

**THE BOARD OF TRUSTEES OF THE
LOS ANGELES COMMUNITY COLLEGE DISTRICT**

**Invites Applications and Nominations for President
East Los Angeles College
An Equal Opportunity Employer**

The Los Angeles Community College District (LACCD) is one of the largest community college districts in the nation. The District's nine colleges, of which East Los Angeles College (ELAC) is the largest in enrollment, serve the residents of more than 36 cities and communities from about 900 square miles of Los Angeles County. An average of about 230,000 full- and part-time students per year are educated at LACCD, and LACCD is proud to be the leading educator of Latino and African American students in California. Additionally, the District serves a substantial population of first-generation students, AB540 and undocumented students, justice-impacted students, students with disabilities, former foster care students and students who are either currently active in the military or military veterans, all of whom further enrich our vibrant academic community. The District provides educational programs that help students complete degrees and certificates, transfer to four-year colleges and complete career/technical education programs, including baccalaureate degree programs. LACCD is also a founding member of the California Community College Equity Leadership Alliance. Through this Alliance the LACCD deploys a framework for racial equity and social justice to make structural and permanent change to root out the ill effects of racism and bias from classrooms and the workplace and move towards a more socially and racially-just academic community.

ABOUT THE COLLEGE

Since 1945, East Los Angeles College has been transforming the lives of students in the East and Southeast Los Angeles areas through education and career opportunities. ELAC has an international and multicultural student body that complements the community surrounding the college with more than 75% of students identifying as Latina/o/x, 10% identifying as Asian/Pacific Islander, 57% identifying as female, and more than 40% aged 25 or older. With a high proportion of low income and immigrant students, the college is uniquely positioned to create transformative change for the community it serves through different modalities. For instance, the college works closely with local secondary institutions to assist high school students in their transition to higher education, including more than 450 dual enrollment classes held annually at local schools. Our programs are designed to prepare students with the technical skills, knowledge, academic rigor and real-world experience necessary to succeed in high-growth and high-wage employment opportunities. Adult Education at ELAC is among the largest in the LACCD and is offered at over 25 locations in the community. The college includes an enrollment of more than 62,000 students annually and approximately 1,200 employees.

ELAC has maintained a robust set of distance education offerings, including more than 30 programs with currently 99% or more of the required courses completion being offered online.

ELAC maintains strong ties to the business community and public employers by providing highly respected job training programs that meet the direct needs of local employers, including a Public Safety Academy that trains more than 22,000 law enforcement and public safety personnel each year.

In 2019, the college was recognized by Hispanic Outlook Magazine as being #1 in California and #6 in the nation for awarding degrees and certificates to Latino students. ELAC has made significant investments in creating a transfer culture resulting in a nearly 80% admission rate to the University of California system. In addition, ELAC consistently ranks in the top 20 California community colleges for transfer to the California State University system. Current Student Achievement Data is at: [Student Achievement Data | ELAC](#)

ELAC boasts two modern campuses that benefit from community investment through the passage of multiple facility bond measures. The 82-acre Monterey Park campus, located 10 miles east of downtown Los Angeles, has been transformed by an investment of approximately \$1.2 billion dollars in bond funds resulting in a state-of-the-art Mathematics and Sciences Complex, a five-story Language Arts and Humanities Building housing three major learning labs, a three-story Student Success Center, and the first specialized America's Job Center for California. The Monterey Park campus also includes the internationally recognized Vincent Price Art Museum, an instructional museum with a permanent collection of more than 9,000 pieces. ELAC is also finalizing construction for the Southeast Campus, a 100,000 square foot full-service campus scheduled to open fall 2026. In addition, ELAC includes a premier Foundation that has been an integral part of building the campus' capacity for offering high quality programs and services for students.

MISSION STATEMENT

East Los Angeles College empowers students to achieve their educational goals, to expand their individual potential, and to successfully pursue their aspirations for a better future for themselves, their community and the world.

Goal 1: Increasing student success and academic excellence through student-centered instruction, student-centered support services, and dynamic technologies.

Goal 2: Increasing equity in successful outcomes by analyzing gaps in student achievement and using this to identify and implement effective models and programming to remedy these gaps.

Goal 3: Sustaining community-centered access, participation, and preparation that improves the college's presence in the community, maximizes access to higher education and provides outlets for artistic, civic, cultural, scientific and social expression as well as environmental awareness.

Goal 4: Ensuring institutional effectiveness and accountability through data-driven decision-making as well as evaluation and improvement of all college programs and governance structures.

In collaboration with the LACCD Mission, ELAC is committed to advancement in student learning and achievement that prepares students to transfer to 4-year institutions, successfully complete workforce development programs, earn associate degrees and bachelor's degrees, and pursue opportunities for lifelong learning and civic engagement.

THE PRESIDENT

The President serves as the Chief Executive Officer and is responsible for providing leadership, advocacy and strategic vision for **East Los Angeles College**. The President reports to the Chancellor and is a member of the Chancellor's Cabinet. The President is responsible and directly accountable for all college operations.

The President must have a strong grounding in the administration of academic programs, student services and administrative services. The candidate must also understand the primary mission of the community college, which includes transfer and career and technical education, as well as basic skills preparation and community service programs. The President must thoroughly understand and embrace the role of an integrated suburban community college within the multicultural community it serves. In addition, because of dramatic changes in the California Community Colleges, the next President of **ELAC** must provide strong, collaborative leadership through an equity framework by:

- Leading the college in its current online and remote learning environment, through its recovery and stabilization, and into a reimagined future.
- Guiding the college to understand and adjust to the new State funding formula.
- Implementing the Guided Pathways framework.
- Executing AB 705 requirements for the implementation of basic skills programs and services.
- Preparing for the anticipated economic downturn through fiscal accountability, reduction of redundancy in education programs and services.
- Allocating resources to support and assure the quality of the college's programming.
- Providing vision and direction for future bond projects including a Student Services Building expansion, the construction of a Health, Wellness, and Kinesiology Complex, and the continuing expansion of the South Gate Educational Center.
- Implementing effective uses of technology to improve administrative processes and enrich teaching and learning for students.
- Fostering a culture of philanthropy through strategic fundraising, in cooperation with

the East Los Angeles College Foundation, to support the goals of the college.

- Advancing the mission of the Vincent Price Art Museum (VPAM), in cooperation with the VPAM Foundation, as a cultural and educational resource to the community.

LEADERSHIP COMPETENCIES AND COMMITMENTS

ELAC seeks a visionary and strategic President to lead the campus into the next phase of development. ELAC acknowledges that this type of leadership innovation can come from executive experience in various sectors, including non-profit organizations and public sector agencies. The Chancellor and the Search Committee will evaluate potential candidates for the Presidency of **ELAC** based on the following competencies and excel in the following areas:

Committed to Equity, Student Access and Success

- Embraces the rich diversity of ELAC, is passionate about serving students, and will create a welcoming and safe environment that supports teaching and learning.
- Facilitates an environment of social justice, racial equity and meaningful inclusion for all students, employees, and the broader community.
- Effectively uses data to identify gaps in student outcomes on the basis of factors such as race, ethnicity, and gender, and then mobilizing the college to improve effectiveness in serving all students and addressing academic gaps and disparities.
- Makes evident a high-level of understanding for students' basic needs beyond academic support, such as food, housing and mental health, and has a strong working knowledge of how to best support those needs.
- Encourages innovation in academic and student support services of the highest quality for students of diverse cultural and socioeconomic backgrounds.
- Leads with cultural competence and responsiveness in creating and sustaining a campus environment that is welcoming to all students and ELAC's entire community.

Financial and Operational Accountability

- Serves as a leader who will establish a campus culture of fiscal accountability and stewardship.
- Understands the statewide Student-Centered Funding Formula as it relates to a multi-college district so that the college can maximize opportunities for funding.
- Knows how to harness existing resources to benefit students and the campus, but who also will lead in collaborative efforts to improve efficiencies and reduce redundancy.

Communication, Teamwork and Relationship Building

- Unifies people and directs that energy toward service to students.

- Creates an atmosphere of mutual respect across all categories of employees and is committed to faculty and staff development programs.
- Supports a partnership between instruction, student services and administrative services.
- Is a strong communicator who understands and is committed to shared governance.
- Is willing to learn.
- Practices an open, approachable, and accessible style of management that respects and values the contributions and ideas of college constituencies and collective bargaining units.

Leadership

- Is a proven education activist and transformational leader.
- Is proactive with proven advocacy skills and solid understanding of recent local, state, and national legislation that impacts community colleges.
- Is a visible and approachable presence on campus.
- Is a problem solver and effective leader in managing multiple responsibilities and issues simultaneously.
- Is proud of being at ELAC and is an assertive advocate for the college on campus and in the community.
- A leader who understands and can work successfully with multiple collective bargaining units and their respective agreements.
- Acknowledges student advocacy and is aware of student issues on campus and is prepared to seek out student representation in decision making.

Integrity

- Is a trustworthy and ethical leader, who will serve as a role model for the college, the students and the community.

Community Engagement

- Appreciates and supports the ELAC sense of community both within the college and between the college and the surrounding communities.
- Understands that ELAC is a public resource for the community and the need to continue and enhance collaborative efforts with the K-12 districts and the surrounding communities to advance student access and success, particularly for underrepresented groups in higher education.
- Uses the college's influence and resources to pave the way for ongoing student access and success by forging partnerships with outside entities such as local governments,

private companies and community-based organizations.

MINIMUM QUALIFICATIONS

- Master's degree or advanced degree of at least equivalent standard from an accredited college or university. The required degree must be completed at the time of filing an application.
- One year of successful full-time experience in a senior leadership position in education, business, industry or government, preferably as a college or university administrator.
- A sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of district faculty, staff and students.

DESIRABLE QUALIFICATIONS

- Earned doctorate from a regionally accredited institution.
- Five years or more of senior leadership experience in administrative positions with increasing levels of responsibility, resulting in successful leadership as a college president or top-level executive of an organization.
- Proven leadership in areas of critical importance for community colleges such as academic affairs, administrative services, instruction and student services.
- Experience in the development of external and auxiliary fundraising organizations which support the mission of the college.
- Experience with participatory governance and collegial consultation.
- Experience working with collective bargaining groups.
- Bilingual in Spanish.

GENERAL REQUIREMENT

Health: After selection and prior to employment, a medical certificate indicating fitness to engage in administrative work is required for new employees, at the applicant's expense.

SALARY AND BENEFITS: The current salary range is **\$269,127.84 - \$333,390.48** annually. Employee benefits include 17 paid holidays and 24 paid vacation days annually, comprehensive medical/hospital, dental, and vision care plans, and a \$50,000 group life insurance policy.

EVALUATION PROCEDURES: A District Search and Interview Committee will review the applications and select candidates for interview, and, after interviewing the invited candidates, will typically recommend to the Chancellor at least three unranked candidates as finalists. The Chancellor's Office will conduct background and reference checks and interviews and will forward the recommended candidate(s) to the Board of Trustees, if any, of the candidate(s) best

suitable for the position. The Board of Trustees may conduct further background checks or interviews, as appropriate.

HOW TO APPLY

Application Deadline: 12:00 pm (Pacific Time), September 29, 2025

To apply go to <http://www.acctsearches.org> and upload your documents.

This is a confidential search process.

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

1. A letter of application (not to exceed 5 pages) that succinctly addresses the opportunities and challenges identified in the Position Profile and demonstrates how the candidate's experience and professional qualifications prepare them to serve as the President of East Los Angeles College.
2. A current resume including an email address and cellular telephone number.
3. A list of eight references: ex. two to three supervisors, two to three direct reports, and two to three faculty and/or staff members from current and former institutions.

For additional information, nominations, or confidential inquiries please contact: Stephen Head, Ph.D., ACCT Search Consultant, shead51@hotmail.com, (832) 754-5973 (mobile); or Julie Golder, J.D., Vice President of Search Services, at jgolder@acct.org or 202-384-5816 (mobile); or Jose Leyba, Ed.D., ACCT Search Consultant, at leyba.jose@gmail.com or (480) 620-2480 (mobile)

An ACCT Search

Additional Information about the search process:

- If selected for the position, additional information, including official transcripts, will be required.
- Employment is contingent upon verification of qualifications. LACCD reserves the right to modify and/or withdraw this position at any time.

The Los Angeles Community College District website is www.laccd.edu; the website for East Los Angeles College is <https://www.elac.edu>

The Association of Community College Trustees has been retained to assist with the search. All confidential inquiries and nominations should be directed to:

- **Stephen Head, Ph.D., ACCT Search Consultant, shead51@hotmail.com, (832) 754-5973 (mobile)**
- **Julie Golder, J.D., Vice President of Search Services, at jgolder@acct.org or 202-384-5816 (mobile)**
- **Jose Leyba, Ed.D., ACCT Search Consultant, at leyba.jose@gmail.com or (480) 620-2480 (mobile)**

ADA Notice

Applicants and nominees who believe they are covered under the Americans with Disabilities Act (ADA) who require accommodation during any part of the interview or selection process must submit a written request with documentation at least three business days prior to the date of need of the accommodation via e-mail to: LACCD Human Resources at ssaha@email.laccd.edu

EEO Non-Discrimination Notice

It is the Los Angeles Community District's policy to ensure that all qualified applicants for employment and employees have full and equal access to employment opportunity and are not subjected to discrimination in any program or activity of the District on the basis of actual or perceived ethnic group identification, race, color, naturalization, ancestry, religion, creed, sex (including gender-based sexual harassment), gender identity and expression, pregnancy, marital status, cancer-related medical condition of any employee, sexual orientation, age, physical or mental disability, or veteran status.

The Board of Trustees commits the District to vigorous EEO in all aspects of its academic and classified employment programs, including recruitment, selection, assignment, retention, promotion, and transfer. The District strives to achieve a workforce that reflects the diversity of the state's population and is welcoming to all persons from all other groups protected from discrimination to ensure the District provides an inclusive educational environment. Such an environment fosters cooperation, acceptance, democracy and free expression of ideas.

Reference: LACCD Board Rules, Chapter XIII, 101301 (2018)



**LOS ANGELES
COMMUNITY COLLEGE
DISTRICT**

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