Invites Applications for the Position of
SUPERINTENDENT/PRESIDENT
THE POSITION

The Governing Board of the Monterey Peninsula Community College District (MPCCD) invites applications for the position of Superintendent/President.

The Superintendent/President reports to the elected Governing Board, which includes five members and a student representative. The Superintendent/President serves as the leader of the College and its primary spokesperson while being responsible for the overall administration of the District. 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.

MPCCD seeks applications from all qualified individuals. It is a continuing goal of MPCCD to hire and retain people who reflect the rich diversity of the District and its student body. MPCCD is an equal opportunity employer.

THE COLLEGE AND THE COMMUNITY

Monterey Peninsula College (MPC) has empowered students to achieve their education goals for over 70 years. Since 1947, MPC has transformed the lives of approximately a million students from diverse backgrounds. In 2018-2019, the College provided educational opportunities to 12,944 students. MPC is accredited by the Accrediting Commission for Community and Junior Colleges of the Western Association of Schools and Colleges (ACCJC). In 2019, MPC received reaffirmation of accreditation through October 2023.

Designated a Hispanic Serving Institution and affiliate of the statewide Umoja Community of California Community Colleges, MPC is committed to achieving educational equity for all students as outlined in the District’s Governing Board Goals, Educational Master Plan, Equal Employment Opportunity Plan, and Student Equity Plan. MPC’s commitment to inclusiveness and equity-minded principles is embedded throughout the College’s 2020-2025 Education Master Plan, which articulates the following goals:

1. **Excellent Education:** Provide programs and services that meet student and community needs.
2. **Completion Culture:** Provide programs, resources, and services that empower students to achieve their educational goals.
3. **Innovative Environment:** Provide state-of-the-art and sustainable learning environments, technology, and facilities to support student success.
4. **Collaborative Community:** Foster an organizational culture that supports collaboration, professional growth, and leadership development.

MPC’s comprehensive curriculum and student services are designed to meet the needs of a diverse student body and include transfer, career and technical education, basic skills, and continuing education offerings.
MPC recognizes students as individuals with the right to diverse educational opportunities in an atmosphere that is intellectually, culturally, and socially stimulating.

MPC provides educational opportunities through a variety of learning modalities and locations. The College offers instruction at its 97-acre Monterey campus overlooking Monterey Bay, the Public Safety Training Center in Seaside, and the Education Center at Marina. The College also offers robust online courses, programs, and services.

A number of other institutions, agencies, and organizations cooperate with MPC in serving the post-secondary education needs of the Monterey Peninsula. Among those are California State University Monterey Bay, Hopkins Marine Station of Stanford University, the Defense Language Institute, Middlebury Institute of International Studies, Monterey College of Law, Community Hospital of the Monterey Peninsula, the Naval Postgraduate School, local pre-K through 12 education agencies, Monterey County Business Council, and the Monterey County Workforce Development Board.

MPC is located on the beautiful central coast of California, 120 miles south of San Francisco. The cities of Carmel, Del Rey Oaks, Marina, Monterey, Pacific Grove, Sand City, and Seaside are all served by MPC, as are the unincorporated areas commonly known as Big Sur, historic Fort Ord, Carmel Valley, and Pebble Beach.

MPC's STRENGTHS AND CHALLENGES

Strengths —

◆ Diverse and engaged student population
◆ Student-centered faculty and staff
◆ Superior instruction and student support services that foster student success

Challenges —

◆ Continuing to address gaps in student outcomes and opportunities for disproportionately-impacted groups and then mobilizing the College to improve results
◆ Managing impact of current and post COVID-19 issues
◆ Maintaining quality and delivery of instruction and student support services in an era of fluctuating resources and changes in funding mechanisms
◆ Strengthening technology, training, and resources in response to the increase in online learning and support
◆ Increasing student enrollment
◆ Strengthening external funding
◆ Expanding continuing education and lifelong learning opportunities while maintaining a focus on the priorities of completion, transfer, and employment
◆ Increasing diversity of employees
◆ Raising employees’ salaries to levels commensurate with area's cost of living

◆ Comprehensive institutional plans including plans and strategies for closing equity gaps
◆ A clearly defined multi-site Facilities and Technology Master Plan
◆ Mission-driven and equity-minded locally elected Governing Board
◆ Well-established 501(c)(3) MPC Foundation closely integrated with the College
◆ Established and clearly defined governance structures
◆ Excellent fiscal management
◆ Well-designed planning and resource allocation process
◆ Partnerships with business, industry, agencies, organizations, and educational institutions
◆ A positive image in both the community and region
DESIRABLE QUALITIES

The Governing Board of Monterey Peninsula Community College District and the Superintendent/President Search Committee will evaluate a candidate’s educational background, professional experience and accomplishments, reputation, and character in its search for a new Superintendent/President based on the following desirable qualities identified by faculty, staff, students, and community members.

The MPC community desires a Superintendent/President who demonstrates the following:

- Student-centered commitment to student access, learning, and student success
- Commitment to equity, inclusion, diversity, and anti-racism
- Integrity, honesty, respect, fairness, and transparency in all actions and interactions
- A collaborative decision-making style based on participatory governance
- Ability to listen and value the input of others
- Ability to inspire, unify, and lead internal constituencies to support a shared vision that advances the organization in service to students
- Support for partnership between instruction, student services, and administration operations
- An understanding of the funding mechanism of California Community Colleges to support decision-making and allocation of limited resources
- Ability to manage the development and implementation of institutional plans
- A results-oriented approach that promotes a culture of inquiry and evidence-based decision making and institutional planning
- Ability to raise resources and align fundraising with institutional plans and goals
- Ability to establish and maintain a positive presence in the community, strengthen existing alliances, and develop new partnerships to advance student access, student success, and institutional effectiveness
- Knowledge of national and state initiatives (e.g., Student Equity, College Promise, Strong Workforce Programs, Guided Pathways, Online Education Initiative, and Adult Education)
- Exceptional interpersonal and communication skills
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
- Minimum of two years of documented successful experience in progressively responsible positions at the senior level in higher education
- Particpatory governance and collective bargaining experience in a community college environment or documentation of equivalent experience
- Demonstrated commitment to community involvement
- Demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students and employees

DESIRABLE QUALIFICATIONS

- Earned doctorate from an accredited institution
- Teaching, student services or administrative services experience, preferably at the postsecondary level
- Demonstrated commitment to excellence in teaching, student learning, and student success

CONDITION OF EMPLOYMENT

Salary, benefits, length of contract, and other terms and conditions of employment will be competitive and negotiable. The Governing Board and the selected candidate will agree mutually on the terms of employment and start date.

Employment with Monterey Peninsula Community College District is not complete or official until applicants meet all pre-employment requirements. All new employees are required to submit official transcripts, proof of freedom from tuberculosis, and proof of eligibility to work in the United States. Employees must submit fingerprints for California Department of Justice clearance.

FILING AN APPLICATION

To be considered for this position, please go to www.mpc.edu/employment and click on the button for “Full Time Faculty and Administrator Positions.” This link takes you to NeoGov.com, our online portal for job applications. Click on the job title for full details about the position. To begin an application, click on the “apply” button immediately above the announcement to the right.

You will be required to create a user account before you can apply. If you already have a NeoGov.com user account, you will be able to use your existing account information. Please complete all the required components of the application including uploading of your transcripts and other required documents.
APPLICATION PROCEDURES

Applicants must submit the following:

◆ A completed online application submitted via NeoGov that can be accessed from the MPC website: www.mpc.edu (www.mpc.edu/execsearch2020)
For questions or technical assistance with the submission of the application, please contact NeoGov Application Support at (855) 524-5627 or https://info.neogov.com/contact-us
◆ A letter of application (not to exceed 6 pages) that provides examples from the applicant’s experience and professional qualifications addressing the challenges, desirable qualities, minimum qualifications, and desirable qualifications described in the position announcement
◆ A current resume or curriculum vitae including educational background, professional experience, professional activities, and any other experience pertinent to the position
◆ A list of eight references with business and home telephone numbers, including two supervisors, two subordinates (including one support staff member), two faculty, and two community members
◆ Transcripts: We require unofficial copies showing all undergraduate and graduate coursework. Official copies will be required at the time of hire. Foreign transcripts must be evaluated by the applicant’s expense. Click here for a list of Foreign Transcript Evaluation Services

Please submit only materials requested, which become the property of the College and will not be returned.

The position is open until filled. However, to ensure consideration, application materials should reach Human Resources by 12:00 pm on August 31, 2020.

MPC reserves the right to close, continue, cancel, postpone, or restart the recruitment at any time.

ADA NOTICE

Applications and nominees who believe they are 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 email to Kayla Valentine, kvalentine@mpc.edu or (831) 646-3038.

EEO NON-DISCRIMINATION NOTICE

The MPCCD is an equal opportunity employer and actively seeks a diverse pool of qualified applicants. The policy of the District is to encourage applications from all persons. No person shall be denied employment because of ethnicity or race, color, sex or gender, gender identity, gender expression, age, religion, marital status, disability, sexual orientation, national origin, medical conditions, status, or protected veteran status.
CANDIDATE INQUIRIES:

Additional information about the College and the community is available on the website: www.mpc.edu/employment. See links at bottom of page “About Us” and “Community.”

For additional information, confidential inquiries, and nominations, please contact:

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