



EXECUTIVE SEARCH PROFILE

SUPERINTENDENT/PRESIDENT



The Board of Trustees of the Santa Barbara Community College District invites applications and nominations for the position of Superintendent/President, Santa Barbara City College.

APPLICATIONS DUE FRIDAY, JANUARY 20, 2023 (by midnight PST)

CONTENTS

THE OPPORTUNITY.....	3
THE COLLEGE.....	4
OUR VISION	6
OUR MISSION	6
OUR CORE PRINCIPLES	6
STRATEGIC DIRECTIONS & GOALS FOR 2019-2022	7
THE COMMUNITY	9
SERVING DIVERSE STUDENTS.....	10
CREDIT	11
NONCREDIT	11
OUR NEXT SUPERINTENDENT/PRESIDENT	12
MINIMUM QUALIFICATIONS	12
DESIRED QUALIFICATIONS	12
PRIORITIES FOR THE SUPERINTENDENT/PRESIDENT	13
COMPENSATION & CONDITIONS OF EMPLOYMENT	14
APPLICATION & SEARCH PROCESS	14



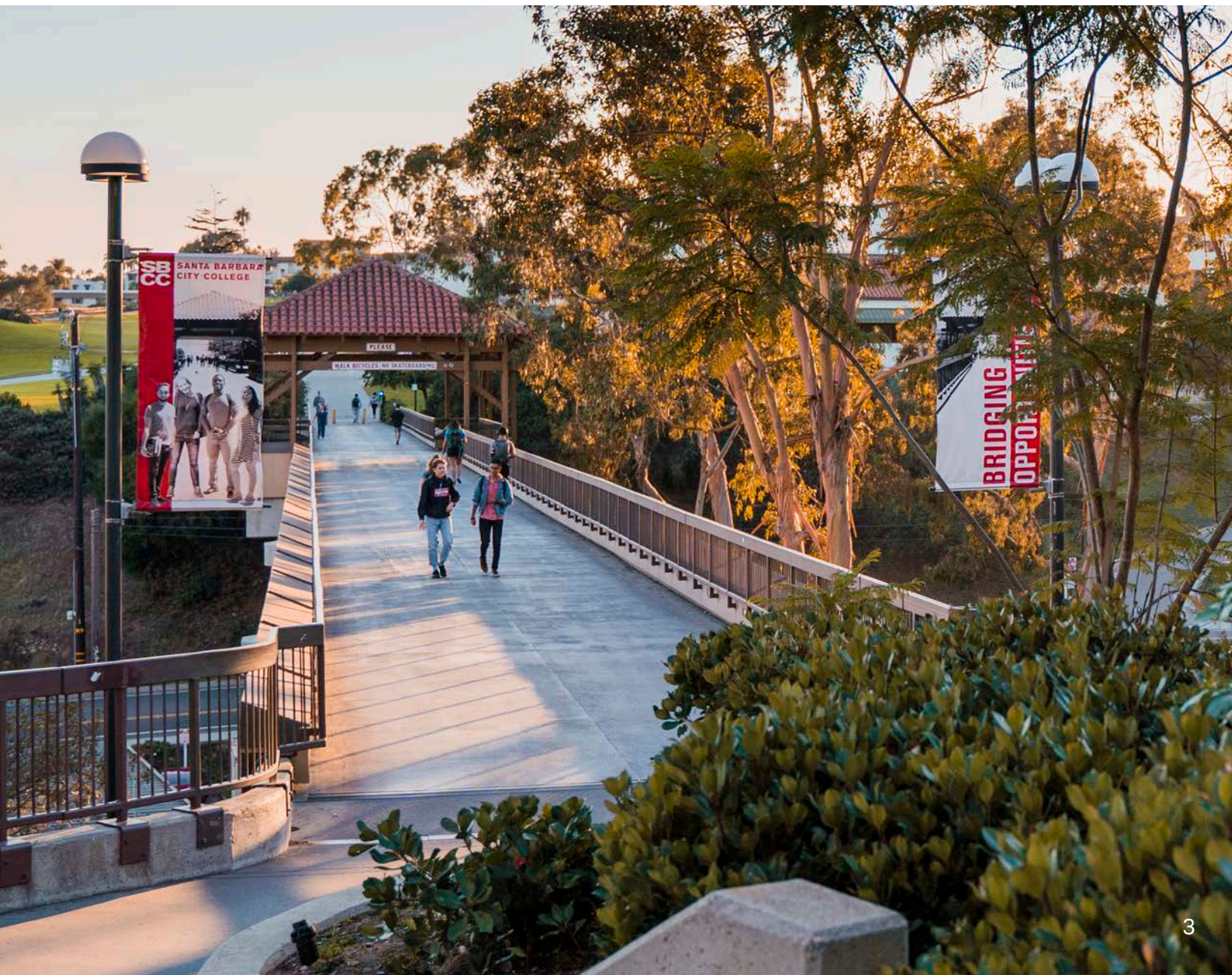
THE OPPORTUNITY

The [Board of Trustees](#) of Santa Barbara City College (SBCC) welcomes applications and confidential nominations for its next Superintendent/President (President) to lead one of the oldest and most prestigious community colleges in California.

The President will be a competent, equity-minded leader who excels in complex organizations and is passionate about the comprehensive community college mission. The new President will be a successful communicator, team builder, problem-solver, and resource builder and manager with strong organizational and human impact skills to engage all constituencies in collaboratively shaping the future for the College.

The successful candidate will build on SBCC's history of providing quality, innovative educational experiences for all students to achieve their highest potential. They also will be a visible, active leader in the community and work closely with the SBCC Foundation to enhance relationships and partnerships.

This is an exceptional opportunity for an experienced, courageous, visionary, and inclusive higher education leader eager to commit to serving Santa Barbara City College and advancing the quality of life and economic well-being of the diverse residents and communities in the region.



THE COLLEGE

Santa Barbara Junior College was established in 1909 by the Santa Barbara High School District. Fifty years later, Santa Barbara City College (SBCC) took on its new identity and location on the Santa Barbara Mesa on 74 acres overlooking the harbor and Pacific Ocean.

Students attend SBCC's Main Campus and downtown Santa Barbara City College Cosmetology Academy, as well as its Schott and Wake Campuses, which provide wide-ranging noncredit and fee-based adult education and community programs through the School of Extended Learning. In Fall 2021, SBCC served 13,781 credit students. Of those, 4,939 were on the main campus, 1,983 were in dual enrollment, and 6,859 were exclusively online. For spring 2023, SBCC has currently scheduled credit classes 46% in person and 42% online. In Fall 2021, SBCC also served 4,364 noncredit students.

In addition to its superb location, students are attracted to SBCC by virtue of its outstanding faculty, small

classes, state-of-the-art facilities, student support services, and robust university transfer program.

SBCC is a federally recognized Hispanic-Serving Institution (HSI) and is ranked as one of the best community colleges in the nation. The College's long-standing reputation for academic excellence, exemplary programs, and equity-minded student success has been recognized with numerous state and national awards, including as national winner of 2013 Aspen Prize for Community College Excellence. Programs and students are supported by the SBCC Foundation, a freestanding 501(c)3 organization that provides the [SBCC Promise](#) program for local students.

The District is fully accredited and governed by an independent seven-member elected Board of Trustees and advised by a Student Trustee elected by the student body.





MAIN CAMPUS

721 Cliff Drive
Santa Barbara, CA 93109



SCHOTT CAMPUS

310 W Padre Street
Santa Barbara, CA 93105



WAKE CAMPUS

300 N Turnpike Road
Santa Barbara, CA 93111



COSMETOLOGY ACADEMY

525 Anacapa Street
Santa Barbara, CA 93101

OUR VISION

Santa Barbara City College strives to build a socially conscious community where knowledge and respect empower individuals to transform our world.

OUR MISSION

As a public community college dedicated to the success of each student . . .

Santa Barbara City College welcomes all students. The College provides a diverse learning environment and opportunities for students to enrich their lives, advance their careers, complete certificates, earn associate degrees, and transfer to four-year institutions.

The College is committed to fostering an equitable, inclusive, respectful, participatory, and supportive community dedicated to the success of every student.

OUR CORE PRINCIPLES

Santa Barbara City College's core principles guide all aspects of instruction, organization, and innovation:

- Student-centered policies, practices, and programs
- Participatory governance
- A psychologically and physically supportive environment
- Free exchange of ideas across a diversity of learners
- The pursuit of excellence in all college endeavors

These core principles are embedded in the College's recently updated Governance and Decision-Making and Strategic Planning processes.





STRATEGIC DIRECTIONS & GOALS FOR 2019-2022

To achieve our vision of building a socially conscious community where knowledge and respect empower individuals to transform our world, SBCC will pursue the following six broad strategies:

1. Improve student learning and achievement of educational goals.
2. Provide effective management of the District's human, fiscal, physical and technological resources to increase organizational effectiveness and environmental sustainability.
3. Achieve enrollment efficiencies to better serve our community.
4. Improve campus climate throughout the district.
5. Maintain positive connections with our community.
6. Prepare the campus for impacts of climate change.

The Santa Barbara area is often called the American Riviera because of its Mediterranean-like climate and 300 days of sunshine.



SBCC is located in southern Santa Barbara County, with a service area spanning the coastal plain from Carpinteria on the south to Gaviota to the north. The city of Santa Barbara has a population of 88,200. The contiguous urban area along the coast includes the cities of Goleta and Carpinteria, as well as unincorporated communities such as Isla Vista, Montecito, Mission Canyon, Hope Ranch, and Summerland with a population of 200,000. The greater Santa Maria-Santa Barbara metro area has over 450,000 residents.

Regarded for its natural beauty, agriculture, and biodiversity, the region is bound by the Pacific Ocean and the sharply rising Santa Ynez Mountains. The dramatic landscape is home to a racially and socioeconomically diverse population, and multiple

communities within the County present unique educational, career advancement, and personal enrichment needs.

The Santa Barbara south coast is a major tourist destination, yet many residents struggle with housing affordability, food insecurity and low-wage work. Nearly 16% of the County's population lives in poverty, and a lack of affordable housing makes it difficult for median wage earners to live and thrive in the area.

The region has been threatened by wildfires in recent years and was significantly affected by the Thomas Fire in 2017 and Montecito debris flow in 2018. Responding to the debris flow, the College served as a community Red Cross evacuation center, provided shelter for first responders, and served as a three-week temporary home for classes for hundreds of displaced elementary students from Montecito Union School.

A number of higher education institutions in the region, including the University of California, Santa Barbara, join SBCC in preparing a workforce that supports growing industries such as healthcare and technology.





SERVING DIVERSE STUDENTS

The College attracts students who reflect the growing diversity of the region and is recognized as a Hispanic-Serving Institution (HSI). The [Office of Equity, Diversity and Cultural Competency](#) advances campus-wide diversity and equity goals and supports four student equity centers:

- [The Center for Equity and Social Justice](#)
- [Basic Needs Center](#)
- [Umoja Program](#)
- [Dream Center](#)

The [Student Equity and Achievement Committee](#) champions progress on removing barriers to success for students of varying race and ethnicity, students with disabilities, and students who are economically disadvantaged, first-generation, LGBTQIA+, or members of other historically marginalized populations.

SBCC has more than 30 remote and in-person student support departments and services that provide advising, counseling, financial aid, tutoring, mentoring, childcare, food and housing resources, mental and physical health care, and focused support for specific student populations.



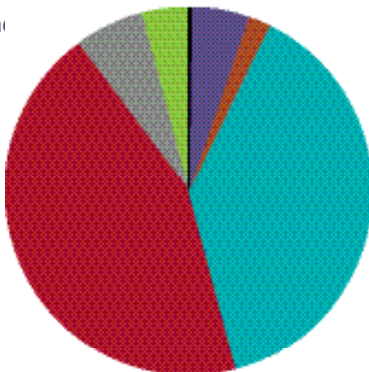
CREDIT

13,781 Students (Fall 2021)

45% under 19 years old **17%** 25 to 39 years old
30% 20 to 24 years **8%** 40+ years old

STUDENT DIVERSITY (FALL 2021)

0.3% American Indian/Alaskan Native
5% Asian/Filipino/Pacific Islan
2% Black/African American
38% Hispanic
43% White
6% Two or More Races
4% Unknown



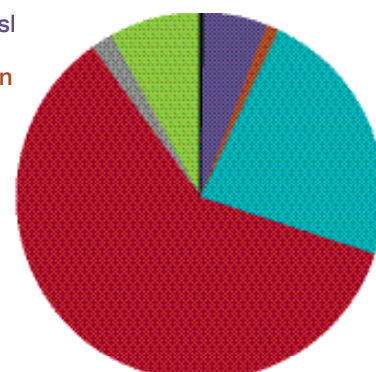
NONCREDIT

4,364 Students (Fall 2021)

1% 19 years old & under **18%** 25 to 39 years old
3% 20 to 24 years **77%** 40+ years old

STUDENT DIVERSITY (FALL 2021)

0.1% American Indian/Alaskan Native
6% Asian/Filipino/Pacific Isl
1% Black/African American
23% Hispanic
60% White
2% Two or More Races
8% Unknown



STUDENT ATTENDANCE (CREDIT AND NONCREDIT)

Most students come from our local community and attend part-time.

55% In-District
39% Elsewhere in California
4% Out of State
2% International

34% Full-time **66%** Part-time

STUDENT ACHIEVEMENT (2021 GRADUATING CLASS)

3,475 Degrees Awarded
2,191 Credit and Noncredit Certificates Awarded
1,983 Transfers to Four-Year Institutions

Note: Many students attend SBCC to obtain basic skills, advance their job skills, or for personal enrichment.



OUR NEXT SUPERINTENDENT/PRESIDENT

SBCC is committed to hiring and retaining employees who reflect the rich diversity of its student body and communities and to providing equal opportunity/equal access in all of its employment, programs, and services. SBCC is dedicated to a policy of nondiscrimination and is an equal opportunity employer. Veterans and people with disabilities are encouraged to apply.

MINIMUM QUALIFICATIONS

1. Master's degree from an accredited institution.
2. Significant leadership experience in an executive level position.
3. Demonstrated understanding of, sensitivity to, and commitment to equity, inclusion and anti-bias in an institution that serves and employs a population that is diverse in multiple ways including income, academic, socio-economic, race, ethnicity, gender, gender identity, sexual orientation, disability, age, politics, philosophy, religion, and cultural background.

DESIRED QUALIFICATIONS

1. Earned doctorate from an accredited institution.
2. Three to five years of recent progressively responsible senior administrative experience with major supervisory and decision-making experience in an educational institution.
3. Demonstrated understanding of and commitment to the comprehensive California Community College mission and system.
4. Highly skilled in fiscal management.
5. Excellent demonstrated communication skills.
6. Experienced in college fundraising and enhancing community support for higher education.



PRIORITIES FOR THE NEW SUPERINTENDENT/PRESIDENT

- Build and maintain positive relationships and trust with and among students, employees, the Board, and the community.
- Foster a culture of belonging that values and demonstrates inclusion, equity, diversity, anti-racism, and accessibility.
- Provide effective leadership of the District's human, fiscal, physical, and technological resources to increase organizational effectiveness and environmental sustainability.
- Focus the College on equity-minded student success, educational and organizational excellence, and data-informed decision-making.
- Work collaboratively with the Board and College constituencies to advance SBCC's mission and strategic priorities through effective participatory governance structures and processes.
- Serve as an active, visible community leader, engaging with the full range of community members, organizations, businesses, educational partners, and local/state/national government agencies and officials to represent the College, build partnerships, identify community needs, reach underserved populations, and promote support for the District.
- Promote a caring, supportive campus environment where all persons are treated respectfully and differences are heard and expressed in civil discourse.
- Address issues with student participation, organizational efficiencies, and enrollment management related to the COVID-19 pandemic, changing demographics, and other factors such as new educational competitors and student preferences for diverse learning modalities.
- Demonstrate strong financial skills including coping with difficult financial periods and issues.





COMPENSATION & CONDITIONS OF EMPLOYMENT

SBCC offers a highly competitive executive compensation package that includes base salary, medical, dental, vision benefits and life insurance benefits, vacation, sick leave and opportunities for professional development. The Board of Trustees and the selected candidate will agree mutually on the terms of employment and the start date. The anticipated start date is July 1, 2023.

APPLICATION & SEARCH PROCESS

The [Superintendent/President Search website](#) provides information regarding the [Search & Hire Timeline](#), [Job Description](#), and the [Screening Committee](#) charge and composition.

To apply for this position, please visit the HR Application webpage, and complete the online application.

1. Attach a letter of interest of no more than five pages describing how you are prepared to meet the six Desired Qualifications of the position and nine Priorities for the new Superintendent/President.
2. Attach a current resume, including educational background, professional experience, achievements, and professional activities.
3. Attach a list of references (names, mobile and business telephone numbers, email addresses) that include a trustee, current supervisor, previous supervisor, two direct reports, two faculty members, two classified professionals, and two community leaders who have worked with you, preferably in the last five years.

Applications due Friday, January 20, 2023 (by midnight PST)

FOR ADDITIONAL INFORMATION, CONFIDENTIAL INQUIRIES, OR NOMINATIONS

Dr. Helen Benjamin

hbenjamin91@icloud.com | (510) 701-1553

Dr. Cindy Miles

cmiles1779@icloud.com | (619) 322-8824