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President Profile

Norco College Overview

Norco College is one of three colleges in the Riverside Community College District and serves approximately 15,000 students annually. A comprehensive college, Norco College offers associates degrees, pathways for transfer, and over 40 career-technical education programs, including Logistics Management, Game Development, and Pre-Engineering, Engineering Technology, supported in part from a series of federal grants, including an NSF (National Science Foundation) grant and STEM-related grants. The college has a total budget of approximately \$74.5 million dollars (60% general fund, 40% grants and categoricals).

Norco College is a Hispanic-Serving Institution (HSI) located sixty miles east of Los Angeles within western Riverside County in one of the fastest growing regions in the country. The city of Norco has nearly 100 miles of horse trails and 400 acres of parkland. The region encompasses the cities of Corona, Jurupa Valley, Eastvale, and Norco. The area is home to high-tech businesses, manufacturing, agriculture, and logistics.

Norco College enhances the ability of its students to transfer into majors and careers that provide a livable wage, especially for those students who are historically underserved and economically disadvantaged. Norco College is a collaborative business partner with industries in the Inland Empire, as well as Orange and Los Angeles counties, while simultaneously greatly improving the number of students who successfully enter into and complete certificates and degrees.

District Overview

Opening in September 1916, Riverside Community College District (RCCD) is the seventh oldest community college and fifth largest multi-college district in California. In 2016, the District proudly celebrated a "Century of Excellence" in serving the Inland communities and the 1.4 million people living in Riverside County. RCCD colleges are located in the cities of Riverside, Moreno Valley, and Norco - representing key geographical and commerce points within the 450 square mile service area. The three individually accredited colleges, with unique and distinct cultures, serve different communities that work together to accomplish the overall mission of the District. The Inland region has one of the highest growth regions in the state and lowest college-going rates.

Riverside Community College District offers more than 100 comprehensive programs to aid students seeking transfer to a four-year college or university, a two-year degree, a professional certificate, occupational training, or simply to update their work skills. In spring 2016, unduplicated student enrollment exceeded 36,800 and total district enrollment of credit, non-credit, and community education programs topped 40,000.

Norco College is seeking a visionary leader who will be invested in the college and community and serve as an advocate for the diverse student population.

Challenges and Opportunities

- Serve as a strong advocate for Norco College and increase the college's visibility while balancing and working in collaboration with the overall RCCD vision and mission.
- Promote an Equity Minded Culture and a sense of unity and pride within our multicultural college community.
- Understand and address the challenges students face on a daily basis in the pursuit of their goals, changing the lives of graduates and their families.
- Successfully lead the continued implementation of a student-centered environment. Provide leadership to ensure our Guided Pathways goals are accomplished, facilitating students enrolling, succeeding and graduating from college and entering the workforce.
- Thoughtfully and strategically manage current and future growth.
- Continue to build a collaborative participatory governance culture, seeking common ground with college constituents, the community, unions, and the District.
- Foster positive community connectivity through genuine communication, become a visible leader who is vested in the best interests of the students and the community, and engage stakeholders to promote the goals of the college.

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- Grow our college brand and awareness of the college to ensure it becomes the cultural center for our diverse micro communities.
- Advocate for fair, equitable and transparent allocation of District resources.

Ideal Characteristics

- Energetic, approachable, collaborative, innovative leader who has a track record of improving student success and completion.
- A visionary leader who respects and embraces past initiatives and can assess the current college culture, and through shared implementation of strategic plans, move the college forward.
- A leader with an established history of increasing enrollment and the ability to identify and implement enrollment strategies within a growing community and multi-college district.
- Responsive to the needs of the local workforce, and experience with workforce partnerships and Career and Technical Education (CTE).
- A demonstrated commitment to academic excellence.
- Ensure adherence to the institutional accreditation policies, standards and eligibility requirements.
- Understanding of the Guided Pathways framework and how it relates to the college's mission and vision.
- Demonstrated commitment to leadership with honesty, transparency, and integrity within faculty, administration, staff and students.
- Will inspire students and will be deeply engaged with the college and community promoting a wide variety of student opportunities and activities.
- Provide oversight for fundraising, local bond campaign and substantial federal and state grants.

Minimum Qualifications

Required:

- Working understanding of the California Higher Education systems.
- Master's degree required (Doctorate preferred) from a regionally accredited institution.
- Five or more years of full-time teaching experience in higher education or equivalent.
- Record of progressively responsible senior administrative positions in higher education.
- Experience in managing the financial needs of a growing, multi-layered organization.

Preferred:

- Experience in the Guided Pathways framework.
- Community college experience.
- Experience working within a multi-college district.
- Minimum of five years of senior administrative leadership progressive experience in higher education.
- Classroom teaching experience.

