



President of Clark College Position Profile

(BOT Approved 10.17.19)

Overview:

Clark College's Board of Trustees seeks to hire an outstanding leader as president for the nationally recognized premier community college of Southwest Washington. Since its founding in 1933, Clark, "the community's college," has played a transformative role in the lives of the students it serves by adapting to the needs of a continuously changing community. Clark's new president will be called on to build upon this legacy, collaboratively accelerating the college's mission to support the educational and professional success of an increasingly diverse community – now and in years to come.

Reports to:

Clark College Board of Trustees

Level of Supervision:

Chief Executive Officer

Purpose and Responsibilities of Position:

Provide leadership to achieve institutional goals established by the Board of Trustees for Clark College and Community College District 14. Effectively manage the core functions of the office of the president prioritizing equitable student outcomes and institutional success in all actions of the college.

Areas of Emphasis:

The Board of Trustees and the community our college serves expect that the president of Clark College will:

- Provide inspirational leadership by:
 - Setting high standards, guiding, leading, and managing the college's Executive Cabinet to operate as a high-performing team; building an environment of clear priorities, trust and empowerment, and accountability.
 - Being a role model for the broader college community by fostering and maintaining authentic and productive relationships and being an advocate for faculty, staff, and students.
 - Utilizing the 2019-20 climate survey as the baseline for improvement in mission aligned culture, communications, and staff/faculty professional development and morale.
- Demonstrate a deep appreciation for changes taking place in our community. Leading with racial equity, build recognizable improvement in community trust, disparities in student achievement, and employee retention, as a path to equity for all groups.
- Manage resources and agreements to a multi-year time horizon considering current and forecasted realities:
 - Ensuring progress on key college plans and initiatives including the [2019-2021 Interim Strategic Plan](#), [2015-2020 Social Equity Plan](#), Guided Pathways, and [campus expansion plans](#).
 - Leading collaborative visioning and innovation in the creation of future strategic plans, and ensuring the necessary investments and change management to deliver on those plans.
- Effectively partner with the Clark College Foundation as required to support goals of the Promising Pathways and future fundraising campaigns.
- Ensure effective relationships with the community, region, technical college system, state college system, local businesses and legislators as the primary "face of Clark College."

The Successful Candidate Will Have Demonstrated:

- Multi-year effectiveness in an educational organization position of leadership operating under a system of transparency, shared governance, and reporting to a Board. Preferred leadership experience in the [academic and technical programs](#), [economic and community development](#), and wide ranging [student and community services](#) that the college offers. Preferred sitting or past college president.
- Recognized results in placing the highest value on the success of students and eliminating disparities in educational outcomes including:
 - Understanding and addressing the challenges pertinent to student success, curriculum development and relevance, inclusive practices, and outcomes assessment at the department and classroom level.
 - Attracting and retaining a diverse faculty and staff reflecting the students they serve.
 - Understanding college systems, processes, culture, and environment necessary for the success of Guided Pathways.
 - Leading from an equity-minded framework and holding teams accountable for the same. Practicing personal leadership in equity, diversity, and inclusion in service of an open environment to people from all backgrounds and experience levels.
- Executive leadership qualities including:
 - Inspiring others through effective communication and empowering actions aligned with the mission, vision, values, and supporting culture of the college. Ability to mobilize others, inside and outside of the college.
 - Building and fostering an environment of innovation and excellence, trust and respect, empathy and engagement.
 - A personal orientation toward teamwork, collaboration, and transparency.
 - Holding teams accountable to accomplish outcomes and, when needed, using effective conflict resolution skills.
 - Being a visionary and innovative change agent with the collaborative skills to bring others along. Possessing the flexibility/persistence to effectively navigate change and lead strategic initiatives.
 - Ability to utilize data and analytics, best practices, and a multi-year time horizon in the planning and operations of the college.
- Effectiveness leading through all phases of the economic cycle.
- Effectiveness working with others in a collective bargaining environment including working knowledge of unions and applicable collective bargaining acts.
- Ability to cultivate necessary external relationships and to play an effective partnership role in support of foundation development activities.
- Ability to foster effective community partnerships and legislative relationships.

Qualifications:

- Five years of successful senior level administrative experience required, preferably at the community college level.
- Teaching experience and/or student services experience in higher education preferred.
- An earned master's degree from an accredited university required, doctorate preferred.

Start Date:

It is anticipated that the successful candidate will begin onboarding in the summer of 2020 in preparation for the beginning of the 2020-21 academic year. The college operates on a quarterly schedule.

**Compensation package:**

A competitive salary with a multi-year contract will be negotiated based on the candidate's successful experience and educational preparation.

Applicant Process:

To assure best consideration, applications should be received by Friday November 15, 2019. The application should include a letter of interest specifically addressing the applicant's background in relationship to qualifications and demonstrated skills, behaviors, and experience described in the search profile (not more than four pages); a current resume or curriculum vitae; and the names of at least five professional references with each persons' position, office or home address, e-mail address, and telephone number. References will not be contacted without prior authorization from the applicant. All applications will remain confidential.

The search is being assisted by Dr. Preston Pulliams, Gold Hill Associates. Nominations and applications should be sent electronically (MS Word or PDF Format) to Preston@goldhillassociates.com citing "Clark College President" in the subject line.

Additional information regarding the Clark College Presidential Search can be found at www.clark.edu/presidential-search

Clark College is Southwest Washington's largest public institution of higher education. An open-enrollment community college, it welcomes more than 12,000 students of all ages and backgrounds pursuing their educational or career paths each quarter. Students can earn high school diplomas, GEDs, certificates, and degrees in a variety of programs including nursing, dental hygiene, and mechatronics, to name a few. Also, Clark's Running Start program is the largest in the state, with more than 1,800 high school students earning college credit for little or no cost.

Clark College strives to create a vibrant college community that supports a diverse student body, faculty, and staff. By enriching student life through leadership opportunities, personal learning and cultural experiences, we are committed to building a diverse college community that fosters creativity, innovation and student success.

Founded in 1933 as a private, two-year, junior college, Clark College received its first accreditation in 1937 and has been accredited by the Northwest Commission on Colleges and Universities since 1948. It was incorporated into the statewide community college system in 1967.

Clark College's main campus sits on the beautiful 101-acre Vancouver Central Park in the heart of Vancouver, Washington. The college also offers classes on the campus of Washington State University Vancouver and at a satellite location in east Vancouver at the Columbia Tech Center. The college's non-credit Economic & Community Development program, offers corporate and continuing-education classes. The college is currently planning for a new satellite campus in north Clark County with a potential focus on advanced manufacturing. Clark College has collaborated on partnerships with many regional colleges, universities, and technical institutions, allowing students to apply credits earned at Clark toward their bachelor's degrees.

Athletic programs at Clark College include men's and women's basketball, co-ed cross country, men's and women's soccer, softball, volleyball, and baseball. Clark College is a member of the Northwest Athletic Conference.

Clark College is an equal opportunity employer. Protected group members are strongly encouraged to apply. Clark College does not discriminate on the basis of race, color, national origin, age perceived or actual physical or mental disability, pregnancy, genetic information, sex, sexual orientation, gender identity, marital status, creed, religion, honorably discharged veteran or military status, or use of a trained guide dog or service animal. The college considers equal opportunity, affirmative action, and non-discrimination to be fundamental to the mission, Core themes, and objectives of the college. All faculty and staff hired at Clark College are encouraged to embrace, continually support and enhance social equity on our campus and in our community. Questions regarding the College's Affirmative Action Policy may be directed to Human Resources, (360) 992-2105.

For more, please go to: <https://clark.edu>.