managers, all of whom are committed to the comprehensive mission of the community college. Hartnell is one of 112 colleges in the California Community College System.

HARTNELL COLLEGE VISION STATEMENTS

Hartnell College shall provide its diverse communities and student population with equal opportunities for educational access and success.

Hartnell College shall implement programs and services that recognize its culturally diverse community, and provide fair and ethical treatment of its entire population.

Hartnell College shall actively recruit, support and retain the best personnel.

Hartnell College shall seek and dedicate resources to be a technologically advanced institution.

Hartnell College shall support a learning environment that rewards creativity, innovation, and risk-taking.

Hartnell College shall anticipate and respond to change.

Hartnell College shall be a valuable resource and facilitator of change for its communities.

Hartnell College shall enhance its local and global community partnerships and outreach activities.

Hartnell College shall excel in the recruitment, retention, and placement of students.

HARTNELL COLLEGE MISSION STATEMENT

Hartnell College provides the leadership and resources to ensure that all students shall have equal access to a quality education and the opportunity to pursue and achieve their goals. We are responsive to the learning needs of our community and dedicated to a diverse educational and cultural campus environment that prepares our students for productive participation in a changing world.

THE COMMUNITY

Hartnell College's main campus and its advanced technology campus are both located in Salinas, a city of 150,441. The Hartnell Community College District covers the entire Salinas Valley, a fertile agricultural region some 10 miles wide that begins at the coastline of Monterey Bay in Moss Landing and extends about 100 miles southeast through several agricultural towns, including Castroville, Soledad, Greenfield, and King City, among others. Agriculture is the dominant industry.

The natural beauty of the Valley, its surrounding mountains, and the neighboring coastline, along with the mild, temperate Mediterranean climate, make Salinas and neighboring communities an ideal place to live.

Hartnell College is key to the future of the community, and it is difficult to find someone who doesn't have some connection to the college already, through a friend or relative having attended or worked here.

The community is loyal, proud, and generous. The College Foundation recently celebrated a capital campaign that raised more than \$12 million in four years. Even more significant, many of the community's leaders regularly participate on active, hands-on advisory committees of the college's technical education programs. Still, with more than half of the population living below the poverty level of income, there is a lot of work to be done, and the college provides an opportunity for making a significant social and economic impact on the community through the lives of individuals.

CHALLENGES AND OPPORTUNITIES

In addition to the multiple roles and responsibilities of all excellent presidents of a community college, the new Hartnell College President must be able to:

- Provide leadership, inspiration and support to the college staff which results in innovation, program excellence, and student success for all, including those with multiple barriers.
- Model superb communication and interpersonal skills and possess a collaborative leadership style that creates a campus culture that is inclusive and effective.
- Respect, value, and bring together all components of the college staff, including students, classified staff, faculty, and administrators and their respective senates and unions.
- Recruit, retain, and promote the success of a student body, staff, faculty, and administration that is reflective of the college service area.

- Create a "college-going" culture by working closely with local school districts, other higher education institutions, and community members.
- Support the growth and full development of the college's Alisal Campus in East Salinas, and expand educational opportunities in South County.
- Respond appropriately to local business and industries' need for a skilled workforce and employment opportunities that provide a sustainable living wage.
- Be highly visible in the community and maintain and enhance strong links between the college and the community through a variety of partnerships that already exist and those that are yet to be created.
- Be skilled and efficient in the allocation and management of fiscal resources and in the acquisition of new resources through the College Foundation and other sources.
- Advocate strongly for the college at the local, state, and national levels with community, educational, business, and political leaders.
- Facilitate the development of a cohesive and effective Board of Trustees through excellent communication and leadership, mutual respect, and the provision of opportunities for the Board's own professional development.
- Make a personal and professional commitment to this community that is demonstrated by his/her presence, involvement, and career intentions.

IDEAL CHARACTERISTICS

The successful new Superintendent/President will:

- Be passionately committed to the mission of the comprehensive community college.
- Champion innovative teaching and learning with a focus on student equity and success.
- Relate well and interact regularly with students and student leaders.
- Practice shared governance, collaboration, and collegiality, and make decisions in a transparent manner.
- Recruit and retain high quality administrators, faculty, and staff that are reflective of the community and provide for stability within the college.
- Be a facilitator and consensus-builder.
- Be comfortable working with people from diverse cultures.
- Possess superb knowledge and skills related to fiscal management and the ability to acquire new resources.
- Be a futuristic thinker and planner and involve all college constituents in the development, implementation, and assessment of a viable and up-to-date Strategic Plan.

- Inspire, empower, and delegate to bring out the best qualities of others.
- Build partnerships with leaders in business and industry, P-16 education, and community-based organizations.
- Have excellent listening, communication, and interpersonal skills.
- Be visible, approachable, and accessible on campus and in the community.
- Operate ethically and with integrity, be trustworthy, and expect the same of others.
- Be an experienced and politically savvy leader.
- Establish a trusting and respectful working relationship with each member of the Board of Trustees.
- Commit to the college and the community it serves, and provide stability and continuity.

REQUIRED QUALIFICATIONS

1. An earned doctorate from an accredited institution
2. Significant senior administrative leadership experience in higher education
3. Demonstrated knowledge of effective teaching and learning processes for the adult learner
4. Demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students is required.

APPLICATION PROCEDURE

Nominations and applications will be accepted until the position is filled. However, to ensure full consideration, individuals should submit a complete application prior to March 1, 2012. This is a confidential search process.

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

1. A letter of application that succinctly addresses the challenges and opportunities identified and how your experience and professional qualifications prepare you to serve the needs of the college (not to exceed 5 pages).
2. A current resume including an email address and telephone numbers.
3. A reference list with names, home and business telephone numbers and email addresses of eight references: three supervisors (including one board member), two direct reports, and three faculty members from current or former institutions.
4. Candidate Cover Sheet, which is a one-page synopsis of your professional career. You will find the template for this form posted at www.hartnell.edu/president/search

To send electronic copies of the four- document application package, go to:

www.acctsearches.org

In addition, please send a paper copy of the application to:

Hartnell College Superintendent/President Search

Attention: Dr. Narcisa Polonio

**Association of Community College Trustees
1233 20th Street, NW, Suite 301
Washington, DC 20036**

Salary and benefits are competitive with similar positions in California Community Colleges. The successful candidate should be available for employment July 1, 2012, or as negotiated.

For additional information about the position, visit the district's website at www.hartnell.edu/president/search

For confidential inquiries or to make a nomination, please contact:

Dr. Pamela Fisher, ACCT Search Consultant

pamfisher@bresnan.net or (406) 570-0516

or

Dr. Narcisa Polonio, Vice President

Board Leadership Services, ACCT

npolonio@acct.org or (202) 775-4670 or (202) 276-1983 (cell)

It is the policy of the Hartnell Community College District that no person shall be discriminated against in any employment procedure on the basis of race, color, national origin, ancestry, religion, sex, sexual orientation, age, marital status, status as a Vietnam-era veteran, or disability. The College actively seeks applications from candidates who have multicultural experience. Contact the Office of Human Resources and Equal Employment Opportunity if you need any special accommodations to complete the application process.

*** AN ACCT SEARCH ***