
About GateWay Community College**gatewaycc.edu****Phoenix, Arizona**

GateWay Community College has built a legacy of firsts: the first technical college in Arizona; the first to use community advisory committees; the first to tailor courses to the needs of business and industry; the first to offer classes at off-campus locations; and the first to install computer technology. Its innovation, pioneering vision and success in responding to the needs of its community began humbly in 1968 operating in a former department store as Maricopa Technical College. GateWay has recently integrated the Maricopa Skill Center division and aligned the SouthWest Skill Center under one college campus, now offering three additional sites. As a comprehensive community college, GateWay offers general education for transfer to four-year universities, more than 150 degree, certificate, and trade, technical and workforce training options through credit, non-credit, and clock-hour programs to fit a learner's life, budget and goals for the future. Proudly, GateWay's motto is, "Education that works, so you learn more, live better."

GateWay is accredited by the Higher Learning Commission of the North Central Association of Colleges and is well-prepared for its re-affirmation of accreditation this fall. The college enrolls over 9,800 students annually and is designated as both a Hispanic Serving Institution and a Minority Serving Institution. Outstanding qualities of the college include its student focus, consistency in offering high-demand quality educational programs, a reputation for excellence in teaching and learning, effective methods for assessing student academic achievement, and leadership in areas of entrepreneurship with strong community, business and industry partnerships.

Position Summary

The Vice President of Academic Affairs (VPAA) serves as the Chief Academic Officer, reports directly to the college president, is part of the president's leadership team, and leads the academic affairs function by planning, organizing, and administering academic programs and related support activities that serve the needs of the diverse student body at GateWay Community College. The position advises the college president in matters pertaining to academic programs and works closely with other GateWay college vice presidents and academic vice presidents in the Maricopa County Community College District. The VPAA oversees a range of academic programs including the college's highly regarded healthcare and nursing programs, and automotive, business, industrial technology, literacy, languages and literature, arts, humanities, social & behavioral sciences, math and science, trade and technical training, and water technology & occupational safety. The chief academic officer also oversees apprenticeships, the Center for Teaching, Learning & Employee Development, the Learning Center, Library and Counseling. The VPAA leads a functional area with eight direct reports and over 300 employees including residential and adjunct faculty, and administers a budget of nearly \$21 million.

Opportunities and Challenges**Strategic Planning**

The College is nearing the end of its current strategic plan creating an opportunity to develop and implement the next plan that will include addressing important issues of persistence, retention, completion and overall student success. From the current strategic plan:

ACCESS Provide access to high-quality education for all students and strengthen educational pathways through increased educational and business partnerships.

LEARNING Promote and support opportunities for learning and development.

SUCCESS Increase the number of students who achieve their education or training goals, complete a degree or certificate, transfer to a university, and/or complete a workforce credential.

COMMUNITY ENGAGEMENT Enhance civic, social and cultural engagement opportunities by serving as the community's college.

ENTREPRENEURIALISM Expand and leverage resources that enhance the college's impact in the community through economic and workforce development.

STEWARDSHIP Strategically leverage, grow, and utilize resources to ensure student success, responsible stewardship, and sustainability.

Guided Pathways and Transformation

Maricopa Community Colleges is in the midst of many important initiatives. Transformation symbolizes the system's efforts to increase accountability, focus on student success, and improve operational efficiencies. Guided Pathways, which offers fields of interest designed to focus students on taking necessary courses to meet their goals, has been an expansive undertaking and officially launches in March of 2020 for fall registration. While most implementation falls to student affairs, this disruptive innovation also impacts academic affairs.

Excellence in Teaching and Learning

GateWay is widely known for its outstanding programs – curriculum and instructors are excellent and programs have appropriate accreditation. Work force development and occupational education programs are designed to meet market needs, but there is an opportunity to look critically at what is offered and address enrollment declines. Developmental education has strategically evolved to identify specific knowledge gaps, thereby improving student engagement and persistence, while the academic support services that are necessary for student success continue to be developed. Unique among its sister colleges, GateWay offers both credit and clock hour classes. A new academic master plan is ready for implementation. Student learning assessment is a key component, as is supporting faculty in their strategic thinking, all designed to improve student success.

Collaboration and Empowerment

The vice president leads a talented group of faculty who are subject matter experts and care deeply about students. A leader who listens, communicates clearly and often, articulates and casts an inspired academic affairs vision with the ability to implement, empowers and mentors staff, and who collaborates across functional areas within the college while being an effective ambassador and advocate at the District level will be most effective.

Desired Qualifications

- Earned doctorate from a regionally accredited institution in a related discipline
- Six or more years of progressively responsible experience in academic affairs, a portion of which includes a leadership position such as Dean or Vice President
- Comprehensive community college experience with a focus on occupational education and work force development
- Full time teaching experience in a comprehensive community college
- Multi-campus and/or complex system experience

- Academic affairs subject matter expert
- Significant strategic planning and budget experience, data informed decision-maker
- Guided Pathways or other similar 'field of interest' approach experience
- Experience working with and appreciation of diverse student and employee populations
- Experience engaging in courageous conversations that challenge the status quo, resulting in strategy designed to improve operational efficiency, academic excellence and student success
- Experience managing change, improving morale, celebrating wins and sharing academic successes with others
- Articulate in written and verbal formats
- Independent thinker combined with being collaborative, a good listener, approachable and visible at all campuses
- Highly communicative, display empathy and high emotional intelligence, build trusting relationships, good sense of humor
- Possess visionary, authentic leadership skills, able to mentor, support and develop talent, hold people accountable and achieve results

Minimum Qualifications

- Master's Degree from a regionally accredited institution in a related discipline
- Four years of progressively responsible management and/or leadership experience in academic affairs that includes two years of supervisory experience
- Experience leading instructional programs at a higher education institution, including supervising and evaluating faculty
- Three or more years' teaching experience
- Experience with curriculum development, student learning outcome assessment and academic/occupational program evaluation
- Experience developing courses in traditional, hybrid and/or online formats
- Evidence of support of diversity, equity and inclusion

Position Responsibilities

The Vice President of Academic Affairs provides collaborative leadership, strategic planning, supervision, budget development and oversight for all academic divisions across all locations; plans, directs and evaluates college instructional offerings to meet student, community, and industry needs including college transfer, occupational education, general education, and continuing/community education; provides oversight for institutional and specialized accreditation; oversees college curriculum development; assures compliance with all external regulatory agencies and organizations for all areas of responsibilities and promotes innovative approaches to teaching and learning; supervises the college's faculty, which includes faculty evaluations, making faculty load assignments, serving as a member of the Faculty Staffing and Probationary Faculty Peer Assistance Review committees, and monitoring projects related to faculty; resolves conflict, addresses personnel and complex legal issues; provides leadership for strategic and operational planning; oversees academic initiatives related to student success, enrollment management, and outcomes including persistence, retention and graduation; works to attain and exceed Governing Board outcomes related to improving graduation and transfer rates; represents the college to external constituencies; develops, supports, and maintains effective relationships with business, industry, and community partners; and actively participates with college Occupational Advisory Councils; provides oversight and broad supervision to academic support services such as the library, learning center, center for teaching and learning, instructional design, college catalog, and development of master course scheduling; provides leadership and administrative direction

for the college's distance learning programs; provides administrative oversight and support development for externally funded grant programs; prepares and monitors budgets; prepares reports and presentations that represent the college locally, regionally, and nationally; addresses student academic grievances, serves as a member of the college executive leadership team; participates in District leadership meetings such as the VP of Academic Affairs Council, Curriculum Council, and in other district-wide initiatives; builds positive relationships with peers. May act on behalf of the college president in the president's absence and performs other duties as assigned.

About the Maricopa Community Colleges

www.maricopa.edu

Maricopa County, Arizona

GateWay Community College is one of the ten Maricopa County Community College District institutions. Known widely as the Maricopa Community Colleges and Maricopa, it is one of the largest community college districts in the nation serving over 200,000 students annually, offering transfer education toward completion of a four-year degree, in addition to occupational and technical education, credit and non-credit programs, certificates and adult education courses. Maricopa is recognized as one of the most innovative community college systems in the country and enjoys a range of awards and accolades to include recognition as one of America's Best Employers by Forbes; eight colleges named to The Aspen Institute's Top 150 Community Colleges; recognition for its commitment to student success; and a continued exemplary financial position.

10/14/19

HOW TO APPLY
VICE PRESIDENT OF ACADEMIC AFFAIRS
GATEWAY COMMUNITY COLLEGE – A MARICOPA COMMUNITY COLLEGE
PHOENIX, ARIZONA

On behalf of the President of GateWay Community College, the Search Committee invites nominations, referrals and applications for the Vice President of Academic Affairs position. All inquiries will be treated in the strictest of confidence and should be directed to the search consultant. ***PLEASE DO NOT APPLY VIA THE MARICOPA JOB PORTAL!***

MINIMUM QUALIFICATIONS

- Master's Degree from a regionally accredited institution in a related discipline
- Four years of progressively responsible management and/or leadership experience in academic affairs that includes two years of supervisory experience
- Experience leading instructional programs at a higher education institution, including supervising and evaluating faculty
- Three or more years' teaching experience
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- Experience developing courses in traditional, hybrid and/or online formats
- Evidence of support of diversity, equity and inclusion

APPLICATION MATERIALS

- Letter of interest (5 pages maximum)
- Resume (chronological preferred)
- A range of at least six professional references including direct phone and email

The application deadline is November 17, 2019. While the position is open until filled, applications received after this date cannot be guaranteed full consideration.

Send applications via email to:
vpaa.gwcc@cizekassociates.com
Marti J Cizek, President
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