



Grossmont College - 15 miles east of downtown San Diego



PRESIDENTIAL SEARCH



GROSSMONT COLLEGE
8800 Grossmont College Drive
El Cajon, CA 92020
www.grossmont.edu

Grossmont-Cuyamaca Community College District

Governing Board Members:

Greg Barr

Bill Garrett

Edwin Hiel

Debbie Justeson

Mary Kay Rosinski

Student Members:

Jocelyn Estrada

Zack Gianino

Chancellor: Cindy L. Miles, Ph.D.

Grossmont College Interim President: Tim Flood

Cuyamaca College President: Mark J. Zacovic, Ph.D.



G R O S S M O N T
C O L L E G E



GROSSMONT COLLEGE

Grossmont College is one of two colleges in the Grossmont-Cuyamaca Community College District. Founded in 1961, Grossmont College serves a diverse learning community of about 19,000 students primarily from suburban communities in East San Diego County, but also from across the region, state, nation, and from more than 50 countries around the world. The 135-acre campus sits on a picturesque plateau with park-like open spaces and panoramic views. Three major universities are nearby. The campus is less than 20 miles from downtown San Diego and the Pacific Ocean.

Grossmont College, supported by an annual budget of approximately \$73 million, is a comprehensive community college, fulfilling the educational needs of students preparing for university transfer, entry-level occupations, advancement in current or new employment and to enhance basic skills and personal goals. Its grant portfolio focuses on workforce development, health career preparation, and high school pathway development.

Approximately 220 full time faculty, 610 part time faculty, 20 administrators, and 195 classified staff support students in achieving their learning goals. Faculty, staff and administrators are represented by 3 collective bargaining units and 2 meet and confer groups. Grossmont College is ranked nationally as one of the top 100 associate degree-granting institutions, and is consistently first in transfer to San Diego State University

Offering over 150 associate degrees and certificate programs, Grossmont College's approach to the delivery of education and support services is based on a strategic focus on student learning and success. The campus prides itself on innovation, careful planning, and effective strategies and practices to meet

a broad array of student goals and special needs. The college is committed to technology for instruction and student services, and provides numerous learning assistance centers and labs to meet general or discipline-specific needs.

Among the many creative and responsive programs and services that make Grossmont a noteworthy education institution are: Project Success (a nationally recognized learning community program); Freshman Academy; award-winning Grossmont Middle College High School; both established and new Health Profession programs and partnerships vital to regional community health care providers; comprehensive programs in the creative and performing arts; college-wide integrated learning programming to increase student engagement and critical thinking; and 17 intercollegiate athletic teams that consistently win conference and state championships.

Local and state facility bond measures provide resources for new buildings and critical technological enhancements to the learning environment. Since 2004, the campus has added or renovated the Learning & Technology Resource Center, Science Laboratory Building, Digital Arts & Sculpture Complex, Health & Sciences Complex, Griffin Center, and Student Services & Administration Building. Funding is secured and planning is underway for a new Arts & Communication Complex; Performing Arts Theater; Science, Math, and Career Complex; and a Liberal Arts/Business Technology Complex.

GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT

For more than five decades, the Grossmont-Cuyamaca Community College District has played a vital role in the social and economic development of San Diego's East County by providing world-class, affordable education. The district's service area spans 1,138 square miles from the City of San Diego east to Imperial County and south to the Mexican border. Together, Grossmont and Cuyamaca colleges serve nearly 30,000 students with an operating budget of more than \$133 million.



PRESIDENT – GROSSMONT COLLEGE

The Grossmont College President, under the direction of the Chancellor, leads the College in providing an exceptional learning environment that improves the quality of life and well-being of its community members and fosters high levels of access and success for all students.

DUTIES AND RESPONSIBILITIES:

With an overarching focus on promoting student access, diversity, and success, the President fulfills the following duties:

Institutional Leadership – Exercises strong, dynamic leadership to advance the College's mission and values.

District Leadership – Serves as a member of the Chancellor's Cabinet providing leadership for the District's overall mission and strategic direction.

College Relationships – Works with all segments of the College community to ensure effective and respectful relations.

Multi-College District Relationships – Facilitates communication and understanding between the College community and the Chancellor, Cuyamaca College, District Services, and Governing Board.

Community Relationships – Fosters strong partnerships with area schools, universities, employers, community organizations, city, and government entities.

Shared Governance – Promotes a positive climate for and practice of collegial participatory governance.

Budget – Provides oversight for the development and management of the College budget to ensure fiscal integrity and strategic alignment with goals and priorities.

Learning – Ensures that the College meets the educational and training needs of the community and promotes learning for all students.

Accreditation – Leads the College in maintaining continuous compliance with accreditation standards.

Fundraising – Helps lead District advancement efforts and creatively seeks public and private funding resources to support the College's goals.

Long-Range Planning – Works with all segments of the College, District and community to create a bold, strategic framework for the College's future.

Organizational Leadership – Organizes and focuses College resources to maximize student and organizational success; motivates employee engagement and accountability; promotes leadership at all levels.

Other Duties – Performs other duties assigned by the Chancellor.

LEADERSHIP QUALITIES AND PERSONAL ATTRIBUTES*

- 1. Commitment to Student Access, Diversity, and Success** – A persistent drive to ensure diversity, student access, and success as evidenced by long-term work to create lasting change.
- 2. Taking Strategic Risks** – The willingness to take data-informed risks, such as identifying gaps in student success and reallocating resources that show a commitment to student-oriented change.
- 3. Building Strong Teams** – The capacity to develop and maintain outstanding leadership teams, foster innovation and professional development, and engage the College community to improve student access and success.
- 4. Establishing an Urgency for Improvement** – An understanding of how to make the case for change so that the entire college is motivated and has a healthy sense of urgency to improve student outcomes.
- 5. Plan Lasting Internal Change** – The ability to articulate a vision and strategically lead planning processes that result in significant college outcomes.
- 6. Results Oriented** – Success ensuring implementation, assessment of progress, and an institutional culture of data-informed improvement.
- 7. Communicate Effectively** – An articulate communicator and active listener who builds strong relationships, develops shared priorities, and inspires dialog, trust and action.
- 8. Financial and Operational Ability** – Proven experience to ensure the fiscal strength and sound operation of the college.

9. Entrepreneurial Fundraiser – Experience raising resources from multiple sources and the ability to align fundraising to strategic goals.

10. Develop Effective External Partnerships – Ability to forge partnerships to access resources, reach underserved populations, and respond to business and community needs; help the college achieve student success, improve college readiness, workforce preparation, transfer, and employment.

**These characteristics are modified from “Crisis and Opportunity” (2013, Aspen Institute and Achieving the Dream) and “Hiring Exceptional Community College Presidents” (2014, Aspen Institute).*

EXPERIENCE

- Minimum of five (5) years of management experience, including three (3) years upper level administrative experience in a community college/higher education environment.
- Demonstrated cultural competency and understanding of a diverse academic, socioeconomic, and cultural environment.
- Significant prior responsibility for budget and organizational planning.
- Demonstrated understanding of all facets of a comprehensive community college: instruction, student services, administrative services, and community engagement.

EDUCATIONAL REQUIREMENTS

A master’s degree or higher, earned doctorate degree preferred, from accredited institutions.

COMPENSATION

Salary, length of contract, and other terms and conditions of employment are competitive with those of similar California districts.

FRINGE BENEFITS

The Grossmont-Cuyamaca Community College District provides a comprehensive fringe benefit program including medical, prescription drugs, vision care, dental, life, and income protection insurance for employees and dependents, and membership in the State Teachers’ Retirement System. Successful completion of a pre-employment physical will be required for the recommended candidate.

ONLINE APPLICATION PROCEDURES

Complete information and application materials are available online at:

www.grossmont.edu/presidentsearch

1. A completed District Presidential application form.
2. A current and complete resume of educational, professional, and community experiences and accomplishments, particularly related to the position.
3. A letter of application that specifically relates your professional experience and personal commitment to **each** of the 10 Leadership Qualities and Personal Attributes listed in this position announcement (limit 5 pages).
4. Professional references: names, addresses, emails, and cell phone numbers of eight (8) persons familiar with the candidate’s work to include: supervisors and direct reports, at least 2 faculty members, 1 support staff member, and community member(s).
5. Unofficial academic transcripts will be requested when candidates are invited to interview. Official transcripts will be required for employment.

Open until filled

1st Application review: February 27, 2015

Initial interviews: April 14-15, 2015

Desired start date: July 1, 2015

CONFIDENTIAL INQUIRIES

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All inquiries and applications will be held in confidence until interviews with selected final candidates are confirmed.