



# **SOUTH MOUNTAIN COMMUNITY COLLEGE**

**A MARICOPA COMMUNITY COLLEGE**

## **College President Position Profile**

**Maricopa Community  
Colleges**

**Phoenix, Arizona**

Interim 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 South Mountain Community College (SMCC).

### **THE DISTRICT**

[www.maricopa.edu](http://www.maricopa.edu)

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 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**  
[www.southmountaincc.edu](http://www.southmountaincc.edu)

SMCC opened its doors in 1980 with 796 students initially enrolled. Since then, the college has grown to include an extensive main campus and 2 premier learning centers, serving nearly 6,000 students each year. South Mountain Community College has been resilient over the years and has maintained its success in delivering services and educational programming to the community. It serves a diverse and strong student body comprised of learners coming from rural, urban, and suburban - Black, Indigenous, and Latino populations within and around Phoenix. SMCC is designated as both a Minority-Serving and Hispanic- Serving Institution (HSI), as well as a Strengths-Based Institution, helping students determine their personal strengths to strategically achieve their goals.

SMCC 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. SMCC students can also participate in many athletic programs, including SMCC's Golf Team, a top-ranked program at the College. Recently, the Men's Golf Team won the 2022 NJCAA Division II National Championship. SMCC is also creating an American Indian Student Center, which will be one of three in the district.

Faculty and staff fondly refer to SMCC as the "College with a Heart" and welcome students through a myriad of special resources including two food pantries, tax preparation help, and daycare services. SMCC has numerous accomplishments, as well as valuable learning assets, and these *Points of Pride* resonate with students, faculty, staff, and the community. These Flagship Programs include: a Storytelling Institute; a Construction Trades Institute; The ACE Early College Program; AZ Agribusiness and Equine Center, Inc. (AAEC), and a B.S. Degree in Behavioral Health Sciences. Several unique SMCC campus properties provide students and the community with enhanced learning opportunities by drawing the community onto the SMCC campus through the Community Entrepreneurship Center, The SMCC Community Library, The Performing Arts Center, and the soon-to-be-completed Science Complex. The Community Entrepreneurship Center is a business incubator offering education, services, tools, and resources for start-up and existing businesses. The South Mountain Community Library is one of just a few libraries in the nation that serves simultaneously as a community college library and a public library. The campus performing arts center is considered a community landmark to highlight the remarkable talents of SMCC students and offers the community an opportunity to share in a love for the arts. A brand-new state-of-the-art Science Complex will be completed in Summer 2022 and will have many specialized science labs, including a cadaver lab – the only such lab in the Maricopa Colleges. Additionally, a Health and Wellness program offers SMCC employees 45 minutes daily for walking or for other exercises. In October 2021, the College was selected as a top-ten finalist for a Bellwether Award in the Instructional Programs and Services category and in the Planning Governance and Finance category.

South Mountain Community College is accredited by the Higher Learning Commission and was fully reaffirmed for accreditation for the maximum allowable period of ten years in 2020. This achievement marks the fourth consecutive time that SMCC has been reaffirmed for the maximum allowable ten-year period, following cycles in 2009-10, 1999-2000, and 1989-90. The next review cycle will take place during the 2029-30 academic year.

## THE REGION

SMCC is named for South Phoenix where the college is proudly located. The South Mountain Park and Preserve borders South Phoenix and is one of many beautiful landscapes available to those living and working within Maricopa County. The city is rapidly becoming a leader in manufacturing, bioscience research, and advanced business services. TSMC (Taiwan Semiconductor Manufacturing Company) is building a \$12 billion fabrication plant or fab in Phoenix to begin making 5-nanometer chips in 2024. Serving as the capital of the state, Phoenix is listed as the 5th largest U.S. city by population and continues to grow socially and economically for those seeking to make the city home. Phoenix is also home to over 200 golf courses and many cultural experiences including a bustling nightlife, unique dining experiences, artist indulgences, and NBA, NFL, NHL, and MLB teams based in the city.

## THE POSITION

South Mountain Community College seeks a visible, engaged, and innovative leader who will work with faculty and staff to cultivate a culture of trust, transparency, and collaboration among administration, faculty, and staff contributing to increased student enrollment and success.

## CHALLENGES AND OPPORTUNITIES:

- Increase enrollment, retention, and completion through robust marketing and creative outreach, to attract underserved populations - further tailoring and improving student support programs and services.
- Embrace SMCC's HSI designation and pursue external resources – especially grant-funding focused on serving first-generation students who may be underprepared.
- Form partnerships at all levels including business and industry, the state legislature, local tribal and community organizations, and the Governing Board to support SMCC with increased funding to improve and expand offerings in career and technical training, micro-credentials, and apprenticeships meeting the needs of a changing workforce.
- Advocates for SMCC employees and remains strategic to successfully recruit a college workforce that is more fully representative of the diversity in South Phoenix.
- Emphasize the relevancy of SMCC in many areas – including the Arts, STEM, and Allied Health Programming.
- Promoting SMCC with passion and commitment to emphasize its strengths, accomplishments, and programs, creating a unique *SMCC Brand* that will help to successfully navigate this small college within a very large system.
- Developing a team that includes new and senior staff, faculty, and administration by eliminating silos and working together to emphasize trust, building relationships, engaging in college priorities, and embracing a culture of family connections at SMCC.
- Utilize an equitable, inclusive, data-driven, and open approach for addressing budget reductions, as well as for making funding decisions to meet college/departmental/programmatic needs.
- Aggressive and holistic outreach within South Phoenix to connect at all levels (parents, teachers, schools, and K – 12 students) to create a pipeline of students enrolling at SMCC from a community that demands accessibility to education and support services.
- Apply lessons learned throughout the COVID pandemic by researching, planning, and implementing alternative content delivery systems and using technology to offer various educational platforms that better serve the diverse needs of students in a changing learning environment.

## **IDEAL CHARACTERISTICS:**

### **Leadership Skills**

- An experienced and successful educational leader who will be visible, engaged, connected and physically present in the local South Phoenix community.
- A student-focused leader who will be accessible, has exceptional communication skills, a collaborative mindset, and uses these skills to develop shared priorities and a sense of community.
- A caring, motivational, and charismatic leader who is enthusiastic about being at SMCC and conveys pride and a deep commitment to serving as its President.
- An empathetic leader who champions and embraces diversity, equity, and Inclusion at all levels and as a servant leader, leads by example motivating faculty and staff to work collectively in creating a healthy work environment.
- A resourceful leader who has successfully generated external funding through partnerships, grants, foundation support, alumni development, and connections with business, government, or community organizations.
- An entrepreneurial leader who in conjunction with SMCC employees, generates creative programming, innovative solutions, and increased resources to address College needs.
- A self-confident yet a humble leader who has a sense of humor and conveys an appreciation for all SMCC employees recognizing their contributions, values, and traditions.
- A unifier who understands the importance of campus wide collaboration and has the courage to be a transformational leader.
- An engaging speaker and writer with the ability to persuade and build relationships while remaining culturally responsive and diplomatic with an ability to truly listen and to flow information to all parties.
- A leader with experience in conflict resolution and/or mediation.

### **Promotes District-wide Efforts**

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

### **Governance and Organization**

- A team-builder that strengthens relationships with students and employees, inspires employees to give their best efforts to SMCC and is committed to providing opportunities for the professional growth, development, and retention of a dedicated and accomplished faculty and staff.
- Assesses equity hiring practices and carefully follows established district policies and procedures.
- Brings a strong track record of shared governance and includes SMCC employees in the decision-making and/or problem-solving process - also listens carefully and is accepting/encouraging of differing voices and opinions.
- Is honest, direct, communicates effectively, and transparently particularly when resolving complex issues in a fair and balanced manner.
- Advocates for SMCC but is also a systems-thinker that supports and contributes to Maricopa Community Colleges strategic directions.
- Effectively navigates within a large multi-college system.
- Takes the time to listen actively and carefully – even to employees in the President’s *blind-spot* to better understand SMCC’s needs, then is decisive in making improvements.
- Fiscally astute with strong budget management skills, financial acumen, and extensive experience providing oversight over large and complex budgets.

### **Student Advocacy/Academic Excellence**

- Has a good understanding of multiple technology instructional and student-outreach platforms to increase enrollment and to improve student learning by offering students a variety of instructional modalities.
- Analyzes data to determine program successes/needed improvements and makes necessary adjustments to enhance student outcomes, developing new programs that address changes in demographics or in the economic landscape.
- Evidence-based commitment to diversity, equity, and inclusion (DEI) and has demonstrated successful and substantial DEI outcomes.
- Experience meeting the academic and cultural needs of SMCC’s diverse students.
- A genuine and collaborative partner who is experienced in advocating for the unique needs of a bilingual, multicultural community, and in empowering the underserved.
- An instructional leader with knowledge of best teaching practices in community colleges and higher education classroom experience.
- Experience in community outreach – connecting the community to SMCC’s academic and workforce programs.
- Guides SMCC to branch-out to the greater South Phoenix area and beyond.

### **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:**

- Workforce Development experience
- Progressively responsible and successful administrative experience
- Partnership development experience
- Experience in understanding institution-wide technology
- Expertise in successfully implementing and supporting diversity, equity, and inclusion programs and practices
- Fundraising and friend-raising experience

**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](#).*