

EXECUTIVE SEARCH PROPOSAL

FOR THE

CHANCELLOR

PERALTA COMMUNITY COLLEGE DISTRICT

PRESENTED TO THE

PERALTA COMMUNITY COLLEGE DISTRICT

BOARD OF TRUSTEES

Community College Search Services

JANUARY 2015

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January 20, 2015

Members of the Governing Board
Peralta Community College District
333 E. Eight Street
Oakland, CA 94606

Dear Members of the Governing Board:

This letter, with supporting documents, will serve as a formal proposal from Community College Search Services (CCSS) to assist in your search for the position of Chancellor, **Peralta Community College District**. Should you accept this proposal, we are ready to begin the process at your convenience.

CCSS has been in business since 1995 and has successfully completed over 150 full and partial searches. The company is financially secure and carries its own liability insurance. This proposal summarizes the services we provide, contact information for past clients, resumes for the three consultants assigned to this search and a list of successfully completed searches.

For example, in the past few years CCSS has completed assignments for the Barstow, Cabrillo, Cerritos, Contra Costa, Glendale, Grossmont-Cuyamaca, Kern, Los Angeles, Los Rios, Mt. Hood (Oregon), North Orange, Peralta, Portland (Oregon), Rancho-Santiago, Siskiyou, San Jose-Evergreen, Sequoias, Southwestern, Ventura, Pasadena Area and West Valley-Mission Community College Districts. We are currently assisting North Orange County Community College District, Cerritos Community College District and the Coast Community College District and Grossmont College in the Grossmont-Cuyamaca Community College District.

Our staff includes nine search consultants, a database and computer specialist and four reference consultants. The search consultants are former Community College Presidents and Chancellors. Dr. Fran White and John Romo would be the primary on-site consultants for this search process. They would facilitate the search committee meetings and processes and would be the search liaisons to the District. In addition, Dr. James Walker would assist. All nine CCSS consultants would actively participate in recruitment activities for the position. The resumes for Dr. White, John Romo and Dr. Walker are included in Appendix B.

Distinctive Features of CCSS

Some of our unique and distinctive qualities as a search firm include the following:

- Since all districts and colleges are different, we tailor our searches to the needs and requirements of the institution. We take pride in our ability to be flexible. Any portion of this proposal can be modified to address a client's specialized needs.
- CCSS consultants respond immediately to any request or emergency.
- A team approach is used in all searches during all phases of the search, from recruiting through final interviews, to ensure that the client's needs are met.
- CCSS consultants communicate frequently with the client throughout the search process.
- CCSS recruits state-wide and nationwide.
- CCSS consultants are available to provide advice on search-related issues, such as protocols for district forums.
- The firm's comprehensive reference services include:
 1. Comprehensive reference reports on the finalists;
 2. Formal Internet search on candidates;
 3. Formal criminal and civil background checks;
 4. Follow-up telephone calls to current and former supervisors; and
 5. Briefings for those involved in final interviews on reference process outcomes.

Applicant Diversity

Our reputation for fairness and record on diversity recruitment is very strong. We partially attribute our success to our volunteer efforts in developing and networking with community college administrators who aspire to become chief executive officers. We originated and participate in mock interviews at the annual conference of the Association of California Community College Administrators (ACCCA). In addition, our consultants have made presentations on leadership issues at ACCCA, American Council on Education (ACE), American Association of Community Colleges (AACC), Community College League of California (CCLC), League for Innovation Executive Leadership Institute (ELI) and the annual ACCCA mentor program retreat.

Our diversity recruitment strategy includes the following:

- Contact community college CEOs nationwide and other community college organizations seeking nominations for the open position and emphasize that the district is seeking a diverse pool of candidates.
- Review advertising to ensure that women and minority publications are included.
- Ask all CCSS consultants including our associates in other states to develop a list of strong and diverse candidates to contact about the open position.
- Contact CEOs of minority and women organizations to seek nominations for the open position.

- Contact minority and women CEOs in California and in other states seeking names of potential candidates.
- Contact the directors of university leadership programs seeking nominations for the open position.
- Contact candidates who have participated in various leadership programs.

CCSS Services

(1) Meet with the Board

We will meet with the Board and/or its representatives to explain and describe plans for the search process, develop guidelines for the search and develop expectations for the next Chancellor. At the initial meeting with the Board and/or its representatives, the application process, minimum qualifications and tentative calendar will be discussed and finalized as well. We will provide guidance for appropriate internal and external communication. The on-site search consultants, Dr. Fran White and John Romo, will communicate with the Board and/or its representatives in person, by telephone and e-mail on a regular basis. This includes, but is not limited to, regular updates on recruiting and other issues that may arise as part of the normal search process. The CCSS consultant will be available for communication with the entire Board as deemed appropriate. The CCSS consultants will also be in communication with the district search liaison on an ongoing basis.

(2) Meet with the Search Committee to Develop the Position Announcement

Subsequent to meeting with the Board and/or its representatives, we will meet with the search committee and/or designated staff to further clarify institutional priorities and leadership needs and determine challenges, issues and opportunities facing the district in the next five to ten years. In addition, we will work together with the search committee to confirm the personal and professional characteristics sought in the ideal candidate for the position. We would also use the input from community members provided at a community forum if this step is desired. CCSS recommends that all the information derived at these meetings be included in the position announcement and serve as a basis for the evaluation of the candidates. We recommend an electronic position announcement be used instead of a printed one. This has worked well in other district searches and it saves the district printing costs. We will prepare drafts of the announcement for review, modification and approval by the Board and/its representatives, search committee and designated staff.

(3) Recruit Candidates

Our approach to the recruitment process is as follows:

First, we provide recommendations to the district's human resources department for national and regional advertising.

Second, we aggressively seek nominations. We contact community college chancellors and presidents (or other appropriate administrators) in the United States seeking nominations for the position.

Third, utilizing our target databases, we send information to selected individuals who possess the qualifications for and may have an interest in the position. CCSS consultants will also aggressively contact potential candidates directly by telephone.

Fourth, we conduct a national telephone recruitment phase utilizing our telephone network. We have several recruiters, for example, Dr. David Ponitz of Ohio, who assists us in our national recruitment. We follow up immediately on all nominations and inquiries.

Finally, our regular attendance at community college conferences and the fact that we often serve as presenters at leadership institutes provides us with additional recruiting opportunities.

(4) Assist In Candidate Evaluation

We help in assessing the completeness of application materials and the screening for minimum qualifications. We assist the search committee and facilitate the paper screening process. We provide materials and strategies for evaluation of the applications and selection of candidates for interviews.

(5) Coordinate First-level Candidate Interviews

We assist the search committee in the development of questions for the interviews and their congruence with the recruitment position announcement. We also assist in the development of materials for the interviews. In addition, we provide advice on facilities, scheduling and protocol for the interviews.

All the candidates selected for interviews are contacted by the CCSS search consultant and provided with timely and pertinent information. The CCSS search consultant greets the candidates, introduces them to the search committee, observes and takes notes during the interviews.

During the deliberation of the search committee to determine the finalists, the search consultant provides strategies and techniques to assist the committee in its deliberation.

At the conclusion of the interviews the CCSS search consultant will inform all the candidates of their status and briefs the finalists on the next steps of the process.

(6) Assist with College Forums for the Finalists

If a district forum is desired, the CCSS search consultant can provide advice on the arrangements for the forum and evaluation materials for staff and community participants.

(7) Prepare Comprehensive Reference Reports for Finalists

CCSS provides comprehensive in-depth background and reference reports on all the finalists that will enable the Board to select the new Chancellor with the confidence that there is complete and appropriate background information. Once the search committee determines the finalists, our reference consultants begin the reference checking process. Using fifteen or more questions designed for this purpose, the reference consultants call a large number of references to obtain in-depth information for the comprehensive reference reports. It should be noted that at least half the references contacted are "off" the list provided by the candidate. The comprehensive reference reports are approximately ten to twelve pages long and follow a question format. These reports are prepared for the exclusive use of the Board.

We obtain signed release forms from the candidates permitting us to contact candidate references and any other individuals we deem appropriate to provide honest evaluations of each candidate's strengths and weaknesses. This crucial step protects the district as well as our firm.

In addition to the comprehensive reference reports, we undertake an Internet search on the finalists to make certain that no adverse media information exists in their current or former college communities. We also include factual information that is pertinent to the search and that may be helpful in the decision making process. Also, we make follow-up telephone calls to current and former supervisors to make certain that we have all of the crucial background information on the candidates.

Finally, CCSS conducts criminal and civil background checks on the finalists.

(8) Facilitate Board Interviews

Prior to the final interviews, the CCSS search consultant will brief the Board on the salient reference information on each candidate and answer all questions.

We facilitate the final interviews by handling the logistics and assisting with interview questions, appropriate documents and materials required by the Board.

Finally, we will contact and inform the candidates not selected by the Board on the final outcome of the search process.

(9) Assist with Site Visit

If a site visit to the institution of the recommended candidate is desired by the Board, we can assist in the planning for this visit.

(10) Assist with Contract Negotiations

If requested, we can assist the district in the contract negotiations with the successful candidate.

Consulting Fee

Our fee for conducting a comprehensive search for the **Chancellor, Peralta Community College District** is **\$25,000**.

The fee includes all of CCSS' expenses as follows:

- All visits to district meetings including all travel expenses;
- The national mailing;
- The target mailing of the position announcement to key candidates in our database;
- Telephone and mailing expenses for recruiting candidates;
- Communicating with the district designees;
- Development of search process materials for the search;
- Comprehensive reference reports for the finalists;
- Civil/criminal background reports for the finalists;
- Internet searches on all finalists.

The expenses not included in the CCSS fee are as follows:

- Position announcement printing (if it is decided not to use an electronic position announcement);
- Candidate travel and expenses;
- All advertising for the positions;
- Search committee incidentals;
- Any rental costs for interview sites.

Our guarantee

The District may re-start the search process at any time for any reason at no additional cost. If for any reason the District Board is not satisfied with the outcome of the completed search, CCSS will undertake the search again for direct expenses only. Also, if the new Chancellor does not succeed in the first year, we will repeat the search for direct expenses only.

References

For reference purposes, feel free to contact your counterparts and/or the chief executive officers or chief human resource officers in the aforementioned districts about our services. Specific references follow:

Dr. Helen Benjamin, Chancellor
Contra Costa Community College District
Telephone: 925.229.1000 x 1210

Mr. John Didion, Vice Chancellor, Human Resources
Rancho Santiago Community College District
Telephone: 714.480.7489

Dr. Sandra Serrano, Chancellor
Kern Community College District
Telephone: 661.336.5104

Dr. David Viar, Superintendent/President
Glendale Community College District
Telephone: 818.240.1000 x 5108

Dr. Edward Ortell, former Board President
Citrus Community College District
Business 626.914.8821; Residence 626.303.5051

Ms. Mona Field, Trustee
Los Angeles Community College District
Telephone: 213.891.2044

Ms. Nancy Pearlman, Trustee
Los Angeles Community College District
Telephone: 213.891.2044

Mr. John Zumwalt, Board President
Sequoias Community College District (College of the Sequoias)
Telephone: 559.582.1056

Ms. Norma Hernandez, Board member and chair of the search committee
Southwestern Community College District
Telephone: 619.482.6301

We would be pleased to discuss this proposal and answer any questions about it. We look forward to the opportunity to assist the Peralta Community College District with this important activity.

Sincerely,

Al Fernandez, Ph.D.

Business Information

Community College Search Services (CCSS)

376 Hamilton Avenue

Ventura, CA 93003

Telephone: 805.650.2546

Fax: 805.650.8469

Dr. Al Fernandez - Principal, Senior Partner, E-mail: ccss@sbcglobal.net

Web Site: www.ccss-us.net

Federal Tax I.D. number 26-1110386.

Business License or Registration number 069995-0 Ventura

APPENDIX A

SEARCHES CONDUCTED

COMMUNITY COLLEGE SEARCH SERVICES

Current/Active Searches

Superintendent/President

Cerritos CCD

Chancellor

Coast CCD

North Orange CCD

President

Grossmont College

Completed Searches

State Chancellor

California

Chancellor

Portland Community College

Los Rios Community College District

West Valley-Mission Community College District

Peralta Community College District

Ventura County Community College District

South Orange County Community College District

Los Angeles Community College District

Rancho Santiago Community College District

San Jose-Evergreen Community College District

Grossmont-Cuyamaca Community College District

San Bernardino Community College District

West Valley-Mission Community College District

North Orange County Community College District 2

Los Angeles Community College District 2

Chabot-Las Positas Community College District

Los Angeles Community College District 3
Yosemite Community College District
San Diego Community College District
North Orange County Community College District 1

Superintendent/President

College of the Siskiyous
Cabrillo College
Barstow College
Mt. Hood Community College
College of the Sequoias
Southwestern College
Victor Valley College
Napa Valley College
Linn-Benton Community College
MiraCosta College
Citrus College
Santa Barbara City College
Cuesta College
Imperial Valley College
Pasadena City College
College of the Desert
Victor Valley College
Rio Hondo College
Long Beach City College
College of the Sequoias
Glendale Community College
Allan Hancock College
Southwestern College
Cerritos College
Mira Costa College
Citrus College
Imperial Valley College
Mount San Antonio College
Lassen College
Rio Hondo Community College District
Antelope Valley Community College District
Palomar Community College District
Palo Verde Community College District
Sequoias Community College District

President

Moorpark College

West Valley College

East Los Angeles College

Portland CC, Southeast Campus

Contra Costa College

Los Medanos College

Evergreen Valley College

Cuyamaca College

Los Angeles Mission College

Santiago Canyon College

Mission College

Cerro Coso Community College

Coastline Community College

Cuyamaca College

Compton College (Provost)

Los Angeles City College

Bakersfield College

Los Angeles Southwest College

Los Angeles Mission College

San Bernardino Valley College

Grossmont College

Cerro Coso Community College

West Los Angeles College

Los Angeles Trade Technical College

Los Angeles Pierce College

Porterville College

Los Angeles City College

Bakersfield College

Santa Ana College 3

Reedley College

West Valley College

Los Angeles Trade Technical College 2

San Bernardino Valley College

Santiago Canyon College 2

West Los Angeles College

Moorpark College

Oxnard College

West Hills College, Coalinga

Los Angeles Southwest College

Los Angeles Trade Technical College 1
Los Angeles Harbor College
Los Angeles Mission College
Santiago Canyon College 1
Santa Ana College

Chief Executive Officer
Intelecom

Vice Chancellor of Admin. Services
Peralta CCD

Vice Chancellor or Educational Services & Planning
State Center Community College District

Vice Chancellor of Human Resources
Grossmont/Cuyamaca Community College District
Coast Community College District
Ventura County Community College District 2
Contra Costa Community College District
Ventura County Community College District 1

Vice Chancellor, Planning and Resource Development
Contra Costa Community College District

Vice Chancellor North Center
State Center Community College District

Vice President, Administrative Services
Antelope Valley College
Pasadena Area Community College District
Mira Costa College

Vice President of Instruction and Student Services
Los Medanos College- Contra Costa Community College District

Vice President of Academic Affairs
Cerritos College

Vice President, Educational Services
Pasadena Area Community College District

Vice President, Student Services
Pasadena Area Community College District

Vice President, Human Resources
Cerritos College
Pasadena Area Community College District

Vice President, Information Technology
Pasadena Area Community College District

General Counsel
Pasadena Area Community College District

Partial Assistance Searches

Chancellor
San Jose-Evergreen CCD Interim
State Center Community College District
South Orange County CCD

Superintendent/President
Southwestern, Interim
San Joaquin Delta, Interim

President
Cypress College
Fullerton College
Diablo Valley College
Evergreen Valley College
American River College
Los Angeles City College
Cuyamaca College
West Los Angeles College
Cypress College
Fullerton College
Grossmont College

Santa Ana College
Brookhaven College (Dallas)

Provost, School of Continuing Education
North Orange County Community College District 2012
North Orange County Community College District

Executive Vice Chancellor of Administrative Services
Ventura County Community College District

Vice Chancellor, District wide Administrative Services
Contra Costa Community College District

Vice Chancellor, Finance and Administration
Contra Costa Community College District

Vice Chancellor, Human Resources and Organizational Development
Contra Costa Community College District

Vice Chancellor, District wide Planning and Educational Services
Contra Costa Community College District

Vice Chancellor, Educational Services
Kern Community College District

Associate Vice Chancellor of Human Resources
Los Rios Community College District
Ventura County Community College District

Executive Vice President
Mt. Hood Community College
Portland Community College

Vice President of Instruction, Academic Affairs and Student Learning
Cerro Coso community College
Central Oregon Community College
Porterville College
Cuesta College
Mission College
Mt. San Antonio College

Grossmont College

Vice President Student Services

Diablo Valley College- Contra Costa Community College District
Cuesta College

Vice President Administrative Services

Southwestern
Cuesta College
Mt. San Antonio College

Dean, Administrative Services

Cuyamaca College
Grossmont College

Dean, Communications and Fine Arts

Grossmont College

Dean, Humanities, Social and Behavioral Sciences

Grossmont College

Director, Human Resources

Contra Costa Community College District Office
Ohlone College

Director, Nursing

Cuesta College

Director, Allied Health

Cuesta College

APPENDIX B

RESUMES

FRANCES LAVONNE WHITE, Ph.D.

88 Corte Fedora

Greenbrae, California 94904

(CELL) 415-637-4148 **(HOME)** 415-464-1121

EMAIL franlavone@comcast.net

EDUCATION

Ph.D., Education Administration

Master of Science/Counseling Psychology

Bachelor of Science/Psychology

Univ. of Calif., Berkeley

Cal State Univ., Hayward

Cal State Univ., Hayward

CALIFORNIA CREDENTIALS

Chief Administrative Officer

Supervisor

Counselor

Instructor of Psychology

EMPLOYMENT HISTORY

2011-present Search Consultant, Community College Search Services

2010-present Educational Planning Consultant, College Brain Trust

2004-2010 Superintendent/President Emerita, College of Marin

1999 – 2004 President, Skyline College

SEARCHES COMPLETED

Supt/Pres. – Siskiyou Joint Community College District

Supt/Pres. – Cabrillo Community College District

President – West Valley College

President – Los Medanos College

Chancellor – Los Rios Community College District

Chancellor -West Valley/Mission Community College District

1996-1999 Executive Vice Chancellor, City College of San Francisco
1996 -5 mos. Interim Chancellor, San Jose/Evergreen Community College District
1991-1996 Dean of Social Sciences/Physical Education, Evergreen Valley College
1991-1994 Assistant Dean of Communication, Arts, and Physical Education, Laney College

TEACHING AND RELATED EXPERIENCE

2007-present Adjunct Faculty, Doctorate in Education K-14 Leadership Program, San Francisco State University, San Francisco, California
1987-1990 Full-Time Instructor, Psychology, Laney College, Oakland, California
1986-1987 Part-Time Instructor, Basic English, ESL, Basic Math, Laney college, Oakland, California
1983-1986 Full-Time Instructor, Psychology, Basic Math, Merritt College, Oakland, California
1982-1983 Faculty Senate, Merritt College, Oakland, California
1981-1982 Vice President, California Federation of Teachers (CFT)
1980-1982 President, Peralta (District) Federation of Teachers (PFT)

OTHER ACADEMIC EXPERIENCE

2006-2010 Accreditation Team Chair (ACCJC) – Copper Mountain CCD; San Luis Obispo County CCD; Feather River CCD; Imperial Valley CCD
1997-2003 Accreditation Team Member (ACCJC) – Chabot/Las Positas CCD; Kern CCD; Santa Monica CCD; Irvine Valley College; Cabrillo CCD
1998-1990 Department Chair, Psychology, Laney College, Oakland, California
1990-1991 Staff Development Officer, Peralta CCD, Oakland, California

1986-1987 Director of Tutorial Services, Laney College, Oakland, California
1978-1982 Director of Learning Resources Center Labs, Merritt College, Oakland California
1977-1978 Director of Learning Resources Center Labs and EOPS, Feather River College, Quincy, California

RECENT AND PREVIOUS PROFESSIONAL ACTIVITIES

Community College League of California (CCLC), "Successful Pathways to the Presidency", Conference Presenter, November 2013
American Association of Community Colleges (AACC), President's Academy, Conference Presenter, 2010
Leadership Skills Seminar - Asilomar, Pebble Beach, Conference Presenter, 2010
Association of Community College Administrators (ACCCA), "Going from Accreditation Sanctions to Success", Conference Presenter, 2009
NorCal CEO Conference, Yosemite- "Student Success: A View from the Top", 2009

PREVIOUS SERVICE ON PROFESSIONAL BOARDS

American Association of Community Colleges (AACC), Chair, Committee on Directors
American Association of Community Colleges (AACC), Member, Board of Directors
American Association of Community Colleges (AACC), President's Academy, Chair
Association of California Community College Administrators (ACCCA), Board President

RECENT OR PRIOR CIVIC/COMMUNITY APPOINTMENTS AND ACTIVITIES

Board President and Chair 2011-14, Marin Symphony, Board of Directors, Marin County
Board of Directors 2012-14, Rotary Club of San Rafael, San Rafael, CA
Public Member, Editorial Board of the Marin Independent Journal News Group, 2011-2012

Chair, Education Committee, North Bay Leadership Council, Sonoma/Marin/Napa, 2007-08
Chair, Program Speakers, San Rafael Rotary, 2008-09
Member, Board of Directors, San Rafael Chamber of Commerce, 2008-09
Member, Board of Directors, School to Career Partnerships, Marin County, 2004-2006
Member Board of Directors, 10,000 Degrees Education Scholarship, 2006-09
Member, Soroptomists International of Marin County, 2005-08
Member, Board of Directors, San Bruno Chamber of Commerce, 2002-03
Member, San Bruno Rotary, 1999-2004
Member, Board of directors, San Bruno Rotary, 2002-04
Chairperson, Board of Directors, North San Mateo County Families on Track, 2001-04
Member, United Way, San Mateo County Leadership Development Board, 2001-02
Member, Community Advisory Board, Seton Hospital, 2001-02
Member, African-American Community and Education Partnership Summit Committee, 2000

PUBLICATIONS (Selected)

"Fundraising to Promote Teaching Innovation and Successful Student Outcomes", New Directions in Community Colleges, Jossey-Bass, June 2011

"Developing Administrative Excellence: Creating a Culture of Leadership", New Directions in Community Colleges, Jossey-Bass Publishers, 1994

"Mentoring: A Model for Community College Administrators, AACC Journal, Fall 1993

"Achieving Cultural Pluralism Across the Curriculum", Community College League of California, Fall 1991

HONORS

Pacific Sun Newspaper, "Top Ten Leaders in Marin County", May, 2011

Recipient, Harry Buttimer Distinguished Administrator Award, Association of California Community College Administrators, February, 2010

Congressional Record, U.S. House of Representatives, Vol. 156 - No.86, June 9, 2010

Recipient, Women in Business Award, North Bay Business Journal, 2009

Recipient, Non-Profit Citizen of the Year, Hispanic Chamber of Commerce, Marin County, 2007

Recipient, Paul Harris Fellow, Rotary International, 2007

Recipient, Shirley B. Gordon Award of Distinction, Phi Theta Kappa, 2003

Recipient, Presidential Leadership Award, Network of California Community College Foundations, 2003

Higher Education and Search Consultant
1814 Anacapa Street
Santa Barbara, CA 93101

Tel: 805-698-7987
Email: romojb@gmail.com

EDUCATION

M.A. University of California, Santa Barbara
Educational Administration

B.A. University of Redlands, Redlands, CA
German Literature

ADMINISTRATIVE EXPERIENCE

- Superintendent/President, Santa Barbara Community College District (2002-2008)
- Vice President for Continuing Education, Santa Barbara Community College District (1994-1999)
- Vice President for Academic Affairs, Santa Barbara Community College District (1986-1994)
- Dean for Academic Affairs, Barbara Community College District (1983-1986)
- Assistant Dean of Instruction, Santa Barbara Community College District (1980-1983)

TEACHING EXPERIENCE

- Professor of English and Director of the Reading Study Skills Center, Santa Barbara City College (1977-80)
- Lecturer and Supervisor of Student Teachers, University of California, Santa Barbara (1972-77)
- Elementary School Teacher, Goleta Union School District (1969-72)

SEARCHES CONDUCTED OR IN PROGRESS

- Rancho Santiago Community College District, Chancellor: 2010
- South Orange County Community College District, Chancellor: 2010
- Ventura County Community College District, Chancellor 2012
- Antelope Valley Community College District, Assistant Superintendent/Vice President Administrative Services (2012)

SERVICE ON BOARDS AND ORGANIZATIONS

- Board of Directors California Family Health Council (2009-12)
- Board of Directors, Santa Barbara Cottage Health Systems (2006-12)
- Board of Directors, Direct Relief International (2008-12)
- Board of Directors, Chief Executive Officers Board of the Community College League of California (2005-08). Chair in 2007-08
- Board of Directors, Community College League of California (2005-08). Chair in 2007-08
- Board of Directors, Guttmacher Institute (2003-08)
- Board of Directors, Santa Barbara Region Chamber of Commerce (1998-08)
- Board of Directors, Santa Barbara United Way (2002-08)
- Board of Directors Foundation for Santa Barbara City College (1986-12)
- Board of Directors, Santa Barbara County Schools Partners in Education (2002-08)

PROFESSIONAL ACTIVITIES

- Educational consulting service to educational institutions (Current)
- Representative from the CEO Board on the Chancellor's Consultation Council (2007-08)
- CEO Board representative on the Board of Governors' Interim Chancellor Search Committee (2007)
- CEO Board representative on the Board of Governors' Chancellor Search Committee (2008)

HONORS

- Executive of the Year Award from the Southcoast Business/Technology Council (2008)
- Distinguished Leader Award from the Santa Barbara Hispanic Chamber of Commerce (2008)
- Latino Today Most Influential Latino Award from the "Latino Today" newspaper (2008)
- Proclamation from the Santa Barbara City Council for Educational Leadership (2008)
- SBCC international student recognition for work in the areas of international education and diversity (site dedication-2008)
- University of California, Santa Barbara Gevirtz Graduate School of Education Distinguished Alumni Award (2007)
- Pierre Claeysens Award for Distinguished Service (2004)
- University of Redlands Outstanding Alumni Achievement Award (2002)
- Santa Barbara Hispanic Achievement Council award for leadership and service to the community (1999)
- Latinos for Better Government Community Service Award (1996)
- Distinguished Community Service Award presented by the Anti-Defamation League and the Santa Barbara B'nai B'rith Lodge (1993)

Higher Education and Search Consultant
32483 Saddle Mtn. Dr.
Westlake Village, CA 91361

Tel: 805-279-0009
Email: walkerjw@sbcglobal.net

EDUCATION

Ed.D. University of Southern California
Higher Education and Community
College Administration

M.S. University of Notre Dame
Mathematics

B.A. Loyola University, Los Angeles

Attended: Oceanside-Carlsbad Junior College (MiraCosta College), Oceanside, CA

ADMINISTRATION EXPERIENCE

Interim Chancellor, Ventura County Community College District (2002-2003, 1994-1995)

President, Moorpark College (1992-2002)

Assistant Superintendent/Vice President, Instruction and Student Services,
College of the Canyons (1986-1992)

Dean, Division of Science and Mathematics, El Camino College (1977-1986)

TEACHING EXPERIENCE

Adjunct Professor, California Lutheran University, Graduate School of Education (Fall 2003-present)

Professor, El Camino College (1966-1986)

Adjunct Professor, University of California, Los Angeles (1964-1966)

PRIMARY SEARCH CONSULTANT

Moorpark College, President; 2013-'14

Barstow CCD, President/Superintendent: 2012-'13

Ventura County CCD, Chancellor: 2012

West Valley-Mission CCD, Chancellor (re-opened search)

Southwestern College, Superintendent/President: 2011

Los Angeles Mission College, President: 2010-'11

South Orange County CCD, Chancellor: 2010

Rancho Santiago CCD, Chancellor: 2009-'10

Los Angeles Community College District, Chancellor: 2009-'10

Cerro Coso College, President: 2009-'10

MiraCosta College, Superintendent/President: 2008

San Bernardino CCD, Chancellor: 2008
Bakersfield College, President: 2008
North Orange County CCD, Chancellor: 2007-'08
Santa Barbara City College, Superintendent/President: 2007-'08
Los Angeles Mission College, President: 2007-'08
San Bernardino Valley College, President: 2007
Cuesta College, Superintendent/President: 2007
Grossmont College, President: 2007
Cerro Coso College, President: 2007
Los Angeles Community College District, Chancellor: 2007
Victor Valley College, Superintendent/President: 2006-'07
Long Beach City College, Superintendent/President: 2006
Los Angeles Trade Technical College, President: 2006
Glendale College, Superintendent/President: 2005-'06
West Los Angeles College, President: 2005-'06
Los Angeles Pierce College, President: 2005
Porterville College, President: 2005
Los Angeles Community College District, Chancellor: 2004-'05
Allan Hancock College, Superintendent/President: 2004-'05
Bakersfield College, President: 2004-'05
Santa Ana College, President: 2004-'05
Cerritos College, Superintendent/President: 2004
MiraCosta College, Superintendent/President: 2003-'04
West Valley College, President: 2003-'04
Los Angeles City College, President: 2005
San Bernardino Valley College, President: 2003
Ventura County Community College District, Chancellor: 2003
Los Angeles Trade Technical College, President: 2002-'03
Mt. San Antonio College, Superintendent/President: 2002
West Los Angeles College, President, 2002

CURRENT & RECENT SERVICE ON BOARDS AND ORGANIZATIONS

Board of Advisors, Loyola Marymount University, Center for Catholic Education (Current)
President's Planning And Policy Council, California State University, Channel Islands (Current)
Board of Trustees, Villanova Preparatory School (Current)
Board of Directors, California Community Colleges Chief Executive Officers Association
School of Education Advisory Committee, California Lutheran University (Current)
Camarillo Health Care District Advisory Board

Board of Visitors, Pepperdine University
Board of Directors, Moorpark Boys & Girls Club
Board of Directors, Eastern Ventura County Corporate YMCA
Board of Directors, Chair, Intelcom

RECENT PROFESSIONAL ACTIVITIES

Accreditation Teams:

D-Q University, Chair 2004
Cosumnes River College, Chair 2003
Western Career College, Chair 2001
Mt. San Jacinto College, Chair 1999
Las Positas College, Chair, 1999
West Valley College, Chair, 1995
Irvine Valley College, Chair, 1992
East Los Angeles College, 1991
Taft College, 1991
West Hills College, Chair of Interim Visit, 1990
West Hills College, 1988
College of San Mateo, 1985
ACCCA Mentor Program Retreat Presenter, 1995-present
ACCCA Participant in Mock Interview Program

HONORS

The Honorable Robert Lagomarsino Distinguished Service Award, California State University, Channel Islands, 2002
Harry Buttimer Distinguished Administrator Award, Association of California Community College Administrators, 2000
MiraCosta College Distinguished Alumni Award, 1995