College President
Position Profile

About Phoenix College
www.pc.maricopa.edu

As part of the implementation of Maricopa’s strategic commitments and transformational plan, the Chancellor of the Maricopa County Community College District (MCCCD) is now prepared to continue the momentum and invites all highly qualified and experienced individuals to apply for the position of President. 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 College, the next President will be committed to leading the college as a critical partner in the implementation of Maricopa County Community College District’s strategic commitments and transformational plan. 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

Phoenix College (PC), which began in 1920, is the oldest college of the Maricopa County Community College District and has long and rich traditions. PC is a learner-centered, comprehensive community college dedicated to providing affordable, high quality and accessible education to the community it serves. PC enrolls more than 20,000 students annually in a broad array of signature programs. A productive history and a cutting-edge learning environment coexist at PC, providing students with a campus experience second to none. Located in a historic Phoenix neighborhood, the campus offers modern and historic facilities and easy access to arts, cultural and sports venues both on campus and in the community.
PC is a Hispanic Serving Institution and its diverse student body proudly proclaim origins from 100 countries and speak more than 50 languages, reflecting the multicultural city served by the college. The college has earned national recognition for its outstanding commitment to diversity and inclusion. Its goal is to help students make passionate connections to learning, thus setting the stage for great achievements while also playing a vital role in the community.

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 that takes the College to the next level of excellence as an exemplary 21st Century College.

2. Honor the rich history and traditions of the College’s 100 years of serving the community.

3. Foster exemplary innovation in instruction and student support services that leads to student success and completion rates that close the equity achievement gaps.

4. Identify and implement enrollment strategies that result in enrollment growth and address the communities’ changing demographics.

5. Understand and appreciate the unique characteristics of an urban college that is committed to social justice.

6. Value and respect the voices of all constituents and practice collegiality and participatory governance.

7. Ensure internal procedures and innovative practices are in place that lead to the recruitment, hiring and retention of diverse staff, faculty and administrators that reflect the communities the College serves.

8. Maintain fiscal stability through expert and equitable fiscal management and the generation of new revenue through a variety of strategies and efforts.
9. In collaboration with system wide efforts, expand partnerships with local P-16 educational entities, business and industry, and community groups to increase educational opportunities, workforce development and the college’s contribution to local economic development.

10. Demonstrate a strong, long-term commitment to the College and community.

11. Advocate for the College while also serving as an effective member of the Chancellor’s Executive Council in support of the District’s goals and plans.

12. Work collaboratively with the District’s other dynamic and innovative presidents and Vice Chancellors.

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 manage complex projects to completion

PREFERRED QUALIFICATIONS

- A 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
- 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

Ten individually accredited colleges, skill centers, and multiple satellite locations 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 organizations in the country.

In a time of defunding of 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 $773 million and employs approximately 12,511 people including 1,475 full-time faculty, 4,431 adjunct faculty, and 6,605 administrative, clerical and support staff.

The Maricopa County Community College District is the preeminent community college system in the nation. Eight 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. Each year the Maricopa Community Colleges receive awards and recognition for innovation and best practices in community colleges. Its 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 current vision and plan is contained within the Maricopa Transformation Plan at https://administration.maricopa.edu/transformation-taskforce 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 January 3, 2018. The position is open until filled.

To apply, go to http://www.acctsearches.org and upload your documents. Candidates will follow the prompts given while completing the application form.

Candidates will need to have the following information or materials available to complete the application:

1. A completed Candidate summary sheet; which can be found at the top of the application page after clicking the “Apply Here” link.
2. 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 Phoenix College President.
3. A current resume including an email address and cellular telephone number.
4. A list of eight references: three supervisors, two direct reports and individuals from current or former institutions or organizations.

Candidates must combine their candidate summary sheet, cover letter, and resume into a single PDF file in order to upload their materials. Candidates will be asked to submit their reference list separately.

For additional information, nominations or confidential inquiries, please contact:
• Pamila J. Fisher, Ed.D., ACCT Search Consultant, pamfisher@bresnan.net, 406.570.0516 (Mobile).
• Narcisa A. Polonio, Ed.D., Executive Vice President for Research, Education & Board Services, narcisa_polonio@acct.org, 202.276.1983 (Mobile).

For technical assistance with uploading documents, please contact:
• Mia Settle, Board Services Associate, msettle@acct.org, 202.470.4191.

*An ACCT Search*

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.