

SEARCH PROSPECTUS:

Dean of Student Affairs



**SCOTTSDALE
COMMUNITY COLLEGE**

A MARICOPA COMMUNITY COLLEGE

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For more information, please visit the Scottsdale Community College website at www.scottsdalecc.edu

THE SEARCH FOR DEAN OF STUDENT AFFAIRS

The Dean of Student Affairs is responsible for visionary, innovative, and collaborative leadership in support of the Student Affairs Division. The Dean of Student Affairs reports directly to the Vice President of Student Affairs (VPSA) and works collaboratively as a member of the college executive leadership team to advance Scottsdale Community College's strategic goals and objectives. The individual in this position provides direct supervision to core areas of Student Affairs and works closely with the Vice President of Student Affairs to serve the best interests of the college.



ABOUT SCOTTSDALE COMMUNITY COLLEGE

SCC opened at its present 160-acre location in the fall of 1970 with 948 students. Through a partnership with the Salt River Pima-Maricopa Indian Community (SRPMIC), SCC is honored to be the only two-year public higher education institution located on Native American Land. The College has a robust Native American Indian support program. In addition, it has established the Indigenous Cultural Center to serve its growing Native American student population better and to help all students understand and appreciate the history, contributions, and future of indigenous peoples.

Student enrollment is about 7,000 each semester and 11,000 each year. The student body reflects the community's diversity, and the average age of students is 26 (Spring 2023). SCC serves all ages, though, from high school students in dual enrollment courses to senior citizens gaining new knowledge, and every age in between. Many students are enrolled in credit programs leading to an associate degree with planned pathways to transfer to four-year universities to complete bachelor and postgraduate degrees.

SCC also has substantial opportunities for students preparing for careers that do not require four-year degrees. SCC offers Applied Science degrees in 31 different career or occupational programs, including Nursing, Film, Architectural Technology, Interior Design, Hospitality and Tourism, Culinary Arts, Administration of Justice, Equine Science, American Indian Studies, and Computer Information Systems. In addition, college personnel work closely with community employers to assess current educational and training needs to ensure the curriculum is current and relevant.

The City of Scottsdale is in the scenic Sonoran Desert at the southern foot of the McDowell Mountains and the McDowell Sonoran Preserve, the largest urban wilderness area in the United States. With more than 60 miles of trails, the Arizona landscape is replete with iconic saguaro and prickly pear cacti, Palo Verde and mesquite trees, among other hardy desert flora. Coyotes, roadrunners, javelina, Gila monsters, and jackrabbits may be found there, enjoying year-round sunshine tempered by cool desert nights. True to its slogan, "The West's Most Western Town," Scottsdale is a city of delightful paradox. One can go horseback riding in the timeless morning of a hundred years ago, then go shopping in Old Town, renowned as one of America's great urban centers with over 90 restaurants, 320 retail shops, and 80 art galleries.

Though ranked the 83rd largest city in the nation, according to the 2020 census, Scottsdale vibrantly exudes small-town, Western heritage charm.

Maricopa County is Arizona's most populous and fastest-growing county. The largest of Arizona's fifteen counties, it is also the fourth largest one in the nation and is bigger than four states. Of its 9,224 square miles, 53 percent is federal land, 29 percent private, 13 percent state, and nearly five percent tribal land. Maricopa is named in honor of the Maricopa, or Piipaash, Native American tribe. Nearly five million people, or approximately two-thirds of Arizona's entire population, call Maricopa County home. Phoenix is the seat of Maricopa County, the state capital, and the largest city in the state.

In addition to Scottsdale, other large cities in the Phoenix metropolitan area include Mesa, Tempe, Glendale, Chandler, and Gilbert, among others collectively known as The Valley of the Sun. The cities offer a cornucopia of culture, food, and diversity overflowing with world-class art museums, universities and colleges, thousands of restaurants, open-air concerts, spas, resorts, golf courses, and professional sports. A baseball fan can enjoy spring training games in Scottsdale along with the San Francisco Giants at Scottsdale Stadium or the Arizona Diamondbacks or Colorado Rockies, who practice at Salt River Fields.

SCOTTSDALE FACTS

County: Maricopa

Incorporated: 1951

Slogan: "The West's Most Western Town"

Official Food: Chili, by 1994 Mayoral proclamation

Population: 241,361 (2020 Census)

Size: 184.5 square miles, stretching 31 miles from north to south

Elevation: from 1,150 to 4,877 feet above sea level.

Scottsdale Airport is at 1,510 feet

Average sunny days: 314 Average rainfall: 7.66 inches

ABOUT SCOTTSDALE COMMUNITY COLLEGE (CONTINUED)

As a gateway to other parts of Arizona and the Southwest, trips to signature places like the Grand Canyon, Sedona, Hoover Dam, the Saguaro National Park, or the OK Corral are part and parcel of experiencing the breathtaking splendor of Arizona. As one of ten Maricopa County Community College District colleges, SCC primarily attracts students from its surrounding communities, including Scottsdale, Fountain Hills, and the Salt River Pima-Maricopa Indian Community.

As part of the greater metropolitan area of Phoenix, which had 4,845,832 residents in the 2020 Census, the College draws increasing numbers of students who commute from other locations for signature programs like Culinary Arts, Film and Theatre, Computer Information Systems, Hospitality & Tourism, Interior Design, Equine Science, Visual Communication, and Business. The College also attracts an international population and is a welcoming environment for students of all ages and cultural backgrounds.

Maricopa County has the fourth-fastest GDP growth rate in the nation, which, while creating many employment opportunities, also reveals leaks in the traditional talent development pipeline. SCC is known for its responsiveness and the ability to move at the speed of business. This fact was noted by a greater Phoenix area business journal, which cited the College's partnership with key players in the financial sector to develop a curriculum for the Securities Industries Exam to prepare candidates for this make-or-break point of entry.

SCC's unique positioning allowed it to create and implement the curriculum in the span of a few months. Compare this to the typical 18-month course development time for a major university, and it becomes clear why the institutional agility of a school like SCC was attractive when the financial industry was searching for educational partners.

The College is a critical partner in developing and sustaining talent development for regional business, industry, and education sectors. SCC programs are well connected to the employers, and the College has been recognized by the Scottsdale Chamber of Commerce for its positive impact on the Scottsdale economy. Program advisory committees comprised of workforce representatives and educators shape and inform the College's curriculum in occupational areas. At the same time, corporate partnerships provide professional pathways for students through cooperative work programs, internships, and mentoring.

Much like its community, the College has grown dramatically since those first 948 students enrolled in 1970. Now serving over 11,000 students annually, the College's enrollment mix features a 1:3 ratio of full to part-time students. Fifty-five percent are female, while about 36 percent are first-generation college students. The student population closely mirrors the diversity of the College's service area and in 2023 was named a Title V Hispanic-Serving Institution.



ABOUT SCOTTSDALE COMMUNITY COLLEGE (CONTINUED)

The College is student-centered with innovative teaching, learning, and support services for more than 100 degree and Certificate of Completion programs in transfer and occupational areas. In addition, SCC is a leader in Developmental Education, Open Education Resources, Undergraduate Research, and Service Learning, all designed to improve and facilitate student success.

SCC has formalized transfer pathways to the state's other largest universities—the University of Arizona, Arizona State University, Grand Canyon University, and Northern Arizona University. The College also hosts Northern Arizona University-Scottsdale, which offers several undergraduate programs, and SCC2NAU, a joint admission program between the two institutions.

A noteworthy part of the College's history is encapsulated in its mascot—the Artichoke. Born during a period of student unrest in the early 1970s, "Artie the Artichoke" was adopted as the school's mascot to express a difference of opinion concerning budget priorities. Originally intended to be a source of embarrassment, Artie has been embraced by students, athletes, staff, and the community as a beloved character. As a result, it is not uncommon to hear the proud rally cry, "Go, Chokes!"

To take a virtual tour of the college campus, visit www.youtube.com/watch?v=09cxxvtjaCw.

VISION

Scottsdale Community College will be a premier educational and cultural center that serves the needs of its diverse communities by providing innovative and creative opportunities to learn, grow, and achieve.

MISSION

Scottsdale Community College improves the quality of life in our communities by providing challenging, supportive, and distinctive learning experiences. We are committed to offering high-quality, collaborative, affordable, and accessible opportunities that enable learners to achieve lifelong educational, professional, and personal goals.

SCC Fulfills This Mission By:

- Delivering rigorous and relevant instruction
- Providing outstanding support to students, faculty, and staff

- Encouraging an open and dynamic exchange of learning among the college, tribal nations, and local and world communities
- Promoting civic responsibility, sustainability, and global engagement
- Fostering personal growth and connectedness

VALUES

Excellence: We value excellence in all areas because it optimizes the ability to compete and achieve distinction academically, professionally, and personally. By setting high standards, SCC maximizes effectiveness and improves the quality of life for all. We honor our communities by expecting and recognizing exemplary performance.

Learning: We value learning because it broadens our experience and promotes lifelong growth and success. We are committed to providing opportunities for students, employees, and members of our communities to learn and to develop personally and professionally.

Integrity: We value integrity because it leads to a culture of respect and trust, resulting in a supportive environment in which people can thrive. SCC strives for integrity through decision making which is ethical, data informed, fiscally sound, and strategic. We uphold academic freedom. We expect personal responsibility and accountability from all individuals.

Innovation: We value a culture of innovation because we must anticipate and address the evolving needs of our communities. By encouraging and supporting appropriate risk taking and creative problem solving, we meet these needs and solidify our reputation as a premier community college.

Inclusiveness: We value inclusiveness because we all benefit by embracing a diversity of voices, viewpoints, and experiences. SCC cultivates success when individuals from a wide variety of backgrounds are respected and empowered to contribute.

Connectedness: We value connectedness because it creates a sense of belonging and establishes a community of learners. Through effective communication and collaboration among students, faculty, staff, and community members, we build a collective identity as well as the mutual understanding and respect necessary to achieve our mission.

ABOUT SCOTTSDALE COMMUNITY COLLEGE (CONTINUED)

DIVERSITY, EQUITY, AND INCLUSION

Scottsdale Community College Promoting an Inclusive Community (SPAIC) is a nonpartisan committee whose mission is to strive for a healthy and prosperous society that promotes all people having equitable access and opportunity. SPAIC builds awareness, solutions, and leadership for social justice by generating transformative ideas, information, and experiences.

SPAIC'S MISSION STATEMENT

- Provide opportunities to explore, learn and share information and provide opportunities that will support our campus; to include Students, Staff and Faculty.
- Build a campus that is committed to engaging the voices and respecting the humanity of all people.
- Support growth in diversity.
- Create space at the table for all groups to contribute.
- Encourage ideas of justice, accountability, community, and social change.
- Celebrate the gifts of diversity, equity, and inclusion, understanding that together we are better and richer as a community of wholeness than just the sum of our individual parts.

SPAIC'S VISION STATEMENT

We envision a world where society and its systems are just, fair, and inclusive. Earnest dialogue and active listening are keys to challenging our assumptions and understanding those who are different from us, thus enabling all people to participate and reach their full potential. We strive to be leaders where the culture and commitment created by our multi-racial and diverse staff supports individual and organizational excellence and sustainability.

POINTS OF PRIDE

- SCC is the sponsoring host of the annual Girls Get IT Conference, whose mission is to inspire middle and high school girls to pursue careers in information technology through hands-on experiential learning and networking with industry professionals. 2023 celebrated the fifth Girls Get IT event which continued to attract more students, teachers, women IT professionals, volunteers and corporate sponsors.
- SCC was the winner of the 2022 Sterling Award Honoree in the Big Business category by the Scottsdale Area Chamber of Commerce. The Sterling Award is one of the most coveted business awards in the Valley and recognizes SCC for making a significant impact on the lives of its employees and the economic fabric of the community.
- In 2022, SCC named Dr. Eric Leshinskie as its permanent president. Dr. Leshinskie has ushered into the campus a new sense of energy and optimism, while embracing SCC's reputation as a community of care for students and employees.
- The College is the home of the Center for Native and Urban Wildlife, where one can watch burrowing owls and solitary bees, visit pollinator gardens and receive a native seed library. It is a unique community asset enjoyed by all. Here college students may be engaged in undergraduate research side-by-side with all the fourth-grade students from Scottsdale schools learning about native plants and geology while learning how to handle a chuckwalla.
- The College's robust Dual Enrollment program enables high school students to achieve college credit while simultaneously completing their high school diploma; seven area high schools are part of the Scottsdale Unified School District program.
- The College's portfolio of vital and dynamic workforce development programs and partnerships ensure connectedness between industry and education.
- The College is well-regarded as a leader in Developmental Education, Open Education Resources (OER), Undergraduate Research, and Service Learning.
- One of the most beautiful campuses imaginable, with indoor and outdoor spaces thoughtfully designed for learning.
- *Variety* magazine named SCC's Film program one of the best in the country in its April 2023 annual ranking.



ABOUT SCOTTSDALE COMMUNITY COLLEGE (CONTINUED)

SCC STUDENT TESTIMONIALS

“At SCC, I’ve been able to gain confidence and feel like I’m genuinely part of a collegiate experience.”

Everett Pervall, Motion Picture Production major

“Having a small class size is really wonderful for being able to connect with your professors and be able to get even more out of the class than just sitting down and learning the material. The community college experience is so immersive, and really lets you get in touch with what it is that you want to do. There’s a focus on getting yourself into the career field. So, it’s not just a hypothetical academic experience.”

Keri Filsinger, Interior Design major

“SCC faculty has been outstanding, to say the least. I felt like everyone is here to pour themselves into all of their teaching and they truly have a closer connection to their students with smaller class sizes that SCC offers. They’ve all been incredibly encouraging and always seem to have the time for you and whatever it is that you needed in their course. I’ve had a chance to experience the student services on campus, like the library, tutoring, counseling and advising. My experience has been phenomenal.”

Landon Moncada, Justice Studies major

WHAT IS IT LIKE ATTENDING SCC?

Read stories and watch short video interviews of students pursuing their educational goals and dreams as the Fighting Artichokes.

STRATEGIC PLAN

Scottsdale Community College utilizes a three-tiered strategic planning process that incorporates shared governance through the College’s committee work made up of faculty, staff, and administration.

- Tier I is the College Strategic Plan, which focuses on the core objectives of engagement, growth, and excellence.

- Tier II plans include the Instructional Plan and the Strategic Enrollment Management (SEM) Plan.
- Tier III are unit-level plans derived from over sixty planning units throughout the College.

More information about the College’s planning process can be learned at <https://www.scottsdalecc.edu/about/strategic-planning>.

ACCREDITATION

Scottsdale Community College is a regionally accredited institution through the Higher Learning Commission. In January 2017, SCC successfully completed the HLC's Open Pathway reaffirmation of accreditation process until its next Reaffirmation of Accreditation in 2026-27.

STUDENT HIGHLIGHTS

SCC students pay one of the lowest tuition rates in Arizona. At \$97 per credit hour or an estimated \$2,328 per year for a full-time student, SCC offers an affordable college education that minimizes student debt. A recent innovation is a textbook-free associate degree pathway that uses Open Education Resources (OER) instead of printed books, thereby reducing the cost of a degree by as much as one-third. The College currently has 237 courses with OER (2022-2023) and offers two degrees that can be completed using low- or no-cost materials.

The College offers over 100 programs with course work available across three primary modalities: in-person classroom, hybrid, and 100 percent online, providing maximum flexibility in how students wish to learn.

An advantage of many community colleges is the small class size and the low faculty-to-student ratio that facilitates better learning through increased engagement and faculty accessibility. SCC's average class size was 16 in the Fall semester 2023, optimal for individualized attention.

Many community college students pursue a 4-year degree by taking their first two years at SCC at a much lower cost then seamlessly transfer those credits through relationships with numerous colleges and universities (including ASU, UA, and NAU), saving time and money while remaining close to home.

The average student at SCC takes 7.50 semester credit hours and is 26 years old. As research repeatedly validates, greater levels of student success are correlated with accessible and relevant student support services. Therefore, in addition to traditional services such as Advising, Counseling and Personal Development, and Tutoring, SCC offers Learning Centers, a Food Pantry, Veteran Services, and Disability Resource Services, and other methods designed to impact the retention and completion rates positively. The most recent fall-to-spring



retention rate was 77.7 percent. A total of 1,132 degrees and certificates were awarded in 2022-2023.

The high persistence is aided by developing a Guaranteed Course Schedule, which ensures that a specified minimum number of courses by subject will be offered each year without cancellation, guaranteeing certainty for students in their pathway progress.

Student life is full of opportunities to learn outside of the classroom and make friends through shared interests. Undergraduate research in the biological sciences, internships, and other work-based learning enables students to enhance their traditional classroom learning. In addition, many students attend one or more of the seven sports team competitions or are active in one of the more than 20 student clubs and organizations. Others meet and mingle at the Fitness Center and the extensive fine and performing arts events.

Students are satisfied with their SCC experience. The most recent Community College Survey of Student Engagement results showed the College scored high on several key quality indicators. For example, compared to peer institutions regionally and nationally, SCC full-time students are more engaged than those at peer institutions. Students also report high levels of engagement related to active and collaborative learning in class and in service-learning. Faculty student interaction is also high, as are various efforts at student support.

NOTABLE ALUMNI

Notable alumni include Ryneldi Becenti, the first Native American to play in the WNBA; Robert Garrigus, PGA Tour golfer; NFL players Josh Miller, Charlie Garner, Will Tukuafu, and Terry Wright; and actors Bill Hader and David Spade, two former cast members of Saturday Night Live and leads in numerous movies and television shows.

ACADEMIC PROGRAMS AND FACULTY

With over 100 degree and certificate programs, SCC prepares its increasingly diverse student body for work, career development, transfer education, and personal enrichment.

Students work closely with faculty members who are experts in their areas of instruction. Seventy percent of faculty hold master's degrees; 26 percent hold doctoral degrees. Many have extensive career experience working in their area of instruction, providing real-world training, mentoring, and industry contact. Many faculty members have won various honors, recognitions, grants, and awards for outstanding scholarship and teaching.

The College employs 124 residential faculty members, 332 adjunct faculty, and 313 full- and part-time staff and administrators (Fall 2022).

SCC recently added a Nurse Assisting program and two allied health programs: Community Health Worker and Pharmacy Technology, in partnership with HonorHealth, which has six hospitals and an extensive network of outpatient and community resources across the Valley of the Sun. The College is also combating a severe P-12 teacher shortage through post-baccalaureate pathways, one of which is online and available to individuals outside of Maricopa County.

SCC currently has 14 active Community Advisory Committees (CAC) with representatives from industry partners who regularly work with faculty to provide insight into the industry's needs, offer internship and employment opportunities to students, and assist with curriculum, fundraising, and program support.

College faculty are very adept at online instruction, and the college uses Canvas as its learning management system. All faculty members teaching online or in the hybrid modality use SCC's Blueprint to have consistent navigation and policy from course to course. In 2020, most faculty received Live Online Training, which focused on best practices for synchronous online classes, as well as Online Learning Essentials, focused on general efficacy in teaching online.

Leadership development is a significant aspect of the faculty experience at SCC. This past year, the College initiated the New Chair Experience for all new and sitting department and division chairs while also creating a Leadership Academy for all sitting division chairs to engage in strategic planning, change management, and diversity, equity, and inclusion.



"I appreciate my colleagues in all areas of the college, and I especially appreciate when leadership supports innovation and gives us (faculty) the reins to do what we do best."

Sara Beakley-Mercill, M.S. GIT
Computer Information Systems
Faculty/Department Chair



FACILITIES

SCC leases tribal land from the Salt River Pima-Maricopa Indian Community (SRPMIC) and is honored to be the only two-year public higher education institution located on Native American land. As a result, there are regular, extensive communications with SRPMIC related to SCC Academic Affairs, Student Affairs, and Administrative Services. According to the lease with SRPMIC, SCC sits on 162 acres and has 25 buildings.

SCC invests in many capital projects to retain its status as a premier institution of higher learning. Recent projects include new roofs for the Natural Science, PE/Gym, Applied Science, Fitness and Wellness and Student Center buildings; plaza exterior remodel and shade structure; and new HVAC units for the Film School Hub and PE buildings. Planned future projects include a remodel of the Student Center building, Art building, a new nursing assistant lab, and a remodel of the Physical Education building, and deferred maintenance projects.

Extensive IT infrastructure upgrades have been made, including outdoor Wi-Fi upgrades to increase campus coverage, college network infrastructure replacement, and new fiber connections between all buildings to increase bandwidth. Additional improvements include new production servers and network storage equipment, desktop and laptop replacement to keep systems up-to-date, and improved classroom technology to better facilitate teaching in a Hybrid/HyFlex modality.

BUDGET

In 2015, the Arizona legislature eliminated state funding to the Maricopa and Pima (Tucson) Community College districts, thereby creating a “two-legged stool” revenue stream from student tuition and fees and Maricopa County property taxes. Combined with enrollment decline over the same period, the College has reduced its budget accordingly.

Nevertheless, the College has an operating budget that is more than adequate to cover operating expenses. SCC’s annual operating budget for fiscal year 2023-2024 is \$55,108,934. There are no satellite campuses or offices.

GOVERNANCE

The Maricopa County Community College District’s Governing Board has seven seats, including five elected positions from geographical districts within Maricopa County and two at-large positions representing the entire county. Board members serve staggered four-year terms.



POSITION RESPONSIBILITIES

The Dean of Student Affairs is responsible for visionary, innovative, and collaborative leadership in support of the Student Affairs Division. The Dean of Student Affairs provides direct supervision to core areas of Student Affairs such as Admissions & Records, Financial Aid, Early College, Welcome Center & Testing, and Veteran Services as well as indirect supervision to all other departments assigned to Student Affairs. This leadership position serves as a member of the college Concern, Assessment, Response Evaluation (CARE) Team, provides direction and oversight of strategic enrollment management, and is responsible for compliance including but not limited to Title IX. Leveraging a collaborative and inclusive leadership approach, this position develops and implements student-centered programs and service within Student Affairs under the direction of the Vice President of Student Affairs. This position requires an in-person presence to meet the diverse needs of students, faculty, and staff.



The faculty and staff here, from Admissions to Financial Aid, have been so patient and understanding. The work that goes into making the school a welcome place for everyone is outstanding. Overall, in just my short time here I feel embraced as a member of this community by everyone."

Ramon Amador-Carmona
Business Major



POSITION RESPONSIBILITIES (CONTINUED)

ESSENTIAL FUNCTIONS

30% Provides collaborative and supportive leadership to Admissions & Records, Financial Aid, Early College, Welcome Center & Testing, and Veteran and indirect supervision to all other departments assigned to Student Affairs. Assists in the co-creation of shared vision within student affairs that is student-centered. Fosters division and institutional support through transparency, trust, strong listening skills, compassion, integrity, transparency, and effective communication.

30% Collaborates with college stakeholders to develop and implement comprehensive strategic initiatives such as enrollment management and guided pathways, aligned with institutional goals and objectives. Utilizes data-informed strategies to assess enrollment trends, identify persistence

opportunities, and enhance the overall student experience. Establishes targeted approaches to assess, monitor, and respond to the changing needs of students.

20% Ensures compliance with local, state and federal regulations. Provides support to college and system compliance processes, including but not limited to Title IX. Supports system and college-wide initiatives. Prepares, recommends and manages operating budget for areas of assignment;

10% Acts as a representative and liaison for the college on committees and task forces. Represents the college in community events.

10% Promotes a cohesive and engaged Student Affairs culture. Champions equity and inclusiveness by creating a sense of belonging for students, faculty, and staff. Performs other duties as assigned.



POSITION RESPONSIBILITIES (CONTINUED)

MINIMUM QUALIFICATIONS

MINIMUM QUALIFICATIONS FOR STUDENT AFFAIRS OR NON-ACADEMIC PATHWAY:

Master's Degree from a regionally accredited institution in education or field related to area of assignment and four years of progressively responsible management and/or leadership experience in field of assignment that includes two years of supervisory experience. Examples of student affairs academic support management/leadership experience includes: program management, project management, budget development and management related to programs or projects, staff supervision, policy development, administration, evaluation and compliance. No degree equivalency.

-Or-

MINIMUM QUALIFICATIONS FOR ACADEMIC PATHWAY:

Master's Degree in a teaching field related to area(s) of assignment and four years of experience in an academic leadership and/or supervisory role in higher education and three years of teaching that includes curriculum/coursework development. Examples of academic leadership/supervisory experience includes: division/department chair, project management, policy development, administration, evaluation and compliance, committee leadership, program director, and shared governance. No degree equivalency.

DESIRED QUALIFICATIONS

- Doctoral degree in Social Work, Counseling, or Education Related Degree
- Three (3) or more years of student affairs leadership experience working at a Manager level or higher at a comprehensive community college including direction of personnel and financial resources, especially within limited fiscal constraints.
- Three (3) years demonstrated ability in developing, implementing, and evaluating effective strategic initiatives such as enrollment management and guided pathways that support the college's mission and institutional priorities.
- Demonstrated ability to analyze complex situations and develop solutions.
- Demonstrated ability to take initiatives and ideas through implementation with demonstrated outcomes supporting student success and staff development.
- Demonstrated ability developing, leading, and managing services, programs, budgets, and strategic initiatives using data-informed approaches.
- Demonstrated experience collaborating and positively interacting with individuals of diverse backgrounds, abilities, perspectives, and/or cultures.





The Maricopa County Community College District (MCCCD) is an EEO/AA institution and an equal opportunity employer of protected veterans and individuals with disabilities. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, age, or national origin. A lack of English language skills will not be a barrier to admission and participation in the career and technical education programs of the District.

The Maricopa County Community College District does not discriminate on the basis of race, color, national origin, sex, disability or age in its programs or activities. For Title IX/504 concerns, call the following number to reach the appointed coordinator: (480) 731-8499. For additional information, as well as a listing of all coordinators within the Maricopa College system, visit www.maricopa.edu/non-discrimination.