

SEARCH PROFILE:

PRESIDENT



PHOENIX COLLEGE

A MARICOPA COMMUNITY COLLEGE

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THE SEARCH FOR A PRESIDENT

Interim Chancellor Steven R. Gonzales, the Governing Board of the [Maricopa County Community College District](#) (MCCCD), and the Presidential Search Committee invite nominations and applications for the position of President of Phoenix College (PC), in Phoenix, Arizona. Phoenix College is considered by many to be the flagship of MCCCD, which was founded as a single college in 1920, but today includes 10 regionally accredited colleges across Maricopa County.

For more than 100 years, Phoenix College has had a significant role in the community and in the District. First called Phoenix Junior College, the original community college in Phoenix celebrated the graduation of its first 5 students in 1922, and now more than 8,500 students attend each semester. Phoenix College therefore seeks an experienced, talented, energetic, and compassionate leader who values the century of tradition at PC and will work enthusiastically with dedicated faculty, staff, and District leadership to build on that history and chart the future of this outstanding community college, recognized as an Hispanic-Serving Institution.

In a learning environment committed to the success of the diverse student population of PC, the next president will be passionate about students and value the contributions of the exceptional faculty and staff in educating and supporting those students in this unique community college system. The president is expected to be visibly engaged with the Phoenix College community, the greater Phoenix community, and the other leaders within MCCCD. Someone who understands and values the complexity of an outstanding college within a public system, the next president will enthusiastically advocate for PC with multiple internal and external groups, using a collegial and growth-minded approach to PC that builds on its reputation as it explores new programs, opportunities, and connections to business and industry.

Essential for the next PC president's success are a leadership style and presence that engage all in doing their best work, evoking trust because of a shared commitment to student success and governance in an environment that highly values diversity, equity, and inclusion.

ABOUT THE MARICOPA COUNTY COMMUNITY COLLEGE DISTRICT

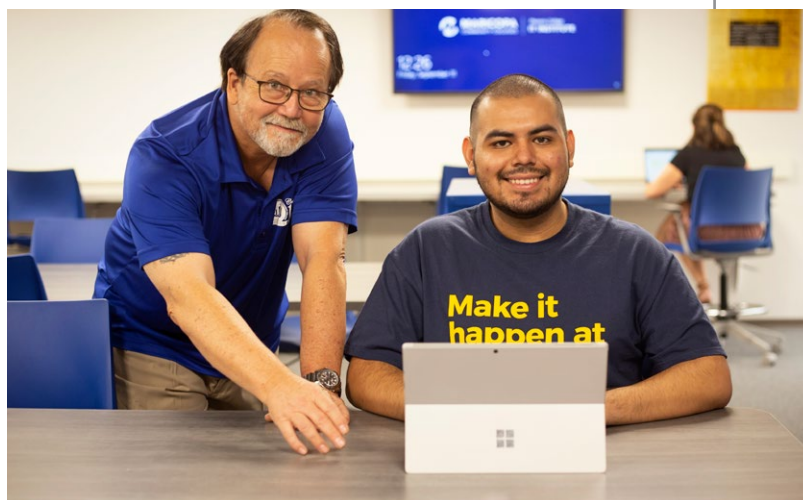
The president of Phoenix College reports to Interim [Chancellor Steven Gonzales](#), who works closely with the seven-member [Governing Board](#) overseeing the Maricopa County Community College District, one of the nation's largest and most innovative community college systems. Popularly known as Maricopa Community Colleges, the District is comprised of ten individually accredited colleges and 31 satellite locations serving approximately 100,000 students annually and employing over 10,000 faculty and staff. The District strives to enhance the public's quality of life and give back to the communities it serves through degree programs, community learning, and personal enrichment programs.

As the Maricopa Community Colleges Foundation 2020 – 2021 Annual Report explains, the entire District has been challenged but successful in “the ability to pivot our focus to address the immediate needs of our students, staff and community head-on in the face of an unprecedented pandemic. . . Our entire District came together this year to abruptly face the challenges our new environment brought. These efforts included successfully transitioning 21,000 classes across 10 colleges to online or remote learning environments, delivering technology to students, faculty and employees and all of us working together to provide emergency support in various forms to our local communities.”

Since its founding in 1962, the Maricopa Community Colleges system has continued to be an essential gateway for affordable higher education in the Greater Phoenix Metro Area, particularly for disadvantaged, diverse, and first-generation students. MCCCDC offers over 600 associate degree and certificate programs and will begin offering baccalaureate degrees in the Fall 2023 semester. 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 popular option.

Local and state business leaders and Fortune 500 companies partner with Maricopa Community Colleges as a driving force for economic development and prosperity. The leader in Arizona career training, Maricopa Community Colleges continues to develop new programs to reflect the changing industry landscape and create more opportunities for students. For example, MCCCDC recently added in-demand career programs like artificial intelligence, cybersecurity, cannabis business training, and unmanned aircraft systems. With an annual operating budget exceeding \$1 billion, the District continues to have an enormous impact. Moreover, after graduation, most alumni remain in the county; thus, the collective impact of MCCCDC and its alumni is to infuse \$7.2 billion into the local economy.

MCCCDC is therefore an essential part of Maricopa County, Arizona's most populous and fastest-growing county, with the fourth-fastest GDP growth rate in the nation. The largest of Arizona's fifteen counties and fourth largest county in the U.S., Maricopa County is bigger than four states. Of its 9,224 square miles, 53 percent is federal land, 29 percent private land, 13 percent state land, and nearly five percent tribal land. Maricopa is named in honor of the Maricopa, or Piipaash, Native American tribe. Nearly five million people, or approximately two-thirds of Arizona's entire population, call Maricopa County home. Phoenix is the seat of Maricopa County, the state capital, and the largest city in the state.



ABOUT PHOENIX COLLEGE

Phoenix College recently celebrated its [centennial](#), recognizing over a century of providing education for generations of students. In 1920, the City of Phoenix was a burgeoning metropolis, and the Phoenix Union High School (PUHS) was a highly successful school district, but there were few post-secondary educational opportunities available to Phoenix residents. Two PUHS District administrators envisioned a two-year college and consulted with the University of Arizona to design the curriculum. On September 13, 1920, Phoenix Junior College welcomed its first students, and was initially housed in three small cottages on the PUHS campus. Programs of study included chemistry, English, home economics, mathematics, mechanical arts, military training, physical training, and Spanish. In 1926, the College relocated to its first stand-alone campus, a mansion called Anderson House across the street from the high school.

The College grew from its first class of 18 students to enrollment today of more than 8,500 each semester. The main campus, since relocating from Anderson House in 1939, is now a 52-acre site in the heart of an historic district of Phoenix—once farmland and now close to two major freeways and a busy light rail system. PC has a long history as a pioneering institution, with a special place in the history of Phoenix and Arizona. PC's founders envisioned the College as a place of inclusion, and PC continues to be a place committed to diversity, equity, and access. The current focus on transformation includes seeking out partnerships that work with opportunity youth, refugee and immigrant populations, Hispanic, Asian, Native American populations, and adult learners.

The College has a long history of academic excellence—achieving North Central Association accreditation in 1928—student and faculty governance, and robust campus life, including athletics and student organizations. Now offering 150 degree and certificate programs, Phoenix College had a successful accreditation site visit from the Higher Learning Commission (formerly North Central Association) in April 2016 and is now participating in the Open Pathway model for continued accreditation. PC submitted the year four Assurance Argument on June 1, 2020, and met the core requirements in all areas. Additionally, PC is now developing the Quality Initiative project for submission prior to the next site visit in 2026. To demonstrate PC's adherence to the five criteria for accreditation, and identify the Quality Initiative, a cross-section of college personnel is actively engaged in this work as the college continues to strengthen its culture of accreditation.

FAST FACTS (SPRING 2021)

Total enrollment: 8,664 students

Full-time enrollment: 25%

Ethnicity of student population: 54% Hispanic, 26% White, 9% Black, 3% Asian, 3% Two or more

Gender of student population: 66% female, 33% male, 1% other/not reported

Average age of students: 26

Average class size: 14

First-generation students: 67%

Number of faculty: 155 residential faculty, 600 adjunct faculty

Number of athletic teams: 9 teams, Arizona Community College Athletic Conference (NJCAA)

Team mascot: Bears

Number of student organizations/clubs: 36

PHOENIX COLLEGE CELEBRATING 100 YEARS EST. 1920 - 2020



Leadership for the President's Office and the major divisions of the College is shown in these [organizational charts](#).

Phoenix College is a learner-centered comprehensive community college dedicated to providing affordable, high quality, and accessible education to the diverse community it serves. PC students speak over 50 different languages, represent more than 100 countries, and reflect the College's multicultural central city community.

These institutional vision, mission, and values statements reflect that dedication:

VISION

Phoenix College will be the premier provider of student-centered learning opportunities for our community to go far close to home.

MISSION

Phoenix College serves our diverse community with student-centered teaching and learning experiences that inspire the lifelong pursuit of educational, professional, and personal goals.

CORE VALUES

- **Engagement:** We connect with our campus and community through clear and frequent communications, collaborations, and the valuing of differences.
- **Excellence:** We promote quality teaching and learning experiences that prepare individuals for life, work, and leadership.
- **Innovation:** We support learning, discovery, informed risk taking, and an entrepreneurial spirit that creates new possibilities.

- **Integrity:** We are committed to the highest principles of academic, professional, and personal conduct.
- **Respect:** We value deliberation, tolerance, and our obligation to treat each other with dignity, fairness, and civility.
- **Stewardship:** We are committed to prudent management of our resources.

LEARNING COLLEGE PRINCIPLES

Four learning principles drive the [learning college](#) concept at Phoenix College.

- **Evaluation:** Evaluation guides every decision-making process by asking the question, “How does this improve and support learning?”
- **Communication:** We communicate expectations required at all levels of the institution by choosing common vocabulary, clear language, and open dialogue.
- **Collaboration:** A shared vision for a learning and learner-centered college is cooperatively constructed by the institution, the community it serves, and the partners to whom the institution is accountable.
- **Responsibility:** Learners are responsible for their learning.



SUSTAINABILITY

Phoenix College's commitment to sustainability is represented in many ways, including responsible energy management, recycling, and education. Numerous sustainable practices have been proactively implemented during the past decade through the work of the [Campus Sustainability Committee](#). The College's sustainability plan provides goals, action items and measurable outcomes designed to help PC become sustainable in all operational practices, while supplying sound prescriptive strategies to achieve an aggressive goal for greenhouse gas emission reductions.

DIVERSITY, EQUITY, AND INCLUSION

The ongoing commitment to supporting diversity, equity, and inclusion at Phoenix College is demonstrated in the work of the Equity, Inclusion, and Diversity Committee (EIDC), which acknowledges that the work of equity and inclusion is necessary because of collective failures of institutions of higher education,

including PC, in the past. Creating lasting and meaningful change for the future relies on principles that the EIDC articulates on its website:

Equity and Inclusion are actions. They involve intervening on unfairly balanced situations and widening the scope of belonging for people traditionally left out. To act for Equity and Inclusion, we strive to become systemically aware, strive to become conscious and affirming of racial identities, and care deeply about our students, their lived experience, and success.

Diversity is a fact. It exists, or not, in varying degrees of strength and authenticity. Measures of Diversity include, but are not limited to, the likelihood that completion across student demographics is equal, and every student feels that Phoenix College systemically affirms their identities.

The EIDC is determined to move forward as leaders, allies, and collaborators in this important work for Phoenix College.





STRATEGIC PLAN

Phoenix College implemented a revised Strategic Plan for the 2020 – 2021 academic year, based on the broad goals of *We Serve. We Connect. We Lead.* This plan has recently been extended to the planning year 2023, and a new revised multi-year plan for 2023 – 2028 is in the final stages of development. Based on the work of the Strategic Planning Committee, six core strategic commitments have emerged in the collaborative process. These commitments—each with strategic priorities and measures—are likely to be essential parts of the agenda for the next president of Phoenix College:

Student Success: Students from our diverse community set and achieve goals related to their education and career. Students have personalized and equitable resources and supports needed to reach their goals.

Student Experience: Students experience ongoing, personalized attention that is culturally responsive and timely, leading them to be deeply engaged with campus life and community. PC actively removes barriers to support students in achieving their goals.

Employee Satisfaction and Engagement: PC's culture is rooted in care, inclusivity, mutual respect,

and accountability. Every person strives to make a personal contribution that serves the greater good of our students, and they have the tools, resources, and training needed to thrive in their roles.

Community Partnership: PC is a respected community partner known for innovation and support. Partnerships are rooted in trust and create sustainable opportunities in targeted categories, prioritized and aligned with institutional and community needs.

Industry: Phoenix College is a respected partner that drives a healthy economy in Phoenix and surrounding communities. Partnerships provide students work-based experiences, respond to workforce needs, and/or define critical economic drivers.

Systems and Operations: Key systems and processes are effective, and resources are allocated in alignment with organizational goals and values. Teams across the institution are accountable and practice continuous improvement to achieve efficiency and advance equity.

More information about the Strategic Plan, as it emerges, will be shared on the [PC Strategic Planning webpage](#).

STUDENT EXPERIENCE AT PHOENIX COLLEGE

Students enroll at Phoenix College for a variety of reasons—from personal interest in a subject to earning credit for high school or earning a college degree. In Fall 2020, more than 60% of students describe their educational intention as entering/advancing on the job market (31.2%) or earning a degree to then transfer to another college or university (32.1%). Many students pursue a four-year degree by taking their first two years at PC for \$85/credit hour, a much lower cost than other colleges and universities. They then seamlessly transfer those credits through relationships with numerous colleges and universities (including ASU, UA, and NAU), saving time and money while remaining close to home. In 2019 – 2020, 689 students successfully transferred to Arizona public universities.

An advantage of many community colleges is the small class size and the consequent low faculty-to-student ratio that facilitates better learning through increased engagement and faculty accessibility. PC's average class size was 14.6 in the 2020 – 2021 academic year, optimal for individualized attention.

The average student at PC takes 7.9 semester credit hours and is 26 years old. As research repeatedly validates, greater levels of student success are correlated with accessible and relevant student support services. Therefore, in addition to traditional services such as advising, computer labs, counseling, and personal development, PC offers the Learning Commons (tutoring), a food pantry, Veteran Services, International Student Services, a dental clinic, a childcare center, and Disability Resources and Services, and other approaches to enhance the student experience—and therefore retention and completion rates. The most recent fall-to-spring retention rate was 76%. The College awarded 2,214 degrees and certificates in 2019 – 2020.

Student life is full of opportunities to learn outside of the classroom and connect with others through shared interests and co-curricular activities. PC has an active student government, and students participate in civic engagement, internships, and service-learning opportunities. In addition, many students compete on one or more of the nine Phoenix Bears athletics teams or are active in their choice of more than 35 student clubs and organizations.

In addition to the technology used in their courses, labs, and clinical/field work, PC students have full access to Canvas (including the mobile app) as



their learning management system, and they use the MyInfo app for campus information, maps, and course schedules. In addition, PC joins all of the Maricopa Community Colleges in using the Rave Guardian app for students and employees to have access to District-wide public safety communications and a convenient tool for reporting safety concerns and calling Campus Police.

Students report being highly satisfied with their PC experience. The most recent Community College Survey of Student Engagement results showed that 93% of respondents would recommend Phoenix College to their families and friends.

NOTABLE PC ALUMNI

Many prominent citizens in Arizona—including former Phoenix mayor Phil Gordon, the late Governor Rose Mofford, U.S. District Judge Diane Humetewa, State Senator Juan Jose Mendez, and former Arizona chief justice Rebecca White Berch—can attribute the early days of their education to Phoenix College. The College has also been home to such noted artists as Eric Fischl, Ed Mell, Jr., Harrison Begay, faculty *emeritus* Merrill Mahaffey, and poet Stella Pope

Duarte. Other alumni of note include first Navajo President Peterson Zah, Arizona Historian Marshall Trimble, professional football wide receiver Damon Sheehy-Guiseppi, professional basketball player Ira Demon Brown, and Stevia inventor, James Allen May. Other famous alumni include actor Nick Nolte, daytime television star Jaime Lyn Bauer, actor Peter Billingsley, Tony Award-winning actor Stephen Spinella, and recording artist Cecilia “CeCe” Peniston.

ACADEMIC PROGRAMS AT PHOENIX COLLEGE

With over 150 degree and certificate programs, PC prepares its diverse student body for work, career development, transfer education, and personal enrichment. The College offers coursework available in what the pandemic has standardized as the three primary modalities: in-person classroom, hybrid, and 100% online, providing maximum flexibility in how students wish to learn. Even in historic buildings, classroom technology is first-rate, and laboratories in specialized fields reflect PC’s commitments to preparing students for their careers.

Popular undergraduate majors at Phoenix College include Art/Art Studies, Liberal Arts and Sciences/Liberal Studies, and medical fields such as Emergency Medical Technology/Technician (EMT Paramedic), Nursing, and Medical/Clinical/Laboratory Assistant. The Associate in Arts, Fine Arts degree (AAFA) is designed to meet selective admission criteria for studio art programs such as Bachelor of Fine Arts. Students benefit from facilities that support their learning in specialized areas, such as wet photography laboratories and world-class recording studios and audio production laboratories.

Liberal Arts and Sciences courses and programs of study include not only history and philosophy but social and behavioral sciences, religious studies, and American Indian, Chicana/o, and Southwest Studies. The Associate in Arts (AA), Emphasis in [American Indian Studies](#) provides a multi-disciplinary academic approach to studying Indigenous Peoples, their cultures, struggles, and preservation of sovereignty and self-determination. Students enrolled in the Southwest Studies Academic Certificate study the environment of the region and the ways people have historically related to ecology, geography, culture, and political history of the Southwest.

The Associate in Applied Science (AAS) in Forensic Science allows students to specialize in forensic investigation as it relates to crime. Students can also earn certificates in Crime Scene Investigation and Fingerprint Identification and Photography.

Phoenix College offers the only [Deaf Studies and Interpreter Preparation Programs](#) (IPP) in Maricopa County. All ASL instructors are Deaf, offering a language immersion approach, and all IPP instructors are nationally certified interpreters.

The [Paralegal Studies Program](#) at PC is approved by the American Bar Association (ABA); students enroll in the AAS or certificate program to prepare for entry-level work in a law office.

Students who are accepted in the PC [Honors Program](#) have opportunities for special scholarships, challenging Honors classes, personalized advising, and travel/cultural/enrichment experiences.



PHOENIX COLLEGE FACULTY

In all courses and programs of study, PC students work closely with faculty members who are experts in their areas of instruction and passionate about student learning. Many have extensive career experience working in their field, providing real-world training, mentoring, and industry contact. Many faculty members have won various honors, recognitions, grants, and awards for outstanding scholarship and teaching. The PC faculty take tremendous pride in their students' learning and achievement in their classes and co-curricular activities.

PC employs approximately 155 full-time residential faculty members and 600 adjunct faculty members. The Maricopa Community Colleges [Faculty Agreement](#) 2021 – 2022 is a detailed document that outlines the current working conditions for all faculty, as agreed to by the Residential Faculty, Adjunct Faculty, and Administration, and approved by the Chancellor.

POINTS OF PRIDE

- Phoenix College received the largest philanthropic gift in PC and MCCC history in 2021, when PC alumnus Jay Falkner donated \$4.7 million supporting the ACE (Achieving College Education) program.
- [Phoenix College Preparatory Academy](#) is a free public charter high school with classes on the PC campus. It adheres to the open enrollment policies prescribed by the Arizona Department of Education.
- Research Coach, a branded individual research consultation service PC library faculty developed to foster belonging while boosting students' research skills, will be featured in a forthcoming book from the Association of College and Research Libraries.
- The [Paralegal Studies Program](#) at Phoenix College is the largest program of its kind in Arizona and has been approved by the American Bar Association's Standing Committee on Paralegals since 1989.
- The PC Model United Nations fulfills the Maricopa Strategic Goals by providing access to quality higher education for diverse students' civic responsibility and global engagement.
- The American Sign Language/Interpreter Preparation Program Lab at Phoenix College is the only ASL laboratory facility in Arizona that is available to students and the public studying for the interpreter exams.
- At the 2021 Kennedy Center Region 8 Festival, PC theatre students took home several awards in stagecraft, properties design, and theoretical design.



- PC Softball had 5 players recognized as All-Americans, 7 players named as ACCAC All-Conference and All-Region, and 3 players named All-Tournament MVP of Region One Playoffs.
- Ranked #1 for the entire 2020-21 season, PC Women's Soccer claimed their first-ever DII National Championship and were ACCAC Conference Champions and NJCAA Region I / West District Champions.

- To date, 480 PC students, working with 7 PC faculty members, have participated in [STEM-CURE](#) (undergraduate research) projects, funded by a \$1.5 million NSF Grant, and 1 PC student has earned awards for their undergraduate research at a national STEM conference.
- Based on undergraduate research and college projects, Phi Theta Kappa Rho Pi was ranked the #1 chapter in the Arizona Region (one of the 29 regions across the globe) and one of the top 25 of 1,300+ chapters globally.
- Volunteer faculty and staff serving the Phoenix College [Food Pantry](#) and Mobile Food Drive-Thru Distribution were recognized for their outstanding Community Service serving many students and the local community.
- In the 2021 MCLI Artists of Promise competition PC students took first place in Acting (male), second place in Acting (female), and first place in Design.
- The Creative Writing Program and English Department at PC continue the [strong legacy](#) of literary achievement through such offerings as monthly Write Here, Right Now public writing workshops in cooperation with Changing Hands Bookstore and publishing [Rise](#), a student-led writing and art magazine.
- In a partnership with three other colleges, PC offers students the opportunity to receive funding and support through the NSF-funded Transfer to Interdisciplinary Natural Sciences (TRAIN) Program. In addition to financial assistance, the [S-STEM/TRAIN](#) program provides access to mentorship and projects or internship experiences.
- PC's Phi Beta Lambda Business Club were recognized with several achievements in the Fall Leadership Conference: students winning many first, second, and third place medals; Outstanding Chapter award; and Outstanding Advisor award for Doug Northway.
- A District Horizon Grant funded more than \$11,000 in 2021 – 2022 for developing and implementing a service-learning curriculum for nutrition students to facilitate societal impact through technology.
- In 2021, PC graduated the 25th cohort of the [Bilingual Nurse Fellowship Program](#), a multi-college program designed to fast track bilingual/biliterate, Spanish/English speaking students into nursing to address the need for more Spanish-speaking nurses in Maricopa County.





LOCATIONS AND FACILITIES

The [main campus](#) of Phoenix College is a compact site in a designated historic neighborhood, surrounded by historic homes. The PC campus is considered a jewel of the neighborhood, as five of the current campus buildings were built in 1938 – 1939 as WPA projects. The campus has distinguished itself with the nickname of “the Ivy League college of Maricopa,” as the neoclassical design of the original buildings—with red brick and white trim—suited the historic neighborhood and defined the collegial spirit of the classes and programs there. That spirit of innovative architecture and a walkable campus continues to define the physical structures of the main campus, now more than 20 fully accessible buildings and athletics facilities joined by walkways and courtyards.

The architectural styles of the buildings reflect PC’s rich history and the eras in which each was built. Fannin Library and eight other campus buildings from the 1960s and early 1970s were designed by renowned Phoenix architect Ralph Haver, known for his pioneering work in mid-century modern styles of homes and office buildings. One of the Haver campus designs, the Hannelly Center (named for a PC President who became the first Chancellor of MCCC), has been renovated several times and now serves as a One-Stop for student services. [Bulpitt Auditorium](#), another of the 1939 original buildings, was recently renovated to emphasize the charm and design of the art-deco interior and to update acoustics, technology, and ADA accessibility. Building A (an original WPA building

which now houses the Liberal Arts and Mathematics Departments) was also recently renovated to preserve the historic architecture of the exterior while classrooms were completely redesigned with wireless, projection/visual displays, and custom instructor stations.

Other distinctive buildings include the Physical Sciences (C Building), also one of Haver’s mid-century modern designs, where the historic exterior was kept intact when the science classrooms and laboratories were renovated in 2018 to reflect contemporary approaches to teaching and learning science. The John Paul Theatre, built in 1978, was revolutionary for its time in featuring a revolving stage. The Theatre and the Eric Fischl Gallery in the Art Building are important not only for PC courses, but also for public arts events. Freshman Square and Sophomore Square are attractive outdoor spaces used for college and community gatherings.

In addition to the historic main campus, Phoenix College has three additional nearby sites. The Center for Nursing Excellence offers state-of-the-art clinical and teaching spaces for the Nursing Program. The Center of Excellence for Healthcare Education houses classrooms and laboratories in allied health and dental programs, along with a dental clinic, which is open to the public. The Maricopa IT Institute @ Phoenix College opened in 2020, serving as a hub of technology innovation, meeting labor market demands and preparing students to compete in the diverse information technology workforce.

BUDGET

In 2015, the Arizona legislature eliminated state funding to the Maricopa and Pima (Tucson) Community College districts, thereby creating a “two-legged stool” revenue stream from student tuition and fees and local district property taxes. Combined with enrollment decline over the same period, the College has reduced its budget accordingly.

Nevertheless, PC’s annual general budget of \$63,271,205 for FY 2021 – 2022 is adequate to cover operating expenses.

GOVERNANCE

At the District level, the Maricopa County Community College District’s Governing Board has seven seats, including five elected positions from geographical districts within Maricopa County and two at-large positions representing the entire county. Board members serve staggered four-year terms.

At PC, shared governance is a respected tradition. In a recently approved document, *A Shared Governance Model for Phoenix College*, shared governance is defined as a both a principle and ongoing commitment: “In the spirit of fostering collaboration, communication, and access to information among its faculty, staff, administrators, and students, Phoenix College (PC) is committed to decision making through a deliberate and intentional process of

Shared Governance. Shared Governance empowers all members of Phoenix College to have a voice in decision-making, encouraging diverse and creative input that advances the success of the College and utilizes interest-based problem solving (IBPS).”

This approach to decision-making and problem-solving is accomplished at PC in several ways and, for institutional decision-making, in the use of four Interest Councils, the Tri-Chairs Council, the Budget Steering Team (BST), and the College Executive Team (CET). These four Interest Councils address issues within their purview and recommend ideas to the CET: Academic Interests Council, Administrative Interests Council, Institutional Support & Technology Interests Council, and Student Interests Council.





THE MARICOPA COMMUNITY COLLEGES FOUNDATION

The Maricopa Community Colleges Foundation serves all ten colleges in the District, and representatives from the college presidents serve on the Foundation [Board of Directors](#). The vision of the Foundation is that “everyone has the opportunity to improve their lives through education,” and the mission is to “boldly impact our communities through innovative and strategic partnerships for the growth and benefit of the Maricopa Community Colleges, its students, faculty, and staff.”

Each president builds partnerships and networks in their community that invite additional revenues for that college and for the Foundation. Awarding scholarships and providing program support is the most rewarding work that the Foundation does: since 1997, the Foundation has awarded \$38.9 million in

scholarships to more than 66,460 deserving students. The 2020 – 2021 Annual Report, [Responding with Resilience](#), provides details about the ways the resources of the Foundation were instrumental in addressing student needs during the pandemic. Because of reduced work hours and issues with food and housing insecurity, the Foundation “. . . experienced an unprecedented increase of 957% in student emergency applications and immediately had to focus on providing support for Emergency Funds, Food Pantry Funds and Greatest Needs Funds—an effort that awarded more than \$159,900 aiding 740 students through June 2020.” And in more traditional areas of support, the Foundation awarded 4,234 scholarships totaling \$2.8 million, received \$5.2 million in contributions, and managed 933 named funds.

LEADERSHIP AGENDA FOR THE NEXT PRESIDENT OF PHOENIX COLLEGE

The next president of Phoenix College will be instrumental in leading these initiatives:

- Maintain and grow student enrollment, working with PC leaders and with the Chancellor's Office and the other District presidents to implement the Strategic Enrollment Plan;
- Attract and retain high-quality faculty and staff committed to the mission and values of the College;
- Strengthen PC's work in diversity, equity, and inclusion through support for students, faculty, and staff from diverse backgrounds;
- Embrace the complexity of leadership of a single institution in a system of ten colleges, with strategies and decisions that reflect interdependence and passion for the greater good of all Maricopa County students and communities;
- Advocate for PC within the District, with elected officials, and with business and industry leaders in Phoenix and beyond;
- Implement the next phases of the PC Strategic Plan, working internally with the President's [Strategic Implementation Team](#) and externally with the [President's Advisory Council](#);
- Collaborate with the Chancellor's Office and the other District presidents on such shared initiatives as a new revenue generation model, student success measures, Guided Pathways, and inaugural baccalaureate degree offerings at the MCCCDC colleges;
- Assist the College in continued recovery from the effects of the pandemic on enrollment, morale, policies, and use of technology;
- Foster relationships with donors and be responsible for leading fundraising campaigns in coordination with the MCCCDC Foundation's Executive Director and the College's development office;
- Actively engage in the District-wide reimagining that will create the next vision of what MCCCDC can be.

REQUIRED QUALIFICATIONS

The successful candidate for this position must demonstrate these required qualifications:

- An earned doctorate from an accredited college or university or a doctoral candidate who will achieve degree completion within 12 months of appointment;
- Four or more years of demonstrated executive leadership experience in higher education;
- Professional achievements in higher education that demonstrate a commitment to collaboration with faculty, staff, and students.



PREFERRED QUALIFICATIONS

The successful candidate for this position may also demonstrate some of these preferred qualifications:

- Full-time teaching experience at a community college or four-year institution;
- Demonstrated commitment to and practice of shared governance in an educational setting;
- Successful senior leadership experience at a comprehensive community college, preferably in a multi-college or multi-campus district or system;
- Understanding of the unique work at an Hispanic-Serving Institution and demonstrated success in leading efforts to support diverse populations of employees and students;
- Experience in budget management and fundraising;
- Experience with supporting innovative teaching and learning practices, consistent with the learning college model at PC;
- Demonstrated success in analyzing and using institutional effectiveness and other data for continuous improvement, strategic planning, and equity outcomes;
- Success in establishing and maintaining internal and external partnerships, including the business community and elected officials;

LEADERSHIP CHARACTERISTICS

The next president of Phoenix College will be a person of integrity who demonstrates these characteristics:

- Unwavering commitment to student success;
- Enthusiasm for being a visible, approachable presence on campus and in the community, seeking to understand, value, and support the variety of people committed to this learning college;
- Ability to build trust among faculty, staff, students, and community members by communicating with transparency, authenticity, and respect;
- Capacity to lead in critical areas for PC and beyond, particularly in approaches to accessibility, diversity, equity, and inclusion and the College's ongoing commitment to sustainability;
- Ability to develop and lead teams at PC;
- Serve as a systems thinker and engaged, effective member of the MCCCDC team;
- Respect for the role of academic freedom and free speech as democratic ideals in a public higher education setting;
- Optimism and patience, even in the face of challenges, such as the recovery from the pandemic;
- Passion for the community college mission and the role of education in providing access and success for underserved populations;
- Ability to build external partnerships and relationships that promote PC and MCCCDC;
- Courage to make difficult decisions for the benefit of the College; and
- Ability to inspire others in building on the history of Phoenix College and working toward a shared vision for the future.





APPLICATION AND NOMINATION PROCESS

Phoenix College is being assisted in this search by Academic Search. Nominations, applications, and inquiries may be sent in complete confidence to PCPresident@academicsearch.org.

The position is open until filled, but applications should be received by **February 10, 2022**, for full consideration by the search committee.

Applications must be submitted electronically to PCPresident@academicsearch.org. The application consists of a cover letter that addresses the expectations discussed in the leadership agenda above; a *curriculum vitae*; and a list of at least five professional references with title/organization, contact information (phone and email), and a statement about the candidate's working relationship with each. No other documents or supporting materials will be accepted. References will not be contacted without the explicit permission of the candidate. Comprehensive background checks and identity/degree verification will be conducted for candidates who advance to the final stages of the search process.

Nominators and prospective candidates are encouraged to arrange a confidential conversation about this opportunity with senior consultants [Ms. Kate Nolde](#) or [Dr. Ginny Horvath](#).

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 on the MCCCD [Title IX Coordinators](#) website.

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 statistics for each of the Maricopa Community Colleges, as required under the Clery Act, are available in the [Annual Security Reports](#) published on the MCCCD website.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Phoenix College in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit www.academicsearch.org.



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