Job Summary

Portland Community College (PCC) seeks nominations and applications for the position of District President. The college district is governed by a seven–member, elected Board of Directors. The president oversees operations within the district and selects the campus presidents.

At PCC we are committed to diversity, equity and inclusion. Our new strategic plan emphasizes this goal and is leading us to create positive cultural change in support of the increased vitality of our region.

Portland Community College District

The Portland metropolitan area is experiencing continued rapid growth. PCC’s size–as the largest institution of higher education in the state, serving more than 85,000 students–impacts the local region and the state, and allows PCC to offer programs not available at other community colleges. Our four campuses (Sylvania, Cascade, Rock Creek, and Southeast) offer comprehensive degree programs and student services. Classes are also available at eight centers, through a growing Distance Learning program, and at approximately 200 other locations throughout the district. These collectively function within a single accreditation and operate as one college.

College Mission

PCC supports student success by delivering access to quality education while advancing economic development and promoting sustainability in a collaborative culture of diversity, equity and inclusion.

This mission is embodied in four core accreditation themes: Access and Student Success; Economic Development and Sustainability; Quality Education; and Diversity, Equity and Inclusion.

PCC is well respected and well liked. We successfully reach out to local, regional, and national constituents building strong partnerships with K–12, universities, business and industry, and government.

Our faculty and staff are dedicated to the mission of PCC. Student success is our number one priority. We offer a wide array of student services, resources, and financial assistance.

Social justice, accountability, and a strong sense of community are values we hold dear. PCC is a reflection of the Portland metropolitan area, and we strive to make a positive socioeconomic impact within the region.

The president of Portland Community College will be a dynamic, successful, and highly visible community and education leader who will articulate and communicate our institutional vision to both internal and external constituents. This individual will motivate, support, and encourage faculty, staff, and students in implementing that vision, building external support, and moving the college forward in achieving strategic goals.

The Portland Community College District offers a comprehensive compensation and benefits package, including medical, dental, vision, sick leave, vacation and opportunities for professional development. Salary and other benefits depend upon experience and qualifications, are highly competitive, and are negotiated with the Board of Directors.
Minimum Qualifications

The successful candidate will:

- Have a master’s degree (doctorate preferred) from an accredited institution.
- Visibly embody a leader who fosters a culture of trust, optimism, and success within the district and community and who is able to connect with faculty and staff to implement effective team building, change strategies, and professional development.
- Demonstrate a record of successful senior leadership and administration within a large, multi-site environment.
- Use excellent communication (including active listening) skills to foster a collaborative culture that will motivate, support, and encourage creativity among faculty, staff, and students that is consistent with the mission statement.
- Successfully lead and expand the college’s fundraising efforts and seek out and obtain alternative revenue dollars.
- Demonstrate proven experience successfully working with labor unions in support of shared governance, and advocate for improved stability and empowerment of faculty, academic professionals, and staff.
- Strengthen the college’s strategic use of technology for instruction, business, and student service functions.
- Support and expand the college’s current sustainability efforts.
- Comprehend complex budgets of a large multi-campus institution and have the ability to represent that knowledge to a range of stakeholders, including staff, faculty, students, legislators, benefactors, and the community.
- Have a successful record of working collaboratively with an elected or appointed Board of Directors, and a commitment to valuing, supporting, and developing trustees’ leadership roles.
- Demonstrate experience and vision to effectively market the college by promoting its academic programs, workforce education, training, and services.

Preferred Characteristics

- Extensive familiarity in a community college setting. Classroom experience preferred, but not required.
- Proven interpersonal skills: personable, relatable, genuine, charismatic, a team player who invokes trust.
- Demonstrated history of advocacy for social justice, cultural competency, diversity, equity, and inclusion issues.
- Passion for technology and how it may be used to enhance the delivery of education to PCC students.
- Skilled communicator, including public speaking, active listening, and clear written communication.
- Successful at building and maintaining relationships/partnerships with donors, business and industry, state and local government, K–12, universities, other community colleges, local federations, local and regional communities, faculty, staff, students, and Board of Directors.
- Experience with strategic plan development and implementation reflecting the values and needs of the institution as defined by the college and community, budgeting, development and oversight of long-term operational planning initiatives and managed change within a large, multi-site environment.
- Articulates with passionate commitment the comprehensive community college mission, encouraging an atmosphere of “one college” collaboration among diverse populations and occasionally divergent institutional cultures.
- Is an accessible individual, a responsive listener, and a caring and supportive leader who delegates effectively, encourages and allocates resources systematically, and fosters a culture of trust, optimism, and success among community members.
- Is an individual who is willing to make a long-term commitment to Portland Community College.
### Application Process and Timeline

To receive maximum consideration, applications should be submitted by **April 20, 2016**.

**Application Process**

To be considered for this position, please submit the following at [pcc.edu/president-search](http://pcc.edu/president-search):

1. Executive online application form
2. Current resume
3. Cover letter: in your cover letter, please address how you meet each of the minimum qualifications and preferred characteristics posted for this position. Please keep your cover letter to a maximum of five pages.

**Selection Timeline**

- Best consideration date: April 20, 2016
- Initial in-person interviews: second week of May 2016
- Finalist interviews and on-campus forums: late May 2016
- Offer to successful candidate: summer 2016

For confidential inquiries, please contact Gold Hill Associates:

Preston Pulliams
preston@goldhillassociates.com

For further inquiries, please contact:

PCC Chief of Staff Traci Fordham
traci.fordham@pcc.edu

As an Equal Employment Opportunity/Affirmative Action Employer. All qualified applications will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status.

Applicants with disabilities may request accommodation to complete the application and selection process. Please notify Human Resources at least three working days prior to the date of need.

Upon hire candidate will be required to provide official transcripts for all degrees earned.

Applicants selected for hire will be required to pass a criminal background check as a condition of employment.