Highlights of Presidential Announcement- revised
(*your feedback expected*)

Recognizing the generational impact of long-standing systemic racism in education, Foothill College seeks a president to implement our Strategic Vision for Equity and lead our community in creating outcomes not predictable by race for students, staff, faculty, and administrators.

Highlights of Presidential Announcement- revised
(*your feedback expected*)

Also, understanding that students thrive when their academic environment supports the whole person, and recognizing their community supporters must themselves be thriving, Foothill College seeks a president who will create an environment where staff, faculty, and administrators feel their psychological and physical health is cared for by our college.

The president will:

- actualize Foothill College's vision for equity as described in the *Strategic Vision for Equity*

- center the student experience and their educational objectives by nurturing interdisciplinary collaboration and the professional development of faculty and staff in culturally responsive teaching and learning for an in-person and online classroom

- support the student experience by implementing a holistic approach to Student Services

The president will:

- strengthen the community of our community college by connecting the diversity of individual experiences and attending to the perspectives routinely marginalized

- recognize the leadership positions of administrators and provide opportunities for growth and professional development in equity-centered leadership

The president will:

- maintain a model of shared governance that supports trust, transparency, accountability, compassionate leadership, collaboration, and self-empowerment of students, staff, faculty, and administrators

- utilize equity-minded fiscal practices that harness resources already abundant within the Foothill College community

- collaborate with the Foothill-DeAnza police department to maintain campus safety and racial equity through transparency, accountability and restorative justice principles

The president will:

- work effectively with the college's collective bargaining communities and the District to support a healthy negotiation process

Highlights of Presidential Announcement- revised
(*your feedback expected*)

- **Challenges and Opportunities for the Next President**
    - Foothill College is located in the heart of the highly affluent Silicon Valley whose population is over 50% white. However, over 70% of Foothill's students are students of color ~~and where the Black and Latinx student populations are "over-represented" compared to local demographics~~. As a result Foothill has developed a *Strategic Vision For Equity* which is incorporated into its *Educational Equity Master Plan*.

Highlights of Presidential Announcement
(*your feedback expected*)

- **Challenges and Opportunities for the Next President**
  - The new president should be a proven educational leader who shares and embodies our community values and vision as outlined in the Strategic Vision for Equity; inspires dedication to achieving the college's core mission and values; an innovative leader who can continue to energize and stimulate forward thinking in a dynamic setting; and an empathetic leader who is committed to success of all students, academic excellence, diversity, equity, and inclusion

The Person
Continuing a legacy of distinctiveness and innovation, Foothill College is seeking a leader who:

- Values social justice in education and is a passionate, and thoughtful advocate for student success with particular attention to historically underserved and underrepresented groups

- Has a strong proven record of academic and institutional leadership

- Thinks boldly, creatively, and is insightful in how to continue to improve student outcomes

- Has the energy and charisma, as well as strategic foresight and ability, to effectively lead the college in new initiatives and secure the well-being of existing ones

- Embodies the college's core values: honesty, integrity, trust, openness, forgiveness, transparency and sustainability through an equity-mindedness approach.

- Can articulate a clear vision for the institution that demonstrates genuine commitment to student success in terms of diversity, equity, inclusion and access

- Can promote clear and consistent communication and actions to maintain and strengthen a well-informed and engaged community and effectively collaborate with faculty, staff and students in ~~closing the achievement gap, with a focus on equity, diversity, and innovation~~ ~~empowering students to achieve their academic goals~~ to foster an environment that supports student self-empowerment

- Is an accomplished and entrepreneurial community partner and fundraiser who is skilled at developing community and business partnerships to access resources, reach underserved populations and create new pathways to college and careers

- Will be the steward of the architectural integrity of the campus and the ancestral Native American land on which the campus sits, acknowledging that the college is a guest on the ancestral and traditional land of the First People of this region, the present-day Muwekma Ohlone Tribe of the San Francisco Bay Area (formerly Verona Band of Alameda County). Will support the sovereignty of this Chochenyo-Thámien-Ramaytush-Awáswas Ohlone-speaking tribal group and other indigenous peoples

The president will:

- Embody the core values of the college and foster a campus culture that practices its core values, building on current momentum, while leading change that ensures broad buy-in and action

- Be bold in vision and aspiration and effective in execution of initiatives

- Commit to using data to inspire changes in how everyone at the college thinks about and acts on improving student outcomes

- Focus on data driven decision-making and environmental scanning to assure the college remains responsive to emerging economic, workforce, and societal trends

The president will:

- Build an effective and cohesive leadership team with a core commitment to student success

- ~~Cultivate continued involvement in shared/participatory governance~~ Value the collaborative nature of shared/participatory governance and inspire broad community involvement.

- Encourage a spirit of collegiality and demonstrate a talent for inspiring others to action

- Lead and support the college community in ~~closing the equity gap through a focus on student equity, diversity, and innovation~~ actualizing its vision for equity as described in the ***Strategic Vision for Equity***

The president will:

- Nurture a highly qualified faculty and staff and is committed to orientation, training, and information-sharing so employees are better equipped to ~~help and motivate~~ facilitate students~~, including those who are historically underserved and underrepresented,~~ reaching their educational objectives   **OR**
- ~~Provide~~ Inspire highly qualified faculty and staff through a commitment to ongoing orientation, training, and information sharing that enhances their mission in guiding all students towards reaching their educational objectives. ~~opportunities to grow and develop their professional expertise and engagement locally, statewide, and beyond~~
- Have experience and knowledge in what makes for effective and culturally responsive teaching and learning
- Have knowledge and understanding of the dynamics of digital education
- Encourage interdisciplinary and interdepartmental collaboration and coordination across the college to better serve students

The president will:

- Increase cross-campus collaboration between Foothill College faculty, staff, and students and their De Anza College counterparts

- Strengthen educational excellence, including opportunities for academic and campus engagement for a diverse student body

- Manage human and fiscal resources in the most ~~efficient~~ effective manner

- Establish innovative partnerships in Silicon Valley and beyond

The president will:

- Grow public and private funding sources

- Lead sustainability and process improvement efforts in college operations

- Be an active member of Foothill's local community, regardless of personal residence

Desired Experience and Skills

- Demonstrated administrative/management experience working with student services and instruction

- Proven record in effectively working with faculty and staff in building and maintaining a collegial environment

- Proven track record in advocating, understanding, and demonstrating the principles of diversity, equity and inclusion

- Proven track record in making student access and success unpredictable by race
- Proven track record in making hiring, tenure, and promotion unpredictable by race
- Proven track record in race conscious decision making
- Proven track record n equity minded resource allocation

- Clear and substantial evidence of innovative and entrepreneurial leadership

- Experience in attracting new student populations through creative but thoughtful and innovative programming

Desired Experience and Skills

- Team-building acumen and demonstrated successful leadership in a complex educational environment

- Positive record of experience working successfully in a collective bargaining and shared/participatory governance environment

- Experience in developing and sustaining educational partnerships and public-private partnerships

- Demonstrated understanding of, and commitment to workforce and career technical education in community colleges

Desired Experience and Skills

- Experience in strategic, educational, and facilities master planning

- ~~Demonstrated organizational skills with an emphasis in budget and resource management~~

- Familiarity with California's education code and Title V

- Strong and proven experience in managing fiscal and human resources

- Knowledge and appreciation of the environmental and economic tenets of sustainability

Desired Personal Attributes

- Visionary, innovative, culturally competent, and effective leader

- Respect for and commitment to diversity and multiculturalism through successful implementation of equity programs that embrace pluralism in all its forms

- Bold thoughtful and inspirational leader

- ~~High personal~~ Irreproachable integrity

Desired Personal Attributes

- Deep appreciation for students, staff, and faculty and respect for all aspects of student life and how the college faculty and staff can be supportive

- Excellent oral and written communication skills with a talent for listening and a gift for forging consensus

- Understanding and appreciation of ~~the use~~ a dynamic technology environment ~~and other~~ that can facilitate new approaches in teaching and learning

Required Minimum Qualifications
The Search Committee seeks a confident professional of the highest personal integrity with:

- An understanding of, sensitivity to, and respect for the diverse academic, socio-economic, ethnic, religious and cultural backgrounds, disability, and sexual orientation of community college students, faculty, and staff

- An advanced terminal degree (Master's, J.D., Ph.D., Ed.D., or equivalent)

- An appropriate combination of academic and leadership experience, including a minimum of five years of successful leadership at the senior level

Timeline

- Spring 2022   Position announcement published

- Summer/Fall   Applications accepted

- Oct 2022   Application closing date/screening begins

- Nov 2022   Interviews and selection

- Start date negotiable   New president begins