College President Profile
Maricopa Community Colleges
Phoenix, 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 GateWay Community College (GateWay).

THE DISTRICT

Maricopa Community Colleges is one of the nation’s largest and most innovative community college systems. The Maricopa County Community College District (MCCCD) is comprised of 10 individually accredited colleges and 31 satellite locations serving more than 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 Fall 2023. 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 a 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

GateWay Community College began serving students in 1968 as Maricopa Technical College, opening as the first technical college in the state of Arizona. In 1987, the College adopted its current name as a means to reflect the wide variety of occupational and academic opportunities students would be able to pursue at the institution. In 2018, the GWCC celebrated its 50th anniversary of providing certificate and degree offerings that would produce positive outcomes in the lives of students and the wider community GateWay serves. In that ensuing 50 years, GateWay has committed to constantly improve and advance its service deliveries and facilities so that students can receive the best education possible. Such measures include: creation and usage of the Phoenix Forge which is a community makerspace open to Maricopa Community College students, Arizona State University students and the public. Also, the Center for Entrepreneurial Innovation (CEI), an enterprise that provides bioscience entrepreneurs in the area the space and support to develop startups through refinement of groundbreaking ideas; opening of a pro-bono community health clinic, the Healthcare United at GateWay (HUG) Clinic, offering Diagnostic Medical Sonography, Physical Therapy Assisting, Respiratory Therapy, Massage Therapy, and Occupational Assisting services to the community while allowing students to gain valuable clinical experience; and the opening of a training facility in Surprise, AZ, for those interested in the field of water resources technologies. These, along with other facilities and advancements, contribute to GateWay’s reputation as a premier higher education institution and the most well-known and robust workforce college in the state.
The College is represented by its main campus and four satellite training centers. Each of these locations is uniquely designed to meet certain needs for the student population, such as trade and technical training at the Central City campus and advanced nursing and healthcare training at the 18th Street campus. GateWay also maintains several athletic programs, including soccer, baseball, and softball, with the College competing in the National Junior College Athletic Association (NJCAA) 1 Division. GWCC also offers many opportunities for students to get involved with clubs and other extracurricular organizations that create personal and professional connections outside of the classroom.

GateWay Community College’s mission is to serve a diverse population through equitable, inclusive, and meaningful learning opportunities that prepare students to thrive in a global community. The College serves a non-traditional, adult, and part-time student population of approximately 8,000 students annually (from every zip code in Maricopa County) across more than 150 degree, certificate, and clock-hour training programs, in areas such as Advanced Manufacturing and Environmental Sciences, Nursing, and Healthcare, Business and Information Technology, Beauty and Wellness, and the skilled trades. GWCC also holds transfer agreements with several 4-year institutions, including Arizona State University, the University of Arizona system, Northern Arizona University, and many others throughout the country. GateWay, in conjunction with offering world-class educational offerings, is committed to ensuring that students are effectively prepared to enter the workforce. The Non-Credit and Workforce Strategies division of the College works collaboratively with Academic Affairs to create partnerships between industrial and academic leaders that bridge opportunities between an education and a profession. These partnerships have yielded such results as the donation of $20,000 to GateWay from Honda through its Professional Automotive Career Training (PACT) program, designed to provide students with state-of-the-art tools for training and development.

ADDITIONAL GWCC ATTRIBUTES AND ACCOMPLISHMENTS INCLUDE:

- GWCC is an early and accomplished designated Hispanic Serving Institution (HSI)
- The GateWay Academic Nexus Advancing Students (GANAS) Latinx Leadership Institute program aims to create a network of Latinx- and/or Hispanic-identifying student leaders who contribute to building experiences that strengthen social and cultural inclusion at GateWay and beyond.
- GANAS is supported by The Equitable Xperience Infused Through Out (EXITO) Gateway: a holistic approach to foster student well-being and academic attainment Title V grant, awarded to GateWay Community College in October 2019 by the U.S. Department of Education.
- GWCC has DEI driven student initiatives and awareness with a dedicated DEI Center and art gallery space on campus
- GWCC is accredited by the Higher Learning Commission, with the most recent reaffirmation of accreditation in December 2019
- Phoenix Forge, the largest makerspace in the southwest, is a catalyst for workforce training for community college & university students, while also serving as an entrepreneurial hub for the local business community.
- GWCC is known as a college of well-being focused on physical & mental health awareness via the 5 C’s of Character, Connection, Career, Contribution, and Care
- Strategic planning focusing on mental health awareness and proactive measures and resources for staff, faculty, and students in the areas of mental health education and crisis response
- GateWay Early College High School is located on the GWCC campus and offers students access to higher education including dual enrollment and associate degrees.
- GWCC is known for its innovative program offerings and has a strong reputation in the community for its comprehensive nursing and healthcare programs.
- GWCC has cooperative and collegial faculty, staff, and administration who work together with student success as the common goal.
THE REGION

GateWay is located in the city of Phoenix, which serves as the seat of Maricopa County. Since the 1960s, the population has continuously grown to currently stand as the fifth-most populous in the United States. It continues to attract businesses and industries seeking to grow their markets and workforce. Phoenix is currently home to several major corporations, including Avnet, Republic Services, Honeywell’s Aerospace division, and the Taiwan Semiconductor Manufacturing Company. The College is committed to working with employers to better prepare all generations of the workforce to obtain greater opportunity within any of Maricopa’s major economic sectors, including real estate, financial services, manufacturing, and healthcare. Phoenix is home to a diverse mixture of vibrant cultures that can be explored through food, arts, and historical sites and monuments. The city is also near several prominent natural attractions, including the Painted Desert, the Petrified Forest, Lost Dutchman State Park, the Meteor Crater, and the Grand Canyon.

THE POSITION

GateWay Community College seeks a student-focused President who has a vision for advancing the College’s capacity to meet the region’s workforce and academic needs. The college president will also create and sustain educational and industrial partnerships that enable investments for current and future student successes.

CHALLENGES AND OPPORTUNITIES:

- Serving as the higher education institution and employer of choice within the greater Phoenix metropolitan area.
- Commitment and practice of a shared governance model.
- Continuing to pursue innovation and institutional development through efforts such as simulation training, virtual reality training, fast track programs, transfer opportunities, industry-recognized credentials, and streamlined identity and branding as a workforce college.
- Investing further in the College’s nursing and healthcare programming, including future bachelor’s degrees.
- Maintaining the College’s commitment to advancing diversity, equity, and inclusion at the institution, represented in part by the GANAS Latinx Leadership Institute and GateWay’s designation as a Hispanic Serving Institution (HSI).
- Recruitment and retention of non-traditional (adult, part-time) students to address the recent enrollment declines.
- Developing & expanding transfer degree and certificate offerings including through industrial and educational partnerships, including enhanced academic pathways.
- Understanding and adapting to best practices for service delivery and instructional modality in accordance with higher education standards and impacts from COVID-19.
- Further investment in staff and faculty development to maintain a collaborative and productive culture that is working toward the stated vision of the College.
- Due to a lack of competitive salary demands, recruitment of occupational faculty from healthcare industries to support our healthcare and nursing programs is challenging.
- Due to the free undergraduate tuition programs offered by some Arizona university systems, establish more community partnerships that will assist in the marketing, outreach, and funding of tuition to help keep the cost of tuition affordable and competitive with the local market.
- Address the post-COVID college identity related to campus needs and concerns for all areas that support students.
IDEAL CHARACTERISTICS:

- A visionary leader supports entrepreneurship and the innovative spirit, who has a workforce background and a cohesive and comprehensive vision for the College.
- A student-focused, equity-centered leader who is committed to advancing services that work to enhance the overall student experience.
- A deep understanding of how areas of student services, academic affairs, and workforce development have the potential to converge and facilitate student success.
- Commitment to serve the college community through collaboration with college constituencies and the general public.
- A pragmatic leader who makes data-informed decisions with the best information available, who will also take strategic risks, and who will embrace the continued use of the 4DX framework.
- An excellent communicator and listener who can take varying perspectives from a wide range of stakeholders and use them to build concrete action plans.
- A skilled financial manager who can effectively oversee fiscal processes in a large and complex system at a macro level.
- A calculated risk-taker with an entrepreneurial mindset, who creatively approaches challenges and opportunities resulting in new revenue, enhanced partnerships, and/or other benefits for students.
- A systems thinker able to consider multiple perspectives and solutions as part of the Maricopa System related to shared programs, projects, and initiatives and their greater impact on students and the entire community college district.
- An advocate for the value of community and technical colleges to connect with donors and political entities to spur greater investment in the institution.
- A practitioner of shared governance who understands and is committed to its value and necessity in building buy-in among a diverse set of stakeholders.
- An authentic servant leader who is nurturing and employee-focused, who will support and add to the existing culture of care found at GWCC, exuding qualities such as kindness and compassion, approachable and present, empathetic, and respectful, with strong, mindful listening skills.

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:

- Experience in leadership at a multi-college district, in a large, diverse institution with HSI experience, preferably at the community college level
- Accreditation experience
- Understanding of occupational and technical programming
- Experience with apprenticeship programming
- Networked showing leadership experience with national and regional higher education associations

Annual Rate Range:
Depending on Experience $166,694 $216,702
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.