



SAN BERNARDINO
COMMUNITY COLLEGE
DISTRICT



WELCOME

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NATIONAL SEARCH FOR SBCCD'S 15TH CHANCELLOR

The search for SBCCD's 15th chancellor is underway. The appointment of our next chancellor will shape our educational mission for years to come and the board of trustees is fully committed to conducting an equitable, inclusive, and transparent search process.

The board is collaborating with the Association of Community College Trustees to manage our nationwide search and recruitment process.

[Download the position profile and application instructions.](#)

ABOUT SBCCD

We serve 27,000 students through Crafton Hills College and San Bernardino Valley College and inspire learners of all ages through Empire KVCR, the PBS and NPR affiliate station for the Inland Empire. For nearly 100 years, we have provided access to affordable, award-winning higher education and career training programs. Our service area includes 22 cities and towns within San Bernardino County, the largest county in the contiguous United States.

We are committed to the social and economic mobility of our region, commonly referred to as the Inland Empire. We promote equitable access and completion through broad community partnerships. We have an intentional and collaborative strategic focus on program quality through such initiatives as Vision for Student Success, Guided Pathways, and The Free College Promise. Our constituencies have a unified excitement around seizing new opportunities, increasing momentum towards broader community collaboration to improve student achievement, and, under the proactive leadership of the new Chancellor, promoting greater energy and pride in the San Bernardino Community College District.

Located 60 miles inland from the coast of Southern California, San Bernardino County offers an affordable quality of life and incredible outdoor recreation opportunities across mountain and desert destinations such as Lake Arrowhead, Joshua Tree National Park, and Big Bear Mountain. Los Angeles, San Diego, Palm Springs, and Las Vegas, Nevada, are easily accessible. Our county is also home to the historic U.S. Route 66 and numerous cultural events and museums.

PROFILE OF OUR NEXT CHANCELLOR

The chancellor of the San Bernardino Community College District will be an ethical and collaborative leader, transparent communicator, a trust-builder serving as a strong advocate for SBCCD in the region and state, and will address the following.

Opportunities and Challenges

- The community is available and eager to support SBCCD through stronger alliances.
- Expand entrepreneurial partnerships with business and industry to support SBCCD as an engine of economic growth within the Inland Empire region.
- Promote access and success for the SBCCD community, capitalizing on the opportunities presented by The Free College Promise program to engage and retain new students.
- Eliminate barriers to student success, create seamless employment, and transfer opportunities and align both colleges to best support students.
- Advance Career and Technical Education (CTE) programs and address current and future facility needs, including developing and maintaining facilities.
- Ensure all academic and workforce programs are of the highest quality, conform with Guided Pathways, and align with area secondary, post-secondary, and employer requirements.
- Demonstrate and model a collaborative, transparent, and equity-minded leadership style that creates a positive District climate for all stakeholders.
- Continue to expand the District's statewide leadership in environmental sustainability.
- Recruit, support, and develop faculty and staff committed to promoting and facilitating student success.

- Manage changes to state funding through the prudent allocation of existing funds and the development of new revenue sources.
- Lead the District's strategies to improve performance to meet the demands of the new California Student-Centered Funding Formula.
- Establish efficient operating systems that capitalize on employee knowledge and skills and implement effective technologies that will improve operations and support to students and stakeholders.

Ideal Characteristics

Leadership:

- A partner with the Board of Trustees in achieving the Board's vision, mission, values, and district-wide strategic priorities.
- A visionary, proactive leader focused on student success and expanding the positive impact of the District in the Inland Empire region.
- An effective strategic thinker and planner focused on implementing models and strategies to achieve the Board's strategic goals.
- A transformative leadership style centered on inclusive and pragmatic problem-solving.
- The driving force for unity across the District.
- A motivator who will actively lead and capitalize on the spirit of momentum evident throughout the District and community.
- A personable, accessible, and accountable administrator who communicates transparently, builds trust and effectively collaborates with the Board, students, faculty, staff, administration, and community.
- Creates systems that align operations across the two colleges, replaces silos with collaboration, clarifies employee roles, provides employee training and professional growth and holds everyone accountable to achieve the District's goals and performance targets.
- An experienced multi-college leader with an understanding of systems models designed to enhance organizational performance, increase operational efficiencies, and leverage scarce resources to benefit student achievement.
- An honest, empathetic, and passionate leader capable of balancing competing interests and effectively communicating the basis upon which decisions are made.
- Open to internal critique, capable of leading in an environment of ambiguity and disruption, comfortable with being uncomfortable, a strong values system, and who leads by example.

Financial Management:

- Understanding and supporting fiscally responsible decision-making models that are transparent, fair, and equitable.
- Understands the importance of a strong image that generates community trust resulting in increased donations, grants, and shared strategies that bring more significant resources to the District.

Equity, Advocacy, and Partnerships:

- A tireless ambassador and advocate for the District within the community and with government representatives.
- Equity-minded leader who cultivates the District's culture of embracing and advancing equity, diversity, educational justice, and inclusion.
- Provide visionary leadership with a focus on enhancing college teams across the District and community partnerships to advance the District's commitment to student success and community development.
- Understands the socioeconomic issues of the region and embraces the corresponding opportunities for equity, growth, and community development.
- Serves as an active member of the surrounding community.
- Respectful of the history and culture of the Colleges' and the District's communities.
- An experienced fundraiser able to increase giving and expand the resources of the District through grants and state and federal legislative initiatives.

Student-Centered:

- The ability to lead and collaborate with the adoption of programs and technologies that capitalize on the changing higher education and job market landscapes to increase student success.
- A creative educator focused on the tenets of the San Bernardino County Cradle to Career Roadmap, building partnerships with area school districts, universities and community advocacy and support organizations, committed to full implementation of Guided Pathways, The Free College Promise, Vision for Student Success, and other models that will improve student certificate and degree completion and meet the needs of area employers and colleges and universities.
- Intentionally includes student's voice and student lived experiences in decision-making processes.
- Values students' struggles and obstacles and develops strategies to address them.

Skilled Communicator:

- A commitment to listening to students, stakeholders, and community partners, and focused on the best interests of students at the forefront of decision-making.
- An effective communicator.
- Experienced in marketing to the community, thereby increasing opportunities for public and private investments in the system.

Minimum Qualifications:

- A master's degree.
- Three years of Senior administrative experience.
- An earned doctorate from a regionally accredited institution is preferred.
- Experience in a multi-college district is preferred.

CHANCELLOR SEARCH COMMITTEE

Comprised of a diverse group of SBCCD leadership, faculty, staff, students, and community members, the Chancellor Search Committee leads efforts to identify an outstanding candidate to serve as the our next chancellor.

SBCCD Board of Trustees

- Dr. Anne L. Viricel, Chair
- Dr. Stephanie Houston, Vice Chair
- Gloria Macias Harrison, Clerk

Associated Students

- Elijah Gerard, Crafton Hills College
- Sofiya Herrera, San Bernardino Valley College

Crafton Hills College Academic Senate

- Mark McConnell, President
- Christopher Oliver, Member

San Bernardino Valley College Academic Senate

- Dr. Celia Huston, President
- Amy Avelar, Incoming President

Crafton Hills College Classified Senate

- Rebecca Abeyta, Secretary

San Bernardino Valley College Classified Senate

- Judy Rodriguez, President

SBCCD California School Employees Association Chapter 291

- Kevin Palkki, President
- Corinna Baber, Member

SBCCD California Teachers Association

- Meridyth McLaren, President
- Jamie Herrera, Vice President

SBCCD Management Association

- Colleen Gamboa, District Support Operations
- Dr. Stephanie Lewis, San Bernardino Valley College
- Dr. Giovanni Sosa, Crafton Hills College

SBCCD Confidential Group

- Heather Ford, Executive Assistant to the Chancellor

Executive Management

- Dr. Kevin Horan, President, Crafton Hills College

Community Members

- Dr. Carlos Ayala, President, Growing Inland Achievement
- Hardy Brown II, Member, San Bernardino County Board of Education
- Sam Irwin, Vice President, Crafton Hills College Foundation

Appointees

- Christopher M. Crew, District Support Operations
- Rania Hamdy, San Bernardino Valley College
- Kashaunda Harris, Crafton Hills College

PUBLIC FORUMS

In keeping with our commitment to an inclusive search process, the Chancellor Search Committee will conduct public forums to inform the qualities and qualifications that our community seeks in the next chancellor. Students, staff, faculty, alumni and members of the wider community are encouraged to attend and share their thoughts. The feedback collected will be used to help guide recruitment activities over the next several months, with a goal to appoint a new chancellor.

Public Forums to Launch Chancellor Search

- Wednesday, March 4 from 12 to 1 p.m. at San Bernardino Valley College Room B-100
- Wednesday, March 4 from 2 to 3 p.m., at Crafton Hills College Room CHL 101
- Thursday, March 5, from 3 to 4 p.m. at San Bernardino Community College District Boardroom
- Thursday, March 5 from 5 to 6 p.m., at San Bernardino Community College District Boardroom

Public Forums to Meet the Candidates

- Monday, August 31, 2020

Community Updates

Messages from SBCCD Board of Trustees Chair Dr. Anne L. Viricel:

- [July 7, 2020](#)
- [April 16, 2020](#)
- [February 21, 2020](#)

HOW TO APPLY

This is a confidential search process. The position will remain open until filled.

Go to [ACCT Searches](#) to apply and upload your documents.

Candidates will need to have the following materials available to complete the application:

1. A letter of application, not to exceed five (5) pages, that succinctly addresses the opportunities and challenges identified in the Position Profile and demonstrates how the candidate's experience and professional qualifications prepare them to serve as the Chancellor of San Bernardino Community College District.
2. A current resume including an email address and cellular telephone number.
3. A list of eight references. Example: two to three supervisors, two to three direct reports and two to three faculty and/or staff members from current and former institutions.

CONTACT

For additional information, nominations or confidential inquiries please contact:

[Bruce Leslie, Ph.D.](#)

Association of Community College Trustees Search Consultant

(210) 324-5750

[Julie Golder, J.D.](#)

Association of Community College Trustees Vice President of Search Services

(202) 775-4477

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