

# PRESIDENTIAL PROSPECTUS

Modesto Junior College invites interest  
in the position of College President

**APPLICATIONS DUE  
OCTOBER 13, 2023**

FOR MORE INFORMATION PLEASE CONTACT  
YOSEMITE COMMUNITY COLLEGE DISTRICT  
HUMAN RESOURCES



# Mission

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Empowering students to discover opportunities and reach their goals through access to and inclusion in higher education.

## Vision

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As investors in our society, Modesto Junior College will create and promote equity in education for every member of our diverse community.

## Core Values

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At Modesto Junior College, we value integrity, responsibility, professionalism, compassion, and empathy to achieve:

**Access** - We value an inclusive approach to education through technology, programs, and open resources that lead to opportunities.

**Affordability** - We value making higher education available to all by actively seeking resources to support students.

**Building Community** - We value and respect the diverse collective of individuals who shape our programs and services, participate in decision-making, reinforce collaborative relationships, and promote civic engagement.

**Transformation & Innovation** - We value willingness to accept growth and embrace change to continuously improve our processes, curriculum, and services to be relevant to the needs of our students and community.

**Stewardship of Resources** - We value the investment our community has entrusted in us to further the college mission and enhance lives through state-of-the-art education.





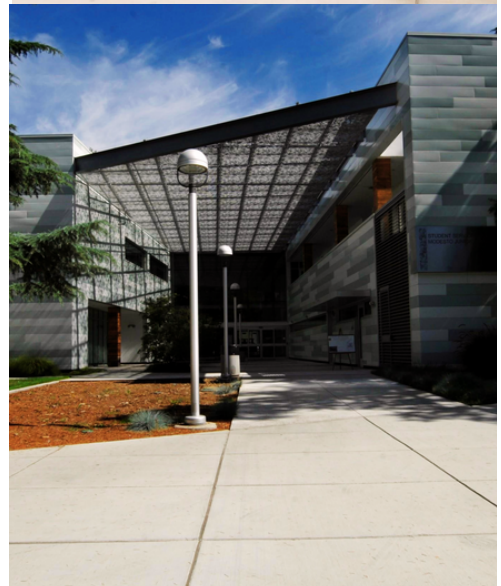


## The District

The Yosemite Community College District (YCCD) includes two comprehensive, two-year colleges (Columbia College and Modesto Junior College) and a Central Services unit. The District includes all of two counties (Stanislaus and Tuolumne) and parts of four others (Calaveras, Merced, San Joaquin and Santa Clara). In the 2021-22 academic year, 14,852 Full Time Equivalent Student (FTES) were enrolled. The District employs a staff of over 1,500 individuals with an annual budget of just under \$135 million. YCCD is one of 72 community college districts encompassing a 116 community college system, which is the largest system of public higher education in the world.

The District is governed by a seven member elected Board of Trustees and the Chancellor who serves as the Chief Executive Officer. College Presidents report to the Chancellor and serve as the Chief Administrative Officers and academic leaders on the campuses. Columbia College and Modesto Junior College have excellent reputations for serving their communities.

<http://www.yosemite.edu>







## The College

Modesto Junior College (MJC) has played a vital role in the lives of the citizens of California's great Central Valley. The College is committed to meeting the diverse educational and cultural needs of students and district residents. Staff members are committed to the development of values, skills, and attitudes necessary for the continued development of students and community members. The College recognizes students as individuals with rights to diverse educational opportunities in an atmosphere that is intellectually and culturally stimulating. The advancement of the college's role in the economic development and quality of life in our community is one that is supported by all areas of the College.

MJC offers a comprehensive program of academic and career-technical education. The College's general education courses prepare students for transfer to four-year institutions and its career-technical education programs enable students to compete for a variety of positions ranging from entry level to management. In addition to traditional course offerings, the College offers an inaugural baccalaureate program in respiratory care. The College's priority is student success through a high-quality learning environment.

Modesto Junior College serves approximately 18,548 students (5,963 FTEs) and employs approximately 850 full-time and part-time faculty and staff, with a general operating budget of just under \$85 million.

<http://www.mjc.edu>





## The Community

Modesto is located in the heart of the Central Valley of California. The city is the center of a growing metropolitan region with a population exceeding 250,000. The area is rich in tradition and eager for progress. The central geographical location gives easy access to San Francisco, the Pacific Ocean, the Sierra Nevada, Lake Tahoe, and the Mother Lode Country. Stanislaus County is rich in diversity and offers many cultural and social opportunities. Central California is world-renown for its ceaseless recreational opportunities, and with ideal weather patterns making for sunny California weather daily, recreation can be taken advantage of almost year-round. While known for parks, trees and green belts; the residential areas also offer quality affordable housing. In addition, Stanislaus County has excellent K-12 schools. The Gallo Center for the Arts proudly offers performances and programming from Central West Ballet, Modesto Performing Arts, Modesto Symphony Orchestra and Opera Modesto. There is no shortage of recreation, arts, sports, cuisine and beauty – there is something for everyone in Modesto.







## Responsibilities & Duties

Reporting to the Yosemite Community College District Chancellor and operating within District policies and procedures, the President of Modesto Junior College serves as the educational leader and the Chief Executive Officer of the College. The primary responsibility of the President is to ensure an excellent education for the students of Modesto Junior College. Consistent with educational excellence the President shall provide sound financial management of the College. The President has full authority to administer and manage the College and participates in policy and operational decisions of the district.

The President directs the implementation of District policies and programs in the operational and educational activities of the College; plans, organizes, and administers the activities of the President's Office; develops and recommends College long and short term goals and objectives, organizational structure and staffing; provides leadership for budget development and overall sustainability efforts; fosters data-informed decision making; develops and maintains a climate of collaboration and teamwork resulting in the accomplishment of the College's strategic directions and goals; adheres to human resources policies and practices that support successful employee recruitment, hiring, retention, training and talent recognition and development; provides leadership for resource development through the identification and procurement of revenue streams; provides leadership for enrollment management; develops and maintains education, business, industry and community partnerships; fosters innovation and continuous improvement throughout the College and promotes the integration of technology; honors excellence in teaching and learning; develops public relations strategies to enhance the College's image and provides leadership locally and nationally; provides leadership and collaboration as part of the District Strategic Plan and serves on District committees; provides leadership to promote public stewardship and ethics; promotes diversity among faculty, staff and students to establish and maintain a welcoming and respectful environment, which supports all diverse groups; develops and maintains effective working relationships with faculty, staff, students, alumni and community members.





## Minimum Qualifications

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- Master's degree from a regionally-accredited institution
- Seven (7) years senior leadership experience at a post-secondary institution including program development, evaluation and outcomes assessment experience
- Five (5) years proven successful leadership experience in educational planning, fiscal management, personnel relations and community relations
- Demonstrated commitment to inclusion and diversity
- Senior level administrative experience overseeing instruction, counseling and/or faculty experience at a post-secondary institution
- Highly effective written communication skills and interpersonal skills

## Desired Qualifications

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- Earned doctorate from a regionally-accredited institution
- Five years full-time teaching experience at a community college or four-year institution
- Extensive senior leadership experience at a comprehensive community college, preferably in a multi-college or multi-campus district
- Demonstrates Servant Leadership qualities: honesty, accountability, transparency, fairness, humility, patience, and authenticity
- Excellent communication and listening skills, with a commitment to transparency
- Demonstrates support of innovative teaching and learning practices, with a high priority on academic rigor and student success





## Desired Qualifications Cont.

- Demonstrates knowledge of and experience with innovative instructional and administrative technology; understanding and support of both face-to-face and online teaching and learning methodologies
- Demonstrated analytical and critical thinking skills
- Proven conflict management skills
- Success in analyzing and utilizing institutional effectiveness and other appropriate data for improvement and strategic planning
- Experience in effective budget planning, resource prioritization, and implementation in a changing organizational environment
- Successful accreditation experience
- Success in establishing and maintaining community partnerships
- Success in forging and maintaining relationships at legislative and policy-making levels
- Proven success in institutional fundraising and resource development
- Experience working with diverse populations of employees and students, and creating a climate of inclusiveness by recruiting and maintaining a diverse workforce
- Knowledge of current community college trends and how they align with best practices
- Engagement in relevant national associations
- Decisive leadership experience and a collaborative decision-making style based on participatory governance that seeks to empower others
- Demonstrated management skills in resource development, financial management, strategic planning, team building and labor relations
- High visibility management style with an enthusiastic approach to internal and external responsibilities





## Challenges & Opportunities

### **Inspirational Leadership**

The next President, working collaboratively with the Modesto Junior College community and the District, will continue with MJC's mission of transforming lives through programs and services informed by the latest scholarship of teaching and learning by facilitating lifelong learning through the development of intellect, creativity, character, and abilities that shape students into thoughtful, culturally aware, engaged citizens.

The President will collaboratively identify people with the expertise to address identified priorities, empower them with the time and the resources necessary to do the job, and hold them accountable. The opportunity exists to ensure employee skill sets are utilized to full potential as well as to encourage innovation and new thinking as part of the overall strategic plan. The President will recognize the dedication and talent of employees throughout the College, support professional development and build strong teams empowered to achieve College priorities. Modesto Junior College has been the go-to for an innovative, dynamic, educational environment for the ever-changing populations and workforce needs of our regional community and the President has the opportunity to deepen that commitment and expand opportunities.

### **Budget and Strategic Planning**

All colleges are doing more with less, and developing sustainable sources of revenue for the institution is increasingly important. As the College does more with less, this will include friend raising and fund raising, community outreach to business and industry that results in strong strategic partnerships, continued bridge building between K12, universities and the institution, and high visibility both on and off campus. Fair, equitable and data-informed allocation of competing resources is desired, tied to a transparent and inclusive budgeting process that is part an operationalized strategic plan.





## Challenges & Opportunities

### **Academic Rigor, Excellence, and Student Success**

The College continues to evaluate ways to maintain its high academic standards and delivery of quality services. As State and Federal legislatures raise expectations related to student success and accrediting bodies modify requirements, the College will look to expand transfer and occupational education programs, increase transfer rates, and balance the desire and need for online learning in response to the College's diverse and growing student populations. Student success and excellence is supported by the fact that MJC also has the largest community college sports program in Northern California with 21 sports and is home to an agricultural internship program in which students are given residence on West Campus. The school owns over 100 acres of various crops which it uses to teach the students theory of crop and animal sciences as well as give the students in the field experience. Continuing to expand, promote, and leverage MJC's unique programs and offerings is a critical factor for continued success.

### **Strengthen Engagement with the Local Community**

Modesto was built around the College and ties between the College and the City of Modesto run deep. Building closer ties with Modesto and the broader region will enrich the experience and opportunities of faculty, staff, students, and community members. The next President will play a key role in making the College more accessible to the community and identifying mutually beneficial relationships that further the College's curricular and co-curricular objectives.





## Honored Athletics - One of MJC's Gems

Modesto Junior College is a member of California Community College Athletic Association. MJC's athletic teams are nicknamed the Pirates and our colors are blue and white. MJC currently has the largest community college sports program in Northern California with 21 intercollegiate sports: Men's and Women's Basketball; Men's and Women's Cross Country; Football; Men's and Women's Golf; Baseball; Men's and Women's Soccer; Softball; Men's and Women's Swimming; Men's and Women's Tennis; Men's and Women's Track; Women's Volleyball; Men's and Women's Water Polo; and Men's Wrestling.

### MJC Athletics Recent Highlights

Each year, roughly 450 student-athletes at MJC compete in 21 intercollegiate sports, and we are constantly seeking ways to improve their overall experience. Being the largest athletic program in terms of sports offerings in Northern California, recruiting the most promising and talented local students becomes increasingly competitive. MJC Athletics is proud of the following highlights: • Over 90% of the 450 actively enrolled student athletes come from high schools in our local recruiting area.

• MJC's student athletes average taking over 30 units per academic year. • Over \$1 million in financial assistance was awarded to MJC football transfers (over the past 2 years), with many extending their careers at the NCAA Division I level. • We continue to build on our "learning communities" whereby student athletes in a particular sport take the same courses together as a cohort, to improve their learning and provide greater opportunities for academic success. • Following a State golf Championship in 2017 and Conference Championship in 2018, MJC Women's Golf concluded the season with a #3 state ranking and #2 in Northern California in 2019. After skipping the Covid year of 2020, they picked up where they left off by winning two straight State Championships in 2021 and 2022.









## Compensation Package

The opportunity offers a competitive 6-figure compensation package including base salary and benefits typically afforded to a president position.

The District currently pays for a number of health options for the employee and their dependents, including income protection, vision care and dental insurance premiums. Life insurance premiums for the employee are also District paid.

The position is also eligible upon Board approval for additional housing/auto/relocation allowance and may consider other perquisites as the Board is currently reviewing the presidential compensation packages.



*It is the policy of Modesto Junior College not to discriminate on the basis of race, color, national origin, sex or disability in its educational programs and its employment practices.*



## How to Apply

Qualified candidates are invited to apply for the position of College President. Please submit completed applications by **October 13, 2023**. Applications received after this date are not guaranteed full consideration and will be reviewed at the sole discretion of the Search Committee.

### Application Materials to Include:

- A letter of interest that aligns experience and skills with the position requirements (not to exceed 6 pages)
- Resume (chronological order is preferred)
- A *minimum* of eight (8) professional references with direct phone and email
- Unofficial Transcripts

### Apply at:

The Yosemite Community College District requires that all applications be submitted online. To apply, please go to [www.yosemite.edu/hr/](http://www.yosemite.edu/hr/) On the “Human Resources Office” page, use the link on the left margin that reads “Job Openings.” Or to access the job posting, please go to: <https://yosemite.peopleadmin.com/postings/7069>

### For further information regarding the search process, contact:

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*We welcome nominations, referrals, and confidential inquiries*