



**MESA
COMMUNITY COLLEGE**

A MARICOPA COMMUNITY COLLEGE

Position Summary: Senior Associate Vice President

The Senior Associate Vice President (SAVP) reports to the Executive Vice President for Academic and Student Affairs (EVP) and works collaboratively with faculty, academic, and student affairs staff to strengthen a culture committed to the success of all students, building a comprehensive system of guided pathways, enhancing transfer and workforce partnerships, supporting a broad range of recruitment, retention and student success services, and promoting innovation and educational excellence.

The Senior Associate Vice President supports the EVP in providing leadership and support for academic and strategic enrollment planning, continuous improvement of academic, occupational, and student success programs and services to meet the needs of students, faculty, staff and community partners in a multi-campus, multi-modal environment; promotes integrity, collaboration, innovation and continued professional development; supports the College's efforts in narrowing equity gaps for all students; engages business and community partners to strengthen the College's relationships to promote student success, transfer, and employment; and demonstrates a commitment to service excellence, collaboration, innovation, student success, and diversity. The Associate Vice President will also use data and assessment to make informed decisions about Guided Pathways and to improve the completion rates for the College.

The Senior Associate Vice President will demonstrate success at leading in a collaborative manner with all areas of the College. An appreciation and understanding of the shared governance process will play an important role in building trust and breaking down silos at the College. The SAVP will possess a positive leadership style, sense of humor, unwavering commitment to student success, and must operate with a high level of emotional intelligence and ethical conduct.

Minimum Qualifications

1. **Minimum Qualifications for Student Affairs or non-academic pathway:** Master's Degree from a regionally accredited institution in education or field related to area of assignment and four years of progressively responsible management and/or leadership experience in field of assignment that includes two years of supervisory experience. Examples of student affairs academic support management/leadership experience includes: program management, project management, budget development and management related to programs or projects, staff supervision, policy development, administration, evaluation and compliance. Equivalency allowed for Non Academic area.

OR

2. **Minimum Qualifications for Academic pathway:** Master's Degree in a teaching field related to area(s) of assignment and four years of experience in an academic leadership and/or supervisory role in higher education and three years of teaching that includes curriculum/coursework development.

Examples of academic leadership/supervisory experience includes: division/department chair, project management, policy development, administration, evaluation and compliance, committee leadership, program director, and shared governance. No equivalency.

Desired Qualifications:

1. A conferred doctorate degree from an accredited college or university.
2. A minimum of seven years successful post-secondary leadership and academic/student affairs administrative experience. Community college leadership experience highly preferred.
3. Experience fostering an inclusive and equitable learning environment in a diverse setting.
4. An exceptionally skilled communicator able to collaborate and build relationships internally and externally.
5. Shared governance experience leading and managing within a multi-campus and multi-division environment
6. Experience working with the Guided Pathways framework as a core business model.
7. Demonstrated professional experience using evidence-based decision-making, short and long-term planning, and working within an accountability structure.

Challenges and Opportunities

The Senior Associate Vice President will be an innovative and collaborative leader prepared to successfully address the following opportunities and challenges:

1. Provide leadership and support in implementing a comprehensive system of Guided Pathways with integrated support services.
2. Develop and implement a strategic enrollment management plan that leverages the full spectrum of program offerings, addresses the demographic shifts in the local community, and supports enrollment, retention, and completion goals.
3. Assist in the development and implementation of new organizational and shared governance structures designed to increase transparency, build more collaborative and trusting relationships across the college, and break down institutional silos.
4. Demonstrate a commitment to diversity, equity, and inclusion and narrowing the equity and achievement gaps of all students.
5. Promote innovation in program and curriculum development, academic scheduling, student support services, professional development, and teaching and learning.

6. Enhance partnerships with K-12 school districts, municipalities, transfer institutions, employers, and other key stakeholders for the purpose of advancing the college's mission and creating opportunities for our students.

Salary Range: \$102,566-\$164,106 annually

College Overview:

Mesa Community College is known for service-learning, career and technical programs, civic engagement and innovative approaches to education. The college serves as a resource for career readiness, transfer education, workforce development and lifelong learning. Host to 30,000 students annually, MCC offers more than 195 degree and certificate programs at its two campuses and additional locations. Seamless transfer for students is facilitated by partnerships with more than 50 universities across the nation. A vibrant community, rich with alumni achievement and a part of the East Valley of Metropolitan Phoenix fabric for more than 50 years, MCC connects with those it serves through a range of business, industry, government, and K-12 partnerships.

MCC is transforming through Guided Pathways, with the goal to improve college completion, transfer and job attainment for all students. A Hispanic Serving Institution with a diverse student body that enriches the learning experience, MCC welcomes more than 400 international students representing over 60 countries. Award-winning faculty are dedicated to student success, providing the education and training that empowers MCC students to compete locally and globally. MCC was named as one of the top 150 community colleges eligible to compete for the 2019 Aspen Prize for Community College Excellence, the nation's signature recognition of high achievement and performance in America's community colleges, and has been awarded the Community Engagement Classification by the Carnegie Foundation for the Advancement of Teaching.

MCC, located in the sunny and warm East Valley of Phoenix, Arizona, is one of ten individually accredited colleges that comprise the Maricopa County Community College District (MCCCD). The District is the largest provider of post-secondary education in Arizona and one of the largest providers of higher education in the United States. MCC's strategic plan and priorities, which focus on Effective Teaching and Learning, Strategic Enrollment Management, and Diversity, Equity, and Inclusion, align with the District's vision and Maricopa Transformation Plan www.maricopa.edu/transformation. For additional information visit mesacc.edu.
Mesa Community College is accredited by the [Higher Learning Commission \(HLC\)](#).

How to Apply:

For full consideration submit application materials by August 18 2019. Position will remain open until filled.

All inquiries, expressions of interest, nominations and applications are to be directed to the search consultant and are strictly confidential. Do not apply via the District job portal.

Please email the following to the search consultant listed below no later than August 18, 2019. Electronic transmissions are strongly encouraged. **DO NOT APPLY VIA THE MCCCD DISTRICT JOB PORTAL**

1. Letter expressing interest in the opportunity and how your background matches position requirements (not to exceed five pages)
2. Resume
3. Contact information for a range of professional references (six minimum) to include a direct telephone number and email

This position is a non-classified position that will have an employment contract. Any internal hires waive their rights to classified employment by accepting the position.

Search Consultant:

Dennis Michaelis
Gold Hill Associates
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254-297-9896

Maricopa County Community College District (MCCCD) will not discriminate, nor tolerate discrimination in employment or education, against any applicant, employee, or student because of race, color, religion, sex, sexual orientation, gender identity, national origin, citizenship status (including document abuse), age, disability, veteran status or genetic information.