

# LOS ANGELES TRADE - TECH President Search

LOS ANGELES TRADE-TECH  
**LATTC**  
A Community College



## PROFESSIONAL OPPORTUNITY

### Los Angeles Community College District

Invites Applications & Nominations for

### President

Los Angeles Trade-Technical College

**SALARY RANGE: \$231,579.36 - \$286,886.16**

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

An Equal Opportunity Employer



CITY / EAST / HARBOR / MISSION / PIERCE  
SOUTHWEST / TRADE-TECHNICAL / VALLEY / WEST

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Los Angeles Trade Tech College (LATTC) is seeking to hire a president who is student-centered, equity minded, culturally competent, and community oriented.

Los Angeles Trade Tech College 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.

Los Angeles Trade-Technical College is the oldest of the nine colleges within the Los Angeles Community College District, with the highest concentration of Career Technical Education (CTE) programs in California. With a long history deeply rooted in preparing students for trade and technical careers, LATTC is the only community college in California that dedicates the majority of its institutional resources to career-technical education (CTE). The college recognizes its responsibility to provide general education, transfer, and workforce training to the community at large.

## The President

The President provides executive leadership and advocacy for the college, is responsible and directly accountable for all college operations, and is a district team member on the Chancellor's cabinet. The successful candidate will possess a thorough understanding of the primary mission of the community college, have a strong grounding in workforce education, and an awareness of the interdependence between career-technical disciplines and transfer education. The candidate must have an unwavering commitment to access, equity, inclusion and social justice and thoroughly understand the role of an urban community college and the dynamics within the multi-cultural, multi-tiered socio-economic community it serves. The college is seeking a visionary and innovative president willing to make a strong commitment to the college and communities served by LATTC.

## Desirable Qualities

The Chancellor and the Search Committee will evaluate potential candidates for the Presidency of LATTC based on the following desirable qualities identified by faculty, staff, and students.

## Student Access, Success, and Equity

1. A president who is passionate about serving students, who has authentic concern for students, and will foster a positive and safe campus environment that supports teaching and learning.
2. A president who is committed to closing equity gaps in student outcomes and mobilizing the college to improve student retention, success, and completion.
3. A president who has experience working with CTE programs, Guided Pathways, and other student success initiatives as a means to helping students achieve social and economic mobility.
4. A president who embraces the rich diversity of the LATTC community and promotes an inclusive environment for all.

## Collaboration

1. A president who is committed to collegial consultation/participatory governance and has the ability to build consensus with a collaborative decision-making leadership style that inspires and empowers others to provide input, and demonstrates accountability for decisions.
2. A president who demonstrates high respect for the work of all faculty, staff, and administrators and the value each brings to the effectiveness and improvement of the institution and the success of students.
3. A president who is highly responsive and supports a partnership between student government, instruction, student services and administrative services.
4. A president who has a strong record of integrity and an ability to build trust in order to work effectively with faculty, staff, and administrators in the implementation of Collective Bargaining Agreements.
5. A president who empowers student voices and participation in campus-wide decision making.

## Financial and Operational Ability

1. A president who understands statewide and district systems for funding to maximize all college opportunities, including but not limited to, the Student-Centered Funding Formula, and Student Equity and Achievement.
2. A president who can provide leadership to the college with careful fiscal management, and who will protect, expand and leverage the college's fiscal resources by proactively advocating for state, federal and grant funding to benefit students and the campus.
3. A president who can demonstrate evidence of successful oversight of construction, facilities, and existing bond projects for the college.
4. A president who can provide leadership and oversight in establishing, improving and maintaining a technology rich learning and operational environment aligned with evolving industry standards.
5. A president committed to campus safety, cleanliness, and emergency preparedness.
6. A president who can demonstrate fiscal prudence and accountability.
7. A president who can attract private, public, and philanthropic resources to the college.

## Strategic Thinking and Innovation

1. A president who is future-focused and will make significant data-informed decisions and inspire and support innovation.
2. A president who will provide strong leadership and will challenge the existing norms and procedures that may inhibit student success and institutional effectiveness.
3. A president who advocates for and supports existing successful innovations that foster student success and institutional effectiveness.
4. A president who will provide strong support for open educational resources, and online/hybrid learning modalities and other innovations that support student access, completion and success.

## Communicates Effectively

1. A president who is transparent and communicates in a timely and effective manner with faculty, staff, students, industry and community partners.
2. A president who listens actively, collaboratively and thoughtfully and is resilient, empathetic and visible.
3. A president who communicates college successes and challenges to the community, the LACCD Board, the state, the nation, and is an advocate for the college.

## Develops Effective Partnerships

1. A president who can build mutually beneficial partnerships with K-12 school districts and baccalaureate granting institutions to expand dual enrollment, the Los Angeles College Promise, online education, adult education, non-credit education and university transfer.
2. A president who develops and enhances partnerships with community and civic organizations; business, industry and labor partners; economic and workforce development entities and the surrounding community; e.g., South Los Angeles Transit Empowerment Zone (SLATE-Z) partners, Los Angeles Regional Consortium, and others.
3. A president who promotes effective outreach and recruitment strategies, public relations, college branding and marketing initiatives.
4. A president who provides oversight to the College Foundation to ensure that fiduciary integrity is maintained to enable the Foundation to address the special needs of a premier workforce development program.
5. A president who will foster existing relationships, develop new relationships and increase economic development throughout the region.

## Salary and Benefits

The current salary range is **\$231,579.36 - \$286,886.16** annually. Employee benefits include 15.5 paid holidays and 24 days paid vacation annually, comprehensive medical/hospital, dental, and vision care plans, and a \$50,000 group life insurance policy.

## 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.

## Filing an Application

Please review full job description and submit your application by 4:30 p.m. on 01/03/23 at:

<https://laccd.csod.com/ats/careersite/JobDetails.aspx?site=6&id=1392>

For confidential inquires and nominations contact search consultant **Dr. Charlene Dukes** (301-467-8992; [charlene.mickens.dukes@gmail.com](mailto:charlene.mickens.dukes@gmail.com)) or **Ms. Julie Golder** (202) 384-5816 (mobile), 202-775-4466 (office); [jgolder@acct.org](mailto:jgolder@acct.org)

## 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: LACCD Human Resources at [sahas@email.laccd.edu](mailto:sahas@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 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)*

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