

# 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 academics 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
- 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
- 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
- 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 of~~ 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**