

From: [Campus Announcements](#) on behalf of [Nelson, Carol](#)
To: Announce-C@LISTSERV.MTSAC.EDU
Subject: [ANNOUNCE] President/CEO Search Update: Position Announcement
Date: Monday, November 14, 2022 8:21:44 PM

Please see the message below from Board President Judy Chen Haggerty

Mt. SAC Family,

In anticipation of President Scroggins' retirement at the end of June, the Mt. SAC Board of Trustees is working to find a successor.

At Saturday's Special Meeting, the Board of Trustees agreed to a strategy for the advertisement and recruitment of the position for our next President/CEO. The position announcement was posted today, inviting nominations and applications for the College's next president. To be considered for the first screening, candidates need to submit their applications by January 13, 2023, at 11:59 p.m.; however, applications may be accepted until the position is filled.

A Presidential Screening Committee has been identified with broad representation from the Academic Senate, Faculty Association, Associated Students, Classified Senate, CSEA 262, CSEA 651, Management/Confidential as well the Foundation and Community. We anticipate the Committee will be screening applicants and conducting first interviews in early February. Our campus community will be invited to participate in finalist forums and surveys to be scheduled in March. By April, the Board of Trustees hopes to appoint Mt. SAC's tenth president, who would begin immediately after President Scroggins' retirement.

As a reminder, we have hired the services of PPL to assist in the process, including gathering input from the campus community, working with campus groups to coordinate the search, and ensuring an equitable and inclusive process.

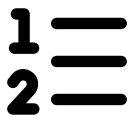
If you have further questions about the presidential recruitment process, please visit the website at www.mtsac.edu/presidentsearch or email presidentsearch@mtsac.edu.

Sincerely,

Judy Chen Haggerty, Esq.
President, Board of Trustees, Mt. San Antonio College



President's Search



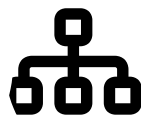
Strategic
Plan



Mission
&
Vision



Job
Application



Organization
Charts



Board
of
Trustees



Communities

The Position

The Mt. San Antonio College Board of Trustees seeks candidates for the position of President/Chief Executive Officer. This position reports directly to the Board, which is composed of seven publicly elected members and a student representative. The Board seeks a proven leader who is inclusive, equity-minded, innovative, energetic, and committed to student success and academic excellence. The successful candidate is expected to develop and implement a common vision in the best interest of students, faculty, and staff through the participatory governance process. They must thoroughly understand the role of a large, comprehensive, diverse community college in a vast economically vibrant region and understand the dynamics of the communities served by the College. The President is responsible for all operations of the College and assures that the institution is operated in accordance with the policies adopted by the Board of Trustees. The President provides leadership and advocacy for the College to advance its mission of promoting student learning and success. The President oversees strategic planning and initiatives; cultivates community, legislative, and College relations; and assures fiscal integrity and responsibility on behalf of the institution.

To carry out the institution's tradition of outstanding service to the Greater San Gabriel Valley, the Board is seeking a leader who:

- Will address gaps in diversity, equity, inclusion, and anti-racism within the College;
- Can articulate and communicate the College's vision and commitment to creating an equitable, diverse, inclusive, and anti-racist academic and work environment;
- Is committed to the comprehensive community college and is dedicated to providing services to a broad range of students with a variety of education goals;
- Has demonstrated strong financial and planning skills including coping with difficult financial periods and issues;
- Has demonstrated commitment to and skills in participatory governance; and
- Has a proven record of successful partnering with leaders in government, other educational institutions, and business to enhance the learning opportunities for students and meet the needs of the community.

The College and District

Mt. San Antonio College is among the largest of California's 112 community colleges, serving more than 60,000 students in the San Gabriel Valley and other parts of Southern California. It is distinguished as a "College of Champions," because of its reputation for academic excellence and for the numerous state, national, and international honors achieved by its students and faculty each year. For over 75 years, Mt. SAC has been committed to providing students the highest quality instruction that is accessible, affordable, and in step with the changing needs and demands of the area's employment sectors.

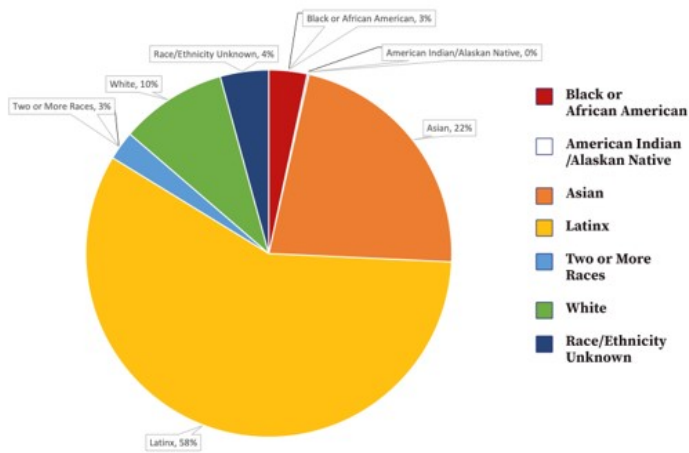
Mt. SAC Board of Trustees. The Board of Trustees consists of seven elected members representing seven districts and one student-elected student representative. Its local College District boundaries encompass the communities of Baldwin Park, Bassett, Charter Oak, Covina, Diamond Bar, the southern portion of Glendora, Hacienda Heights, City of Industry, Irwindale, La Puente, La Verne, Pomona, Rowland Heights, San Dimas, Valinda, Walnut, and West Covina.

- Judy Chen Haggerty, Esq., *President*
- Gary Chow, *Vice President*
- Dr. Manuel Baca, *Clerk*
- Jay Chen, *Board Member*
- Peter Hidalgo, *Board Member*
- Robert Hidalgo, *Board Member*
- Laura Santos, *Board Member*
- Juan Mendoza, *Student Trustee*

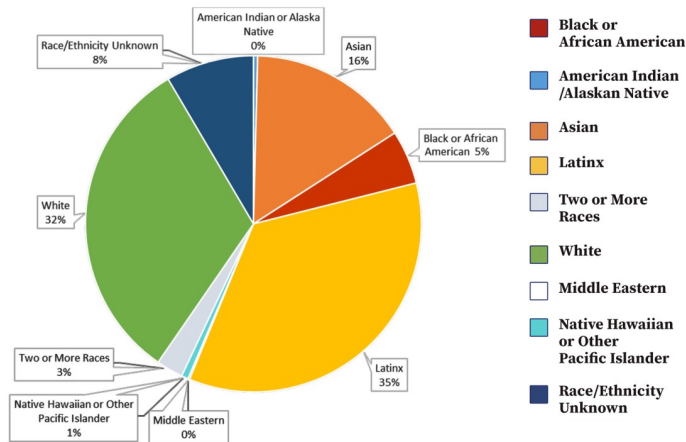
About the Region. Mt. San Antonio College sits on 420 rolling acres in Walnut, California, located on the eastern edge of the diverse Greater Los Angeles area. With equestrian and farm roots, the city combines the charms of suburban living with the benefits of being just 25 miles from Downtown Los Angeles and its incredible cultural and recreational activities. Regularly ranked in Money Magazine's Best Places to Live, Walnut is known for its exceptional educational offerings, including Mt. SAC and the prestigious Walnut Valley Unified School District schools.

Our Equity Commitment. Mt. San Antonio College recognizes that equity and diversity in the academic environment fosters cultural awareness, promotes mutual understanding and respect, and provides suitable role models for all students. We seek employees who possess a genuine interest in serving others because we serve a diverse student body.

STUDENT DEMOGRAPHICS



EMPLOYEE DEMOGRAPHICS



Desired Professional and Personal Leadership Qualities

- Supports the comprehensive community college mission.
- Is a student-centered leader.
- Has a commitment to the welfare and well-being of students.
- Values diversity in all its forms.
- Has strong cultural competency and successful DEIA experience providing and guiding responsive services for students, faculty, and staff and those from communities with historically marginalized identities.
- Is highly committed to closing the achievement gap of underrepresented students.
- Is able to disrupt prejudice, discrimination, and racism that impacts students and staff at the interpersonal, intergroup, and institutional levels.
- Communicates expectations, delegates and holds accountable oneself and the College executive team.
- Communicates respectfully and listens effectively while encouraging diverse opinions.
- Is committed to the collegial consultation process; respects and values the contributions of constituent groups and individuals and understands the delegation of authority and

responsibility.

- Leads with a focus on continuous improvement of institutional effectiveness grounded in clear visions, effective planning and budget prioritization, on-going assessment, and improvement of student learning and other institutional outcomes.
- Provides proactive and innovative ideas for addressing issues.
- Understands the California collective bargaining environment and the need to work effectively with employee groups.
- Is a transformational leader who exhibits personal/professional ethics and integrity in all behavior and relationships, and brings a strong sense of fairness and equity to all decision making.
- Has a positive attitude and enthusiasm for the work of the institution and is an example to others.
- Is visible and accessible for enhanced relationships of trust, fostering positive student, faculty, and staff morale.
- Is transparent as a decision maker.
- Has work characteristics and a management style that inspires trust and confidence in one's leadership.
- Understands the needs of the communities served by Mt. San Antonio College and is active and visible in the community, building strong coalitions and working with educational, business, community, and government leaders in support of the mission of Mt. San Antonio College.
- Demonstrates experience in fiscal management, complex budget development, and financial resource development.
- Ability to serve as a well-rounded leader who will engender respect, trust, and confidence of the students, faculty, staff, administrators, and Board of Trustees.
- Ability to deal with crises and help an institution through trying times.
- Can bring divergent perspectives to achieve consensus and the successful resolution of conflicts.
- Understands the need for the recruitment and retention of underserved students.

Application Procedures

- To be considered for the first screening, please submit application materials no later than Friday, January 13, 2023, by 11:59 p.m. The position is open until filled.
- Applicants must submit ALL required documents for the application package to be deemed complete. The application packet must contain experience implementing or overseeing programs or policies relating to diversity, equity, inclusion, and anti-racism, preferably in a minority serving institution such as a Hispanic and/or Asian American Native American Pacific Islander Serving Institution, throughout the following:
 - Online Application
 - Cover Letter not to exceed five (5) pages
 - Resume/Curriculum Vitae
 - College and/or university transcripts showing the awarded/conferred degree

- Out of the country (foreign) transcripts must be evaluated prior to submitting an application. Evaluations provided by any service member of the National Association of Credential Evaluation Service (NACES) (<http://www.naces.org/>) is acceptable.
- **A list** of eight (8) references (letters not required). There must be two references from each of the categories noted below. For each reference, please include a description of the professional relationship, mobile and work or home phone numbers, and email addresses.
 - Two (2) administrators to whom the applicant has reported;
 - Two (2) administrators, managers, or directors who report to the applicant;
 - Two (2) classified support staff who report to the applicant; and
 - Two (2) professional colleagues.

Minimum Qualifications

- Master's degree from an accredited institution or equivalent.
- One (1) year of formal training, internship, or leadership experience reasonably related to the administrative assignment.
- Sensitivity to, and understanding of, the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students.

Desirable Qualifications

- An earned doctorate from an accredited institution is strongly preferred.
- Three to five years of executive-level management assignment in a community college.
- Previous experience as a community college president, chancellor, or other CEO titles.

Compensation and Benefits

Mt. San Antonio College offers a highly competitive executive compensation package, which includes base salary; medical, dental, vision, and life insurance benefits; and vacation and sick leave. Salary and benefits are based on experience and qualifications and are negotiated with the Board of Trustees.

Mt. San Antonio College is an equal opportunity employer and is deeply rooted in a strong commitment to advancing and enhancing the equity, diversity, and cultural proficiency of the campus community. The policy of the College is to encourage applications from ethnic and racial minorities, women, persons with disabilities, and veterans. No person shall be denied employment because of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, sex (gender), age, gender identity, sexual orientation, or the perception that a person has one or more of these characteristics.

Selection Process

- The completed applications and supporting materials will be reviewed to ensure that the minimum required qualifications stated in the job announcement are met.
- **The screening committee will evaluate the applications to identify candidates who are able to most closely reflect in their submitted documents the Minimum/Desirable qualifications and the Professional and Personal Leadership Qualities described in this position announcement.** Candidates will be invited for an initial interview in February 2023. Based on the interviews, the screening committee will identify and recommend finalists to the Board of Trustees.
- Public forums and final interviews with the Board of Trustees is planned for March 2023.
- The appointment of the new President/CEO by the Board of Trustees is slated for April 2023 with the assumption of duties to begin on or about July 1, 2023.
- Complete confidentiality will be maintained until the screening committee recommends the finalists to the Board of Trustees. When the finalists are determined, they will be announced publicly.
- Media checks will be conducted prior to the first level interview and full-range reference checks will be conducted on the finalists prior to their interviews with the Board of Trustees. Candidates will be notified before the reference checking process begins.
- **SPECIAL ACCOMMODATIONS:** If you are in need of special services or facilities due to a disability in order to apply or interview for this opening, please contact Jose Ramirez from the office of Human Resources at 909.274.4493.

Inquiries

PPL, Inc. has been retained by the Board of Trustees to assist with the facilitation of the search and selection process. Confidential inquiries about the position are welcomed and may be made to:

Benjamin Duran, Ed.D.

President, PPL, Inc.

209.761.0534

bduran@pplpros.com

Lisa Sugimoto, Ed.D.

Vice President, PPL, Inc.

562.972.8983

lsugimoto@pplpros.com

To Apply

For complete information about the Mt. San Antonio Community College District, the position, and how to apply, please visit <https://www.mtsac.edu/presidentsearch/>. Application materials will only be accepted electronically. **To be considered for the first screening, please submit application materials no later than Friday, January 13, 2023, at 11:59 p.m. The position is open until filled.**

If you are experiencing technical difficulties with the application, please contact Jose Ramirez at jose.ramirez@mtsac.edu or 909.274.4493.

Mt. San Antonio College

1100 N. Grand Ave., Walnut, CA 91789

Phone: (909) 274-7500, Campus Police: (909) 274-4555, Text-A-Tip: (909) 610-9139