

COLLEGE OF THE REDWOODS

President/ Superintendent

Nationwide Search





The Board of Trustees of the Redwoods Community College District invites Applications and Nominations for the Position of President/Superintendent

Nationwide Search

The Redwoods Community College District (CCD) has officially launched a nationwide search for its next President-Superintendent, the chief executive officer and educational leader of College of the Redwoods and the Redwoods CCD. The process is guided by input from students, faculty, staff, administrators, and community partners and reflects the priorities and values of the District.

The Governing Board of Trustees seeks a dynamic leader who will build on the College's mission, deepen community partnerships, and guide the institution toward continued excellence and impact. The ideal candidate will demonstrate a deep commitment to student success, equity, and access; embrace the mission of community college education; foster shared governance and teamwork among faculty, staff, students, and community partners; and provide strategic leadership for institutional improvement, innovation, and responsible resource management.



About College Of The Redwoods & the North Coast Region

College of the Redwoods (CR) serves as an educational anchor for a broad and geographically diverse region of California's North Coast, including Humboldt, Del Norte, and the western edge of Trinity counties. With its main campus nestled among towering redwoods and bordered by the Pacific Ocean, rivers, lakes, and an abundance of natural beauty, the College offers accessible pathways to associate degrees, career-technical certificates, university transfer, and lifelong learning. CR's mission centers on empowering students through personalized instruction, small class sizes, workforce education, and responsive programs that reflect the needs of its rural communities.

In addition to the Eureka campus, the College serves its region through the Del Norte Education Center in Crescent City, the Klamath-Trinity Instructional Site on the Hoopa Valley Indian Reservation, community-focused programs in downtown Eureka, and educational programs at Pelican Bay State Prison, demonstrating a deep commitment to educational access for diverse populations.

Candidates will find a region rich in community engagement and natural resource opportunities, where the College acts as a central partner to K–12 systems, local governments, tribal partners, universities, and employers. The next President will lead an institution grounded in equitable student success, shared governance, and meaningful community partnerships.

Strengths of College of the Redwoods

- Full post-pandemic enrollment recovery and growth, supported by strategic outreach, marketing, and community engagement efforts.
- A deeply rooted culture of shared governance, with engaged faculty, classified professionals, administrators, and trustees committed to transparent, participatory decision-making.
- A mission-driven workforce, including many faculty and staff who began their educational journeys as CR students and maintain a strong personal commitment to the College's success.
- Active collaboration and aligned pathways with California State Polytechnic University, Humboldt, supporting transfer, workforce development, and regional educational innovation.
- Successful passage of Measure I bond, providing significant voter-approved funding for infrastructure modernization, new construction, and long-term capital improvements across the district, which demonstrates strong community trust and financial momentum.
- Established and growing partnerships with regional Tribal communities, grounded in respect, collaboration, and a shared commitment to serving Indigenous students and communities across the Redwood Coast.
- Strong alignment with regional workforce needs, including accredited and high-demand programs in healthcare, public safety, fire technology, natural resources, career technical education, with new healthcare programs coming online in the next 1-3 years.
- A reputation as an accessible, welcoming institution that supports first-generation, returning, rural, and underserved students with comprehensive services and wraparound support.
- A stable and engaged Board of Trustees focused on long-term planning, fiscal responsibility, and institutional sustainability.
- Competitive intercollegiate athletics programs that regularly contend for conference and state honors within the California Community College Athletic Association, including competition in the Golden Valley Conference and the Northern California Football Conference. The recent launch of a rodeo program further expands opportunities for student-athletes and reflects the College's strong connection to the region's rural culture and traditions.
- The College's certified organic Shively Farm provides hands-on training in sustainable agriculture, where students gain practical experience in crop production, livestock care, and farm management while supporting local food systems and workforce development in the region.

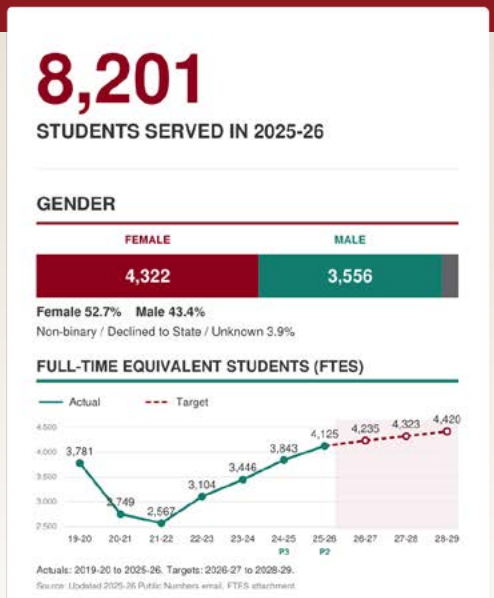
Our Vision

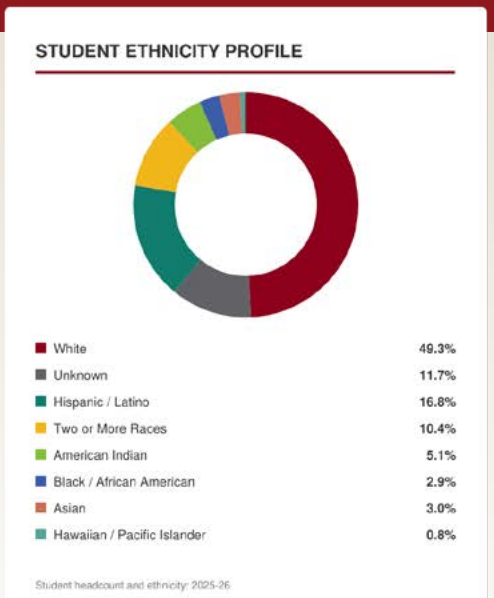
College of the Redwoods will create and sustain the conditions that will enable all students to experience an educational journey that is intellectually, socially, and personally transformative. We will inspire participatory citizenship grounded in critical thinking and an engaged student body.

Our Mission

College of the Redwoods puts the success of each student at the forefront of every strategic effort. The college provides relevant educational programs that promote student academic achievement, career readiness, and lifelong learning so that our students may thrive in a rapidly changing world. We endeavor to meet the needs of the various communities we serve and to be a nimble and pioneering partner in the educational, civic, cultural, and economic development of the region. We recognize the future of learning will require flexibility and resiliency and we are committed to developing and expanding innovative in-person and online programs and responsive student services. Through assessment and evidence-based research, we continuously improve programs to ensure that students have the opportunity and support to succeed. We are dedicated to contributing to a sustainable environment; providing reasonable access to all curricula, programs and services; promoting a culture that is unbiased; and fostering an environment of belonging that respects the dignity of all people.

Our Students







Ideal Characteristics

CR seeks a leader who will continue the District's tradition of delivering accessible, affordable, and high-quality education and who possesses the following characteristics:

- Consistently demonstrates integrity, transparency and honesty.
- Leads by example to create a climate of respect and accountability.
- Known for being personable, kind, and emotionally intelligent.
- Communicates regularly and effectively, providing clear rationales for decisions.
- Is visible and approachable on campus, showing openness and a willingness to listen to all stakeholders.
- Fosters trust by demonstrating active listening, responsiveness, and follow-through.
- Actively solicits input from faculty, staff, students, and community.
- Embraces shared governance and inclusive decision-making.
- Creates local partnerships to foster strong industry and community engagement.
- Embraces an innovation mindset to lead during times of change.
- Willing to learn and embrace the culture of CR and its communities.
- Shows strong financial expertise in budgeting and external resource development, including grants and fund-raising.
- Grows financial resources through strategic implementation of the California Community Colleges Student Centered Funding Formula.
- Models culturally responsive leadership to enhance student access, retention, and success.
- Implements successful strategies to advance student equity and close achievement gaps.

Opportunities & Challenges

The successful candidate will collaborate with community, faculty, staff, students, and administrators to address these key opportunities and challenges. Applicants should demonstrate an ability and willingness to do the following:

- Support excellence and innovation in instruction, student services, and all services that result in student success for all, and close student achievement gaps.
- Ensure CR programs are high-quality and meet students' needs through a variety of delivery and pedagogical modes.
- Address the needs and potential opportunities created by changing demographics, enrollment trends, and regional workforce needs.
- Collaborate with the Board of Trustees and the college community as they research, identify, and address the numerous implications of technology and artificial intelligence.
- Continue to maintain a welcoming campus climate and provide a safe learning environment that enables all students to achieve their goals.
- Encourage, through modeling and accountability, a positive, collaborative work environment where all constituents are valued and respected by others and where decision-making is transparent.
- Exercise strong fiscal acumen to manage existing resources well and to acquire alternative sources of revenue in a time of economic uncertainty.
- Build on existing partnerships and create new ones in the community that support students and meet the region's workforce needs.
- Continuously review and update the physical plant needs of all sites through Bond Measure I and other resources designated for facility construction, renovation, and modernization.
- Oversee and assess the effectiveness of all learning sites serving an extraordinarily large geographical area.
- Navigate the changing federal mandates and guidelines that impact local funding, policies, and practices, and advocate at the local, State, and national levels in support of our mission and our students.



Compensation & Benefits

Compensation will be competitive, based on experience, qualifications, and negotiation of an employment agreement. A comprehensive benefits package will also be offered.

Education & Experience Qualifications

<u>Minimum Qualifications:</u>

- Master's degree from a college or university accredited by a regional accrediting agency recognized by the United States Department of Education; earned doctorate preferred.
- Five (5) years of senior-level administrative experience with significant and progressively complex decision-making responsibility with a
  - Minimum of three (3) years of executive level administrative experience, including responsibility for a broad operational segment of the organization with significant fiscal and programmatic oversight including but not limited to academic affairs, student services, administrative services, or human resources/labor relations. Experience reporting directly to a governing body or chief executive officer.
- Track-record of community service and involvement

<u>Desirable Qualifications:</u>

Doctorate degree from a college or university accredited by a regional accrediting agency recognized by the United States Department of Education.

- Demonstrated experience in budgeting, financial oversight, and allocation of resources.
- Demonstrated experience supporting student access, equity, retention, and completion.
- Demonstrated experience in fostering innovation in academic and workforce programming.
- Demonstrated experience in developing partnerships with business, industry, agencies, communities, organizations, and education institutions.
- Demonstrated experience with participatory governance.
- Demonstrated experience with accreditation standards, policies, and eligibility requirements.

- Demonstrated experience with external resource development, including bonds, pursuit of grant funding, and community support through partnerships and/or a foundation.
- Demonstrated experience in utilizing and applying applicable data and research findings in decision-making processes and continuous improvement.
- Demonstrated experience working with collective bargaining units.
- Demonstrated experience supporting rural communities and/or working in a rural higher education institution.

Application Process And Procedure / Selection Process

Acceptance of application materials will begin on November 2, 2026. The position is open until filled and the first review date is January 8, 2027. To be included in the first review, all application materials must be submitted by 5:00 p.m. on January 8, 2027. The Redwoods Community College District reserves the right to cancel or postpone the recruitment at any time during the search process. Applicants must submit all required materials through the District's online employment application system.

Note: Non-U.S. citizens who cannot provide evidence of authorization to work in the U.S. are ineligible for this position. The Redwoods Community College District does not sponsor non-U.S. citizens to work in the U.S

Required Materials for Application:

1. Completed Redwoods CCD Employment Application (https://www.schooljobs.com/careers/redwoods).
2. A letter of interest (not to exceed 3 pages) that provides examples your background and experience that addresses the following from this position announcement: Ideal Characteristics, Opportunities and Challenges, and Desirable Qualifications.
3. A current Résumé or CV.
4. A list of eight references with email addresses and cell phone numbers for two supervisors, two subordinates (including one support staff member), two faculty, and two community members.
5. Complete transcripts of all lower division, upper division, and graduate level college/university coursework (unofficial is acceptable for application; official transcripts are required if you are selected for the position). Foreign transcripts must be evaluated for U.S. equivalency at the applicant's expense. Transcripts become the property of the Redwoods CCD and will not be returned to applicants.

Selection Process

The District will stress confidentiality throughout the search and selection process. Candidates are also expected to respect the confidential nature of all such processes and those involved in the search. First level interviews will be conducted through Zoom. Final interviews will be conducted in person. Candidates selected for a final interview will be reimbursed up to $2,000 for reasonable and appropriate travel expenses. Meeting minimum qualifications does not guarantee an interview.

*Search and Selection Timeline**



NOVEMBER 2, 2026
Application period begins.

JANUARY 8, 2027
First review date for applications.

JANUARY 15-29, 2027
Search committee evaluates applicants.

MARCH 1-5, 2027
Committee interviews applicants and recommends finalists for Board interviews.

MARCH 22-TBD
In-person Board interviews, forums and finalist meetings; duration depends on finalist count.

APRIL 6, 2027
Board considers approval of employment agreement.

JULY 1, 2027
President/ Superintendent begins employment.

**Dates subject to change*

CR COLLEGE OF THE REDWOODS

For Assistance with Applying:

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Candidate Inquiries:

Community College Search Services (CCSS) has been retained by the Board of Trustees to facilitate the search and selection process. For additional information, confidential inquiries, and nominations, please contact:

Will Lewallen, Ph.D., Lead Search Consultant
Community College Search Services
will.lewallen@ccss.solutions; (831) 682-3541

Joan Smith, Ed.D., Search Consultant
Community College Search Services
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ADA Accommodation Notice

Applicants and nominees who believe they are covered under the Americans with Disabilities Act (ADA) and require accommodation during any part of the interview or selection process must submit a written request with documentation at least five business days prior to the date of need of the accommodation via e-mail to: CR Human Resources at HR@Redwoods.edu.

Equal Employment Opportunity / Non-Discrimination Statement

The Redwoods Community College District is committed to equal employment opportunity and to fostering an inclusive, respectful, and equitable educational and work environment. The Governing Board supports the intent of the California Legislature to ensure that community colleges build a climate of acceptance and inclusion and that employment opportunities are equalized for all individuals.