



**INVITATION TO APPLY FOR  
THE POSITION OF  
SUPERINTENDENT/PRESIDENT**



## THE COLLEGE DISTRICT

Established in 1961, Southwestern Community College District is one of 116 public community colleges in California and the only public institution of higher education in the southern portion of San Diego County. SCCD has empowered students to achieve their education goals for over 50 years. The Southwestern Community College District is a single college district providing higher education in Chula Vista, San Ysidro, Otay Mesa, National City and Coronado.

Southwestern Community College District's strategic south San Diego County locations position the College to provide exceptional service to a binational community on the U.S.-Mexico International Border. Southwestern Community College District is one of 20 initial California Guided Pathways colleges and is known for its excellent learning communities. As a designated Hispanic Serving Institution, the College values equity, inclusion, and culturally responsive andragogy for all students. Other designations for the Southwestern Community College District include its classification as an AANAPISI (Asian American Native American Pacific Islander Institution), Veteran-Friendly College and a Dreamer Center.

Southwestern Community College District currently enrolls approximately 28,000 students annually. The District is comprised of 69% Hispanic students, 10% Caucasian students, 8% Filipino students, 5% African American students, and 3% Asian students. Approximately 63% of the College's students are under the age of 24 with 23% between the ages 25-39. Students' gender demographics are represented by 55% female and 44% male.



## **SUPERINTENDENT/PRESIDENT PROFILE**

The Governing Board of Southwestern Community College District invites applications and nominations for the position of Superintendent/President. The Superintendent/President is the Chief Executive Officer of the College District and reports to an elected five-member Governing Board. The SCCD Governing Board seeks applications from all qualified individuals. It is a continuing goal of SCCD to hire and retain people who reflect the rich diversity of the District and its student body.

## **THE POSITION**

The position requires an individual with a record of proven leadership skills combined with a passionate commitment to a 21st century comprehensive community college mission and the ability to plan resource allocation to meet these goals during a period of dynamic change. The primary responsibilities of the Superintendent/President are to ensure the success of the students of Southwestern College while inspiring confidence and trust throughout the College community and District as well as being responsible for the overall administration of the District operations.

The next Superintendent/President will lead the District's engaged and enthusiastic faculty and staff who are committed to equity, race consciousness, and social justice providing a culturally responsive environment that provides outstanding educational opportunities for all students.

## **SALARY AND BENEFITS**

This is an executive position that offers a competitive salary and benefits package. Salary is to be negotiated with the Governing Board.



## CHALLENGES AND OPPORTUNITIES

The Superintendent/President of Southwestern Community College District will be expected to provide strong visionary leadership with a high degree of commitment and personal integrity to address the following over the next five to seven years:

- Continue to build upon the College District's image and community relations through activities and partnerships with educational, civic, business organizations and underrepresented groups within the service area
- Serve as an effective advocate for the College District and articulating the Mission of Southwestern Community College District and the California Community College system in the community, region and state
- Provide leadership in the changing world of educational pedagogy/andragogy
- An educational leader that considers the use of technology, accreditation standards, guided pathways, and student success and access issues
- Be an equity-minded leader committed to collaborating with faculty, classified staff, administration, student and community partners who are also committed to closing equity gaps
- Propose strategies for hiring and retaining high quality, faculty, staff, and administrators, especially from under-represented groups
- Provide and support District employees with the opportunity to successfully achieve high standards in their work
- Build upon the proven experience of participatory governance at Southwestern Community College, by strategically engaging all consultation groups—students, faculty, staff and administration—early in the decision-making process
- Provide leadership to the Southwestern Community College Foundation as well as strengthen external funding
- Propose strategies and provide leadership in strengthening the planning and resource allocation process
- Continue to manage the impact of current and post COVID-19 issues



## **DESIRABLE PERSONAL AND PROFESSIONAL CHARACTERISTICS**

The Governing Board of Southwestern Community College District will evaluate a candidate's educational background, professional experience and accomplishments, reputation, and character in its search for a new Superintendent/President including the following:

- A strong educational leader with a collaborative decision-making style based on participatory governance
- Experience leading through the lens of equity and race consciousness; a leader who possesses the ability to lead a complex organization and make a long-term commitment to the College and all those that are served by the Southwestern Community College District
- An unwavering commitment and dedication to supporting and growing a culture of equity, diversity, and inclusion throughout the College community
- An equity-minded educational leader who is sensitive to students' needs and focuses on the holistic development of the student
- A Superintendent/President who is willing to have and can facilitate courageous conversations that lead to action, accountability and growth
- A leader who can articulate a vision and extend the understanding and implementation of the comprehensive community college mission to all the Southwestern Community College District constituencies
- A student-centered leader that supports the comprehensive community college and understands the competing priorities of transfer, career technical education, college-readiness, basic skills, noncredit, and community education, and understands the role of technology as it relates to all areas of the institution and its application to teaching and learning within the guided pathways framework
- A proven track record of successful senior management experience including sound business practices and a strong financial background including performance-based budgeting



## **DESIRABLE PERSONAL AND PROFESSIONAL CHARACTERISTICS (CONTINUED)**

- Knowledge of national and state initiatives (College Promise, Strong Workforce Programs, Guided Pathways, Online Education Initiative Consortium, and Adult Education)
- Possess the ability to articulate an inspirational and innovative vision of Southwestern College to the educational, political, business and civic leaders of the local community, the state and nation
- A leader with a strong commitment to advancing the District's support of diversity and cultural pluralism through ensuring the recruitment, hiring and retention of highly qualified and culturally diverse faculty, administrators and classified professionals in accordance with Governing Board Policies
- A Superintendent/President who can create an atmosphere of respect across all categories of employees and has proven commitment to participatory governance
- A leader who possesses a proven ability to take challenges, transform them to innovative approaches and effectuate dynamic organizational culture change
- An exceptional communicator, listener, and visible leader who inspires confidence and will seek out and value contributions from employees, students, and the community
- The willingness and demonstrated ability to build external relationships with community partners, leaders, and citizens to promote Southwestern College and expand its visibility and place within the community
- Knowledgeable and experience with accreditation requirements and processes; knowledge of program review cycles as well as knowledge of the California Community College system and ensuring compliance with relevant regulations, legislation, and reporting requirements
- Ability to understand and affirm pluralism of beliefs and opinions, and diversity of gender, race, ethnicity, background, geography, economics, family status, ability status, sexual orientation, gender expression/identity, political inclination, religious affiliation, age, neuro-diversity, including but not limited to Dyslexia, Attention Deficit Hyperactivity Disorder, Autistic Spectrum Disorder, and others



## **DESIRABLE PERSONAL AND PROFESSIONAL CHARACTERISTICS (CONTINUED)**

- Understanding of and sensitivity to, and respect for the diverse academic, socio-economic, ethnic, religious, cultural backgrounds, disability, sexual orientation, and gender identities of students, faculty and staff
- A leader who respects and values the opinions and accomplishments of others and can instill a climate of accessibility, accountability, trust and collegiality
- A proven leader with a demonstrated ability to solve problems creatively, make decisions in a fair and consistent manner and can communicate the reasons for such decisions
- Establish a strong and trusting partnership with the Board of Trustees and create a culture of mutual respect and open communication between the Governing Board (policy makers) and the Superintendent/President (administrative and operational leader)
- An understanding of the interdependency of the binational region
- Knowledge of mediation and/or conflict resolution strategies and methods; skill in supervisory practices and techniques with a foundation of performance management and restorative justice
- Skill in establishing and maintaining collaborative working relationships with all segments of the College; ability to develop collaboration among diverse groups; ability to think 'outside of the box' and to lead and manage change
- Experience with strategic planning and implementation, resource development and allocation, personnel and faculty development, management, and initiation of change



## **MINIMUM QUALIFICATIONS**

- A Master's Degree from an accredited institution is required. The required degree must be completed at the time of filing an application.
- Two years of successful senior administrative experience at the college level in instruction, student services, and/or business services is required.
- Demonstrated commitment to equity-focused leadership, responsiveness, and sensitivity to every aspect of human diversity and actively promotes an inclusive educational and working environment.

## **DESIRABLE QUALIFICATIONS**

- Earned Doctorate from an accredited institution.
- Teaching, student services or administrative services experience preferably at the postsecondary level.
- Five years of experience in administrative positions with increasing levels of responsibility, preferably at the postsecondary level.





## APPLICATION PROCESS

This is a confidential search process. To ensure full consideration, application materials should be received no later than November 19, 2020 at midnight. The position will remain open until filled.

To apply go to: [jobs.swccd.edu](http://jobs.swccd.edu)

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

- A letter of application (not to exceed five pages) that succinctly addresses the challenges and opportunities identified in this Position Announcement and demonstrates how the candidates experience and professional qualifications prepare them to serve as the Superintendent/President for the Southwestern Community College District. The letter of application should indicate to what extent personal and professional characteristics and skills match the required and desirable qualifications for this position.
- A current resume including an email address and cellular telephone number.
- A list of nine references, including two supervisors, two subordinates, three faculty (or equivalent), and two community members. Include cell phone and email address for each.
- Transcripts of graduate course work (unofficial). Official copies will be required at the time of hire. Foreign transcripts must be evaluated at the applicant's expense.



## CONTACT INFORMATION

For nominations or confidential inquiries about the position, please contact:

Community College Search Services

Dr. Joan Smith, Search Consultant  
(209) 566-5421  
Joan.Smith@ccss.solutions

Or

Stan Carrizosa, Search Consultant  
(559) 740-8540  
Stan.Carrizosa@ccss.solutions

For general inquiries regarding the application process, please contact:

Viviana Govea  
(619) 482-6333  
vgovea@swccd.edu



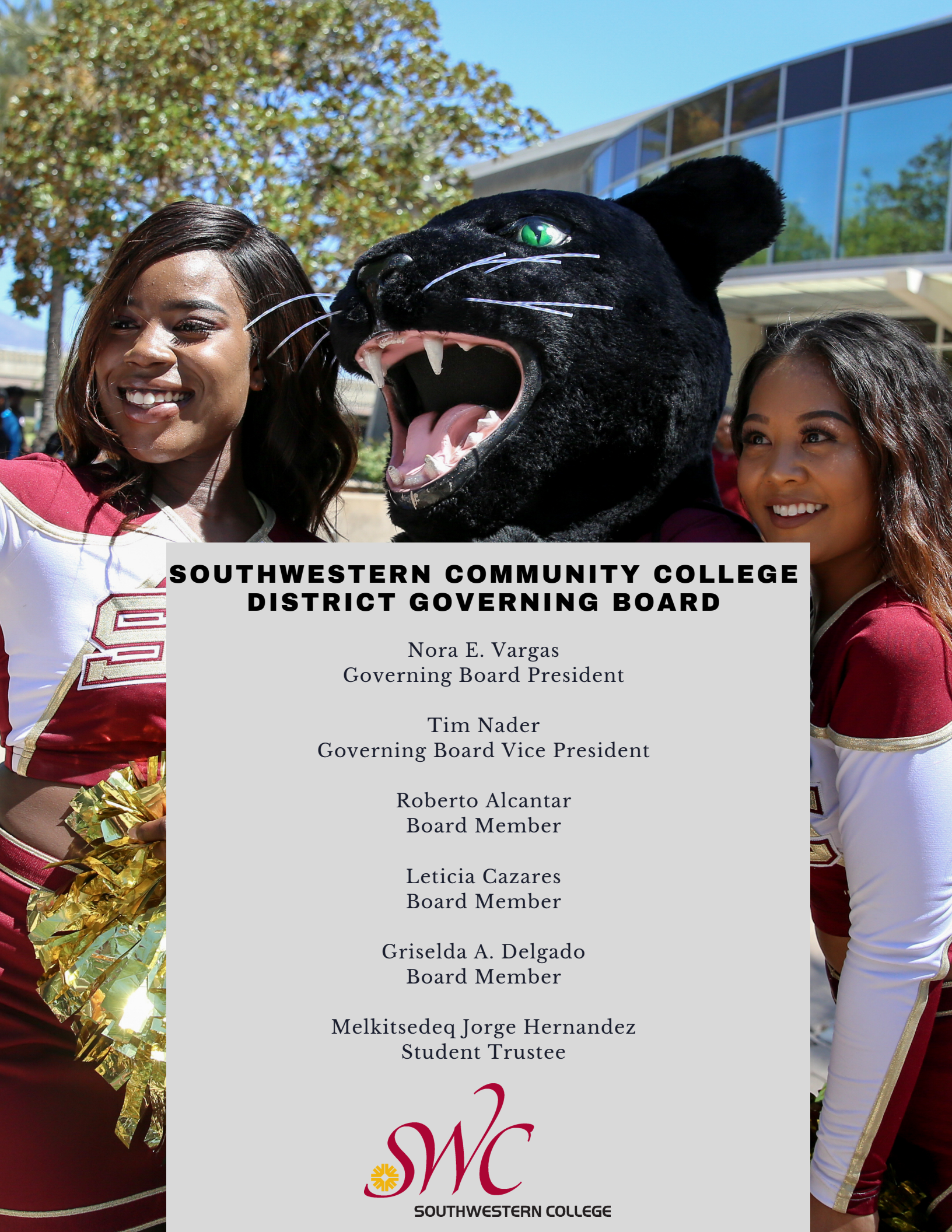
## **DISTRICT VALUES**

Incumbents in District positions are expected to exhibit an equity-minded focus, responsiveness, and sensitivity and understanding of the diverse academic, socioeconomic, cultural, gender, sexual orientation, and ethnic backgrounds of community college students, and employees, including those with physical or learning disabilities, and successfully foster and support an inclusive educational and employment environment.

## **EEO STATEMENT**

Reasonable accommodations will be provided to candidates with verified disabilities. Accommodation requests should be made at the time the interview appointment is scheduled. As an Equal Opportunity Employer and in compliance with the Americans with Disabilities Act, Southwestern Community College District will make reasonable accommodations for individuals with disabilities.

The Southwestern Community College District shall not discriminate against any person in employment or in any program affiliated with the District on the basis of age, ancestry, color, ethnic, group identification, national origin, religion, race, sex, sexual orientation, physical or mental disability, veteran status, or on the basis of these perceived characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics.



**SOUTHWESTERN COMMUNITY COLLEGE  
DISTRICT GOVERNING BOARD**

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Governing Board President

Tim Nader  
Governing Board Vice President

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