The Board of Trustees of the
Los Angeles Community College District
Invites Applications & Nominations for

President
East Los Angeles College

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.

Since 1945, East Los Angeles College has been transforming the lives of students. ELAC has an international and multicultural student body with more than 80% of students identifying as Latino, 12% identifying as Asian/Pacific Islander, 58% identifying as female, and more than 30% aged 25 or older. The college includes an enrollment of more than 55,000 students annually and approximately 1,600 employees.

In recent years, the ELAC community celebrated successively larger graduating classes. In 2018–19, ELAC awarded more than 2,700 degrees and 2,000 certificates and hosted its largest graduation ceremony ever. 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 boasts two modern campuses that benefit from community investment through taxpayer approved bond measures. The 82-acre Monterey Park campus, located 10 miles east of downtown Los Angeles, has been transformed in recent years by about $1.2 billion in bond fund improvements with a state-of-the-art Mathematics and Sciences Complex, a five-story Language Arts and Humanities Building, a three-story Student Success Center and the first specialized America’s Job Center for California. ELAC’s South Gate Education Center currently is undergoing a large $65 million renovation scheduled for completion in 2022.
The President

The President reports to the Chancellor and is responsible for and directly accountable for all college operations.

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.

Deadline to Submit Application

September 11, 2020
Leadership Competencies and Commitments

ELAC seeks a visionary and strategic President to lead the campus and 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 based on the following competencies.

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 mobilizes 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.
- 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.
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)

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.


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.
- 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.
- Bilingual in Spanish.

Filing an Application

Please review full job description and submit your application by September 11, 2020 at:


For confidential inquiries and nominations contact search consultant Stan Carrizosa at (559) 740-8540 or via e-mail stan.carrizosa@ccss.solutions. For information regarding the application process, contact LACCD Human Resources via e-mail at ssaha@email.laccd.edu.

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