



Presidential Search and Recruitment 2024

Clatsop Community College, Astoria, OR

Clatsop Community College (CCC) is a public, two-year educational institution serving northwest Oregon and southwest Washington since 1958. CCC is located near the mouth of the Columbia River in Astoria, Oregon and serves all of Clatsop County as well as many communities in Columbia County, Oregon. CCC extends services to Pacific and Wahkiakum Counties in Washington State.

The College district covers all of Clatsop County, bordered on the north by the Columbia River, on the west by the Pacific Ocean, and the mountains of the Coast Range on the east. This magnificent natural landscape provides inspiration for the College's art students and a living laboratory for its science students. The area's colorful history of exploration, fishing, and maritime trading is also evident in the College's regionally unique Maritime Science and Historic Preservation and Restoration programs. Astoria, the county seat, is the oldest American settlement west of the Rocky Mountains. Many Victorian-era homes and commercial buildings constructed before the turn of the 20th century have inspired the College's degree program in Historic Preservation.

Primary Duties and Responsibilities

- The President will be a servant leader as the Chief Executive Officer for Clatsop Community College and will report directly to the Board of Education.
- The President will provide leadership and oversight for all aspects of the college including academics, finance, planning, student affairs, enrollment, advancement, and other key areas. They will operate in accordance with policies and procedures established by the Board.
- The President will build upon and enhance a history of academic, career, technical and professional education programs and has demonstrated a commitment to maintaining a diverse, equitable, and inclusive community.
- The President will advance the vision, mission and goals of Clatsop Community College and foster a cohesive culture by working in collaboration with faculty, staff, administrators, students, and the extended community.
- The President will be dedicated to, and invested in the students of Clatsop Community College by advancing and providing quality education, life skills and opportunities in the extended community.
- The President will be a leader of impeccable integrity, vision, enthusiasm, and energy with outstanding communication, relationship-building, and change-management skills while treating all with compassion, fairness, and respect.

- The President will possess a transparent management and communication style, be a positive catalyst to embrace bold new opportunities for the future, while building upon Clatsop Community College's tradition of innovation.
- The President will focus on teaching and learning with an emphasis on enrollment management, student retention and completion, including advocating for the specific needs of non-traditional students.
- The President will participate in community activities and grow educational partnerships with K-12, colleges, universities, business, and industry partners. They will ensure college programs are aligned with present and future workforce needs.
- The President will ensure the proper balance between academic transfer, occupational, continuing education programs, and will develop course delivery structures that respond to changing technological innovation.
- The President will understand current and emerging topics in higher education, related to assessment, retention, and completion, and demonstrate experience using data to inform strategic planning and decision making.
- The President will have a demonstrated ability to develop legislative, community and donor relations.

Required Characteristics

- The successful candidate for President will be a visionary and ethical leader with integrity who is compassionate and intelligent. They have demonstrated a track record of navigating change while respecting institutional traditions and culture.
- The successful candidate will have demonstrated an ability to work with a governing Board of Education, including the ability to assist the Board with its fiscal and policy making responsibilities.
- The successful candidate will have an understanding of the history, traditions and culture of Northwest Oregon or a similar size rural institution and community. They must establish residency and reside in the Clatsop Community College service area.
- The successful candidate must possess strong written and verbal communication skills.

They must demonstrate an understanding of strategic and campus master planning. They must be experienced in accreditation, economic development, crisis management and data analysis.

- The successful candidate will have the ability to inspire optimism in others while demonstrating an ability to be collaborative while maintaining personal courage and decisiveness.
- The successful candidate will have demonstrated an ability to develop legislative, community and donor relations.
- The successful candidate will demonstrate a commitment to lifelong learning. They will support personal growth in students, staff, faculty, and the surrounding community.

- The successful candidate will be dedicated to serving the long-term needs and success of Clatsop Community College with integral and absolute commitment as a true advocate and champion of the school.

Qualifications

- The preferred applicant will have a doctorate or other terminal degree OR a master's and extensive experience working in higher education.
- Applicants with at least three years of higher education senior level experience including managing financial and budgeting operations in higher education will be considered.
- Applicants should possess entrepreneurial and analytical skills necessary to identify and implement new revenue opportunities.
- Community college experience preferred.
- Higher education teaching experience preferred but not required.

Application Process

Applicants will submit the following for review:

1. A current resume/vita.
2. A detailed cover letter addressing primary duties and responsibilities, characteristics, and qualifications (limit five pages.)
3. A list of five professional references, including names, email addresses, and telephone numbers.
4. Answer the following questions in addition to the cover letter. Answers should be no more than 500 words for each of the following supplemental questions:
 - I. Describe how you meet the minimum qualifications from the job posting.
 - II. Describe your experience in policy making, economic development, and fiscal management.
 - III. Discuss your experience in strategic and master planning, accreditation, crisis management, and data driven decision making.
 - IV. Explain your personal abilities and experience used to develop legislative, community, and donor relationships as well as communication of information to stake holders.
 - V. Describe your experience leading personnel with DEI opportunities and challenges.

The target date for applications is May 24, 2024. For additional information about the search, please visit clatsopcc.edu or collegePresidentsearch.com.

Application materials should be submitted electronically to:

preston@goldhillassociates.com

Gold Hill Associates is assisting with this search.

For additional information, nominations or confidential inquiries, contact:

Dr. Preston Pulliams, President/CEO, Gold Hill Associates.

Email: preston@goldhillassociates.com

Phone: (503-704-3425)

or

Dr. Walter Nolte, Assisting Consultant

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