



# EXECUTIVE SEARCH PROFILE CHANCELLOR



The Board of Trustees of the Peralta Community College District invites applications and nominations for the position of Chancellor.

**APPLICATIONS DUE MONDAY, JULY 31, 2023 (by midnight PDT)**

Welcome to the East Bay.

Welcome to a place where tens of thousands of students from all walks of life dream and study, learn and grow, succeed and celebrate.

Welcome to a diverse, progressive, and passionate community, where equity matters, differences are celebrated, and people truly care about the well-being of others.

This is the Peralta Community College District.

Together, we broaden horizons, build character, create opportunities. We transform lives.

Welcome.



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# THE DISTRICT



## MISSION

The Peralta Community College District is a collaborative of colleges advancing social and economic transformation for students and the community through quality education, rooted in equity, social justice, environmental sustainability, and partnerships.



FOUNDED IN  
**1964**  
DISTRICT SERVES  
**78**  
SQUARE MILES

**28,434**  
STUDENTS  
ENROLLED  
in 2021–22

## PRINCIPLES

These nine principles acknowledge that there are many diverse voices, perspectives, and purposes within the community and together they help Peralta prosper and flourish.

- 1. Planning Drives Resources:** Resources will be allocated based on information-based strategic planning processes.
- 2. Shared Governance:** The Strategic Plan will be implemented using a clear, structured, and inclusionary process to promote efficient and effective participation of students, faculty, staff, and administrators in developing well-informed decisions on a timely basis.
- 3. Diversity and Shared Strengths:** College autonomy and district-wide collaboration are mutually supportive and create the highest levels of student and community success.
- 4. Organizational Development:** The colleges and service centers provide ongoing attention to building the capacity and effectiveness of all organizational processes.
- 5. Collaboration:** The colleges and service centers are committed to collaborating as a team and coordinating programs and services to maximize the benefits to students and the community.
- 6. Future Orientation:** We strive to anticipate change and provide leadership for our communities' human and social development.
- 7. Environmental Sustainability:** The colleges and service centers are committed to environmentally sustainable practices which will meet the needs of the present generation without compromising the ability of future generations to meet their own needs.
- 8. The Service Center Role:** The term "district service centers" was adopted by PCCCD to indicate that central functions support the effectiveness of educational programs and services, which are predominantly delivered at the four colleges. The service centers provide a range of services to the colleges, including human resource, fiscal management, legal, educational planning, facilities management, and marketing. At the same time, the service centers also provide guidance, support, and leadership to the colleges in administrative and compliance areas. A distinctive role for the service centers is to support collaboration across the four institutions to form a "community of colleges."
- 9. Community and Individual Empowerment:** The welfare of our communities and our students is better served when they have the skills and knowledge to control their economic destinies and engage effectively in the process of governance, self-governance, and participation in their communities.



## VALUES

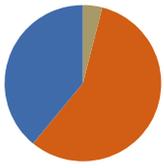
1. **Student success and equity:** The colleges and service centers evaluate all decisions in light of how they will equitably support student and community success and empowerment.
2. **Diversity:** We recognize and celebrate the strengths of our diverse students, communities, and colleagues.
3. **Excellence:** We promote the highest level of quality in all programs and services.
4. **Innovation:** The colleges and service centers support creative approaches to meet the changing demographic, economic, and educational needs of our communities.
5. **Financial health:** We effectively manage resources.
6. **Environmental sustainability:** We engage in model environmental sustainability practices.
7. **Collaboration:** The colleges and service centers use a consultative decision-making process based on trust, communication, and critical thinking.
8. **Trust:** We support one another's integrity, strength, and ability.
9. **Employee Development:** We promote the development of all employees.
10. **Communication:** We seek first to understand, then to be understood.
11. **Respect:** We treat one another with care and respect.





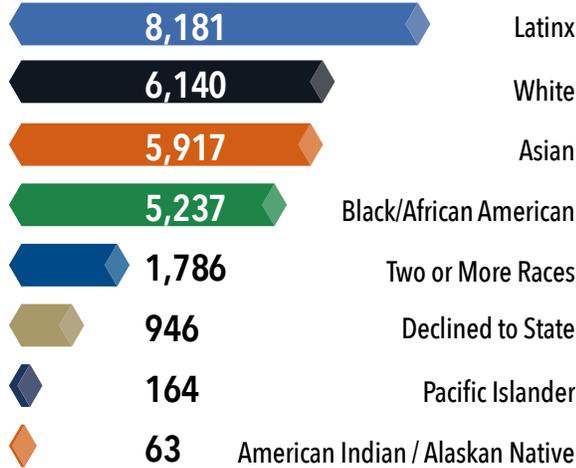
The Following Statistics Reflect the 2021-2022 Academic Year.

### GENDER



- 57% Female
- 39% Male
- 04% Declined to State

### ETHNIC BACKGROUND



### AGE GROUPS



### District Facts

*(Distinct Counts)*

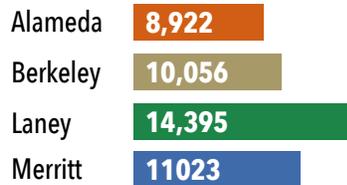
Full-Time Students ( Equivalent)	12,475
Number of Credit Sections	6,007
Number of Non-Credit Sections	346
Transfer to UC or CSU	1,186
Student to Counselor Ratio	474:1
Full Time Faculty	66%

### Student Populations

*(Distinct Counts)*

International Students	679
Students Registered with Student Accessibility Services	642
Special Admit	6,352
Veterans	269
First Generation	9,795
Low Income	13,826
Foster Youth	579

### COLLEGE HEADCOUNTS\*



### Students Attending Multiple PCCD Colleges in the Same Term

At Least two PCCD Colleges	44%
More than two PCCD Colleges	18%

\* Distinct headcounts for each college. The sum across all four colleges is expected to be greater than the distinct district headcount due to students who attend more than one of the colleges (multi-campus enrollment).

# EAST BAY LIVING



As the Peralta Colleges are located in beautiful northern Alameda County, students and faculty experience mild climates, a rich diversity of cultures and all of the exciting activities the Bay Area has to offer. San Francisco is naturally the first major city that comes to mind at the mention of the Bay Area. San Jose is nearby in the South Bay. Oakland, the major city in the East Bay, is giving San Francisco and Silicon Valley a real run for their money with many creatives, artists, and young professionals now calling Oakland home. Oakland and the other cities in our service area are centrally located and more affordable than many Bay Area cities. World class attractions like Muir Woods, Sonoma and Napa Wine Country, Santa Cruz, Monterey, and Yosemite are also nearby and make for great weekend trips.



## DISTRICT OFFICES

The Peralta Community College District, established in 1964, is a system of two-year public community colleges serving the residents of the cities of Oakland, Berkeley, Alameda, Piedmont, Emeryville, and Albany in northern Alameda County, California. The District operates four community colleges: Berkeley City College, College of Alameda, Laney College, and Merritt College.

The Peralta Colleges provide a dynamic multicultural learning environment offering accessible, high-quality educational programs and services, including two-year degrees, certificates and university transfer programs. The Peralta Community College District serves over 20,000 students each semester, and is one of the top community college districts in California in transferring students into the UC System. Currently, the District has about 850 full-time employees and over 1,000 part-time faculty and staff.



The District is also home to award-winning cable access Peralta TV (Comcast channels 27/28, AT&T channel 99) and community radio station KGPC-LP 96.9 FM.





BERKELEY CITY COLLEGE

1974

TRANSFORMING LIVES

**Name:** Berkeley City College

**Address:** 2050 Center St, Berkeley, CA 94704

**Location:** Downtown Berkeley

**Founded :** 1974 (formerly Vista College)

**Setting :** Urban - Young downtown atmosphere

**Acclaimed Programs:** American Sign Language, Biotechnology, Business, Global Studies, Multimedia and Liberal Arts

**Notable Feature:** One of the top transfer institutions to UC Berkeley



**Name:** College of Alameda

**Address:** 555 Ralph Appezatto Memorial Pkwy,  
Alameda, CA 94501

**Location:** Northern Alameda Island

**Founded :** 1968

**Setting :** Suburban - Quiet park-like campus surrounded by a bustling urban environment

**Acclaimed Programs:** Aviation Maintenance, Technology, Apparel Design, Automotive Technology, and E.S.O.L. Programs

**Notable Feature:** One of the only community colleges located on an island.





# Laney College

DREAM. FLOURISH. SUCCEED.

**Name:** Laney College

**Address:** 900 Fallon St, Oakland, CA 94607

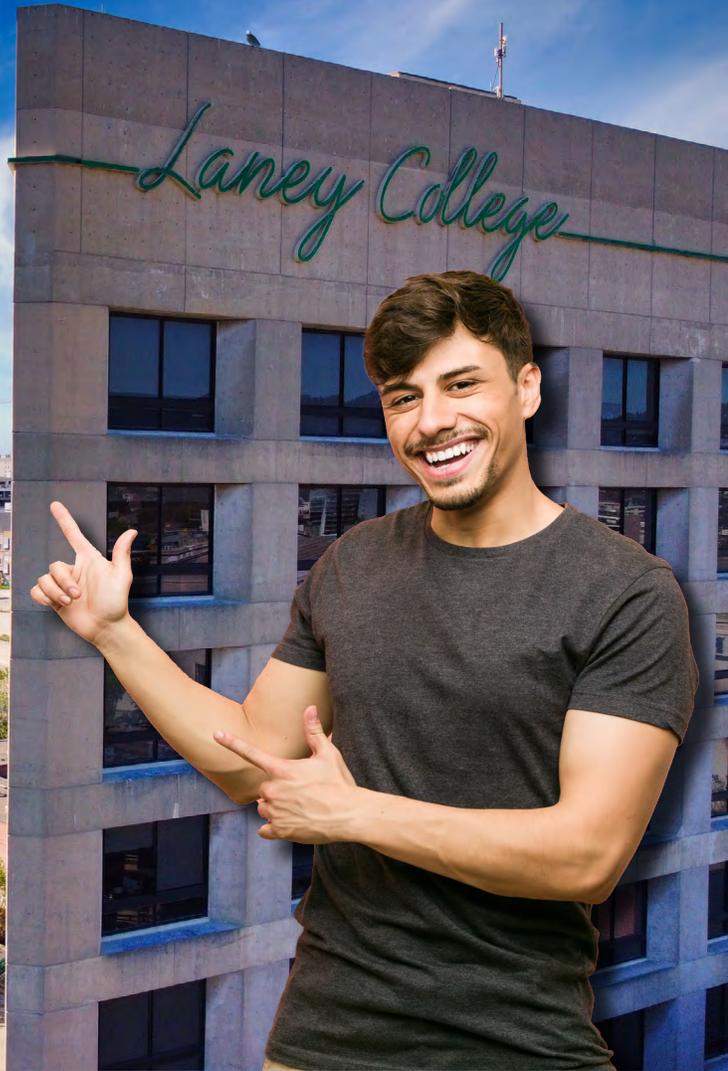
**Location:** Downtown Oakland

**Founded :** 1927 (Formerly Central Trade School)

**Setting :** Urban - "Big City" College Campus between multicultural hubs

**Acclaimed Programs:** Journalism, Culinary Arts, Mathematics, Machine Technology, and Ethnic Studies

**Notable Feature:** One of the oldest community colleges in the United States.



**Name:** Merritt College

**Address:** 12500 Campus Dr, Oakland, CA 94619

**Location:** The Oakland Hills

**Founded :** 1953

**Setting :** Suburban/Rural - Quiet hillside residential campus above a bustling urban environment

**Acclaimed Programs:** Cyber Security, Social Services, Nursing, Child Development, Nutrition, Environmental Studies, and Landscape Horticulture

**Notable Feature:** Origin of the Black Panthers Movement



The East Bay Area is home to over 50 parks, many of which boast significant acreage of wild lands directly adjacent to urban centers. From Tilden Regional Park near Berkeley to Lake Merritt – the nation’s first protected wildlife refuge – there are naturally beautiful spaces nearby to explore, workout, relax, and recharge.

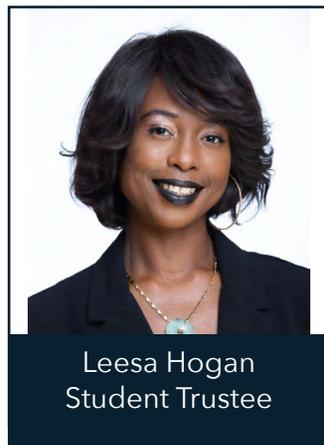
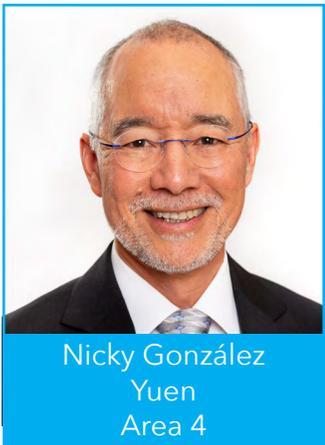
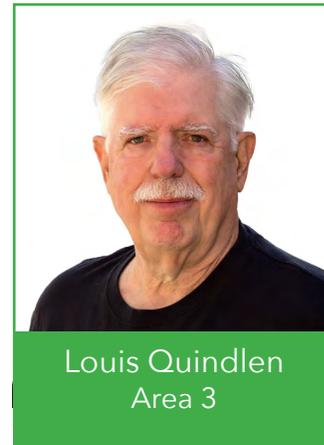
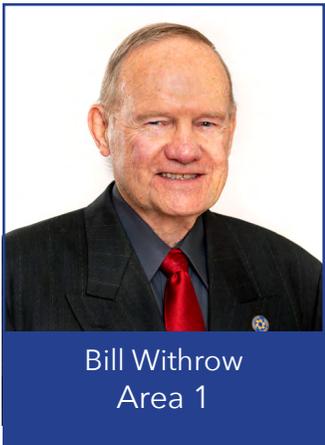


# THE BOARD OF TRUSTEES



The Board of Trustees of the Peralta Community College District invites applications and nominations for the position of Chancellor. The Chancellor is the Chief Executive Officer of the District and reports to an elected seven-member Board of Trustees.

The Board seeks a leader committed to student success, academic excellence, diversity, equity, and inclusion. The successful candidate is expected to make a long-term commitment to the District and continue the development and implementation of a common vision developed through participatory governance processes in the best interests of all students, faculty, classified professionals, and administrators. The ideal candidate will be an innovative, entrepreneurial, energetic, and proven leader. The successful candidate must thoroughly understand the role and the opportunities of a large multi-campus community college district as well as the dynamics of the East Bay Area communities it serves.



## BOARD GOALS

1

### **EDUCATIONAL QUALITY AND STUDENT SUCCESS**

The Board is committed to fulfilling the mission of the District and will ensure that students have a quality learning experience that maximizes their opportunities for success.

2

### **DIVERSITY, EQUITY, INCLUSION/SOCIAL JUSTICE**

The Board is aware of the importance of a safe and welcoming teaching, learning, and working environment for students and employees and will promote equal access to educational achievement through collaborations that value diversity, equity, and inclusion.

3

### **FISCAL AFFAIRS**

It is imperative that the District has a secure and sustainable economic future; therefore, the Board will ensure financial accountability, responsibility, and stability that aligns with the Student Centered Funding Formula (SCFF).

4

### **BOARD EFFECTIVENESS**

Realizing the serious work facing the District and the need for the Board to improve its culture to achieve District and Board goals, the Board will continue to take bold actions to transform itself into a high functioning unit.

5

### **ORGANIZATIONAL EFFECTIVENESS**

Support the Chancellor's leadership in improving the effectiveness of college and District-wide planning, organization, operations, and decision-making.

6

### **SAFETY AND SECURITY**

Board decisions will be strongly guided by considerations of health, safety, security, and environmental sustainability.

# OUR NEXT CHANCELLOR



PCCD 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. PCCD is dedicated to a policy of nondiscrimination and is an equal opportunity employer. Veterans and people with disabilities are encouraged to apply.



## QUALIFICATIONS

### MINIMUM QUALIFICATIONS

- A master's degree or equivalent from an accredited institution.
- Demonstrated commitment to, and evidence of, leading a college or district to achieve higher levels of student access and success.
- Documented successful experience at the senior administrative level in a complex organization, preferably within a community college setting or another institution of higher education.
- Demonstrated understanding of, promotion of, sensitivity to, and respect for the diverse academic, socioeconomic, cultural, gender, sexual orientation, disability and ethnic backgrounds of Peralta Colleges' students, faculty, staff and community.

### DESIRABLE QUALIFICATIONS

- Minimum of five years demonstrated experience as a successful senior administrator.
- Postsecondary teaching experience, preferably in community colleges.
- Experience in a multi-college district.
- Experience in supporting and providing technical assistance to individual colleges within a multi-college district.
- Experience in shared governance and collective bargaining within a college environment and demonstrated respect for the process.
- Knowledge of the role of community colleges in economic development.
- Earned Doctorate strongly preferred.

## INSTITUTIONAL PRIORITIES FOR THE NEW CHANCELLOR

- \*1. Ensure that student access, equity, and success are the primary foci of the District.
  - \*2. Implement fiscal and organizational reforms to sustain the District's fiscal stability and effectiveness for the short- and long-term.
  - \*3. Improve District morale by demonstrating respect, enthusiasm, and commitment to the work and success of the Peralta Community College District and empowering employees to succeed in accordance with their skills and job requirements.
  - \*4. Cultivate a strong, positive CEO/Board relationship that promotes the success of students, the Colleges, and the District as a whole.
- 
5. Develop and implement a system in which inequalities of gender, race, sexuality, ability, religion, socioeconomic status, immigration status, and other cultural and demographic indicators among students and employees are identified, discussed, addressed, and assessed.
  6. Develop partnerships with local entities to ensure successful transition into the Peralta Colleges from District high schools as well as local communities.
  7. Provide leadership in financial management and budget planning, facilities construction and maintenance, and bond financing programs.
  8. Serve as a leader in the community to advance the long-term economic vitality of the region.

*\*Note: Applicants are asked to address Institutional Priorities # 1- 4 and Demonstrated Leadership Attributes # 1- 4, as well as the Minimum and Desirable Qualifications, in their cover letter for the position.*

## DEMONSTRATED LEADERSHIP ATTRIBUTES FOR THE NEW CHANCELLOR

- \*1. A strong set of core values based on ethical principles that model integrity, honesty, candor, fairness, humility, persistence, and flexibility
  - \*2. A communication style that includes listening as well as effective open, accurate and timely written, interpersonal, and formal presentation skills
  - \*3. Strong skills in recruiting and appointing outstanding staff, delegating to them responsibility for accomplishing the work of the District and evaluating their performance in achieving clearly defined, measurable goals
  - \*4. A commitment to collective bargaining and participatory governance processes at the District and College levels
- 
5. Positivity and excitement to lead the Peralta Community Colleges
  6. Ability to strengthen the Peralta brand and prestige
  7. An appreciation for the unique mission of the comprehensive community college





## APPLICATION PROCESS

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

For full consideration, applications should be received by Monday, July 31, 2023, and include the following:

- **A cover letter** of no more than 5 pages addressing the Minimum and Desirable Qualifications, as well as Institutional Priorities 1-4 and Demonstrated Leadership Attributes 1-4.
- **Current resume**, including educational background, professional experience, achievements, and professional activities, and
- **10-12 current professional references** (names, mobile and business telephone numbers, email addresses) that include a trustee, current supervisor, previous supervisor, 2 direct reports, 2 faculty members, 2 classified professionals, and 2 community leaders who have worked with you, preferably in the last 5 years.

Applications should be sent electronically (MS Word or PDF format) to Human Resources:  
[chancellorsearch@peralta.edu](mailto:chancellorsearch@peralta.edu)

**Applications due MONDAY, JULY 31, 2023 (By Midnight PDT)**

**FOR ADDITIONAL INFORMATION, CONFIDENTIAL INQUIRIES, OR NOMINATIONS**

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