



## **SUPERINTENDENT/PRESIDENT**

Open Until Filled

First Review Deadline: March 18, 2022, by 5pm

### **The Position**

The Superintendent/President reports to the elected Governing Board, which includes seven members and a student representative. The Superintendent/President serves as the chief executive officer and is responsible for the overall administration of the District and the College. The Governing Board is seeking a strong leader who will be a visible presence in the District's communities, ensuring excellence in education and service while inspiring confidence and trust on campus and throughout the District.

### **About Gavilan College and Gavilan Joint Community College District**

Designated a Hispanic Serving Institution (HSI), Gavilan College is committed to educational excellence through academic programs and support services critical for student success. The college aspires to be an exemplary, student-centered community college through leadership, planning, and a commitment to ongoing improvement. Its services and programs are designed to instill the values of critical thinking, life-long learning, cultural understanding, and community service. Central to our mission are initiatives that help students overcome economic and social barriers so they can focus on achieving education and career goals.



The Gavilan Joint Community College District comprises approximately 2,700 square miles and serves Santa Clara County and San Benito County. The District serves the communities of South

San Jose, San Martin, Morgan Hill, Gilroy, Hollister, and all of San Benito County. The main campus is located in Gilroy with additional learning sites in Hollister and South San Jose.

Gavilan College's accreditation was reaffirmed in 2021 by the Accrediting Commission for Community and Junior Colleges (ACCJC). The College will submit a midterm report in 2023 and the next comprehensive review will be in 2026.

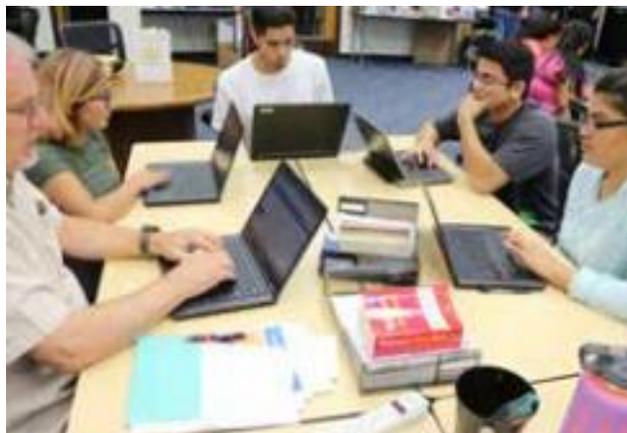
Learn more about Gavilan College and the Gavilan JCCD at <https://www.gavilan.edu/index.php>.

## **\$248 Million Facilities Bond Measure Passed in 2018**



The voters of the Gavilan CCD passed Measure X in 2018, a \$248 million general obligation facilities bond measure. Information about Measure X can be accessed at <http://gavilanmeasurex.org/>. Many exciting projects are planned that will significantly transform and improve facilities that support student learning and student support. The current project list can be accessed at <http://gavilanmeasurex.org/project-info/>.

## **El Centro - Gavilan College's One-Stop, Whole Student Support Center**



Funded by a current Title V grant, El Centro expands student services to support key objectives:

- Increase the number of students completing FAFSA or Dream Act applications
- Increase first-time student persistence and retention
- Increase student degree, certificate or transfer rates

El Centro provides financial literacy workshops, peer coaching, assistance with food and clothing, cultural celebrations, and

other centralized, student support services.

## Student Welcome Center



The Welcome Center assists all students with general information about [Admissions & Records](#), Financial Aid, Counseling, and campus support programs and services. The Center is staffed by knowledgeable Peer Mentors, and provides access to computers, printing required documents, and mentoring new and current students.

## Dr. TJ Owens Gilroy Early College Academy (GECA)

The Dr. TJ Owens Gilroy Early College Academy (GECA) is an educational partnership between Gilroy Unified School District and Gavilan College and is one of the cutting-edge Early College High Schools that are being envisioned and funded across the United States through the Bill and Melinda Gates Foundation. High school students spend their four years of high school on the Gavilan College campus and receive both college and high school credits. In four years, it is possible for a student to graduate from GECA with not only a high school diploma, but also an AA/ AS degree or 60 transferrable college units. It is possible for a student to enter the UC, CSU, or private four-year institution with the first two years of college fully or nearly completed. Students must earn 40 units of college course credit to attain a diploma from GECA. Yet, on average, around 75% of students from each of GECA's graduating classes petition to graduate with a Gavilan College Associates degree or intersegmental transfer certificate upon completing their four-year high school experience (totaling over 60 units of college coursework). Further, about 84% of graduates attend a four-year university upon graduating from GECA, and 97% of students are deemed "College and Career Ready" per the California Dashboard. The school has averaged a 64% pass rate on the College Board Advanced Placement exams (meeting or exceeding the state and global averages each year). GECA proudly serves a diverse student body: 53% of students identify as Hispanic, 20% Asian, and 17% Caucasian; 45% qualify for free or reduced lunch, and 48% are first in their family to attend a four-year university.

## Our Students

Gavilan College serves more than 8,000 students each year.

- The majority of Gavilan students (31%) reside in Gilroy
- 53% of the Gavilan student body is 24 years of age or younger.
- 47% of the students are between 25 and 50 plus years of age.
- 53% of the student body is female, 46% is male.
- The Gavilan student body is predominantly Hispanic/Latino: 44% of students self-identify with this ethnicity.
- Part-time students at Gavilan account for 69% of the student population in comparison to 31% full-time students.
- In 2021, Gavilan College awarded 666 associate degrees and 797 certificates.



## Opportunities Moving Forward: *Insights from the Board of Trustees*

On December 20, 2021, a Special Meeting of the Board of Trustees was held where the Governing Board shared their individual and collective insights, ideas, and aspirations for the future of the college. They shared the following insights as among the most critical leadership considerations in continuing to move the college forward:

- Measure X Facilities Bond Measure – opportunity to align facilities and technology with current and future student learning needs, including plans for state-of-the-art facilities that support STEM career pathways.
- Diversity, Equity, and Inclusion – opportunity to provide leadership and support to a committed group of educators, community groups, and students who are focused on DEI.
- Collaboration for problem solving – opportunity to find solutions for fiscal conditions through building trusting and collaborative relationships among stakeholder groups.
- College image - opportunity to enhance the College's image in the community through high visibility, involvement, and advocacy.
- Employee development - opportunity to inspire and motivate employees through strong leadership.
- Enrollment management – opportunity to support efforts underway to redesign instruction, services, and systems that enhance student learning.
- Collaboration with K-12 Districts for Dual Enrollment and Career Pathways.

# THE SUPERINTENDENT/PRESIDENT PROFILE

## An Ideal Candidate

Drawing on input from the Board of Trustees and all aspects of the Gavilan College community, the following list identifies the highest priority professional and personal qualities we seek in our next Superintendent/President.

### *Professional Qualities*

- Demonstrate a proven ability to develop a campus climate that partners diverse students, staff, faculty, and administration as stakeholders in one mission: student success.
- Possess financial expertise, intelligence, and experience with college-level resource management to make sound financial decisions with an understanding of operational management, budget management, financial forecasting, financial reporting, and government accounting procedures.
- Demonstrate a strong commitment to college-wide diversity, equity, inclusion, and anti-racism.
- Maintain an institutional focus on student success that includes academic programs and student services, with attention to the needs of all students.
- Promote a culture of collaboration, mutual respect, and effective working relationships across the district and throughout the community.
- Demonstrate ability to engage in participatory governance where the decision-making process is collaborative and transparent and leads to lasting change.
- Demonstrate a proven ability to build meaningful relationships with employees, students, and the community.
- Demonstrate ability to develop a respectful, trustworthy, and effective relationship with the Board of Trustees.
- Establish a clear vision and data-informed focus on continuous improvement of institutional effectiveness.
- Demonstrate the ability to build a strong and accountable leadership team.

### *Personal Qualities*

The next Gavilan CCD Superintendent/President must:

- Uphold strong core values and ethical practices.
- Be technology-literate and an excellent communicator both verbal and written. Have strong interpersonal skills and demonstrate the ability to effectively relate to all stakeholders.
- Demonstrate the passion and strength to base all decisions on what is in the best interest of students, and the diplomacy and relational skills to sustain ongoing support of all parties once decisions are made.
- Be a team builder and committed to nurturing a positive Board-Superintendent/President governance relationship.

- Possess good judgement skills that includes weighing all options and a willingness to take advice

## Minimum Qualifications

- A master's degree from an accredited college or university is required.
- A minimum of five years of senior-level management experience (president, superintendent/president, chancellor, vice chancellor, vice president), preferably in institutions of higher education or comparable executive responsibilities.
- Successful experience in working with people of diverse racial, ethnic, gender, sexual orientation, physical ability, and socioeconomic backgrounds to achieve desired outcomes.

## Desired Qualifications

- An earned doctorate from an accredited college or university
- Bilingual in Spanish

## Application Process and Instructions

To ensure full consideration, application materials should be received by the initial review date which is no later than **5:00pm on March 18, 2022**. The position will remain open until filled with a desired start date no later than July 2022. This is a confidential search process.

Apply directly to the Gavilan JCCD by visiting this webpage <https://www.ccregistry.org>

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

1. CCC Registry online application. Apply at <https://www.ccregistry.org> \*
2. A letter of application (not to exceed 5 pages) that succinctly addresses the following from this position announcement: Opportunities Moving Forward, Professional Qualities, Personal Qualities, and Qualifications. \*
3. A current resume or CV.\*
4. A list of references that includes one trustee, one supervisor, one direct administrative report, one faculty member, one staff member, one student and one community/external agency representative.\*
5. Unofficial copies of all college/university transcripts (official transcripts will be required if selected for the position).\*

\*Denotes application materials that are required for full consideration.

As an equal opportunity employer, we are required to compile summary data on applicants for employment. We are requesting your assistance in providing the information on the personal and ethnicity section of your CCC Registry profile. The completion of the questionnaire is voluntary. The

form will be kept confidential and separate from all hiring documents and will not be forwarded to the colleges/departments making employment decisions.

If you have questions related to the CCC Registry or technical aspects regarding submitting application materials on the CCC Registry website, please contact the CCC Registry directly at [registry@yosemite.edu](mailto:registry@yosemite.edu) or call (800)245-4157.

**\*\*Please contact the CCC Registry at (800)245-4157 AFTER you apply for this job to verbally confirm that your application is included in this recruitment.**

If you have a verifiable disability and require accommodation to complete an application, contact the Human Resources Office at (408) 852-2823

Note: Once submitted, application documents become the property of the District and will not be returned.

Travel for initial interviews will be at the applicant's expense. Finalists will be reimbursed up to \$500 for travel expenses.

## **Inquiries and Nominations**

For all inquiries, nominations, and more information regarding the position and search process, contact the District's search consultant. All inquiries and nominations will be held in the strictest confidence.

Will Lewallen, Ph.D., Consultant  
Community College Search Services  
[will.lewallen@ccss.solutions](mailto:will.lewallen@ccss.solutions)  
831.682.3541

For general inquiries regarding the application process, contact:

Lucy Alvarez, Director, Human Resources and Labor Relations  
Gavilan JCCD  
(408)846-4964 Voice Mail/Office  
[lalvarez@gavilan.edu](mailto:lalvarez@gavilan.edu)

### **NON-DISCRIMINATION**

Gavilan Joint Community College District is an Equal Opportunity Employer committed to nondiscrimination on the basis of ethnic group identification, race, color, language, accent, immigration status, ancestry, national origin, age, gender, gender identity, religion, sexual orientation, transgender, marital status, veteran status, medical condition, physical or mental disability and any other status protected by applicable federal and state laws. Applicants who require accommodations to complete the application or interview process please contact the Human Resources Office at (408) 852-2823 for assistance.