



SAN JOSÉ CITY COLLEGE PRESIDENTIAL RECRUITMENT

A PART OF THE SAN JOSÉ - EVERGREEN COMMUNITY COLLEGE DISTRICT | SAN JOSÉ, CA



Inspiring Students Since 1921

IN THE HEART OF SILICON VALLEY

SAN JOSÉ CITY COLLEGE INVITES YOU TO BE OUR NEXT PRESIDENT

OPPORTUNITY TYPE

Executive Management Employment Opportunity

POSITION TITLE

San José City College President

POSTING NUMBER

S2509

CLOSE/FIRST REVIEW DATE

04/09/2025

DEPARTMENT

President's Office

WORK LOCATION

San José City College

WORKING ENVIRONMENT

Typical Office Environment

POSITION STATUS

Full-time

SALARY RANGE

\$299,891 - \$347,160 Annual Salary
(Executive 2024-25 Salary Schedule).
Starting salary placement is generally at Step 1.

BENEFITS SUMMARY

Salary and benefits are competitive, initial step placement is generally \$299,891. District-financed benefits include a comprehensive health plan, dental and vision coverage for employee and dependents, and life and disability insurance for the employee.

POSITION DESCRIPTION

SJECDD is announcing the opening of the recruitment period for selection of their new president for San José City College (SJCC). This is an outstanding opportunity to lead a highly acclaimed institution and be part of the esteemed San José – Evergreen Community College District.

EMPLOYMENT START DATE:

No later than 07/01/2025



WHO WE ARE

ABOUT SJCC

Opening its doors in September 1921, San José City College was one of the first community colleges in California. SJCC has delivered its educational mission with integrity and vitality, growing into a world-class institution serving more than ten thousand students each semester. In 2021 SJCC celebrated 100 years of service to our students and communities.

Located in California's Silicon Valley, SJCC offers all the benefits of being close to the world's hub of technological innovation and entrepreneurship. The College currently serves San José, Milpitas, and other surrounding communities in Santa Clara County.

As a District and College, we believe educating the whole student to be the true definition of success. Student success is everyone's responsibility: classified professionals, faculty, administrators, and community. To help our students at SJCC excel in all areas of their lives, we encourage holistic self-discovery and through this process, our students learn to collaborate, participate in responsible decision-making, and evaluate their options through an ethical lens. We believe they must have the education and skills required to help them become better individuals, workers and/or citizens. We infuse this belief—aligned with our vision—into all that we do.

At San José City College we focus on assuring that our curriculum and classroom rigor always keep pace with industry. Yet, while surrounded by high-tech companies and the perceived wealth they bring to our area, we also focus our mission on those who must face each day with strength and tenacity in order to survive the challenges connected to poverty and the realities of life for the socio-economically challenged.

Institutional equity, in terms of educational achievement, is a critical value at San José City College. As such, in addition to providing educational opportunities to the under-represented and socioeconomically challenged, we also provide life-long learning opportunities that ensure that residents in our community stay competitive in this innovative society.



MISSION

The mission of San José City College is to provide student-centered and culturally responsive curriculum and services for career pathways, university transfer, and life-long learning. We strive to accomplish this by promoting an inclusive, multicultural learning community that values social justice, along with excellence in teaching and learning.

ACCREDITATION

SJCC is accredited by the Accrediting Commission for Community and Junior Colleges, Western Association of Schools and Colleges. This accrediting body is recognized by the Council for Higher Education Accreditation and the U.S. Department of Education. SJCC's accreditation was recently reaffirmed in January 2024.



San José City College has enjoyed the support of the community since its founding in 1921.

We consistently deliver relevant career education programs, guaranteed college transfers, and life-changing educational opportunities.

SJCC AT-A-GLANCE

With diverse cultures, experiences, and aspirations, our students contribute to a rich learning environment that reflects the heart of San José.

OUR STUDENTS

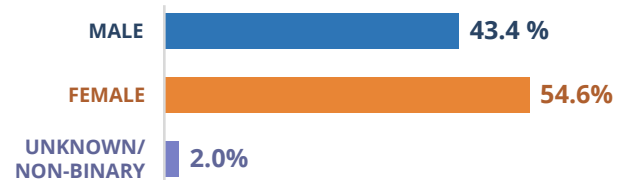
Our students come to us from all walks of life. Some are the first in their families to attend college; are single parents struggling to balance work, parenting, and education; are from outside our state or country seeking better futures for themselves and their families; or they are 4.0 high school graduates.

Regardless of their circumstances, they have chosen SJCC to help them on their educational journey. We take this responsibility seriously.

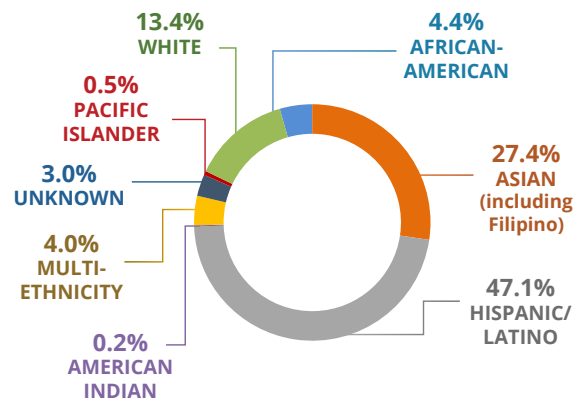


14,997 STUDENTS SERVED

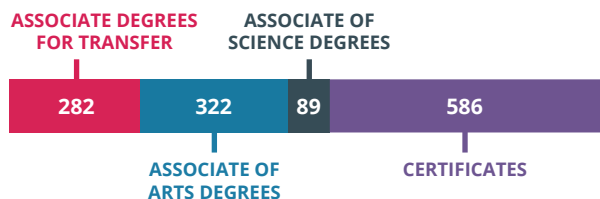
GENDER



STUDENT ETHNICITY PROFILE



1,279 TOTAL DEGREES AND CERTIFICATES AWARDED



Many of SJCC's students transfer to nearby San José State University, while others transfer throughout the California State University and University of California systems.

80+ DEGREES AND CERTIFICATE PROGRAMS

PRESIDENT PROFILE

Community, Students, Classified Staff, and Faculty expect the successful candidate to:

STUDENT SUCCESS

- Demonstrate a strong commitment to social justice and equity.
- Maintain an institutional focus on student success that includes laser focus on academic programs and student services, with attention to the mental health spectrum and food and housing insecurities of our students.
- Be visible and involved in student life, understand who SJCC students are on a holistic level and demonstrate a manner that is approachable and open-minded.

LEADERSHIP

- Demonstrate a proven ability to develop a campus climate that partners students, staff, faculty, and administration as stakeholders in student success.
- Promote a culture of collaboration, mutual respect, and effective working relationships across the College and within the District.
- Be experienced with college-level budgeting. Demonstrate an ability to make sound financial decisions.
- Demonstrate effectiveness in participatory governance where the decision-making process is collaborative and transparent.
- Have strong communication skills.
- Create and promote a clear vision and focus on continuous improvement of institutional effectiveness.
- Uphold strong moral and ethical values and practices.

ADVOCACY

- Be involved in local, state, and federal initiatives.
- Understand the California community college policy, regulatory, legal, political, and accreditation environments.

COMMUNITY

- Demonstrate the ability establish meaningful relationships in the local community.
- Be an active participant in college and community life. Create unity between campus life and the greater community.
- Recognize and value the College's role as a contributor to local, regional, environmental, and cultural viability.
- Understand issues from a local, diverse perspective and implement ideas that are mutually beneficial to the college and greater community.



PROFESSIONAL QUALIFICATIONS

The next President of SJCC will be a visionary leader who will build on the College's strengths and position it for future success.



FOREIGN DEGREE

For positions that require a degree or coursework:

- Degree(s) must have been awarded by a college or university accredited by an accrediting body recognized by the U.S. Council on Post-Secondary Accreditation and/or the U.S. Department of Education.
- All degrees and credits earned outside of the United States must have a U.S. evaluation (course by course) of the transcripts and must be submitted with the application.
- Degrees earned outside of the U.S. without a U.S. credential evaluation attached, will not be considered.

MINIMUM QUALIFICATIONS EDUCATION AND EXPERIENCE

1. A Master's degree from an accredited institution.
2. Minimum of three years of increasingly responsible community college leadership experience.

DISTRICT'S DIVERSITY REQUIREMENTS

- Demonstrated sensitivity, knowledge and understanding of the diverse academic, socioeconomic, gender identity, sexual orientation, cultural, disability, and ethnic background of groups historically underrepresented.
- Success integrating diversity as appropriate into the major duties outlined in the job description and in the duties listed in the District's hiring policy; or demonstrated equivalent transferable skills to do so.

DESIRED QUALIFICATIONS

1. An earned Doctorate from an accredited institution of higher learning.
2. Minimum of five years of demonstrated and increasing responsible leadership and administrative experience at the senior-level covering a broad scope which may include instructional and/or student services programs, facilities, fiscal management for budgets of restricted, unrestricted funds, and oversight of technology resources.
3. Experience in collaborative governance practices and an understanding of public sector collective bargaining.
4. A record of hiring a diverse workforce and bringing equity-minded practices to an institution.
5. Experience in and/or demonstrated knowledge of the role of the community colleges in economic and workforce development.

APPLICATION PROCESS

The position will remain open until filled. To ensure full consideration, application materials should be received no later than **April 9, 2025**.

Only complete application packets will be considered. All inquiries, nominations and applications will be held in the strictest confidence.



PLEASE SUBMIT YOUR DOCUMENTS TO:

<https://sjeccd.peopleadmin.com/postings/3948>

Position #S2509

First Review Date: April 9, 2025

Open Until Filled

APPLICATION PACKET

Candidates will need to have the following information or materials available to complete the application:

1. A letter of application that succinctly addresses background, knowledge and experiences that have prepared the candidate to serve as President of San José City College. Leadership and personal qualities and characteristics that align with the President Profile described in this position announcement. (Not to exceed 5 pages).
2. A current resume.
3. A list of references that is to include the following (at the minimum, at least one of each of the following):
 - Supervisor
 - Direct administrative report
 - Faculty member
 - Staff member
 - Student
 - Community/external agency representative

TRANSCRIPTS

Unofficial transcripts (copies) submitted with application. Upon hire the successful candidate will be required to provide official transcripts.

HIRING PROCESS TIMELINE

APRIL 28TH & 29TH 2025:

First-round interviews with search committee (virtual).

MAY 15TH & 16TH 2025:

Finalist open forums.

MAY 15TH & 16TH 2025:

Final interviews with Chancellor (in-person).

MAY 27TH 2025:

Chancellor announces SJCC President.

JUNE 10, 2025:

Board action to approve Employment Agreement.

NO LATER THAN


JULY 1, 2025:


New President assumes office.

For CONFIDENTIAL inquiries or further information, contact:

Mr. Stan A. Carrizosa Sr.

Community College Search Services

 (559) 740-8540


 stan.carrizosa@ccss.solutions

SJECED CONTACT


Employment Services


Human Resources, SJECED

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 (408) 270-6414

 hremploymentservices@sjeccd.edu

 sjeccd.peopleadmin.com

 www.sjeccd.edu

ABOUT SAN JOSÉ – EVERGREEN COMMUNITY COLLEGE DISTRICT

The District is represented by dedicated and talented employees who are passionate about providing our student population with the best educational experience possible. The District recognizes that cultural diversity in the academic environment promotes academic excellence; fosters cultural, racial and human understanding; provides positive role models for all students, and creates an inclusive and supportive educational and work environment for its employees, students, and the community it serves.

As of 2023-24, with enrollment of approximately 26,000 students annually and an extremely diverse student population, the District's emphasis on student success makes it a recognized educational leader in the State.

The District encourages applications from all qualified, outstanding applicants. The next SJCC President will serve as colleague to an existing group of diverse managers, supervisors, and confidential staff.

EQUAL OPPORTUNITY EMPLOYER STATEMENT

San José – Evergreen Community College District is an Equal Opportunity Employer committed to nondiscrimination on the basis of ethnic group identification, race, color, language, accent, immigration status, ancestry, national origin, age, gender, gender identity, religion, sexual orientation, transgender, marital status, veteran status, medical condition, and physical or mental disability consistent with applicable federal and state laws.



SJECED CHANCELLOR

Dr. Beatriz Chaidez

SJECED BOARD OF TRUSTEES

Mr. Tony Alexander, *Board President*
Dr. Jeffrey Lease, *Board Vice President*
Ms. Maria Fuentes, *Trustee*
Ms. Marsha Grilli, *Trustee*
Mr. Clay Hale, *Trustee*
Ms. Karen Martinez, *Trustee*
Dr. Buu Thai, *Trustee*



SAN JOSÉ CITY COLLEGE

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