



**POSITION ANNOUNCEMENT**  
**CALIFORNIA TRIBAL COLLEGE**  
**President**

The Board of Regents of the California Tribal College (CTC) seeks a dynamic, experienced leader to serve as College President. This exciting opportunity brings with it the responsibility of building the primary college campus in the Sacramento region from its initial phase through accreditation, to sustainable operational excellence.

The CTC President will have the opportunity to be entrepreneurial and a transformative leader by creating policies and procedures to guide the operation and effectiveness of the college. The President shall oversee the development and integration of Native Ways of Knowing into curricula, student support services, and facilities.

The CTC President must think creatively and strategically about current and emerging academic needs for California Native Americans and the communities from which they come.

**The College**

The California Tribal College (CTC) is working to become an accredited Associate Degree granting institution that will offer robust academic courses, including business and health administration programs, and continuing education for Native American students. The CTC will eventually grow into a baccalaureate degree granting institution.

With support from more than 55 California tribal governments and organizations, the CTC has been working with education and business experts and tribal leaders for more than five years to lay the foundation for an enduring educational institution to serve the needs of Native students for generations to come.

Accomplishments include:

- Completion of a comprehensive, two phase Feasibility Study to assess the need for the California Tribal College;
- Incorporation as a 501(c)(3);
- Creation and adoption of bylaws;
- Election of officers and a Board of Regents composed of tribal, education, and business leaders; and
- Development and implementation of a bi-annual Certificate Program in Tribal Leadership and Governance.

## **The Need**

Education is vital to the future of Native American people and nations. The ability to sustain their cultures, strengthen their sovereign governments, and building thriving businesses depends on educated leaders. But, Native Americans are among the least represented groups in California higher education. With the largest Native American population in the nation, California has 110 federally recognized tribes, 79 tribes petitioning for recognition, and more than 723,000 Native Americans. The need and demand certainly exists for a culturally attuned institution of higher education.

There are currently no tribal colleges or post-secondary institutions in California designated as a tribal college. Enrollment must be 51 percent Native American to maintain the status as an American Indian college and to receive the Bureau of Indian Education funding. This would suggest that while California has one of the most extensive networks for post-secondary education, the tribal populations are spread across wide geographic regions so that enrollment numbers are low in any one institution.

Few institutions in the state provide either the access or ability to retain American Indian students in significant numbers. The current post-secondary efforts in California are housed in various academic departments and centers across university campuses. Some programs are located within departments with a diversity mission and share resources with other minority programs; few resources are available to these programs, which tend to work in semi-isolation.

In addition, only 40 percent of American Indian students in California complete high school with the ability to fulfill post-secondary entrance requirements in the state systems - 13 percent lower than the state average. Also, most American Indian students in the state who enter higher education rely on developmental coursework. The link from high school programs, particularly counseling, to a new tribal college is paramount.

## **The Candidate**

The Board of Regents of the California Tribal College desire a President who will respect the unique tribal cultures and histories of the individual students while guiding the college to independent status as a fully-accredited, fiscally independent institution. The President of the CTC will be an experienced, high energy visionary with the skills and commitment to address the opportunities and challenges that await the college.

The right candidate will bring significant experience in the following areas:

### **Organizational Development**

- Development, implementation, and measurement of strategic plans and educational planning;
- Board and fiduciary management; and
- Fundraising including major gifts, capital gifts and endowment gifts.

### **Tribal College Administration**

- Accreditation;
- Learning environments for Native learners;
- Federal and state higher education program requirements;
- Human resource, financial, and capital management;
- Takes a personal interest in students' academic success, involvement in governance, and extracurricular activities;
- Encourages and maintains open lines of communication with students and all levels of staff; encourages free exchange of ideas and is visible and accessible; and
- Effectively build the college enrollment.

### **Community Relations**

- California tribal history and inter-tribal relationships;
- California tribal employment needs;
- California workforce needs;
- Corporate and business relationships, and hiring needs and practices;
- Executive level relationship management; and
- Exemplary writing and presentation skills.

### **Minimum Educational/Skill Requirements**

- Terminal degree, PhD highly preferred;
- Ten years of experience and high-level supervisory and management experience in a tribal college or ten years of senior administrative experience in higher education;
- Tangible experience with federal and state higher education laws, including accreditation through the Western Association of Schools and Colleges (WASC);
- Proven involvement building sound monetary policy and procedures, knowledge of fiscal affairs, and has the ability to develop and manage a college budget;
- Knowledge of developing technologies and their roles in instruction and in administration;
- Measurable ability to promote student success;
- Strong interpersonal, supervisory and communication skills;
- Commitment to collaborate with all components and constituents of the college to ensure student success; and
- Teaching or student services experience in higher education is desired.

The opportunity exists for the right candidate, with statewide as well as national presence, to build an institution capable of serving the needs of students and communities. The right candidate is a builder, an architect of progress, a champion knowing that higher education creates opportunity for students and tribal communities within the State of California.

## **Application Procedures**

### **Applicants should submit:**

- Cover letter;
- Resume/curriculum vitae;
- One page statement of educational philosophy; and
- Names and contact information for three to five professional references.

Initial review of candidates will occur August – October. A committee made up of Regents and other CTC constituents will interview a select group of candidates.

Send application materials in a MS Word format to [Jason@ishpi.biz](mailto:Jason@ishpi.biz)

Please keep initial submissions to seven pages or less. Additional information will be sought as needed. Contact Jason Booth @ 651.335.2604 with additional questions.