

Peralta Community College District

The Board of Trustees of the Peralta Community College District invites applications and nominations for the position of Chancellor. The Chancellor is the Chief Executive Officer of the District and reports to an elected seven-member Board of Trustees.

The Board seeks a leader committed to student success, academic excellence, diversity, equity, and inclusion. The successful candidate is expected to make a long-term commitment to the District and continue the development and implementation of a common vision developed through participatory governance processes in the best interests of all students, faculty, classified professionals, and administrators. The ideal candidate will be an innovative, entrepreneurial, energetic, and proven leader. The successful candidate must thoroughly understand the role and the opportunities of a large multi-campus community college district as well as the dynamics of the East Bay Area communities it serves.

Leadership Attributes

Visionary Leadership

The next Chancellor will join the Peralta Community College District (PCCD) in a time of dramatic change, enrollment challenges, and uncertainty. The ideal leader should be a futuristic thinker who can inspire all stakeholders' collective efforts to advance change to create efficiencies for the District. In order for PCCD to thrive, innovation is needed in the years ahead. Leading in this time of change will require that the Chancellor articulate the PCCD vision and strategy with energy, passion, decisiveness, and confidence grounded in experience leading a complex, multi-faceted organization. The ability to steward the district and align with an elected Board of Trustees to chart an ambitious, innovative, unified student-centered path forward for the colleges of PCCD will be required.

Transformational Servant Leader

The Chancellor is a supportive and strong mentor for faculty and staff who displays the highest integrity and courage in behavior and decision making. The ideal candidate will advance a spirit of excellence and demonstrate sound judgment and a well-informed and positive attitude when advising colleagues on everything from enrollment trends, collaborative competition among district colleges, admissions campaigns, academic programs, assessment measures, and interdisciplinary approaches. Strong supervisory and management skills are seen as essential, including the ability to create and lead productive and effective teams to change in response to what the communities served by PCCD. The Chancellor must foster an environment in which openness and communication are mutually valued, and their actions demonstrate a deep commitment to advancing trust as a strategic priority. The next Chancellor of PCCD should represent the epitome of servant leadership, one who commands respect and engenders the trust of faculty, staff, students, alumni, and the broader PCCD community of stakeholders.

Astute Financial Management

The Chancellor should understand the District funding model and be capable of careful financial planning, building budgets, and allocating limited resources in fair and transparent ways and that reflect clear priorities. Successfully managing complex organizational operations, substantial experience in fiscal management with proven ability to manage resources wisely, and the ability to propose solutions to ensure the financial stability and continued attractiveness of the PCCD educational opportunity will be a marker of success. The Chancellor must stay abreast of trends in higher education and industry and the increasingly competitive educational marketplace to help inform the District's work and financial health.

Shared Governance and Collaborative Leadership

The next chancellor of PCCD should demonstrate a strong appreciation for collaborative governance. With a deep understanding and experience in a collective bargaining environment, the next Chancellor should have the ability to assess opportunities, promote and lead innovative and entrepreneurial planning and problem-solving, leveraging District, local community, and state resources. The next Chancellor of PCCD will embrace the opportunity to collaborate with a creative and dedicated faculty and staff to propel the District forward into a brighter next chapter in its history. Students form close relationships with faculty mentors who encourage them to learn about their strengths, interests, and passions. The ideal candidate should be solution-oriented and set expectations for addressing challenges and opportunities to effectively support faculty, staff, and students.

Civic Engagement

Peralta Community College District seeks a Chancellor who understands how public institutions operate with the legislature. The ideal candidate will embrace the complexities of local and regional politics with ease and actively cultivate mutually beneficial relationships with the District, local, regional, and state economies. The ability to apply critical thinking and emotional intelligence in the political domain is vitally important. The ideal candidate must lead with diplomacy and the ability to navigate politically sensitive issues; understand the power structures, motivations, influences at play in the municipal decision-making process as well as the implications of these decisions at policymaking and public levels. The Chancellor must demonstrate the capacity for proactive and strategic stakeholder engagement and alignment and use environmental strategic thinking and scanning to envision synergies around PCCD and California Community Colleges priorities.

Exceptional Communicator

Peralta Community College District seeks a Chancellor who is an engaged, approachable communicator, committed to open, transparent leadership. The ideal leader will have the ability to communicate effectively across multiple constituencies with a leadership style that is creative and entrepreneurial, eager to tackle significant challenges. The Chancellor must be a skilled and strategic decision-maker with a track record of facilitating conversations and managing diverse perspectives and opinions; who understands the process of building support and consensus around ideas and courses of action; who listens carefully, honors transparency,

respects different viewpoints, and makes tough decisions and communicates with care, consideration, and clarity.

Strategic Collaborator and Community-Builder

The next PCCD Chancellor will be an experienced change agent, able to navigate internal and external stakeholders and advance a mutually beneficial unified vision to move PCCD and community partner priorities forward. The next Chancellor must possess a collaborative, consensus-building leadership style and be open to thoughtful and strategic innovation. The ideal candidate must demonstrate experience in managing institutional change complexities and the interpersonal skills to make decisions and attain consensus thoughtfully and purposefully.

Partnership development

The next PCCD Chancellor should be a skilled relationship builder, have a talent for and established results in partnership development, fundraising, and an enthusiastic advocate for students, and ready to energetically lead PCCD to its next level of excellence. A deep level of understanding of the challenges and opportunities currently facing higher education, particularly community colleges, and the ability to strategically prioritize resources to guide the District in the current climate is critical.

Student-Centered Leader

The Chancellor of PCCD must lead by example to guide policies and practices that enhance the quality of student life while also connecting academic learning to the student experience. The ideal candidate is a community-builder who sees the education, safety, growth, and well-being of students as the utmost priority. The Chancellor should demonstrate an understanding of current industry data forecasting skills and experiences students will need to be successful and advance the development of academic programs, faculty and staff professional development and, development services, for student success. The next Chancellor should possess a deep understanding of the needs of the student body and promote a sense of community on campus. They should authentically be engaged with students, faculty, and staff.

Diversity, Equity, and Inclusion

The PCCD is seeking a Chancellor with a successful record of advancing diversity, equity, and inclusion (DE&I), who, by experience, understands the changing environment and evolving expectations that are impacting faculty, staff, and students uniquely across a multi-campus District. The ideal candidate must be a tactical thinker, data-driven, and lead the District to visualize and implement priorities aimed at measurable D, E,&I outcomes.

Other Qualities:

- Earned doctorate or terminal degree preferred.
- Progressively responsible executive-level experience and demonstrated record of success.

Opportunities and Challenges

The role of Chancellor offers both the opportunities and challenges attendant with the management of four colleges, each with its own president; a district office with officers assigned to primary functional areas; active collective bargaining units; an elected Board of Trustees; the community college system office; community leaders; legislators; and agency heads.

Opportunities and challenges awaiting the next Chancellor include:

- **Effectively Interact with the Board of Trustees**

Unlike the self-perpetuating boards associated with independent colleges and universities, or the appointed boards common with many public institutions of higher education, the members of the Board of Trustees for the Peralta Community College District are elected and directly reflect the interests of the residents in each of the seven areas in the district.

There are seven voting members and two non-voting student members on the Board of Trustees. The board is the fiduciary for the District. The sole employee of the board is the Chancellor.

Looking to the future, the BOT has embraced a process designed to better define its role and conduct. There is a commitment to board practices that promote reasoned discussion and resolution of issues. The next Chancellor needs to be attuned to the dynamics of a Board that represents the people of the District and will need to be an adept communicator; one who listens, shares information, and is comfortable with the natural give-and-take of discussion.

- **Maintain Accreditation**

PCCD is accredited by the Accrediting Commission for Community and Junior Colleges (ACCJC) of the Western Association of Schools and Colleges (WASC). The district and its four colleges have recently filed reports with the Commission that will be reviewed at ACCJC's June meeting.

The Chancellor will effectively represent the District in all interactions with ACCJC and will carry primary responsibility for maintaining its accreditation.

- **Develop and Implement an Effective Enrollment Strategy**

Like most community colleges across the nation, PCCD's enrollment has been affected by the COVID crisis. The good news is retention and success rates for those students who enroll is high, with the 5-year averages around 80% for retention and 70% for student success.

Working with the presidents, the next Chancellor will be expected to develop and implement a strategy to increase enrollment at all four colleges while maintaining high levels of retention and student success.

- **Achieve Senior Management Stability**

The campus presidents work very well together. Along with district administration, they form a team of forward-thinking problem-solvers.

The next Chancellor must continue to build and support the leadership team; setting high expectations while encouraging the presidents and district administrators to function as practical visionaries.

The next Chancellor will walk the talk, demonstrating how to effectively work with multiple constituencies holding diverse points of view.

- **Make Good Decisions**

Being an effective Chancellor means making lots of decisions. In making good decisions, the Chancellor must be a critical thinker, but also an effective and transparent communicator. The Chancellor will be proactive, engaging stakeholders to the greatest extent possible in seeking consensus. The Chancellor will listen to concerns expressed by the stakeholders and respond respectively. Following a decision, the Chancellor will proactively explain what is being done and why it is being done that way.

- **Refresh the Physical Plant**

As is the case with all schools of a certain age, the need to maintain and upgrade facilities is a continuing challenge. The next Chancellor will also see it as an opportunity to engage the Peralta community, listen to concerns and take actions that ensure that the four colleges are pleasant and safe places to learn.

- **Collaboratively Work with Bargaining Units**

Unions representing employees within the district are a critical partner in participatory government and shared decision making. An effective Chancellor will recognize the importance of the bargaining units and consciously choose to work with them in pursuit of superior student learning outcomes.

- **Be an Active Community Leader**

The Chancellor is the public face of a community college district in which the residents proudly support higher education. The Chancellor will view the district's complexity and diversity as an opportunity to reach out and become a positive voice in the greater community, participating in

civic functions, joining community organizations, and engaging people throughout the district. PCCD needs to reflect, react and influence the social, economic and political forces in an area where organized labor is supported and social activism is standard practice. Which means the Chancellor must be in and of the community, increasing awareness, making friends and encouraging support of the colleges.

NOMINATIONS AND APPLICATIONS

For full consideration, applications should be received by April 12, 2021. The application must include a cover letter, current resume, and contact information for five current professional references must be sent to: PeraltaChancellor2021@agbsearch.com

Inquiries, and nominations should be sent to PeraltaChancellor2021@agbsearch.com or directed to:

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All inquiries, nominations, and applications will be held in strictest confidence; references will not be contacted without the applicant's expressed permission.

Peralta Community College District is an Equal Opportunity/Affirmative Action Employer. The District is strongly committed to achieving staff diversity and the principles of equal employment opportunity. The District encourages a diverse pool of applicants and does not discriminate on the basis of race, color, national origin, ancestry, sex, age, religion, marital status, sexual orientation, disability or genetic information, gender identity or expression, citizenship status, veterans status, status with regards to public assistance, or any other characteristic protected by federal, state, or local law, in any of its policies, procedures, or practices.

In accordance with the Fair Employment and Housing Act and the Americans with Disabilities Act, requests for Reasonable Accommodations may be made to the Office of Human Resources by calling (510) 466-7283.

Chancellor Search Promotional Brochure

2021-02-26

About Peralta Community College District

The Peralta Community College District, established in 1964, is a system of two-year public community colleges serving the residents of the cities of Oakland, Berkeley, Alameda, Piedmont, Emeryville, and Albany in northern Alameda County, California. The District operates four community colleges: Berkeley City College, Laney College, Merritt College and College of Alameda.

The Peralta Colleges provide a dynamic multicultural learning environment offering accessible, high-quality educational programs and services, including two-year degrees, certificates and university transfer programs. The Peralta Community College District serves over 20,000 students each semester, and is one of the top community college districts in California in transferring students into the UC System. Currently, the District has about 866 full-time employees and over 1,041 part-time faculty and part-time staff.

The District is also home to award-winning cable access Peralta TV (Comcast channels 27/28, AT&T channel 99) and community radio station KGPC-LP 96.9 FM.

Berkeley City College

Just two blocks from the University of California, Berkeley, the energetic campus of the Berkeley City College stands on the cutting edge of community college education. University preparation and occupational training classes form the core of Berkeley City's curriculum, which also features model programs in fields as diverse as American Sign Language, biotechnology, and multimedia. A special arrangement allows Berkeley City College students to complete lower division requirements in the evening and Saturday classes on the UC Berkeley campus. Respected academicians and successful entrepreneurs, Berkeley City College faculty represent a broad cross-section of the Bay Area's ethnic, cultural, and economic communities. With more than 4,000 students, studying amid the Bay Area's opportunity-rich culture of innovation, are sure to be up to tomorrow's challenges.

College of Alameda

College of Alameda is California's only community college located on an island, situated on a beautiful park-like campus that offers the quiet of a suburban setting amidst a bustling urban environment. Founded in 1970, College of Alameda has served more than 200,000 students and enjoys a well-deserved reputation for the excellence of its academic, vocational, and student support programs. A range of unique classes awaits students at College of Alameda, including aviation maintenance technology, apparel design, automotive technology, and various ESL

programs. College of Alameda is nationally recognized for the innovative ways that it meets the educational needs of a complex, diverse, and dynamic community.

Laney College

Laney College, in the heart of vibrant, multicultural downtown Oakland, features the cosmopolitan atmosphere and human energy of a big city university campus. Across the street from the Oakland Museum of California, blocks from historic Chinatown, and a pleasant stroll from both Lake Merritt and the Oakland Estuary, Laney gives its 12,000 students ready access to the city's formidable intellectual, cultural and natural resources. With renowned programs in such fields as journalism, culinary arts, mathematics, marine technology, and ethnic studies, Laney has been a leader in academic and vocational education for decades. A talented faculty and dedicated staff, not to mention a new state of the art technology center, ensure that Laney will remain at the forefront of information age community education for years to come. In 2020, the Laney College football team was chosen to be the featured school for season 5 of the popular Netflix's documentary series "Last Chance U". The series has examined the struggles and triumphs of junior college football teams as their players try to rejuvenate their collegiate careers.

Merritt College

Nestled in the hills above San Francisco Bay, Merritt College offers students the opportunity to study in one of the most dramatic natural settings in Northern California. With a panorama that includes the Golden Gate Bridge and the Pacific Ocean, Merritt's striking vistas provide a breathtaking backdrop for a packed roster of first-rate academic and vocational programs. Minutes from the East Bay's busiest commercial centers, Merritt boasts acclaimed programs in community social services, registered nursing, child development, nutrition & dietetics, environmental studies, and landscape horticulture. Merits 7,000 students benefit from a diverse, sophisticated and beautiful learning environment, as well as excellent student support services and a dedicated faculty and staff.

East Bay Living

As the Peralta Community Colleges are located in beautiful northern Alameda County, students and faculty experience mild climates, a rich diversity of cultures and all of the exciting activities the Bay Area has to offer. San Francisco is naturally the first major city that comes to mind at the mention of the Bay Area, but its neighbor Oakland is starting to give it a real run for its money with many creatives, artists and young professionals calling it home. Not to mention it's perfectly located and more affordable than many Bay Area cities. World class attractions like Muir Woods, Wine Country, Santa Cruz, Monterey, and Yosemite are also nearby and make for great weekend trips.

