

# SEARCH PROFILE:

CHANCELLOR



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The WEILL INSTITUTE of Bakersfield College

The Board of Trustees of the Kern Community College District announces its confidential search for Chancellor to lead the district in support of Cerro Coso Community College, Porterville College, and Bakersfield College for the success of all students and the economic well-being of its communities. Applications, inquiries, and nominations are cordially invited.

## LETTER FROM THE BOARD OF TRUSTEES PRESIDENT



Dear Potential Applicant,

The Kern Community College District is seeking a bold and forward-thinking leader for the opportunity to serve as its next Chancellor. Kern CCD strives to generate and consider a broad, accomplished, purpose driven, and innovative pool of passionate leaders who believe in and demonstrate enthusiasm for our mission.

The Kern Community College District seeks a Chancellor who is committed to a comprehensive community college for the 21st century and with a record of successful and visionary leadership to continue advancing the institution's values of outstanding service to our economically and ethnically diverse five-county region and communities. The next Chancellor will lead a District of dedicated and engaged students, faculty, and staff, under the direction of the Board of Trustees who are committed to creating a friendly, effective, efficient, responsive culture, and will foster an environment of academic achievement that provides opportunities for all members of the campus community, as well as providing pertinent and actionable solutions for workforce training and economic enhancement throughout the region.

Kern CCD's new leader will advocate and represent the District throughout the region, state, and country. The Chancellor, along with the three college presidents, will serve as the District's ambassador to community stakeholders, business and industry groups, local school districts, federal, state, county, and city agencies, other colleges and universities, college foundations, and the public at large. Ongoing responsibilities include envisioning future student and community needs and planning to bring the vision to reality; creating and maintaining the overall District budget; supervising academic programs, administrative services and student services; and evaluating and overseeing key administrative personnel to make certain the institution is meeting the educational needs of the diverse and evolving student body population and community.

The Kern Community College District is proud of our former Chancellor Dr. Sonya Christian who now serves as the State Chancellor; the Board of Trustees are enthused to welcome a new leader and are confident and prepared to support the State's Vision 2030. If you share a passion for changing lives, and inspiring teams of talented, student-focused professionals, then I would encourage you to apply for this exciting leadership opportunity.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Agbalog". The signature is fluid and cursive, with the first letter of the last name being a large, stylized 'A'.

Romeo Agbalog  
President, Board of Trustee Kern Community College District





## THE KERN COMMUNITY COLLEGE DISTRICT

Kern Community College District (Kern CCD) is one of the largest geographic community college districts in the nation. Kern CCD serves communities over 24,800 square miles in parts of Kern, Tulare, Inyo, Mono, and San Bernardino counties through the programs of Bakersfield College, Cerro Coso Community College and Porterville College. Established as a district in 1968 to be governed by a locally elected Board of Trustees, the district's three colleges offer programs and services that develop student potential and create opportunities for citizens throughout the service area. All three colleges are federally-designated Hispanic-Serving Institutions (HSIs) and are accredited by the WASC Accrediting Commission for Community and Junior Colleges. Student headcount in 2022-2023 across the district exceeded 38,000 (78% of enrollments at Bakersfield College, 11% each at Cerro Coso Community College and Porterville College), supported by an annual restricted and unrestricted budget of over \$500 million.

### MISSION

The mission of the Kern Community College District is to provide outstanding educational programs and services that are responsive to its diverse students and communities.

### VISION

The vision of Kern CCD is that the district is recognized as an exemplary educational leader, partnering with its communities to develop potential and create opportunities; and that successful students will strengthen their communities and, along with the faculty and staff, become lifelong learners.

### STUDENT DEMOGRAPHICS SNAPSHOT

Link to Student Enrollment and Demographics Dashboard: <https://ir.kccd.edu/data-directory/enrollment/kccd-enrollment-dashboard/index.html>

#### GENDER

Male	42%
Female	56%
Not reported	2%

#### AGE

17 or younger	17%
18-19	31%
20-24	23%
25-29	10%
30-34	7%
35-39	5%
40-49	5%
50 and over	2%

#### ETHNICITY

African American	5%
American Indian	.5%
Asian	2%
Filipino	2%
Hispanic/Latino	70%
Two or more Races	3%
White	16.5%
Not reported	1%

# THE KERN COMMUNITY COLLEGE DISTRICT (CONT.)

## KERN CCD VALUES

**Invested:** Invested in all students by assisting them to achieve informed educational goals.

**Inclusive:** Fostering an inclusive learning environment that celebrates the diversity of people, ideas and learning styles.

**Accountable:** Promoting a climate of trust and accountability through the open sharing of ideas and information.

**Focused:** Focused to strive for and meet the highest standards of performance in everything done.

**Committed:** Committed to recruiting and retaining the best employees.

## STRATEGIC GOALS AND OBJECTIVES

Link to strategic plan <https://www.kccd.edu/chancellors-office/strategic-plan.html>

Strategic Direction 1: Maximize student success, ensure student access, and reduce equity gaps

Strategic Direction 2: Provide workforce and economic development programs that respond to local and regional industry

Strategic Direction 3: Strengthen organizational effectiveness

## KERN CCD OFFICES

Kern Community College District  
2100 Chester Ave  
Bakersfield, CA 93301

## BAKERSFIELD COLLEGE

Established 1913  
Campus Map: [www.bakersfieldcollege.edu/about/campus-map.html](http://www.bakersfieldcollege.edu/about/campus-map.html)

Main Campus Address:  
Panorama Campus  
1801 Panorama Drive  
Bakersfield, CA 93305

## CERRO COSO COMMUNITY COLLEGE

established 1951  
Campus Maps: [www.cerrocoso.edu/services-and-resources/documents.html](http://www.cerrocoso.edu/services-and-resources/documents.html)

Main Campus Address:  
Ridgecrest/IWV Campus (Main)  
3000 College Heights Blvd  
Ridgecrest, CA 93555



## PORTERVILLE COLLEGE

established 1927  
Campus Map: [www.portervillecollege.edu/about-pc/campus-map.html](http://www.portervillecollege.edu/about-pc/campus-map.html)

Main Campus Address:  
Porterville College  
100 E. College Avenue  
Porterville, CA 93257

Today, in addition to the college main campuses, education centers and sites in Delano, downtown Bakersfield, the Mammoth/ Bishop area, Edwards Air Force Base, and the Kern River Valley offer convenient, localized instruction for thousands of residents. KCCD's commitment to distance learning and other technological advances provides opportunities for education through the internet, satellite, and cable television to individuals across the broad service area and beyond.





## LEADERSHIP AND GOVERNANCE

Kern Community College District is one of the 73 single-college and multi-college districts in California. The California Community Colleges Chancellor's Office provides legal, administrative, and communications support for the 116 community colleges across the districts in fulfilling state regulatory requirements and allocation of state funds. As a state agency, the Chancellor's Office is accountable to the governor and reports annually to the state legislature. California's community college districts are independently governed by elected boards of trustees. The boards ensure that the colleges are meeting local educational needs and that budgets, policies, and business practices align with external and internal requirements.

Kern Community College District is a multi-college district with three colleges: Porterville College, Cerro Coso Community College, and Bakersfield College. It is governed by a seven member elected board of trustees. The board appoints and delegates authority for the oversight and operation of the district and colleges to the chancellor. The chancellor delegates executive leadership responsibility for the colleges to the three presidents.

The Kern CCD Chancellor has an executive team that includes the Deputy Chancellor, Vice Chancellor for Educational Services, Vice Chancellor for Finance and Administrative Services,

Vice Chancellor for Human Resources, Vice Chancellor for Information Technology, Vice Chancellor for Workforce and Economic Development, and the Executive Director of Institutional Research and Reporting. A broader group that includes administrators from the colleges makes up the Chancellor's Cabinet.

Participation by college constituents in governance is a valued and key component of policy, planning, and decision-making at Kern CCD. Faculty, classified staff, and student participation in governance is regulated by state law, district policy and college procedures. Each of the Kern CCD colleges has an academic senate, classified senate, and student government which name representatives to participate on committees and in institutional planning, including at the district level. The District Consultation Council, formally representing the management, faculty, classified staff, and student constituent groups, participates in district planning, policy development, and assists in resolving issues.

The faculty and classified staff of Kern CCD are represented by bargaining units as to working conditions and salary. Bargaining agreements are negotiated at the district level and are administered locally at the colleges by college administrators and union representatives.



## DISTRICT SERVICES

In support of institutional effectiveness, student success, community responsiveness, and sustainability through fiscal stewardship, the Kern CCD provides support to the three colleges through six administrative units.

**Business Services:** District Business Services' primary role is to be an extension of the college business services offices providing them direct support in accomplishing their service objectives at each of the district's colleges. The services provided include Accounting Services, Finance and Treasury Services, Economic and Cost Analysis, Budget and Financial Forecasting, Contract Services (Business Contracts), Risk Management (General Liability), and Business Process Training.

**Construction and Facilities Planning:** The Construction and Facilities Planning department provides support and project management services for a wide variety of construction projects. These projects include supporting the most recent Measure J bond, and previous Measure G bond, as well as other key district construction projects.

**Educational Services:** The major responsibilities of this office include directing the coordination of district-wide instructional and student services programs to enhance articulation, matriculation and student learning outcomes. Other responsibilities include implementing policies and procedures of the district, serving as the accreditation liaison with the colleges.

**Workforce and Economic Development:** The responsibilities of this department include participating in the Central Valley Mother Lode Regional Consortium (CRC), the Community Economic Resilience Fund (CERF), adult education, career education, contract education, the 21st Center Energy Center, and the California Compliance School.

**Human Resources:** Human Resources serves a dual role: as an internal consultant to management on HR-related matters and as an advocate for employees. Human Resources is wholly committed to the development and implementation of HR programs that will assist or enable employees to better serve the greater learning community of the Kern Community College District. Human Resources responsibilities include new hire orientation, employee benefits, employee/labor relations, collective bargaining, safety, salary administration, job classification, Board and HR policy, employee discipline and terminations, workers' compensation, training and equal employment opportunity.



**Informational Technology:** Information Technology (IT) Services provide students, faculty, and staff high quality technology solutions, support, and innovation in the delivery of information technology products and services supporting the education of our students. IT offers a transparent and collaborative environment for technology discussion, direction, and information encouraging district-wide collaboration and communications by working through IT on technology issues.

**Institutional Research and Reporting:** The Institutional Research Office provides quality information and analysis to support planning, decision-making, and assessment throughout the Kern Community College District. All three colleges utilize data to inform decisions around student success, achievement, completion and demographic information and the department provides critical analysis to support the decisions of the colleges and district.



## PARTNERSHIPS AND PROGRAMS

There are numerous programs across the district offered by the colleges and district in partnership with or in support of organizations and communities in the service area. Four high-impact programs and partnerships are highlighted below:

### **California Renewable Energy Lab (CREL)**

The Kern CCD and Bakersfield College (BC) have an 11-year history of bringing energy education to the region, working with a wide array of over 40 partners including national laboratories like the National Renewable Energy Laboratory (NREL), educational partners, government organizations, community-based organizations, employers, and workers. In addition, the district has partnered with environmental justice groups and worked alongside them to secure a High Road Training Partnership (HRTTP) grant. These longstanding partnerships developed through comprehensive and detailed work have been very intentional, as the region transitions to diverse energy sources to meet net zero carbon emission goals in the San Joaquin Valley.

As a result of these longstanding partnerships and recent legislative advocacy, Kern CCD is now positioned to establish the California Renewable Energy Laboratory (CREL) with a comprehensive cluster of Centers of Excellence focused on three areas: Carbon Management, Clean Energy & Grid Resilience, and Clean Transportation.

### **Kern Coalition**

The Kern Coalition is a collaborative of local organizations and communities, formed to respond to the state grant opportunities provided by CERF (Community Economic Resilience Fund). Five organizations have partnered as co-convenors, with one partner, Kern Community College District, serving as the fiscal agent. The other partners are B3K Prosperity, Kern Inyo Mono Central Labor Council (KIM CLC), Community Action Partnership of Kern (CAPK), and Building Healthy Communities Kern.

The Kern Coalition is dedicated to making sure the effort to bring good jobs to Kern County involves all kinds of people, from every region of our county. Community members and organizations are invited to join the Kern Coalition in developing an equitable economic future for the region through high quality employment opportunities.

### **Early College**

The three colleges of Kern CCD, Bakersfield College, Cerro Coso Community College, and Porterville College, have all established Dual Enrollment and Concurrent Enrollment programs for students to earn college credit while in high school. District policy allows each college to waive enrollment fees for high school students in these programs.

High school students taking college courses in Kern CCD have two options: they can register for courses on a college campus, a satellite location, or online through Concurrent Enrollment; or, they can be enrolled in courses that are offered on their high school campus through a Dual Enrollment partnership, which is defined by an MOU Agreement between Kern CCD and the high school district. Each college has slightly different definitions and processes for the programs that they have established for students to earn college credits, certificates, and/or degrees while in high school. To support program and enrollment growth across the district, dual and concurrent enrollment transition teams which support the early college programs were formed by each college and at the district office.

### **Baccalaureate Program**

Kern CCD was selected to host one of the 15 inaugural baccalaureate degrees piloted at California community colleges. Now permanently enacted, the Bakersfield College Bachelor of Science in Industrial Automation provides an educational pathway from several certificate and associate degree programs. The bachelor's degree program equips students with the necessary skillset to meet the demands of a range of local employers, including major companies in the agriculture, distribution, and manufacturing sectors.

The success of developing and launching this degree was one of the considerations by Governor Gavin Newsom when signing into law Assembly Bill 927, in October 2021, to permit additional bachelor's degrees to be offered by the state's community colleges. Since AB 927, Bakersfield College was also awarded the Research Laboratory Technology degree. The Research Laboratory Technology degree program will train students with the skills and a foundation in science theory and practice to be ready for many laboratory technician careers in science and 21st century emerging energy areas.

## THE KERN COUNTY AREA

An accessible quality of life can be found in Bakersfield, California. Enjoying proximity to mountains, ocean, and large urban areas, residents appreciate the shorter commute times, greater space, lower cost of living, and other quality of life amenities that benefit everyday living. Visitors can still find the charm of Old California while enjoying all of the conveniences of modern living, from

shopping and services, to theater and events, to parks and gathering places, and with a regional airport.

<https://www.visitbakersfield.com>

<https://bakochamber.com>

<https://www.visitcentralvalley.com>

<https://www.visitcalifornia.com/region/central-valley/>



## POSITION OVERVIEW

The Chancellor is the Chief Executive Officer of the district, reporting to the Kern CCD Board of Trustees. All functions of the district are directed by the Chancellor in keeping with policies established by the board. The Chancellor acts both as a professional advisor of the Board in the formulation of policies for governing the district and as chief executor of the policies adopted by the Board. The Chancellor serves as Secretary to the Board of Trustees.

Direction and leadership of the district is unified under the Chancellor, and all employees of the District are responsible to the Chief Executive Officer through the district line and staff organization. It is the responsibility of the Chancellor to employ and retain well-qualified, competent staff members and to oversee the planning and administering of a continuing staff development plan for employees of the District.

The Chancellor is responsible for the general efficiency of the district and for the development of the teaching, administrative and support staff, instructional programs and services, and for the growth and welfare of students. The Chancellor is charged with the enforcement of the rules, regulations, and decisions of the Board of Trustees and is responsible for communicating all general orders adopted by the Board relating to all District employees.

The Chancellor directs the preparation of the annual budget and submits it to the Board for approval. The Chancellor oversees management and supervision of all district buildings, grounds, and equipment.

The Chancellor ensures the public is informed regarding activities of the colleges and the district. The Chancellor

provides an annual report on the condition and the progress of the district and presents other reports as the Board may request from time to time.

The Chancellor may delegate certain responsibilities to other district officers or to the college presidents. However, the Chancellor continues to be responsible to the Board for the execution of any powers and duties delegated to others.

### BOARD OF TRUSTEES IDENTIFIED CHARACTERISTICS FOR THE KERN CCD CHANCELLOR

- Embraces the mission of the California Community Colleges
- Committed to collaborative leadership
- Values and supports diversity and inclusion for students and employees
- Demonstrates strong organizational leadership
- Successful and proven fiscal and resource management
- Courageous leader in difficult times
- Effectual motivator of others
- High standards of ethics and integrity
- Skilled at advancing external relationships
- Capable and positive in labor relations
- Effective leader in a multi-college district environment





## LEADERSHIP AGENDA

### REQUIRED QUALIFICATIONS

- Master's degree from a U.S. Department of Education recognized institutional accrediting agency
- Five years of senior-level administrative experience in education, reporting to an institutional CEO or directly to a governing board, with responsibility for a broad operational segment of the organization including significant fiscal and programmatic oversight

### PREFERRED ADDITIONAL QUALIFICATIONS

- Doctorate degree from a U.S. Department of Education recognized institutional accrediting agency
- Presidential experience
- Community college leadership experience, ideally in a multi-college district
- Faculty experience in teaching or student services, or leadership experience demonstrating strong understanding of the teaching/learning process
- Proven record of successful resource management, including budget development and oversight
- Experience that would demonstrate effectively navigating the complex regulatory environment for California community colleges or equivalent
- External resource development experience, including grants, community partnerships, and/or working with a foundation

### CANDIDATE ATTRIBUTES FOR SUCCESS

The successful candidate will demonstrate and be able to:

- Represent Kern CCD as a visible and active member in the community, relate deeply to the students served, and advocate with impact at the state and federal levels on behalf of the region, the district, and the colleges.
- Martial resources to best serve the rural, suburban and urban areas in the district, and promote effective practices in those environments.
- Support and appreciate the culture and communities of each college, and also unify the colleges around shared values and mutual priorities to positively impact the region.
- Maintain momentum on student success measures, grant programs, and strategic objectives while identifying ways in which procedural adaptations and efficiencies can best support the district and colleges' work in these areas.
- Advance equity work and evolve DEIA approaches within the varied and changing communities served by the district.
- Demonstrate strong and mutually beneficial partnerships with business and industry, across higher education sectors, and with government representatives, to support students, communities, and the economic future of the region.
- Carry forward the district's leadership in modeling impactful student-focused innovations while maintaining institutional integrity through sustainable fiscal practices.



## CONFIDENTIAL SEARCH: HOW TO APPLY

The Kern Community College District search for Chancellor is being conducted as a confidential search. Application screening, preliminary and semifinalist interviews, and final interview processes will be conducted confidentially. A thorough background check will be conducted of the finalist prior to finalization of hire. The process will result in the announcement of the Board of Trustees appointee.

The Kern Community College District is being assisted in its search for Chancellor by Academic Search. Inquiries, nominations, and confidential telephone calls can be arranged by contacting Senior Consultant Shirley Robinson Pippins Ed.D., at [Shirley.Pippins@academicsearch.org](mailto:Shirley.Pippins@academicsearch.org) or Consultant Krista Johns JD, at [Krista.Johns@academicsearch.org](mailto:Krista.Johns@academicsearch.org).

Applications for this position will be made online through the KCCD Careers page using neo.edu. The link for applications is: [www.schooljobs.com/careers/kccd/jobs/4062877/chancellor?pagetype=jobOpportunitiesJobs](http://www.schooljobs.com/careers/kccd/jobs/4062877/chancellor?pagetype=jobOpportunitiesJobs). Complete applications, required for consideration, include the online application form along with a cover letter, resume, transcripts, and list of five professional references. The references can include supervisors, direct reports, faculty

members, support staff, community members, and peers. Email and telephone contact information should be provided for each reference, along with a description of their professional relationship to applicant.

The position remains open until filled. Applications submitted by **Thursday, November 2**, at 5:00 p.m. Pacific Time will be assured full consideration.

### EEO Statement

*In the Kern Community College District, we strive to maintain a workplace that welcomes individuals from all groups, appreciates the contributions of individuals from diverse backgrounds, and we work to create an anti-racist environment that fosters cooperation, acceptance, democracy, and free expression of ideas that is welcoming to all gender identities, persons with disabilities, and individuals from all ethnic and other groups protected from discrimination as per Title 5, section 53000 et seq. In the Kern Community College district, we actively promote, on an on-going basis, equal opportunity, workplace diversity, and an inclusive work environment. We continuously monitor our progress in these areas.*

## EFFECTIVE DATE OF APPOINTMENT

The Board of Trustees selection of Chancellor will be announced in January 2024, with the appointment effective date on or after March 2024.



# ABOUT ACADEMIC SEARCH

Academic Search is assisting Kern Community College District in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit [www.academicsearch.org](http://www.academicsearch.org).



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