



**ESTRELLA MOUNTAIN
COMMUNITY COLLEGE**

A MARICOPA COMMUNITY COLLEGE

College President Position Profile

About Estrella Mountain Community College

www.estrellamountain.edu

To continue the advancement of Maricopa’s Strategic Commitments and transformational plan, the Chancellor of the Maricopa County Community College District (MCCCD) invites all highly qualified and experienced individuals to apply for the position of President of Estrella Mountain Community College (EMCC). This is an exciting opportunity for a skilled strategist able to envision, propose, and implement change with a proven record of engaging the college, community, and other external partners in improving student access and success.

As chief executive officer of the EMCC, the next President will be committed to leading the college as a critical partner who has demonstrated excellence and innovation to support the commitment of providing quality, accessible education to all communities served. MCCCD is one of the largest Community College Districts in the nation (200,000 students). MCCCD enjoys a rich heritage of stellar academic, transfer and career technical programs, effective partnerships with local K-12 districts and universities, and broad support from the communities served by the Maricopa County Community Colleges.

THE COLLEGE

Serving approximately 15,000 students annually, Estrella Mountain Community College (EMCC) is the newest of the ten institutions in the district and boasts a variety of learning options for students, where the motto “your success is our success” applies to every student. With a 135 acre main campus in Avondale and two satellite sites, Buckeye Education Center and West MEC, EMCC’s Southwest Valley locations offer easy access for students to meet their goals. Located in the fastest growing region of the county, Estrella Mountain is master-planned to be a large, comprehensive learning college of more than 40,000 students.

STEAM Engine, a lab to stimulate ideas in science, technology, engineering, arts, and math, the Energy Institute, as well as the culinary studies programs, college-operated restaurant, Regions, are examples of EMCC’s commitment to enhanced learning environments for student success. The College is a Hispanic Serving Institution and offers all students a welcoming community of student clubs, athletics, arts, and culture. Since opening in 1992, EMCC has worked to create a “sense of place” that expresses the historical and cultural values of the surrounding communities.

Referred to as a “Diamond in the Desert”, EMCC’s [track record](#) provides students with meaningful and engaging learning environments as a learning college, consistently demonstrated enrollment growth as a result of intentional, innovative, and proactive recruitment and retention strategies.

POSITION DESCRIPTION

Reporting to the Maricopa Community Colleges District Chancellor, and operating within District policies and procedures, the President is the Chief Executive Officer of the College and is responsible for and directs the operation of the institution through subordinate instructional and operational administrators. The President has full authority to administer and manage the College and participates in policy and operational decisions of the District. The President is a member of the Chancellor’s Executive Council.

OPPORTUNITIES AND CHALLENGES

The successful new President will:

1. Provide dynamic visionary leadership by recognizing innovative opportunities complemented with the ability to take risks and make data-informed decisions.
2. Build effective partnerships with business and industry and non-profit organizations, and expand well-coordinated partnerships with other educational institutions.
3. Foster innovations in instruction, student support services, and engagement that leads to increased students success and completion rates while also closing the equity achievement gap.
4. Support and value the voices of all constituents and practice collegiality, collaboration, and participatory governance.
5. Through effective leadership and communication, foster a learning environment that builds a cohesive and unified college-wide team of administrators, faculty, and staff.
6. Establish internal procedures and proactive approaches that will result in the hiring and retention of diverse staff and faculty that will reflect the demographics of communities that the College serves.
7. Provide leadership in the community while fostering relationships that result in the generation of new revenue streams and contributions to the MCCCCD Foundation.

8. Be a proactive advocate for the College while also serving as an effective member of the Chancellor's Executive Council in support of the District's strategic goals and plans.
9. Establish and maintain an open door management approach by providing opportunities to interact with the college workforce and concentrate on employee conversations and recognition.
10. Lead the college in responding proactively to address the College's enrollment growth and community needs by planning for and seeking additional facilities and resources.
11. Be a skilled leader who holds everyone to a high standard of accountability, demonstrating integrity, fairness, and transparency.

MINIMUM QUALIFICATIONS

- A Master's Degree from a regionally-accredited college or university
- Significant senior leadership experience in higher education
- Demonstrated successful experience working in a diverse and multicultural environment
- Demonstrated ability to lead complex projects to completion

PREFERRED QUALIFICATIONS

- Doctorate Degree from a regionally accredited college or university
- Passionate about the community college mission
- Demonstrated commitment to student success
- Advocate for inclusion and student equity
- Successful experience with participatory governance and participatory leadership
- Knowledge and experience with general, transfer, and developmental education and workforce development
- Teaching experience in higher education, preferably in a Community College setting
- Experience in supporting student services programs
- Experience with data-informed decision-making
- Knowledge and experience in application of current technology in educational institutions
- Experience in effective budget planning and implementation in a changing environment
- Commitment to transparency, integrity, collaboration, and communication
- Superb communication skills
- Excellent interpersonal skills
- Known for integrity and ethical behavior

RESPONSIBILITIES

The President directs the implementation of District policies and programs in the operational and educational activities of the College; plans, organizes, and administers the activities of the president's office; develops and recommends College long and short term goals and objectives, organizational structure and staffing; provides leadership for budget development and overall sustainability efforts; fosters data-informed decision making; develops and maintains a climate of collaboration and teamwork resulting in the accomplishment of the College's strategic directions and goals; provides leadership/support of the college's accreditation through the Higher Learning Commission (HLC); adheres to human resources policies and practices that support successful employee recruitment, hiring, retention, training and talent recognition and development; provides leadership for resource development through the identification and procurement of revenue streams; provides leadership for enrollment management; develops and maintains education, business, industry and community partnerships; fosters innovation and continuous improvement throughout the College and promotes the integration of technology; honors excellence in teaching and learning; develops public relations strategies to enhance the College's image and provides leadership locally and nationally; provides leadership and collaboration as part of the Chancellor's Executive Council and serves on several district committees; provides leadership to promote public stewardship and ethics; promotes diversity among faculty, staff and students to establish and maintain a welcoming and respectful environment, which supports all diverse groups; and develops and maintains effective working relationships with faculty, staff, students, alumni and community members.



About Maricopa Community Colleges
www.maricopa.edu

THE DISTRICT

Estrella Mountain Community College is one of ten individually accredited colleges that comprise the Maricopa County Community College District (MCCCD) located throughout metropolitan Phoenix, Arizona. The District was established in 1962, and has since grown to serve nearly 200,000 students annually in credit and non-credit programs, making it the largest provider of post-secondary education in the state of Arizona and one of the largest providers of higher education in the United States. It is recognized as one of the most innovative community college systems in the country.

In a time of budgetary challenges for higher education, the District maintains exemplary financial stability as one of a few community college districts nationally to hold a Triple A bond rating from all three rating agencies.

Today, the District's colleges offer comprehensive educational programs in university transfer, occupational, professional, special interest, and continuing education curricula to serve the needs of the county area. The Maricopa Community Colleges has an operating budget of over \$733 million and employs approximately 17,500 people including 1,398 full-time faculty, 4,806 adjunct faculty, and 3276 administrative, clerical, and support staff.

Each year the Maricopa Community Colleges receive awards and recognition for innovation and best practices in community colleges. For example, eight of the Maricopa Community Colleges were named among the Aspen Institute's top 150 community colleges in the United States, the signature acknowledgment of high achievement and performance recognizing exceptional student outcomes in four areas: student learning, certificate and degree completion, employment and earning, and access and success for minority and low-income students. MCCCD leaders proactively serve on the boards of associations and organizations that further the mission of the community college nationally, regionally, and locally.

The District's vision for Transformation is contained within the Vision, Goals, and Outcomes at <https://transformation.maricopa.edu> and is derived from MCCCD's strategic commitments. The plan seeks to increase enrollment, persistence, and completion as well as the District's responsiveness to the community and employers by implementing "Guided Pathways to Success" and creating a series of regional industry sector institutes for occupational programs. These efforts are intended to embed and prioritize student success over all decisions, actions and processes by the colleges and the District.

HOW TO APPLY

All inquiries, nominations and expressions of interest are confidential and are to be directed to the search consultant.

To ensure full consideration, application materials should be received no later than April 08, 2019. The position is open until filled.

To apply, email application materials to: preston@goldhillassociates.com. Do not apply via the District job portal.

Candidates will need to have the following information or materials available for full consideration:

1. A letter of application (not to exceed 5 pages) that succinctly addresses the Position Profile and demonstrates how the candidate's experience and professional qualifications prepare them to serve as Estrella Mountain's Community College President.
2. A current resume including an email address and cellular telephone number.
3. A list of eight references: three supervisors, two direct reports and individuals from current or former institutions or organizations.

Candidates are encouraged to convert and submit their application materials into a single PDF file in order to upload their materials.

For additional information, nominations or confidential inquiries, please contact:

- Preston Pulliams, Ed.D., President, Gold Hill Associates, preston@goldhillassociates.com, 503.704.3425 (Mobile).
- Katherine (Kathi) Hiyane-Brown, Ph.D., Search Consultant, katherine@goldhillassociates.com, 612.432.1081 (Mobile).

The Maricopa County Community College District is an EEO/AA employer including protected veterans and individuals with disabilities. Diverse and inclusive, the District encourages interest from all protected class applicants.