

## PRESIDENT PROFILE

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### About the Position

The Board of Trustees of Marin Community College District invites applicants and nominations for the position of Superintendent/President. The Board of Trustees seeks an experienced leader who is responsible for all operations of the College and assures that College of Marin is administered in accordance with the policies adopted by the Board of Trustees. The Superintendent/President is the Chief Executive Officer of College of Marin and reports to a seven-member Board of Trustees who are elected by residents in specific geographic areas.

The Superintendent/President is responsible for improving the quality of life and the economic well-being of the diverse residents and communities in the College's service area by providing access to a quality learning environment and fostering high levels of access and success for its students. The Superintendent/President oversees the Kentfield and Indian Valley (Novato) Campuses as well as the Bolinas Field Station; maintains community, legislative and College relations; provides leadership for College-wide integrated planning; and assures institutional fiscal integrity and responsibility.

The ideal candidate will be an innovative, energetic, intellectually curious, and proven leader who understands the community role and dynamics of a community college district who will appreciate and take advantage of the special qualities of Marin County. They will be a leader that possesses not only the skills but a passionate commitment to educational excellence that is rooted in providing equitable opportunities and fostering success for all members of our diverse community.

### Minimum Qualifications

To fulfill the minimum qualifications for this position, the candidate must demonstrate that they satisfy all of the following:

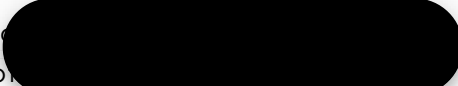
- Possession of a master's degree from an accredited institution;
- Minimum of three years of documented successful experience in progressively responsible positions at the senior level;
- Demonstrated sensitivity to and an understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students, faculty, and staff.

### Preferred Qualifications

To fulfill the preferred qualifications for this position, the candidate must demonstrate that they satisfy the following strongly-desirable qualifications:

- Possession of a doctorate from an accredited institution;
- Three or more years of leadership and management experience in an executive position with significant decision-making responsibility;
- Demonstrated commitment to excellence in teaching and student success; and
- Embraces diversity, equity, inclusion, and anti-racism in all its forms as a college-wide value.

### Desirable Characteristics

The Screening Committee and the Board of Trustees will consider the following desirable characteristics in their selection of the next Superintendent/President of 

## Commitment to Student Access, Success, and Equity

- A leader whose philosophical commitment to student access and success has been demonstrated through changes in institutional strategies and policies that resulted in improved student achievement and experiences.
- A student-centered individual who understands the complexity of credit, noncredit education as well as the impact of technology in providing educational services, who supports the comprehensive community college.
- A leader who focuses on serving the whole student and who will facilitate the development of systems and structures that assist students in successfully navigating pathways for completion and lifelong learning.
- A leader who supports and promotes the District's diversity, equity, inclusion, and anti-racism vision.
- A Superintendent/President that supports and promotes College of Marin's values (<https://www1.marin.edu/mission>):
  - Student and Community Centered Education
  - Academic Excellence and Innovation
  - Collaboration and Open Communication
  - Diversity
  - Sustainability
  - Accountability

## Diversity, Equity, Inclusion, and Anti-racism (DEIA)

- A leader who is committed to diversity, equity, inclusiveness, and an anti-racist environment for students and employees.
- Demonstrated ability to support the College's efforts to increase the diversity of faculty and staff, to address student achievement gaps, and to create a welcoming and inclusive work and educational environment.
- Demonstrated ability to promote the growth and success of a diverse population of students and employees through the development of interculturally competent and equity minded management and leadership abilities. The ideal candidate should have experience in this area with African Americans, Latinx, Native Americans, Pacific Islanders and other disproportionately impacted students and employees.

## Takes Strategic Risks

- A leader who is willing to take significant data-informed risks and inspires changes in how everyone across the College thinks and acts to improve the student experience and achievement of educational goals.
- A leader who is committed to identifying and removing systemic barriers to ensure equitable outcomes for students, especially those from marginalized populations.

## Builds Strong Teams

- A leader that is guided by ethics and honesty, is committed to transparency and inclusiveness in decision-making, and promotes the application of ethics across the College.
- A leader that supports employee well-being and is committed to encouraging all employees in the essential elements of career, financial, physical, social, and mental health through staff development.
- A leader who promotes collaboration and respect among all College constituent groups, and who is sensitive to the effect of decisions on students and the College communities.
- A consensus builder committed to faculty and staff diversity who uses and promotes a management style that is inclusive, collaborative, and enthusiastic and who values staff development, motivates employees, and acknowledges their contributions.

- A Superintendent/President who understands, appreciates, and values the role of the Board of Trustees and who is committed to maintaining a solid CEO/Trustee relationship.

## Results-Oriented

- A strong leader who ensures that the College follows an integrated planning process that complies with accreditation standards by including effective implementation of plans, routine assessment of progress, and continuous data-informed improvement.
- An individual with a results-oriented approach who promotes a culture of inquiry and evidence, leads the College to agreed-upon outcomes, and aligns plans and implementation efforts to measurable objectives.
- A leader who ensures that the culture of the College is built around the completion of valuable credentials for all students and continuous improvement in learning and growth for students, faculty, and staff.

## Communicates Effectively

- A visionary leader who possesses exceptional interpersonal, written, and oral communication skills and uses those skills to foster strong relationships.
- A leader who is politically proactive with proven advocacy skills and solid understanding of recent local, state, and national legislation that impacts community colleges.
- A Superintendent/President whose communication and management styles are effective in the College's multicultural environment, styles that instill confidence and trust and that have the effect of calming difficult situations.
- A strong CEO who effectively engages with the College's internal and external stakeholders, strategically communicating in ways that advance the College's priorities, student access, and student success.
- A CEO who communicates with the Board in ways that ensure shared goals and a common understanding of the College's progress toward achieving the desired student outcomes.

## Financial and Operational Ability

- A fiscally competent leader who will ensure the College's fiscal stability, securing sufficient resources to fund operations and providing adequate controls to prevent fiscal mismanagement.
- An astute administrator with a demonstrated understanding of the complex dynamics of the workings of a community college, including a collective bargaining environment, and who is familiar with California community college finances, budgetary processes, construction programs, bond measures, and legislative issues that would impact the College.
- A leader who knows how to align expenditures with strategies and provides prudent oversight for the completion of major capital facilities construction and renovation projects.

## Entrepreneurial Fundraiser

- An entrepreneurial and effective fundraiser with demonstrated capacity to raise revenue and develop resources to support the College's programs and facilities.
- An experienced leader in philanthropic and grant funded opportunities.

## Develops Effective External Partnerships

- A leader who uses the College's influence and resources to pave the way for success by forging partnerships with outside entities, including K-12 school districts, community organizations, and industry partners.

universities, community-based organizations, and employers. Those partnerships will focus on helping large numbers of students, including those from historically underserved populations, and will create a positive change in the College's service area.

## Maintain an Effective Relationship with the Board of Trustees

- An executive officer who understands and appreciates the role of the Board of Trustees and who is committed to maintaining a solid CEO/Trustee relationship.
- An executive officer who demonstrates regular and effective communication with Trustees and supports their professional development.

## Compensation

Salary, length of contract, and other terms and conditions of employment will be negotiated with the Board of Trustees and will be competitive with those of similar districts in California.

## PRESIDENT SEARCH

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