ABOUT SBCC

Santa Barbara City College was established by the Santa Barbara High School District in 1909, making it one of the oldest community colleges in California. The main campus sits on a 74-acre bluff on the Santa Barbara Mesa overlooking the harbor and Pacific Ocean. The Schott and Wake Campuses are located conveniently nearby in the community.

SBCC is ranked as one of the best community colleges in the nation. In 2013, SBCC was awarded the Aspen Prize for Community College Excellence. This award validates the College mission:

OUR MISSION

As a public community college dedicated to the success of each student…

Santa Barbara City College provides students a diverse learning environment that inspires curiosity and discovery, promotes global responsibility, and fosters opportunity for all.
SBCC currently serves approximately 20,000 credit and noncredit students each semester who enroll in courses for transfer preparation, career education, and foundational skills and an additional 4,500 who enroll in lifelong learning classes. The College’s highest priority is to help students achieve their educational goals. A central component of the SBCC culture is to champion the philosophical underpinnings of student equity, educational success, goal attainment, and opportunity for all.

SBCC’s academic programs and student support services have earned a strong reputation in the community, region, and state, as evidenced by the myriad of awards received that honor the fine work of its faculty, staff, administrators, and students. The College received full accreditation with nine commendations in 2009 from the Accrediting Commission for Community and Junior Colleges (ACCJC). The College has a well-established governance structure as well as successful partnerships with the University of California, Santa Barbara and California State University, Channel Islands.

Thanks to support from the community in 2008 through the passage of Measure V, capital construction projects completed on the Main Campus include the modernization of the Humanities Building and the Drama Music building, which houses the Garvin Theatre, a central hub with offerings open to the community. Plans are underway for construction of a new classroom/office building and replacement of the Campus Center, an anchor point housing student life and co-curricular activities along with food services and the Culinary Arts Program.

**FACTS (as of July 2015)**

**Instruction, administrative and support services are provided by**

- 230 Full-time faculty
- 475 Adjunct faculty
- 79 Noncredit adjunct faculty
- 159 Center for Lifelong Learning (CLL) teachers
- 366 Full-time staff and management

**Student Ethnicity**
- 41% White
- 3% Black/African American
- 7% Asian/Filipino/Pacific Islander
- 40% Hispanic

**Age of SBCC student body**
- 59% younger than 25 years of age
- 29% between 25 to 44 years of age
- 13% older than 45 years of age

**Unit load for SBCC students**
- 65% Part-time
- 35% Full-time
ABOUT THE COMMUNITY

The Santa Barbara Community College District is a single college district. Its service area is the region in Santa Barbara County south of the Santa Ynez mountain range. The district extends from Gaviota on the north to Carpinteria on the south.

SBCC is located on California’s picturesque south coast, one of the most beautiful locations in the world where the mountains meet the sea. Nearly half of Santa Barbara’s streets terminate along one of the nation’s loveliest white sand beaches. Many other roads lead to the gently sloping foothills of the Santa Ynez mountain range, where travelers are treated to superb views of the city and the offshore Channel Islands. Santa Barbara’s early California architecture, abundant flora, and mild year-round climate, in addition to the mountains, sea and sand, combine to create a unique atmosphere in which to live and study.

In 2010, the total population of the South Coast area was approximately 200,000, with an equal distribution by gender and 33% Hispanic representation. Just over 30% of the population is between the ages of 20 and 40. The largest employment sectors are Educational Services (16%), Health Care (11%), and Retail (10%). The South Coast growth in population has averaged about 1% per year over the last ten years and is projected to continue at a slow rate.

Devoid of heavy industry, the city of Santa Barbara is renowned as a cultural and educational center. It is far enough away from California’s big cities to avoid the characteristic hectic pace and congestion, yet close enough to enjoy their many cultural advantages. In addition, residents have access to two highly regarded educational institutions that are considered to be community gems: SBCC and UC Santa Barbara.

For over a hundred years, SBCC has enjoyed the reputation in the community of serving as a cultural focal point and valued resource. Local residents regularly attend fine and performing art events and enroll in lifelong learning offerings.
PROFILE OF THE SUPERINTENDENT / PRESIDENT

The Superintendent / President reports to a seven-member, locally-elected Board of Trustees.

The Superintendent / President is responsible for all SBCC operations and assures that SBCC is administered in accordance with policies established by the Board of Trustees. The Superintendent / President is responsible for improving the quality of life and the economic well being of the diverse residents and communities in the SBCC service area by providing access to a quality learning environment and fostering high levels of success for all students.

The Board of Trustees and the Screening Committee are seeking an energetic and experienced leader. They will look for evidence of the following characteristics in their selection of the College’s next Superintendent / President.

**College Leader**

- A leader who understands and appreciates the roles of faculty, staff, and students as well as the range of instructional and support programs necessary in a comprehensive community college.

- A leader whose philosophical commitment to public higher education, student access, equity and success has been demonstrated by changing institutional strategies and policies to improve student achievement.

- A leader who effectively and sensitively connects the institutional strategy of achieving high levels of student achievement with administrative and academic operations.

- A visionary educational leader who uses the College planning processes to develop and implement strategies to support student success and who considers the impact of policy decisions on students, the College and the community.

- A leader who is skilled in organizational planning, human resource development, collective bargaining, curriculum and instruction, student support services, and facilities planning.

**Successful Communicator**

- An active listener who is committed to being visible and accessible, and who enhances trust and fosters a positive campus climate for students, faculty, staff and administrators.

- A leader who possesses exceptional interpersonal, written and oral communication skills, and uses those skills to convey the College’s achievements and plans to the College and external communities.

- A leader who both inspires and unites the College’s stakeholders in a common vision of success for the College and its students.
Team Builder

• A leader with strong collaborative decision-making skills who will advocate for and apply the principles of collegial consultation to create a common commitment to and focus on institutional priorities.

• A leader who is guided by ethics and honesty and is committed to transparency in decision-making.

• A consensus builder who uses and promotes an open, approachable management style that is inclusive, collaborative and enthusiastic.

• A leader who effectively delegates responsibilities, supports staff development and inspires College-wide engagement in the College’s priorities.

• An executive officer who understands and appreciates the role of the Board of Trustees and who is committed to establishing and maintaining a solid CEO/Trustee partnership for implementing Board priorities and policies.

Committed to Equity and Diversity

• A leader who understands and appreciates the variety of diversities within the College’s student population, employees and external communities.

• A leader who effectively inspires, guides and supports the College in implementing strategies to address the needs of at-risk and underprepared students.

• A leader who is committed to selecting and supporting talented and diverse faculty, staff and administrators who reflect the College’s surrounding communities.
Skilled in Financial and Operational Oversight

- A leader who will ensure the College’s fiscal stability by securing sufficient resources to fund operations and providing adequate controls to prevent fiscal mismanagement.

- A skilled administrator with a demonstrated understanding of the complex dynamics of 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 affect California community colleges.

- A leader who aligns expenditures with strategies and provides prudent oversight for the completion of major capital facilities construction and renovation projects.

Entrepreneurial Fundraiser

- An effective fundraiser with demonstrated capacity to raise revenue and develop resources to support the College’s programs and facilities.

Community Leader

- A leader who aligns instructional programs and support services with the needs of the local community populations, businesses, and industries.

- A leader who effectively represents the College in the community and earns the respect of community stakeholders through these activities.

- A leader who develops community support for the College through fundraising, foundation activities, and alumni as well as partnerships with businesses, industries and community-based organizations.

- A leader who advocates for and engages in activities and partnerships that strengthen the College’s image, reputation, and community relations by developing and maintaining relationships with local educational, civic, and business interests.

- A leader who understands and appreciates the role of Santa Barbara City College as a leading institution in the statewide community college system and advocates for the College at the state and federal levels.

Effective Partner with External Organizations

- A leader who uses the College’s influence and resources to pave the way for ongoing student access and success by forging partnerships with outside entities, including K-12 school districts, four-year institutions, community-based organizations, and employers.

- A leader who establishes and relies on partnerships external to the College to increase students’ opportunities and experiences.
QUALIFICATIONS

SBCC is committed to hiring and retaining employees who reflect the rich diversity of its student body and communities and to providing equal opportunity/equal access in all of its employment, programs, and services. SBCC is dedicated to a policy of nondiscrimination and is an equal opportunity employer. Veterans and people with disabilities are encouraged to apply.

MINIMUM QUALIFICATIONS

As established by the Minimum Qualifications for Faculty and Administrators in California Community Colleges, the candidate must demonstrate that he/she satisfies all of the following:

- Earned master’s degree from an accredited institution.

- One year of formal training, internship, or leadership experience reasonably related to the administrator’s administrative assignment.

- Demonstrated sensitivity to and understanding of the diverse socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students, faculty, and staff.

These minimum qualifications may also be satisfied by a combination of education and other accomplishments equivalent to the above. If claiming equivalency, attach a separate statement that presents the basis for this claim and submit supporting evidence, e.g. transcripts, publications, and other work products.

DESIRED QUALIFICATIONS

- Earned doctorate from an accredited institution.

- Five or more years of leadership and management experience in an executive position with significant supervisory and decision-making responsibility.

- Senior administrative experience in progressively responsible positions in higher education.

COMPENSATION AND CONDITIONS OF EMPLOYMENT

SBCC offers a highly competitive executive compensation package that includes base salary, medical, dental, vision benefits and life insurance benefits, vacation, sick leave and opportunities for professional development.

Benefits, length of contract and other terms and conditions of employment are competitive. The Board of Trustees and the selected candidate will agree mutually on the terms of employment and the start date. The anticipated start date is July 1, 2016.

Employment with Santa Barbara City College is not official until the selected candidate meets all pre-employment requirements. All new employees are required to submit official transcripts, proof of freedom from tuberculosis, proof of eligibility to work in the United States, and fingerprints for California Department of Justice clearance.
CANDIDATE INQUIRIES

For confidential inquiries about the Superintendent / President position, contact:

Dr. Eva Conrad
Community College Search Services
(805) 660-1527 • eva.e.conrad@gmail.com

Dr. James Walker
Community College Search Services
(805) 279-0009 • walkerjw@sbcglobal.net

For inquiries regarding the submission of application materials online, contact:

Ms. Chantille Marquez
Santa Barbara City College Human Resources
(805) 965-0581, ext. 2576 • cmmarquez3@sbcc.edu

APPLICATION PROCEDURES

All inquiries, nominations, and applications will be held in the strictest confidence.

Nominations and applications will be accepted until the position is filled. To be included in the first screening of applications, submit all application materials online by 5 p.m. on March 16, 2016 to jobs.sbcc.edu

TO APPLY FOR THIS POSITION, APPLICANTS MUST SUBMIT THE FOLLOWING MATERIALS ONLINE

Submit only the materials requested. All documents included in your application file become the property of SBCC.

• A completed application, which can be accessed at jobs.sbcc.edu.
• A cover letter of no more than seven pages that describes how you meet each of the desired characteristics described in this position announcement.
• A current resume including educational background, professional experience, professional activities, and any other experience pertinent to this position.
• A list of at least six references with titles and current phone numbers (office, cell, and home numbers). References must include at least one faculty member, one classified employee, and one management employee. References will be contacted only after the committee has identified final candidates. The final candidates will be asked for their permission to contact these references via a signed release.
• Copies of transcripts from all higher education institutions attended.

Candidates advanced for final interviews for the position of Superintendent / President must agree to a full background and reference check and may be required to submit further materials.