College President Position  
Maricopa Community College  
Glendale, Arizona

Chancellor Steven R. Gonzales, the Governing Board of the Maricopa County Community College District (MCCCD), and the Presidential Search Committee invite inquiries, nominations, and applications for the next President of Glendale Community College (GCC).

THE DISTRICT

Maricopa Community Colleges (popularly referenced) is one of the nation's largest and most innovative community college systems. The Maricopa County Community College District is comprised of 10 individually accredited colleges and 31 satellite locations serving approximately 100,000 students and employing over 10,000 faculty and staff.

Since its founding in 1962, the Maricopa Community Colleges system has continued to be a critical resource for local communities in the Greater Phoenix Metro Area and a gateway to affordable higher education, particularly for diverse and first-generation students. It offers over 600 associate degree and certificate programs and will begin offering baccalaureate degrees in the Fall 2023 semester. Its transfer agreements with more than 40 university partners, including Arizona’s public state universities, simplify the process for students wishing to continue their education at a four-year institution, making it an economical and realistic option.

Local and state business leaders and Fortune 500 companies partner with Maricopa Community Colleges as a driving force for economic development and prosperity in Arizona. The leader in Arizona career training, Maricopa Community Colleges, continues to add new programs to reflect the changing industry landscape and create new opportunities for students. It recently added in-demand career programs like artificial intelligence, cybersecurity, cannabis business training, and unmanned aircraft systems.

With an operating budget exceeding $1 billion, the district continues to have an enormous impact. After graduation, the vast majority of its alumni remain in the county and, collectively with the district, infuse $7.2 billion into the local economy.
THE COLLEGE

Glendale Community College opened its doors in 1965, and the community welcomed the first community college in the West Valley. Initially housed in temporary facilities at the Camelback and Maryland extensions of Phoenix College, 1,974 students enrolled in liberal arts classes at the brand new Glendale Community College. The Northwest Valley population exploded in the 1980s and 1990s and with it, the need for affordable higher education. In 2000, the GCC North campus opened at 57th Avenue and Happy Valley Road. In 2004 a bond election provided capital funds for critical expansion and renovations to main campus facilities. The most recent additions, the Public Safety Science and Life Sciences buildings, incorporate innovative, hands-on teaching facilities, collaborative environments and LEED-certified design. Keeping pace with rapid population growth and growing business needs, GCC continues to expand community development efforts and partnerships that contribute to the economic vitality of Glendale, the West Valley and Maricopa County. Glendale Community College remains focused on serving the community, sustainability, strategic growth, advancing technology, continuing its commitment to student success, building on a reputation of quality education and striving to inspire excellence in all who attend.

GCC is one of ten Maricopa colleges and offers a variety of degree and certificate options for students, including the Maricopa County Community College District Arizona General Education Curriculum (MCCCD AGEC), a general education certificate that fulfills lower-division general education requirements for students planning to transfer to any Arizona public community college or university. The College enrolls nearly 14,000 students each semester across a wide array of degree and certificate programs each semester, including in such high-demand fields as Nursing, Network and System Administration, Business Administration, and Education and Teaching. GCC also maintains and continues to grow a robust workforce development operation with local and regional employers, part of which involves inclusion in the Maricopa PipelineAZ program, which serves as a conduit that provides a steady supply of qualified college students who are prepared to step into available positions in participating organizations. The program’s skills-mapping technology identifies work-ready students to match them as a best fit and candidate match for potential job applications. The College additionally works with several regional economic groups to generate greater employment opportunities for students during and following their studies, including the Greater Phoenix Economic Council, the Arizona Workforce Connection, and the Arizona Department of Commerce, among many others.

Glendale Community College offers an amazing variety of athletics, clubs, and organizations that students can join. In joining a club or organization, students are able to explore new interests, follow passions, make new friends, get involved, and make a difference overall in their lives and on campus. Glendale Community College firmly believes in the commitment to student success and the diverse community of the West Valley. A college degree, earned certificates, and the skills acquired through a college education provide the promise of a better future for economic and social mobility for our students and their families. The vision of the College is to foster student success by providing innovative, quality learning experiences for all members of the community.
ADDITIONAL GCC ATTRIBUTES AND ACCOMPLISHMENTS:

● Planning to offer a Bachelor's Degree in Education in Fall 2023.
● GCC is accredited by the Higher Learning Commission, with our most recent reaffirmation of accreditation in June 2022.
● Provides educational opportunities, resources, community services, does active outreach, and is engaged in the West Valley of Phoenix.
● GCC is focused on student success with offerings such as the Honors Program, Guided Pathways, increased STEM programs, and a peer success coach program.
● GCC has been designated as a Hispanic Serving Institution (HSI) with a student population of 39.3% that identifies as Hispanic or Latino, therefore, bilingual/multilingual abilities are an asset.
● Faculty and Staff that are accomplished, responsive, dedicated, friendly, talented, high quality, caring, concerned, and embrace a student-centered philosophy.
● GCC’s Faculty are committed to being innovative and research-driven in developing curriculum and instruction to meet the needs of all students.
● As an open-access community college, GCC supports diversity, serves its diverse students, and offers multicultural and diversity programming.
● Offers CTE programs with valuable industry partnerships and strong CBO and Chamber connections that create career opportunities for GCC students.
● GCC’s Shared Governance model is evolving to reflect the college's unique and dynamic culture.
● Ongoing continuous improvement guided by the results from the Employee Satisfaction Survey and GCC looks forward to implementing Focus 2024 - Strategic Plan.
● GCC is a student-focused college that provides resources for students outside the classroom, with programs such as the food pantry, food banks, financial hardship scholarships, and dress for success closet.

THE REGION

Glendale is located in Maricopa County and approximately 10 miles from downtown Phoenix. The city is home to several attractions that provide the opportunity to explore the natural landscapes of the region and its culture, including the Adobe Mountain Desert Park, the Glendale Chocolate Festival, the Glendale Jazz and Blues Festival, and the Glendale Folk and Heritage Festival. The city is also home to several sites listed on the National Register of Historic Places, including the 59th Avenue Historic District, Floralcroft Historic District, and Glendale Gardens Historic District, among several others. Glendale also works to spur and sustain economic growth among large and small businesses, providing development opportunities for those seeking to build industry in the city and surrounding areas. Honeywell, Delta Dental, Coca-Cola, and Bechtel are included among the many employers based in Glendale and grant students the opportunity to work as they learn.
THE POSITION

Glendale Community College seeks a President who is committed to serving the West Valley community through a student-centered approach that emphasizes diversity, equity, and inclusion, technological advancement, and flexible program offerings for all students.

OPPORTUNITIES & CHALLENGES:

- Enrollment declines have been exacerbated by the pandemic, and relevant, creative, competitive efforts are needed to reverse the trend.
- Innovative marketing themes and strategies will assist in attracting students, to better connect with the community, and implement GCC’s BA Program.
- Committed to a long-term investment in GCC and the surrounding community.
- Prioritize and support student success efforts – especially by simplifying the student enrollment process, improving student retention efforts, increasing program relevancy for students and meeting business needs, increasing advisor-to-student ratios, providing students – including evening students - with necessary support services (both inside and outside of the classroom).
- Create a post-pandemic plan for the campus to deliver an interactive and engaging repertoire of programs and services to serve all students.
- Create a shared vision that combines scheduling, budgeting, advising, enrollment, and additional support services that effectively address student, faculty, and staff needs.
- Adjust short-term CTE credential and certificate offerings to meet workforce needs, especially in high-demand technology fields.
- Enhance and modernize the technological infrastructure for GCC through solar power or other green options.
- Explore additional opportunities for the growing North Campus, where enrollment is steady and has the potential for growth.
- Create and maintain a unique, innovative, and competitive market niche to provide relevant, out-of-the-box educational opportunities for the entire community, including students from diverse backgrounds.
- As an HSI, GCC continues to enhance and explore opportunities to support our Latinx student population.
- Working with regional educational partners, both secondary and post-secondary, to expand opportunities that allow students greater transferability among institutions.
- Investing in the physical and technological infrastructure of the campus to better support program offerings, multiple instructional modalities, and the overall student experience.
IDEAL CHARACTERISTICS

Leadership Skills

- A strong, confident, transparent leader who makes difficult decisions and commits to those decisions, financially and managerially.
- An effective communicator who listens and is collaborative, forward-thinking, strategic, and is process-driven.
- An inspirational and innovative leader who champions faculty and staff to unify their efforts and works collaboratively to build a positive workplace culture among all employees.
- An open-minded leader who is accessible, approachable, personable, and visible.
- A leader who has integrity, is honest, trustworthy, inspirational, and holds themselves and others accountable.
- An authentic leader who is genuine, a visionary with his/her own ideas that will help GCC grow.
- A thoughtful leader who thinks critically and is effective in proactively solving problems.
- An innovative leader who is hardworking, student-centered, and advocates for the best interests of students and the well-being of employees.
- A leader who can build strong relationships by bringing the community to the college and embedding GCC within the community.
- A leader who is resilient, persistent, and accepts constructive feedback to adjust and improve.
- A leader who designs, implements, and celebrates Diversity, Equity, and Inclusion initiatives.

Promotes District-wide Efforts

- Understands the role that the president’s position and GCC play in the larger Maricopa System, including collaborating with other MCCCDD colleges.
- Collaborates with the Chancellor’s Office and with the other District Presidents on systems thinking and shared initiatives, such as a new revenue-generation model, student success measures, Guided Pathways, and inaugural baccalaureate degree offerings at the MCCCDD Colleges.
- Fosters relationships with donors and is responsible for leading fundraising campaigns in coordination with the MCCCDD Foundations Executive Director and the College’s development office.
- Actively engages in District-wide reimagining that will create the next version of what MCCCDD can be.
- Engages externally in legislative work at local, state, and federal levels, as well as focusing on developing alternative streams of revenue for GCC and for the System as a whole.
Governance and Organization

- Delegates appropriate responsibilities to members of the Administrative Team.
- Supports professional and academic development equitably among all employees and students.
- Committed to Shared Governance with all GCC Employees.
- Able to listen, understand and work with opposing viewpoints.
- Willing to take risks in pursuing new funding, assessment, programs, and growth in the college.
- Capacity to passionately engage with all levels of college constituencies to understand GCC’s unique culture and values to collaboratively build success for the future.
- Experience navigating between a large district office and an individual college.
- Is entrepreneurial and successful in pursuing and acquiring internal and external resources from public and private donors, political/governmental entities, and businesses/corporations.
- Commitment to pursuing and sustaining diversity, equity, and inclusion initiatives among student and employee populations in coordination with these constituencies.

Student Advocacy/Academic Excellence

- An advocate for student success who will work with the community and District to enhance educational and economic opportunities.
- Forms partnerships with businesses, community-based organizations, and other educational institutions to benefit students.
- Actively seeks and considers faculty and staff suggestions for the good of students.
- A problem-solver who can utilize data effectively to build recruitment, retention, persistence, and certificate/degree completion success for students.
- Advances the College’s vision of fostering student success through innovative, holistic, and quality learning experiences inside and outside the classroom.
- Supports a culture of care by prioritizing behavioral health and other basic needs of students.
- Supports our Military and Veteran students and prioritizes resources and efforts to maintain a Veteran Friendly College.
MINIMUM QUALIFICATIONS:

- An earned doctorate from an accredited college or university, four or more years of demonstrated executive leadership experience advancing the organization's mission, and professional achievements in higher education that demonstrate a commitment to collaboration with faculty, staff, and students.

Or

- Doctoral candidate who will achieve degree completion within 12 months of appointment, four or more years of demonstrated executive leadership experience advancing the organization’s mission, and professional achievements in higher education that demonstrate a commitment to collaboration with faculty, staff, and students. Master’s degree required.

DESIRABLE QUALIFICATIONS:

- Progressively responsible and successful executive level administrative experience
- Higher education teaching experience, preferably in a community college.
- Expertise in successfully implementing and supporting diversity, equity, and inclusion programs.
- Experience in utilizing change management and shared governance principles.
- Successful experiences in working effectively with diverse employee groups.
- Experience in fundraising and friend-raising.

EEO/AA Statement

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.

Title IX of the Education Amendments of 1972 states: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance." The policy of the MCCCD is to provide an educational, employment, and business environment free of gender discrimination. As outlined in policy, incidents of misconduct should be reported to the college Title IX Coordinator; contact information is available at this link Title IX Coordinators.

The Clery Act is a Federal law requiring United States Colleges and Universities to disclose information about crime on and around their campuses. Crime reporting data for each of the Maricopa Community Colleges, as required under the Clery Act, is available at this link Clery Act.