

TOOL #2

JOB ANNOUNCEMENT LANGUAGE

SAMPLE FIRST LINES OF JOB ANNOUNCEMENT

- The college President is responsible for improving the quality of life and the economic well-being of citizens and communities in the college's service area by providing access to a quality learning environment and fostering high levels of access and success for all students.
- The President leads the institution in advancing students toward attainment of their educational and career-readiness goals by effectively marshaling its instructional and support resources to improve student outcomes.

LANGUAGE RELATED TO "COMMITTED TO STUDENT ACCESS AND SUCCESS"

- The President will have a deep commitment to student access and success, for students enrolled in the college, for those who have not yet arrived, and for those who have graduated and/or transferred to a four-year college or university.
- The President must effectively and sensitively connect the institutional strategy of achieving high levels of student access and success with the operations of administrative and academic units.

LANGUAGE RELATED TO "TAKES STRATEGIC RISKS"

- The President will be willing to take significant data-informed risks to inspire changes in how everyone at the college thinks and acts to improve student outcomes.
- The President will be committed to identifying gaps in student outcomes on the basis of factors such as race, ethnicity, and gender, and then mobilize the college to improve results.

LANGUAGE RELATED TO "BUILDS STRONG TEAMS"

- The President will build an effective and cohesive leadership team with a common commitment to and focus on student access and success.
- The President and his/her senior team will foster among faculty and staff a culture of innovation and effective implementation driving toward common goals of improving student access and success.

LANGUAGE RELATED TO "ESTABLISHES URGENCY FOR IMPROVEMENT"

- The President will work to establish and maintain among leaders, faculty, and staff a healthy sense of urgency to improve student access and success.

LANGUAGE RELATED TO "PLANS LASTING INTERNAL CHANGE"

- The President will have strong strategic ability to plan for change in ways that ensure broad buy-in and action that, in turn, significantly improve student access and success.
- The President will work to ensure that the culture of the college is built around continuous improvement in learning and the completion of valuable credentials for all students.

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LANGUAGE RELATED TO “RESULTS-ORIENTED”

- The President will bring a results-oriented approach to the institution, leading the entire college to agreed-upon student outcomes and aligning plans and implementation efforts to measurable goals.
- The President will develop a culture of inquiry and evidence to support a results-oriented approach across the institution.

LANGUAGE RELATED TO “COMMUNICATES EFFECTIVELY”

- The President will effectively engage with the college’s internal and external stakeholders, strategically communicating in ways that advance student access and success.
- The President will work to communicate with the Board in ways that ensure shared goals, an understanding of strategic objectives, and a common understanding of the college’s progress toward achieving student access and success objectives.

LANGUAGE RELATED TO “FINANCIAL AND OPERATIONAL ABILITY”

- The President will lead the institution to achieve significantly improved results in student outcomes by implementing well-designed institutional changes at scale, and ensuring they are sustained over the long term.
- The President will work institution-wide to align expenditures with strategies for student access and success.
- The President will ensure the community college’s fiscal stability, securing sufficient resources to fund operations and providing adequate controls to prevent fiscal mismanagement.

LANGUAGE RELATED TO “ENTREPRENEURIAL FUNDRAISER”

- The President will be an entrepreneurial and highly effective fundraiser, with a particular capacity to raise revenue and develop resources that support strategies for improving student access and success.

LANGUAGE RELATED TO “DEVELOPS EFFECTIVE EXTERNAL PARTNERSHIPS”

- The President will have a vision for student success that the college alone cannot fulfill, and will actively engage with entities outside the college to develop partnerships to access resources, reach underserved populations, and achieve student outcomes in new ways.
- The President will use the institution’s influence and resources to pave the way for ongoing student access and success by forging partnerships with outside entities, including K-12 school districts, four-year colleges, community-based organizations, and employers. These partnerships will focus on helping large numbers of students, including those from historically underserved populations, make successful transitions into and out of the community college to achieve prosperity through employment or continued education.