APPLICATION PROCESS
Applicants must submit the following:
1. Completed and signed Cabrillo College Administrative Personnel Employment application.
2. Letter of application addressing the Opportunities and Challenges, Desired Leadership Characteristics and Required Qualifications listed in this brochure (five pages or less).
3. A current resume including educational background, professional experience, achievements, professional activities, and fluency in other languages.
4. A list of six to eight references (including supervisors, colleagues, faculty, staff, and community members) with titles and current phone numbers.
5. Transcripts from all colleges attended, verifying degrees and course work (unofficial copies are acceptable). If selected, it is the responsibility of the candidate to provide official transcripts, diplomas, degrees or other documents as may be required.
6. College Criminal History Inquiry Supplemental form.
7. Applicant Confidential Information Survey (optional).

Applications should be sent to:
2013 Presidential Search Committee
C/o Loree McCawley, Director of Human Resources
Cabrillo College Human Resources
6500 Soquel Drive
Aptos, CA 95003
Email: presidentialsearch@cabrillo.edu
Fax: (831) 477-3545

Application forms may be obtained from the Cabrillo College website: www.cabrillo.edu/services/hr/apps.html

A Search Committee representing faculty, staff, administrators, students, the Board of Trustees and the community will review all qualified applicants’ materials. The Committee will interview selected candidates in April and refer three to five candidates to the Board of Trustees. Board interviews and public forums will take place in late April. Public forums will give constituent groups an opportunity to interact with the candidates. Each candidate is expected to spend a full day on campus participating in the forums and being interviewed by the Board of Trustees. Candidates invited to Board interviews will be asked to submit an authorization for further background checks.

DEADLINE
Initial application deadline is Friday, April 5, 2013. All completed applications received by this date will receive a full screening. Applications will be accepted until the position is filled.

SALARY AND BENEFITS
Salary, benefits, length of contract and other terms and conditions of employment will be competitive and negotiable. The Board of Trustees and the selected candidate will agree mutually on the terms of employment and the start date.

CANDIDATE INQUIRIES
Each candidate who is invited to a Search Committee interview will receive a packet of information about Cabrillo College. Information about the college is also available on its website at: http://www.cabrillo.edu. For additional information, please contact: Dr. Frances White, Search Consultant, Community College Search Services, (415) 637-4418, or email franlavone@comcast.net.

Cabrillo College seeks applications from all qualified individuals. It is the continuing goal of Cabrillo College to hire and retain faculty, staff and administrators that reflect the rich diversity and cultural heritage of the College District and its student body. Cabrillo College is an equal opportunity employer.

Cabrillo students intending to transfer benefit from the College’s close proximity to four-year universities including the University of California, Santa Cruz (UCSC), California State University (CSU) Monterey Bay, and CSU San Jose.

The college has $202 million in the LEED Platinum-certified, Solari Green Technology Center in Watsonville (2012); the new Health and Wellness Complex (2013); the Visual, Applied and Performing Arts (VAPA) Complex (2009); and the Solari Green Technology Center funding. Cabrillo plans to open its new building and laboratory with dedicated space for Science, Technology, Engineering and Math (STEM) disciplines.
OPPORTUNITIES AND CHALLENGES
1. To lead in the rebuilding of quality programs and restoring services for a college that has been affected by severe budget reductions.
2. To support open access for socio-economically and historically underrepresented students.
3. To continue infrastructure planning for the Aptos campus and the educational centers in Watsonville and Scotts Valley.
4. To develop and seek new sources of funding to support College facilities and programs.
5. As funding allows, to provide the appropriate level of programs and services in Aptos, Watsonville and Scotts Valley.
6. To review and improve programs, services and success rates for students with special attention needs; and provide advocacy for socio-economically and historically underrepresented student populations.
7. To continue to attract a diverse and qualified faculty and staff in a period of diminishing resources, change, increasing cost of living, and employee retirements.
8. To support the faculty in creating and developing new instructional models for an increasingly diverse student body.
9. To develop programs that meet the demands of a global community.
10. To provide for the ongoing leadership of the College.
11. To promote and support environmental sustainability.
12. To the extent possible, support the integration of education, agriculture, technology, and human resources.
13. To lead the College in the implementation of the Student Success Initiative and other policy changes mandated by the state, federal or local government.
14. To continue to explore opportunities for growth at Cabrillo’s educational centers in Watsonville and Scotts Valley.
15. To determine a successful institutional approach to basic skills and integrated learning communities.

STRENGTHS OF CABRILLO COLLEGE
1. Cabrillo College has a 54-year history of stable, forward thinking, creative administrative and board leadership.
2. The College has outstanding faculty, staff and administrators committed to student success.
3. College faculty, staff, students and administrators work together through a model collegial system of shared governance for the good of the College.
4. The College is located in a beautiful area, rich in resources – education, agriculture, technology, and human resources.
5. The College has positive working relationships and strong support within Santa Cruz County and the surrounding communities, resulting in many active, successful partnerships with business, education, government and other agencies and contributing to the economic development of the area.
6. With widespread community support, the Cabrillo College Foundation leads the state in fundraising and ranks among the top community college foundations in the nation.
7. The College has excellent, nationally recognized academic and occupational programs that are responsive to community and student needs.
8. The College has effective, responsive student support services that facilitate student success.
9. The College has a diverse student body, faculty, staff and administration that reflects the changing demographics of the area and the state, and a strong commitment to a goal of continuing to diversify its population.
10. The campus infrastructure is highly modern, featuring state-of-the-art teaching facilities and student learning centers.
11. The College has a long history of success and strong financial management. After five consecutive years of state budget cuts, the College is entering a period of restoration.
12. The College is well managed and financially sound.

POSITION
The Board of Trustees of the Cabrillo Community College District invites applications for the position of Superintendent/President. An interim president has recently been appointed and will not be a candidate for the position.

REQUIRED QUALIFICATIONS
- Master’s degree from an accredited institution, earned doctorate preferred.
- A minimum of three years senior-level administrative experience, preferably at the community college level.
- Demonstrated knowledge of effective teaching and learning processes at the college level.
- Demonstrable record of community service and involvement.
- Has a track record for increasing diversity in the student, faculty, and staff populations including differences in cultural, social-economic, age, gender, ethnic, religious, sexual orientation, and disability status; and has a vision that encompasses the changing role of community colleges in 21st century society and the ability to inspire others with that vision, work with district constituencies to establish priorities and allocate resources in order to accomplish these goals.
- Has a history of valuing student contributions including: student leadership development, student government, a student-friendly atmosphere, and a broad array of extracurricular activities that make for a rich, student-centered district.
- Has a commitment to academic freedom and academic excellence in the learning and teaching process, while placing the highest priority on student access, retention, and success.
- Has knowledge of California and federal laws and regulations governing community colleges; and has the ability to establish and maintain a constructive working relationship with the Cabrillo College Community College District Board of Trustees.
- Demonstrates a willingness to embrace the cultural values of Cabrillo College as it continually evolves in a rapidly changing educational environment.

DESIRED LEADERSHIP QUALIFICATIONS
1. Has a track record for increasing diversity in the student, faculty, and staff populations including differences in cultural, socio-economic, age, gender, ethnic, religious, sexual orientation, and disability status; and has a vision that encompasses the changing role of community colleges in 21st century society and the ability to inspire others with that vision, work with district constituencies to establish priorities and allocate resources in order to accomplish these goals.
2. Has a history of valuing student contributions including: student leadership development, student government, a student-friendly atmosphere, and a broad array of extracurricular activities that make for a rich, student-centered district.
3. Has a commitment to academic freedom and academic excellence in the learning and teaching process, while placing the highest priority on student access, retention, and success.
4. Has knowledge of California and federal laws and regulations governing community colleges; and has the ability to establish and maintain a constructive working relationship with the Cabrillo College Community College District Board of Trustees.
5. Demonstrates a commitment to innovative approaches to classroom instruction, new methods of instructional delivery, and technological changes, which have an impact on every aspect of District operations.
6. Is fair, ethical and accessible, leading the candidate to be an inclusive educational leader who demonstrates respect, honesty, integrity, trust, confidentiality, compassion and has the ability to inspire this qualities in others;
7. Has outstanding interpersonal and communication skills that include respectful listening and the encouragement of diverse opinions as well as the ability to mediate conflict and build consensus and unity among various District constituencies.
8. Demonstrates a willingness to embrace the cultural values of Cabrillo College as it continually evolves in a rapidly changing educational environment.
9. Has a demonstrated track record for increasing diversity in the student, faculty, and staff populations including differences in cultural, socio-economic, age, gender, ethnic, religious, sexual orientation, and disability status; and has a vision that encompasses the changing role of community colleges in 21st century society and the ability to inspire others with that vision, work with district constituencies to establish priorities and allocate resources in order to accomplish these goals.
10. Has a history of valuing student contributions including: student leadership development, student government, a student-friendly atmosphere, and a broad array of extracurricular activities that make for a rich, student-centered district.
11. Has a commitment to academic freedom and academic excellence in the learning and teaching process, while placing the highest priority on student access, retention, and success.
12. Has knowledge of California and federal laws and regulations governing community colleges; and has the ability to establish and maintain a constructive working relationship with the Cabrillo College Community College District Board of Trustees.
13. Has a demonstrated record of increasing diversity in the student, faculty, and staff populations including differences in cultural, socio-economic, age, gender, ethnic, religious, sexual orientation, and disability status; and has a vision that encompasses the changing role of community colleges in 21st century society and the ability to inspire others with that vision, work with district constituencies to establish priorities and allocate resources in order to accomplish these goals.
14. Has a history of valuing student contributions including: student leadership development, student government, a student-friendly atmosphere, and a broad array of extracurricular activities that make for a rich, student-centered district.
15. Has a commitment to academic freedom and academic excellence in the learning and teaching process, while placing the highest priority on student access, retention, and success.
16. Has knowledge of California and federal laws and regulations governing community colleges; and has the ability to establish and maintain a constructive working relationship with the Cabrillo College Community College District Board of Trustees.
17. Demonstrates a willingness to embrace the cultural values of Cabrillo College as it continually evolves in a rapidly changing educational environment.
18. Has a demonstrated record of offering student services and/or providing advocacy for socio-economically and historically underrepresented populations that has led to improved student access and success.
19. Has a demonstrated commitment to maintaining learning environments in which democratic values are embraced as well as an unwavering commitment to collaborative relationships with students, faculty, and staff to decision-making through shared part/cipatory governance and consensus building.
20. Has a demonstrated record of offering student services and/or providing advocacy for socio-economically and historically underrepresented populations that has led to improved student access and success.
21. Is familiar with accreditation standards, integrated planning, effectiveness review cycles and automated tracking of student learning outcomes.