

# Los Angeles Pierce College President Search

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**Pierce**  
**COLLEGE**



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

**Invites Applications & Nominations for  
President**

**Los Angeles Pierce College**

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

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## ABOUT THE DISTRICT

Los Angeles Pierce College (LAPC) is one of the nine colleges comprising the Los Angeles Community College District (LACCD). Headed by a Chancellor and governed by an elected Board of Trustees, the Los Angeles Community College District is one of the nation's largest community college districts serving the residents of more than 36 cities and communities in an almost 900-square mile area within 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

Los Angeles Pierce College (LAPC) is a two-year public institution, in California located in the west San Fernando Valley, approximately 25 miles northwest of Los Angeles Civic Center, providing opportunities for transfer education, career and technical education and training, adult education and life-long learning.

Los Angeles Pierce is a comprehensive college with more than 60 disciplines and over 150 degrees and certificate programs being taught to over 17,000 students each semester. A leader in higher education, the college is also pursuing offering a baccalaureate degree in biotechnology. The college offers a dual enrollment program enabling high school students to start their college education. LAPC is one of nine colleges of the Los Angeles Community College District and is fully accredited by the Accreditation Commission for Community and Junior Colleges (ACCJC), the Western Association of Schools and Colleges, a nationally recognized accrediting agency. In 2023, LAPC received Reaffirmation of Accreditation for seven years.

Los Angeles Pierce College has one of the highest transfer performances in California. Many Los Angeles Pierce College students transfer to the University of California system, the California State University system, and private colleges and universities to earn bachelor's degrees.

Located on 426 acres, nestled next to the thriving business district of Warner Center, Los Angeles Pierce College offers in person, online, hybrid and dual delivery instruction and learning with the picturesque beauty of its rolling hills. The college's setting among 2,000 trees, a nature preserve, botanical garden, farm, and an arboretum makes it unique in the Los Angeles metropolitan area.

True to its beginnings more than 75 years ago as an agricultural college, Los Angeles Pierce College still maintains large sections of tillable and rangeland preserved as an enclave within a suburban environment. A 226-acre agricultural area that is used for instructional programs spans the west side of campus and features an equestrian center and farm animals.

Los Angeles Pierce College is recognized nationally for several outstanding academic programs, which include highly ranked Nursing and Veterinarian Technology programs. The college has programs in career and technical education and maintains close ties to the business community by providing successful job training programs that meet the workforce needs of local employers. For example, the college's premier Advanced Automotive Technology program continues to position the college as a premier leader in automotive training and education, especially in light of the launch of a state-of-the-art technology building for the program in 2023. In response to the needs of the community it serves, the college also provides adult education, noncredit programs, and works closely with local area high schools to promote and assist students in their transfer and workforce education goals.

Los Angeles Pierce College combines academic excellence with robust student services and support programs and a friendly and responsive faculty and staff. LAPC has a solid reputation for being a student-friendly institution, offering students high-quality and challenging education. Students benefit from smaller class sizes and lower tuition, as compared to a four-year university.

The college's facilities, funded by local and state municipal bonds, have revitalized the campus, and improved the environment for student learning, enlarging and modernizing the capacity of the physical plant, classrooms and laboratories, and restoring its original architecture. The Center for the Sciences, Student Services Building, College Services Building, Child Development Center and Library Learning Crossroads are now vibrant centers for student learning and support.

## **MISSION STATEMENT**

**Engage. Enrich. Empower.**

Los Angeles Pierce College aims to make a positive impact in people's lives by providing quality, inclusive, and innovative academic, technical, and cultural educational opportunities. We are committed to providing caring, equitable services to help our diverse students as well as our local community achieve their goals and thrive in a rapidly changing world.

## **COMPETENCIES AND COMMITMENTS**

Los Angeles Pierce College seeks a visionary and strategic President to lead the college into the next phase of growth, development and service to the community. The President provides leadership and advocacy for the college, serves as a member on the Chancellor's Cabinet, and participates in establishing institutional goals in accordance with the District's Educational Master Plan. The President is responsible and accountable for all college operations, fiscal stewardship, strategic enrollment management, competitiveness, and for providing leadership to the college's faculty, administrators, classified staff and student services. Additionally, the President represents the college to the community at large and promotes and develops partnerships and effective relationships with community business leaders, related organizations and others involved in educational services. The President will lead the college's transition as the end of the 'hold harmless' period approaches. The Chancellor and the Search and Interview Committee will evaluate potential candidates for the Presidency of LAPC based on the following competencies identified by faculty, staff, students and community at large.

The next President of LAPC must be a transformational leader who excels in the following areas:

## **Committed to Student Access, Success, and Equity**

- A student-centered president who is sensitive to students' needs and focuses on the holistic development of the student.
- A president who is passionate about serving students, who has authentic concern about students, and who wants to create a welcoming and safe environment that supports teaching and learning.
- A leader who is committed to identifying equity gaps in student outcomes on the basis of factors such as race, ethnicity, socio-economic status, gender, sexual orientation and gender identity and then mobilizing the college to improve results.
- A president who acknowledges the vast inequalities systematically perpetuated within the United States of America, and is steadfast in their commitment to ensure success for all students, regardless of their background.
- A president who appreciates, embraces and works with the rich diversity of LAPC students and makes the campus welcoming to all students, faculty and staff.

## **Financial and Operational Ability**

- A president who serves as a fiscally accountable leader and also holds everyone fiscally accountable.
- A leader who exercises responsible stewardship of college resources.
- A leader who fully understands statewide and district systems for funding that is based on the Student Centered Funding Formula, so the college can maximize new opportunities for increased funding, and a leader who can steer the college and navigate the end of the “hold harmless” period.
- A leader with understanding and experience in the use of technology to increase enrollment, student success, instruction and student support systems.
- A leader who promotes the development of revenue through grants and other enterprise operations.
- A leader committed to campus safety and emergency preparedness.

## **Builds Strong Teams**

- A president who establishes a unifying vision and collegial atmosphere that directs energy toward building teams to achieve college goals.
- A leader who embraces collegial consultation and understands and practices participatory governance.
- A president who can create an atmosphere of trust and respect across all categories of employees and builds and fosters community within the college.
- A leader who supports a partnership between instruction, student services and administrative services.

- A leader who understands and has the ability to work with multiple collective bargaining units and their respective agreements.

## **Takes Strategic Risks**

- A leader who understands the challenges and opportunities facing California community colleges currently and establishes a vision to guide the college.
- A leader who is willing to take significant data-informed risks, inspires change and acts ethically in alignment with the college's mission and values.
- A president who is willing to have and can facilitate courageous conversations with the college community and community at large.

## **Communicates Effectively**

- A president who has strong communication skills, values transparency, nurtures different viewpoints and engages the college and external communities.
- A leader who is proactive with proven advocacy skills and solid understanding of recent local, state, and national legislation that impacts community colleges.
- A president who articulates the vision of the college and who inspires collective action to take Los Angeles Pierce College to the next level.

## **Develops Effective External Partnerships**

- A leader who can build functional, mutually beneficial partnerships with K–12 school districts to expand dual enrollment and adult education.
- A leader who develops partnerships with four-year universities to promote transfer and collaborative grants.
- A leader who understands the needs of the local industries, and fosters partnerships between those industries and the college's Career and Technical Education (CTE) programs, including baccalaureate degree expansion.
- A president who seeks to understand the community's needs and uses that information to promote the development of credit, non-credit and Career Development and College Preparation (CDCP) non-credit programs.
- A president who understands public relations, college branding and marketing.
- A leader who proactively engages with the community being served by the college to nurture and strengthen relationships.
- A leader who uses the college's influence and resources to pave the way for ongoing student access and success by forging partnerships with outside entities.
- A president who provides leadership and support for the Foundation for Pierce College.

## 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 an accredited institution.
- Teaching, student services or administrative services experience preferably at the postsecondary level.
- Five years of experience in administrative positions with increasing levels of responsibility, preferably at the postsecondary level.
- 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.

## 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.

## COVID 19 VACCINATION REQUIREMENT

LACCD Board of Trustee's Policy 2900 provides information for COVID Vaccination requirement. Please click on the link below for details:

<http://go.boarddocs.com/ca/laccd/Board.nsf/goto?open&id=C5LNZX625E89>

## COMPENSATION AND BENEFITS

The current salary range is \$255,246 - \$316,205 annually. Employee benefits include 17 paid holidays and 24 days paid vacation 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 suited for the position. The Board of Trustees may conduct further background checks or interviews, as appropriate.

## FILING AN APPLICATION

To be considered for this position, applicants are required to complete the application using web-based software to create an applicant profile account, allowing documents to be saved and uploaded as attachments.

The application address is: <https://laccd.csod.com/ats/careersite/search.aspx?site=6&c=laccd>

### All applicants must submit the following:

- A completed LACCD application.
- A **letter of application** of no more than three pages is requested. The letter of application must describe skills and experiences to demonstrate how the applicant's knowledge and expertise relate to the position as described in this job announcement.
- A current **résumé** of professional experience, educational background, and other pertinent information.
- A list of **eight references** with business, home and mobile telephone numbers, including two supervisors, two subordinates (including one support staff member), two faculty, and two community members.
- **Copies of official or unofficial transcript(s) must be submitted with the application.** However, official transcripts will be required of the successful candidate. Documentation from an approved foreign transcript evaluator is required for degrees received from other countries. For a list of approved foreign transcript evaluation agencies, please go to the Commission on Teacher Credentialing: <http://www.ctc.ca.gov/credentials/leaflets/cl635.pdf>

The Search Committee will begin reviewing applications after 03/08/24; however, applications may be accepted until the position is filled. To be considered in the first reading, applications must be submitted by 4:30 p.m. on 03/08/24. 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](http://www.laccd.edu); the website for Los Angeles Pierce College is <https://www.lapc.edu>.

For additional information regarding the application process, contact Sharmita Saha, LACCD Human Resources via e-mail at [sahas@email.laccd.edu](mailto:sahas@email.laccd.edu)



The executive search firm of Community College Search Services (CCSS) has been retained to assist with the search. All confidential inquiries and nominations should be directed to:

### **Community College Search Services**

Web Site: <https://ccss.solutions/>

Mr. Stan Carrizosa

Search Consultant

[stan.carrizosa@ccss.solutions](mailto:stan.carrizosa@ccss.solutions); cell: (559) 740-8540

Dr. Joan Smith

Search Consultant Backup

[Joan.smith@ccss.solutions](mailto:Joan.smith@ccss.solutions); cell: (209) 566-5421

## **ADA NOTICE**

Applicants and nominees who believe they are covered under the Americans with Disabilities Act (ADA) and require accommodation during any part of the interview or selection process must submit a written request with documentation at least five business days prior to the date of need of the accommodation via e-mail to: [LAPC-ADA@Piercecollege.edu](mailto:LAPC-ADA@Piercecollege.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 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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