



VENTURA COUNTY COMMUNITY COLLEGE DISTRICT

Moorpark College • Oxnard College • Ventura College • District Office

The Board of Trustees Invites Applications and
Nominations
for the Position of:

CHANCELLOR



MOORPARK COLLEGE



The Opportunity

The Ventura County Community College District (VCCCD) Board of Trustees invites nominations and applications from dynamic, innovative, creative, experienced, and collaborative leaders for the next chancellor of the Ventura County Community College District (VCCCD). VCCCD is a public community college district dedicated to serving the residents throughout Ventura County in California. VCCCD's three colleges of the district, Moorpark College, Oxnard College, and Ventura College are dedicated to meeting the needs of students by supporting diversity, equity, inclusion, and accessibility and by offering:

- › Programs for transfer to four-year colleges and universities
- › Career technical training
- › Basic skills instruction
- › Community service programs
- › Economic development partnerships
- › Continuing education for cultural growth, life enrichment, and skills improvement

The colleges are accredited by the Accrediting Commission for Community and Junior Colleges of the Western Association of Schools and Colleges, an institutional accrediting body recognized by the Council for Higher Education and the U.S. Department of Education. They serve a highly diverse student population of over 31,000 students, are Hispanic-serving Institutions (HSI) and offer programs for transfer to four-year colleges and universities; career technical training; basic skills instruction; as well as economic development, and continuing education. The 2,598 part/full time faculty, staff and administrators are committed to diversity, equity, accessibility, and inclusion.



The District Administrative Center (DAC), centrally located in Camarillo, California oversees administrative functions and provides leadership and services to the three colleges in support of VCCCD's mission.

The Ventura County Community College District ensures that all employees and applicants for positions will have an equal opportunity for employment, regardless of ethnic group identification, race, color, language, accent, immigration status, ancestry, national origin, political beliefs, age, gender, religion, transgender, sexual orientation, marital status, veteran status, and/or physical or mental disability.

Chancellor Position Description

VCCCD seeks a leader to galvanize the diverse communities around its compelling vision to broaden educational opportunity and to achieve equity in access, learning outcomes, academic quality, and success for students from every race, ethnicity, gender, and socioeconomic group. To achieve the ambitious goals of the VCCCD, the next chancellor must have considerable

experience and skill, and must be an effective communicator and transformational leader who will foster goodwill and collaborations at all levels of VCCCD and throughout the community it serves. A primary role of the new chancellor will be cultivating a mutually-shared vision and providing a common direction for Moorpark, Oxnard and Ventura colleges and the District Administrative Center.

Challenges

- › To share and implement with the Board of Trustees a bold, new vision to propel VCCCD beyond the impact of the COVID-19 pandemic to a new period of growth in enrollment and closing achievement gaps.
- › To ensure seamless alignment among the three colleges for the benefit of students and the strengthening of community ties.
- › To attract traditional and non-traditional students into both transfer and career/occupational programs to meet the community workforce needs and enhance and build the economic wellbeing of the county.
- › To undertake financial decision-making framed by the impact of the COVID-19 pandemic and the modification of the allocation of resources in California for the community colleges.
- › To address critical student issues to ensure academic success, including housing and food insecurity and mental health.
- › To serve undocumented students and the growing Hispanic/Latino community also constitutes part of the challenge and opportunity.



Minimum Qualifications

- › A Master's Degree from an accredited university, senior leadership and/or administrative experience in progressively responsible positions.
- › Significant senior-level administrative experience in an educational, governmental, or business environment; understanding of the most important issues affecting higher education.
- › The communication and human relations skills to lead a complex organization with multiple constituencies.
- › An advocate of the educational value of full access, student success and inclusion, and the mission of community colleges in supporting the economic health of the community.
- › Personal and professional commitment to, and a strong vision for, diversity, equity, and inclusion, social justice, anti-racism, and a passion for serving first generation, economically-disadvantaged students, and students of color; and to promote a campus and community culture that celebrates diversity, equity, accessibility, and inclusion.

Preferred Qualifications and Characteristics

- › Doctorate degree from an accredited university.
- › Demonstrated successful leadership and management experience in an executive-level position, in a multi-college district, preferably in a community college or higher education.

- › Experience working with highly diverse communities and demonstrated commitment to diversity, equity, accessibility and inclusion, including working with Hispanic Serving Institution(s) and understanding a multicultural and multilingual community.
- › A resourceful and resolved leader who has successfully managed in these unprecedented times, including the impact of the pandemic on students, faculty, staff, the community, and higher education.
- › A visionary, innovative and collaborative leader with the ability to embrace and effect change while cultivating trust, and respect and promote a culture of humility.
- › Understanding of fiscal and legal rules as well as the participatory governance guidelines that govern the California Community College System
- › Demonstrated experience with labor relations, collective bargaining, employment administration, and the ability to build group consensus and resolve conflicts
- › Experience with, and understanding of, the importance of technology and remote and online education and work.
- › Understanding of the unique role of the Board of Trustees, the importance of establishing an effective chancellor/trustee working relationships and maintaining and building relationships with a broad spectrum of networks and constituencies, including students, faculty, business, the educational continuum, K-12 public schools, universities, community and workforce partners, and governmental representatives.
- › Experience working with foundations and a successful record of fundraising .
- › A role model of integrity, honesty, and work ethic.
- › Politically astute leader and proactive advocate on behalf of students and the colleges.

Preferred Traits

- › Visionary leader, successful relationship builder with highly effective communication skills, and demonstrated engagement in the community.
- › Visible and approachable leader.
- › Positive and professional demeanor that gains the respect of constituent groups and community.
- › Cultivates, promotes, and celebrates the success of others.
- › Personal humility, an active listener who brings people together

The Role of Chancellor

The Chancellor serves as the Executive Officer to the Board of Trustees and oversees district programs and services.



The Chancellor provides visionary educational leadership and directs the overall operation and general administration of the district pursuant to policies and procedures established by the Board of Trustees and carries out all responsibilities within the framework of collective bargaining agreements and applicable local, state, and federal laws.

Responsibilities include:

- › Establish District and college goals and ensure the educational, fiscal and facilities plans are developed and implemented successfully
- › Supervise and evaluate college presidents and vice chancellors.
- › Support, engage, and motivate the broad spectrum of faculty, staff, and the community to achieve the District's mission and ensure student success.
- › Promote cohesiveness and encourage teamwork among the colleges and the District Administrative Center.
- › Advance the mission of the District and work collaboratively with the Board, colleges, and constituents in achieve strategic objectives.
- › Serve as a leader in propelling the economy and the economic and social wellbeing of the institution's students.
- › Provide leadership, management, and resource development.
- › Provide strategic leadership to maximize an annual operating budget of nearly \$175,000 million.
- › Execute policies of the VCCCD Board.
- › Promote academic excellence through policy leadership and oversight of program development, delivery, and assessment.
- › Provide leadership in the District's overall strategic planning and implementation, allocation, and evaluation operations

The Colleges

Moorpark College

Moorpark College is the second oldest and the largest of the colleges, located on 150 acres of sloping hillside in the eastern region of Ventura County. The college has been serving the community since 1967.



College Culture: One of respect that celebrates diversity and is grounded in participatory governance, open dialogue, and varied perspectives.

MOORPARK COLLEGE

Campus Personality: Student-focused, collegial, creative, and innovative.

Highlights:

- › Named Best Community College by Intelligent.com on its 2021 list of Best Colleges in California

- › Recognized as a 2020 Champion of Higher Education by the Campaign for College Opportunity for five consecutive years
- › Received a five-year, \$2.9 million Department of Education Title V grant in 2020 for its Project STEM Impact, which develops student cohorts in biology, biotechnology, and computer network systems engineering
- › Launched a Black student union and African American Male Education Network and Development chapter under student leadership



Oxnard College

Oxnard College, founded in 1975, is the newest of the three community colleges in Ventura County. Set on 118 acres and located two miles from the Pacific Ocean beaches, the college is easily accessible by the Ventura Freeway (Highway 101) or the Pacific Coast Highway.



Campus Culture: Oxnard College prides itself on being inclusive, collaborative, and transparent.

Campus Personality: Continually striving to make community members feel welcome and supported.

Highlights:

- › Secured a \$3 million federal Title V grant from the U.S. Department of Education’s Developing Hispanic-Serving Institutions Program (DHSI) to support equitable outcomes for Latinx and low-income students
- › Received a \$1.2 million grant from the U.S. Department of Education for the TRIO Student Support Services program that serves 140 first-generation, low-income students annually over five years. TRIO programs help students remain in college, graduate, and transfer to four-year universities
- › Hosted esteemed civil rights leader Dr. Angela Davis for an Associated Student Government virtual event about social justice issues called, “Empowering the Next Generation: A Conversation with Angela Davis”



Ventura College

Ventura College is one of the oldest community colleges in California. Higher Education in Ventura County began in 1925 when a junior college department was added to the high school in Ventura, and Ventura Junior College was founded shortly after. In 1955, the college moved to its present 112 acres hillside campus in the eastern part of Ventura. It operates a satellite campus in Santa Paula, California.



Campus Culture: Belief that students come first; community-connected with roots in the cities of Ventura, Oxnard, Camarillo, Ojai, and the Santa Clara River Valley/Heritage Valley; innovation- focused through distance education and career education.

Campus Personality: Strong sense of pride in Ventura College Pirate Athletics; family-feeling; spirited; collegial; committed to serving students to help them achieve their academic goals.

Highlights:

- › 2020-21 Exemplary Program Award for the Faculty Academy for “Equitable Practices in a Virtual Educational Environment” by the California Community Colleges Board of Governors
- › Public/Private Partnership Award for the partnership between VC’s East Campus and Ohana Pet Hospital for the veterinary technology program by Ventura County Economic Development Association
- › 35+ in-demand and specialized areas of study fully online through the associate degree for transfer (ADT) program
- › A leader in Zero Textbook Costs with over 40% of courses using no-cost options
- › 19 competitive sports that have won 21 Western State Conference Supremacy Awards and 16 California Community College Athletic Association state championships



About Ventura County Community College District

The Ventura County Community College District provides students, in its diverse community, with access to

comprehensive quality educational opportunities that support student learning and student success. Its strategic goals are as follows:

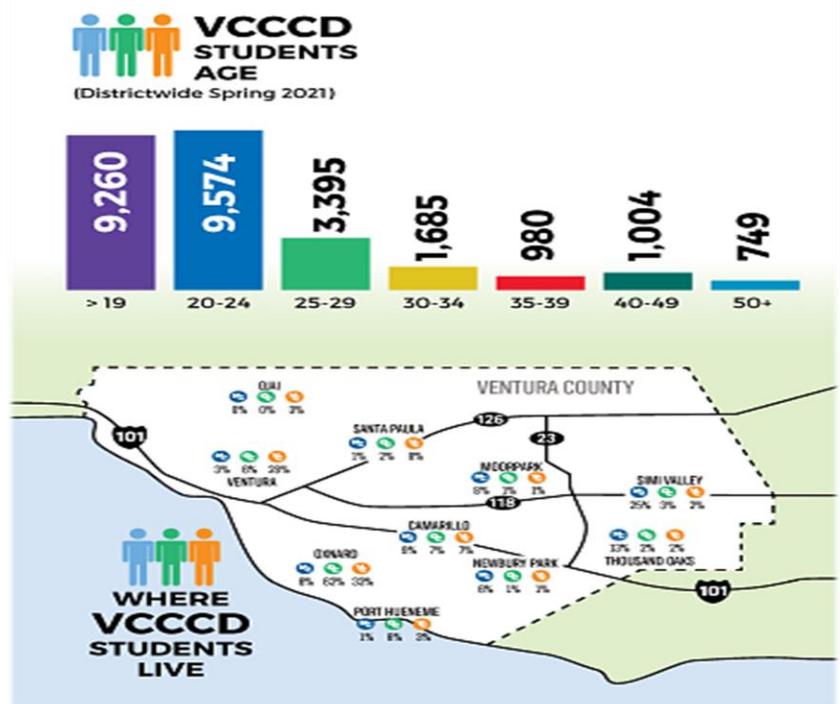
- › Instill a culture that values diversity, students, our communities, collaboration, and the success of each employee.
- › Increase equitable access and success for all students.
- › Support the closing of academic achievement and support services equity gaps across all racial, ethnic, socioeconomic and gender groups.
- › Actively support equitable workforce and economic development in Ventura County through partnerships and relevant programs and pathways leading from education to careers.

Students at each college are represented by an Associated Student Government organization composed of elected officers.

Student Demographics

VCCCD's three colleges serve a highly diverse student population of over 31,000 students. All three colleges have been designated as Hispanic-Serving Institutions by the US Department of Education.

- › Hispanic 13,723
- › White 8,549
- › Asian 1,161
- › Two or more races 1,142
- › Filipino 671
- › African American/Black 514
- › Unreported 198
- › Pacific Islander 60
- › American Indian/Alaskan 56
- › Unknown 772



High Quality Transfer and Workforce Programs

VCCCD is dedicated to serving the educational needs of the residents of Ventura County, California. The 2,598 part/full time faculty, staff and administrators are committed to diversity, equity and inclusion and promoting educational success to all students. VCCCD is fully committed to supporting a diverse community that includes people with disabilities.

Governance

The District and colleges' governance structures are based on a commitment to shared governance and includes a five member Board of Trustees and a student trustee elected by the student body. The Board is actively engaged in defining and supporting the mission and goals of the District. Full and part-time faculty at each college are represented in governance by an academic senate. Through the three academic senates and their college governance structure, recommendations are made to college administration and District leadership.

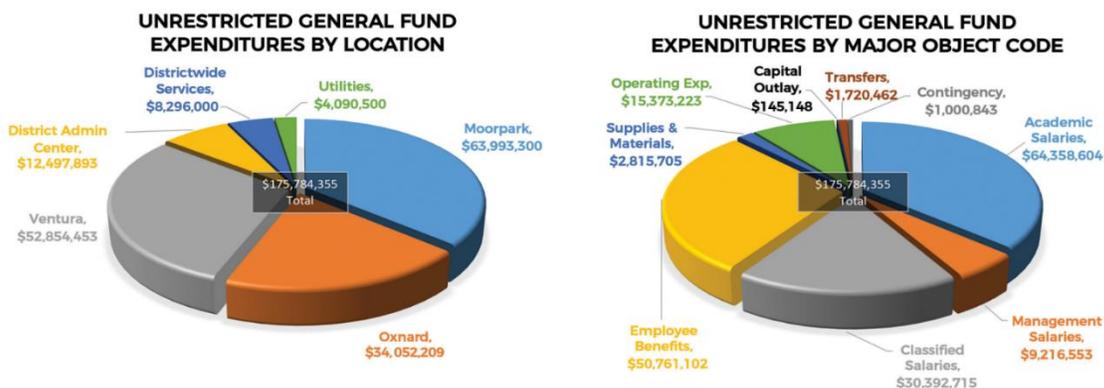


Classified staff include college and District employees in a variety of support positions. District and colleges' classified senate represent all full-time and part-time classified positions and make recommendation to college administration and District leadership. The American Federation of College Teachers, Local 1828 is the exclusive bargaining agent for the faculty; the Service Employees International United, Local 99 is the exclusive bargaining agent for classified staff.

The VCCCD Decision-Making Handbook, found on the VCCCD website, includes a guide and the respective roles and authority of the various governing bodies in the participatory governance process.

Budget

2021-22 Tentative Budget



Nomination and Application Process

How to Apply

Greenwood/Asher & Associates, LLC is assisting VCCCD in this search. Applications and nominations are currently being accepted. For a full application package, please provide a cover letter, CV, and a list of five references. Confidential inquiries, nominations and application materials should be directed to Dr. Narcisa Polonio. Submission of application materials as PDF attachments is strongly encouraged. Initial screening of applications will begin immediately and will continue until an appointment is made.

More information may be found on the VCCCD website, <https://VCCCD.edu> or at Greenwood Asher & Associates <https://greenwoodsearch.com/current-opportunities>

Please direct inquiries, nominations, and application materials to:

Narcisa Polonio, Ed.D.
Executive Team Leader for Community Colleges
E-mail: narcisapolonio@greenwoodsearch.com
Direct: 202-276-1983

The logo for Greenwood/Asher & Associates, LLC. It features the company name in white serif font on a dark blue rectangular background. The text "Greenwood/Asher" is larger and positioned above "& ASSOCIATES, LLC" which is in a smaller font.

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