

ALAMO COLLEGES DISTRICT  
San Antonio College

# San Antonio College, Alamo Colleges District

SAN ANTONIO, TEXAS

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EXECUTIVE SEARCH PROFILE  
**PRESIDENT**

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# The Opportunity

**San Antonio College (SAC)** seeks confidential applications and nominations for the next President to lead the college into the future following the resignation of President Robert Vela, who accepted an offer to serve as President of Texas A & M University-Kingsville. The President of the college reports to the Chancellor and serves on the District Senior Leadership Team comprised of college and district leaders to further the mission of the college and the district. This is an excellent opportunity for an experienced, courageous, visionary, transformational, and collaborative leader with a record of success serving a diverse, multicultural urban population to join a team of talented faculty, staff, and administrators at the college and join a team of committed high performing colleagues in the Alamo Colleges District. The next President will build on the strong reputation and national accolades that SAC has enjoyed in past years and lead the college to greater heights in the future. Alamo Colleges District is engaged in collaborative work within the community and has embraced the shared goal to eliminate poverty in San Antonio. The successful candidate will also have demonstrated experience as a leader and partner in community and business relations, and a track record of leadership in academic and workforce program development to successfully meet community needs.





# SAC Overview



San Antonio College (SAC) is a federally designated Hispanic Serving Institution (HSI) and one of the five colleges within the nationally renowned Alamo Colleges District. One of the oldest colleges in Texas, SAC was established in September 1925, as University Junior College under the auspices of the University of Texas. The following year, control of the college was transferred to San Antonio Independent School District and the name was changed to San Antonio Junior College.

With passage of state legislation authorizing the creation of junior college districts, administrators embarked on an active campaign to create the San Antonio Union Junior College District. Approved in 1945, the District assumed control of the San Antonio Junior College and its sister college, St. Phillip's Junior College. Two years later "Junior" was dropped from the names of the colleges.

The college's first offices were housed on the northwest side of Main Avenue High School. In 1926, the college relocated to a facility on South Alamo Street that was once home to German-English School. The college has been at its current location on San Pedro Avenue since January 1951 when it enrolled 500 students and operated from a single building. The Southern Association of Colleges and Schools (SACS) granted the college accreditation in 1955. In the late 1960s, San Antonio College became a comprehensive community college by expanding offerings in occupational and technical courses and by assuming the San Antonio Independent School District's continuing education program. The name of the college district was changed to San Antonio Community College District in 1978 and again in 1982 the district was renamed the Alamo Community College District. In 2009 trustees approved the current name, Alamo Colleges District to encompass five colleges.

In support of the mission of the Alamo Colleges District, San Antonio College responds to Bexar County's diverse community by providing high quality general education,

liberal arts and sciences, career education, continuing education and developmental education. Having expanded its campus and facilities over the years, San Antonio College is now one of the largest single-campus community colleges in the state and nation. The college enrolls on average approximately 18,000 students each semester.

The campus is located in the heart of the city, just minutes north of downtown San Antonio; nearby is a mix of businesses, including stores, restaurants, bars, nightclubs, and a range of neighborhoods including those that are low income, gentrified, and affluent such as the Tobin Hills area. The large campus contains many separate buildings, centers, halls, auditoriums, athletic and fitness facilities, cafes, more than thirty parking lots, three parking garages, and much more.

## College 3D Interactive Map

SAC is projected to receive more than 70 million dollars from general obligation bonds and maintenance notes for facility renovation and construction.

## Capital Improvement Plan Projects

The college has a very comprehensive strategic planning process that is collaborative, transparent, and includes an ongoing monitoring and evaluation process designed to enable the college to make continuous improvement. SAC's 2019-2022 strategic plan will be replaced by its 2022-2025 strategic plan that is scheduled for approval by the College Council in September 2022.

## SAC Strategic Plan



# Governance

The Alamo Colleges Board of Trustees is the governing body of five independently accredited colleges (Northeast Lakeview College, Northwest Vista College, Palo Alto College, San Antonio College, and St. Philip's College).

The Presidents of the five colleges report to the Chancellor of the Alamo Colleges District and are responsible for overseeing governance at the colleges. San Antonio College operates under a shared governance model of councils and committees. The President works collegially with the Faculty Senate, Staff Senate, Adjunct Faculty Council, and the Student Government Association to support the mission and vision of the college and the district.





# Mission, Vision & Values

## MISSION

*To empower our community for success by meeting the postsecondary learning needs of all San Antonio College students through equitable educational practices for diverse populations in a globally networked society. San Antonio College helps students achieve their full potential by preparing them to graduate, transfer, or enter the workforce with effective critical thinking skills, communication proficiency, leadership ability, personal and civic responsibility, empirical and quantitative understanding, performance proficiency, and the ability to work effectively in teams.*

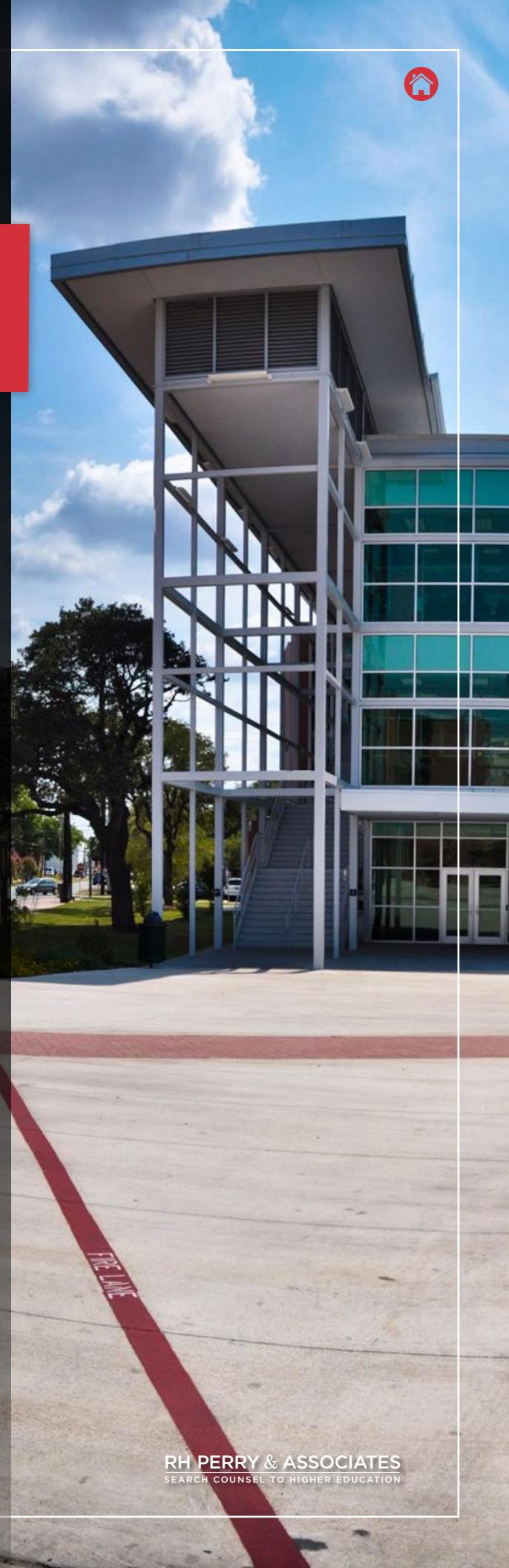
## VISION

*San Antonio College will be the best in the nation in Student Success and Performance Excellence.*

## VALUES

*SAC is committed to building individual and collective character through the following sets of values in order to fulfill their vision and mission.*

- **Students First**
- **Community-engaged**
- **Collaboration**
- **Can Do Spirit**
- **Respect for All**
- **Data-informed**



# SAC Points of Pride



- SAC is proud to embrace its designation as a Hispanic Serving Institution (HSI).
- SAC earned the 2021 **Aspen Prize for Community College Excellence**, which is the signature recognition of high achievement and performance among America's community colleges; SAC was the first community college in Texas to win this prestigious award.
- **The Alamo Colleges District** is one of two community colleges in the nation to receive the 2020 **Leah Meyer Austin Award** from Achieving the Dream (ATD). This national recognition is given annually to a college or colleges in the ATD network that show measurable improvement in student outcomes driven by top-to-bottom cultural change in the institution.
- SAC secured a \$15 million dollar gift in 2021 from MacKenzie Scott and Dan Jewett to create a permanent endowment for the college.
- SAC's RN to BSN degree program is the first baccalaureate degree offered by an Alamo Colleges District institution to meet community workforce needs.
- Alamo Colleges District received the 2022 **AACC Student Success Excellence Award**.
- SAC was designated as one of the "Most Promising Places to Work in Community Colleges" by NISOD and Diverse Issues in Higher Education Magazine in 2022.



# Alamo Colleges District



Alamo Colleges District (ACD) is a nationally recognized community college district and the recipient of the 2018 Malcolm Baldrige National Quality Award, the nation's highest honor for performance excellence. In 2020, ACD won the Leah Meyer Austin Award given by the Achieving the Dream Network, recognizing the District's holistic approach to reducing equity gaps between student groups.

ACD is one of the largest community college systems in the nation and the second largest in Texas. ACD includes Northeast Lakeview College, Northwest Vista College, Palo Alto College, San Antonio College, and St. Philip's College, along with a number of off-campus locations throughout the San Antonio metropolitan area, serving an eight-county region with a total Fall enrollment of more than 68,000 students.

From ACD's formation as a community college district in 1945 through decades of change and expansion, the District has worked to make higher education accessible and affordable for all. Today, these five colleges fulfill their mission with a vast array of certificates, courses, and 2-year degrees. ACD credits transfer to four-year universities for those pursuing advanced degrees, and workforce development and continuing education programs help individuals build new careers and meet the needs of businesses.

ACD and its local partners are committed to ending poverty, enhancing economic and social mobility, and meeting workforce demands by joining forces to help more students complete college and obtain the necessary skills to hold high-wage and demanding jobs.



# About San Antonio



San Antonio is one of the fastest growing cities in the nation and the second most populous city in Texas with an estimated 1.5 million people, of which 60% are Hispanic. The city is rich in history and cultural diversity. Founded in 1718 as a Spanish mission and colonial outpost, San Antonio was the first chartered civil settlement in Texas in 1731 and is the state's oldest municipality. The Greater San Antonio metropolitan area has a population of 2.5 million and hosts a colorful blend of cultures—Tejano, Mexican, Irish, German, Czechoslovakian and many more. Cultural attractions include: the River Walk, the Tower of the Americas, the Alamo Bowl, and the historic Alamo Mission.

As home to one of the largest concentrations of military bases in the United States, San Antonio is known as Military City USA. The city has the largest single installation within the United States Department of Defense (DOD), Joint Base San Antonio, which also houses the largest medical center for the DOD.

San Antonio has a strong and vibrant economy, supported by consistent commercial and residential growth. The city boasts spectacular parks and green spaces, festive seasonal events, and magnificent dining, entertainment, and sporting events. Much of the population is of Hispanic descent and many are Spanish-speaking or bilingual, preserving the unique historical atmosphere of this fabulous city.

Census data for 2020 reveal that San Antonio is one of the fastest growing cities in the US and its cost of living make it very affordable. According to PayScale, San Antonio, Texas's overall cost of living is 14% lower than the national average, housing expenses are 24% lower, utilities are 12% lower and groceries are 17% lower than the national average. In addition, Texas has no individual state income tax.





# SAC Academics



## Academic Programs

Students attending SAC benefit from access to a diverse class selection, affordable tuition, small class size, respected faculty, and exemplary programs and services.

SAC and the other colleges in the Alamo Colleges District focus on preparing students for their next educational or career step by proactively:

- Reducing students' cost and time of attendance
- Providing students with additional flexibility and opportunities to earn a two-year degree
- Maximizing the number of credits that students can transfer toward a baccalaureate degree
- Offering stackable program options to help students successfully enter the workforce and continue to enhance their lifelong educational progress.

SAC confers Associate of Arts (AA), Associate of Science (AS), Associate of Arts in Teaching (AAT), and Associate of Applied Science (AAS) Degrees. As previously mentioned, SAC offers a baccalaureate degree, through its RN to BSN degree program and may have the opportunity to add more baccalaureate level programs. Several levels of certificate programs are available.

The AA, AS, and AAT degrees are specifically designed for transfer as equivalent of the first half of the baccalaureate degree requirements of most public colleges and universities. The AAS degrees and certificates are designed for job or career entry, career development and change, industry/business start-up development, and technical services to industry. The certificate programs require fewer semester hours than an AAS and most can be applied toward an AAS degree.

SAC has structured pathways that guide students within one of five institutes: Business and Entrepreneurship, Creative and Communication Arts, Health and Bioscience, Public Services, and Science Technology. Faculty, staff, and advisors are assigned to each institute to assist students.

## Additional Program Information

## SAC Outcomes and Competencies

Texas Higher Education Coordinating Board has provided definitions for the core objectives; San Antonio College has adopted these core objectives as general education competencies.

## Core Curriculum

Graduates from San Antonio College with an associate degree will be able to:

- Employ Critical Thinking Skills, to include creative thinking, innovation, inquiry, analysis, evaluation, and synthesis of information;
- Convey knowledge and information through Communication Skills, to include effective written, oral, and visual communication;
- Apply Empirical and Quantitative Skills, to include applications of scientific and mathematical concepts;
- Participate effectively in Teamwork activities, to include the ability to consider different points of view and to work effectively with others to support a shared purpose or goal;
- Exhibit Social Responsibility by engaging effectively in regional, national, and/or global communities and by demonstrating intercultural competency and civic knowledge;
- Model Personal Responsibility for others, to include the ability to connect choices, actions and consequences to ethical decision-making;
- Provide Leadership in a variety of contexts, to include managing group dynamics, fairly evaluating diverse viewpoints, making competent decisions, following appropriate hierarchies, and modeling servant leadership practices.
- Demonstrate proficiency in one or more areas of Performance, to include artistic skills, technical skills, athletic skills, or other kinesthetic skill activity.



# SAC Students



Each semester on average, the college serves about 18,000 students from its service area, which includes the city of San Antonio, Bexar County, and eight surrounding counties. San Antonio is the capitol seat for Bexar County. According to the college's 2020-2021 fact book, Hispanic, White, Black (non-Hispanic), and Asian students constitute 64, 22, 8, and 3 percent of the student body, respectively. More than 85 percent of the students come from Bexar County.

Prominently displayed on the college's website is the statement "Choose a college that is miles ahead...not miles away". This statement is validated by Aspen recognizing SAC as the top community college in the country for the 2021 academic year. This award demonstrates the commitment of faculty, staff, and administrators to ensure that all students at SAC are successful in meeting their educational goals.

SAC participates in Caring Campus, an initiative developed by the Institute for Evidence-Based Change (IEBC). The coalition's mission is to increase student retention, success, and graduation rates by fostering a caring environment that will improve students' connection to college. Caring Campus leverages the value of connectedness to increase the likelihood that students will continue towards, and succeed in, attaining their educational goals.

The college provides a comprehensive array of services and resources to assist students in meeting their educational goals. In addition to these services, unique services are available for nine specific student populations identified by the college. For example, the Victory Center provides services to students who are veterans or active-duty military. This is especially important because SAC serves the largest student veteran population in Texas.

## SAC Students at a Glance

**69%**

Transfer

**31%**

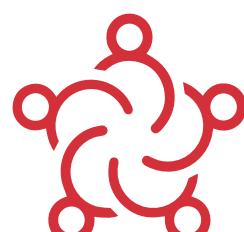
Professional/  
Technical

**19%**

attend full-time

**81%**

attend part-time



### STUDENT DIVERSITY

Hispanic: **64%**

White: **22%**

Black: **8%**

Asian: **3%**

**63%**   
are female

**37%**   
are male

**65%**

are 24 and under

**35%**

are 25 and over

About Specific Target Populations

College Fact Book



# SAC Students



## Student Life

The Student Government Association (SGA) is the voice of the students. SGA works to bridge the gap between the student, the faculty and the administrators. SGA represents students in various ways: serving on campus wide committees, sponsoring events that allow students to know what administration offices do, speaking at the Board of Trustees meetings on behalf of students.

### About Campus Life

## Athletics

Extramural sports provide an opportunity for students to participate in a competitive environment against surrounding colleges or universities that have club sports, and promotes respect, good sportsmanship, integrity, and the academic success of a student-athlete. San Antonio College is part of the Texas Collegiate Athletic Conference, which includes our sister colleges: (Northeast Lakeview, Northwest Vista, Palo Alto, and St. Philip's) and surrounding colleges: Trinity, Incarnate Word, Our Lady of the Lake, Victoria College, and Southwest Texas Junior College.

Intramural sports are recreational sports that are organized by the college to give students the opportunity to play, exercise, and become involved with sporting activities on campus. Individual and team intramural sports are offered throughout the academic year.



# Key Indicators

	<b>SAC Budget FY22*:</b>	\$68,064,662.00	<p><i>*Alamo Colleges District Support Operations budgets and manages for utilities, housekeeping, grounds, building maintenance, construction project management and preventative maintenance</i></p>
	<b>Operating Funds:</b>	\$63,720,230.00	
	<b>Auxiliary Funds:</b>	\$2,770,656 ( <i>Non-Formula Funding</i> )	
	<b>Capital Funds:</b>	\$1,573,776.00	
	<b>ACD Overall Revenue Mix:</b>		
	Tuition/Fees:	24.1%	
	Ad Valorem Taxes:	48.5%	
	State:	22%	
	Other ( <i>other formula, investment income, non-formula, CE</i> ): 5.5%		
	<b>SAC Scholarship Endowment/Foundation</b>	\$19,195,593.30	
	<b>SAC Active Grants (7/2022):</b>	\$8,605,780	
	<b>Discretionary</b>		
	• <b>Federal:</b>	\$8,094,402	
	• <b>State:</b>	\$343,178	
	• <b>Foundation:</b>	\$140,200	
	• <b>Other:</b>	\$28,000	
	<b>Formula</b>		
	• <b>HEERF Institutional:</b>	\$33,506,291.00	
	• <b>HEERF MSI:</b>	\$24,235,387.00	
	• <b>HEERF Student Aid:</b>	\$ 3,211,459.00	
	<b>Current Tuition</b>		
	<b>In-District resident:</b>	\$99/credit hour	
	<b>Out-of-District:</b>	\$215/credit hour	
	<b>Non-Resident:</b>	\$466/credit hour	
	<b>SAC Student Enrollment (Fall 2020)</b>		
	<b>Total Headcount:</b>	19,231	
	<b>Developmental Programs:</b>	13.6% ( <i>duplicated with Transfer Programs and CTE Programs</i> )	
	<b>Transfer Programs:</b>	68.7%	
	<b>Career &amp; Technical Programs:</b>	31.3%	
	<b>Non-Credit Enrollment:</b>	95 students ( <i>not duplicated with Transfer Programs and CTE Programs</i> )	
	<b>Student Diversity Statistics:</b>		
	<b>Asian:</b>	2.8%	
	<b>Black/African American:</b>	8.7%	
	<b>Hispanic:</b>	64.3%	
	<b>Native American:</b>	0%	
	<b>Non-Resident/Alien:</b>	Not available	
	<b>Pacific Islander:</b>	0.4%	
	<b>Two or more:</b>	1.7%	
	<b>White:</b>	21.8%	



# Key Indicators

	<b>High School ISD Penetration Rate:</b>  First Year Retention Rate (SAC):	% of area HS students choose:  ISD (Top Five Enrolled) Northeast ISD San Antonio ISD Northside ISD Judson ISD Harlandale ISD	SAC % / ACD %  Percent 10% / 20% 12% / 24% 3% / 25% 10% / 38% 9% / 40%
	<b>SAC Total Number of Degrees/ Certificates Awarded in 2021: % SAC Students Transferring to 4-year Institutions Annually:</b>	3,307 (2,790 Degrees and 517 Certificates)  33.4% (6 Year Transfer Rate of FTIC's)	
	<b>Faculty Full-Time:</b> Part-Time:  <b>Faculty Starting Salary:</b>  <b>Student/Faculty Ratio:</b>  <b>Staffing</b>	284 310 (+64 Dual Credit Faculty at High Schools)  \$43,735 - \$55,296 depending on educational credential/qualification  24:1  Executive Staff: Full-time Staff: Part-time staff: Maintenance and Police:	
	<b>Library Collection</b> <b>Print books:</b> <b>Digital Resources:</b>	175,547 75,628	
	<b>Board of Trustees – Alamo Colleges District</b>	The Alamo Community College District Board of Trustees has 9 elected members and one student trustee.	<b>More on the Board of Trustees</b>



# The Position



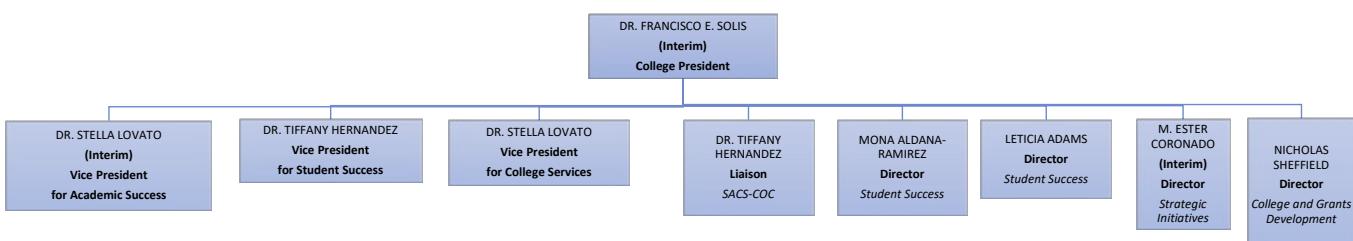
The President of San Antonio College is responsible for supporting the philosophical tenets reflected in the Mission, Vision and Values of the Alamo Colleges District. The President of the College advances the strategic agenda of the College District by providing a strategic philosophical focus for every aspect of the operation of the college.

These philosophical tenets include the: primacy of student success; accountability for institutional performance; belief

that all students can learn; acceptance and implementation of a culture of evidence; and the practice of collaborative leadership that integrates the Baldrige principles and defines the AlamoWay.

The President serves as the Chief Executive Officer of San Antonio College and oversees the daily administration and operation of the college.

## SAC Organizational Chart — Office of the President



# Challenges and Opportunities



- The COVID-19 pandemic exacerbated the college's enrollment decline that began a couple of years before the pandemic. The next President will have the opportunity to strategically reverse the enrollment decline by implementing innovative enrollment management initiatives and strategies to increase enrollment and completion.
- Many positions at the College are currently filled by employees on an interim basis due to the large number of staff who either retired or left the college to take higher level positions at other institutions. The large number of employees in interim positions has negatively impacted employee morale. A priority for the next President will be to analyze the current staffing pattern for faculty, staff, and administrators and determine the optimum levels and positions for each employee group. The President will be expected to develop strategies to recruit, retain, and develop talented staff at all levels with an eye toward achieving greater diversity.
- Approximately 70 percent of SAC's students are enrolled in transfer programs and 30 percent are enrolled in career and technical programs. The College also has robust online program and course enrollment. The next President is expected to take a close look at the college's programs and ensure that the programs align with the needs of the students and workforce demand.
- SAC is proud of the diversity and rich cultural heritage of students and individuals in its service area. The internal and external community will expect the next President to respect, embrace , and recognize the value this diversity and rich cultural heritage add to the college and community.
- Alamo Colleges District and SAC are committed to eliminate poverty in San Antonio. San Antonio is the seventh largest city in the country and is number one in terms of poverty for any large urban city. The next President will play a key role as leader and partner in working with San Antonio's residents, and business, governmental, educational, health care, and non-profit entities to form coalitions and strategic partnerships to address San Antonio's poverty.
- SAC benefits from convenient access to numerous community assets including the Scobee Education Center with a planetarium and Challenger Learning Center, the McAllister Fine Arts Center, several local radio stations, and EcoCentro's community based environmental programs which include an urban farm. The next President has the opportunity to forge stronger partnerships to provide more opportunities for experiential learning, internships and other experiences to complement academic programs.
- In its ongoing work to enhance student success and reduce equity gaps, SAC has offices that provide services designed to meet the unique needs of nine specific student populations the college has identified. The next President will be expected to understand the needs of its students and continue to provide resources to ensure that all students and especially those from these specific populations are successful in attaining their educational goals.
- SAC is well known and respected on the local, state, and national level. The next President will have the opportunity to take advantage of SAC's reputation and increase the college's revenue base by expanding fundraising from individuals, businesses, government, and foundations.
- Approximately 65 percent of SAC's students are less than 25 years of age. The next President will be expected to strengthen and expand efforts to reach adult learners to enhance social mobility by increasing the overall educational attainment level in the community.
- The college's location just minutes north of downtown San Antonio has many advantages. However, the convenient location also means the campus and its facilities are often visited by individuals who are not there on college business. The next President will want to assess the safety and health concerns of the college community and take appropriate action.
- SAC will celebrate its 100th anniversary in 2025, marking a long history of serving the community. The new President will benefit from the long and rich history of the college while being expected to collectively develop a vision for the SAC of the future.
- Some of SAC's facilities are in need of renovation, upgrades and maintenance. The new President will benefit from capital improvement funding from the District to address these needs.
- The next President will be comfortable using data and relevant information to make and implement critical decisions in challenging times while clearly communicating in a transparent and open way.
- The President will have the opportunity to work alongside a team of talented leaders at the Alamo Colleges District level to collaborate on shared goals. The next President will advocate for SAC, support district operations, and enthusiastically assume a critical role as a leader within the District.

# Essential Presidential Functions



- Serves as the Chief Executive Officer and oversees the daily administration and operation of the college, interpreting policies and procedures to ensure compliance with policy and legal requirements.
- Develops and maintains academic standards and curricula in accord with community needs and accreditation standards.
- Maintains a coordinated program of student support services designed to advance student success and improve completion.
- Ensures effective student recruitment and retention programs, maintaining a friendly and healthy campus environment.
- Uses collaborative leadership to achieve the Board's vision of becoming the best community college in the nation in student success and performance excellence, the strategic plan of the college and Alamo Colleges District.
- Uses collaborative leadership to develop the strategic plan and its component parts, including performance measures, action plans and tasks, throughout the college and the District as a whole. Implements, monitors and improves equity performance measures to achieve the results called for by the strategic plan.
- Uses collaborative leadership to achieve continuous improvement, innovation, implementation at scale across the district and collaboration across the district in all things to achieve district goals and wildly important goal (WIG).
- Actively monitors student performance gaps by ethnicity, race, gender, socioeconomic, disability and veteran status. Works to improve and close performance gaps.
- Works collaboratively and collegially within the College and across the District promoting positive relationships, aligned strategies, and team building to benefit the entire eight county service area.
- Assists in the development and implementation of the performance budget model and executes the annual budget following approval by the Chancellor and the Board of Trustees.
- Presents and recommends to the Chancellor actions relating to personnel changes, evaluation and professional development of faculty and staff, and long-range plans.
- Supervises the process of annual performance reviews for all personnel.
- Actively advances the diversity of the workforce at the Alamo Colleges District.
- Develops college operating procedures which are consistent with Board policy and District administrative procedure, memoranda and recommends changes in District policy as appropriate.
- Serves as the official contact person with private, local, state, and national agencies and be the principal spokesperson for the college in public activities.
- Responsible for meeting the accreditation and reporting requirements of the college.
- Promotes good working relationships and maintains personal and organizational involvement with the business, local governmental, and the secondary and post-secondary education communities.
- Advances post-secondary access in partnership with area school districts, community-based organizations, and business/industry groups.
- Develops and leads fund raising initiative of the college and maintains liaison with the Alamo Colleges District Development Office on the college-specific fund-raising activities of the Foundation.

# Qualifications



## Qualifications

- Demonstrated knowledge of college administration.
- Demonstrated knowledge of best practices for leadership and administration of academic personnel. Experience working with the college community to engage faculty and staff in a focus on increasing student success.
- Demonstrated knowledge of technology and its use and best application in community colleges.
- Thorough knowledge of federal and state legislation pertaining to the operation of institutions of higher education, including fair employment practices.
- Thorough knowledge of principles and practices of budgeting in an academic (college/university) environment.
- Ability to establish and maintain effective, collaborative, working relationships with administrators, faculty, students, and the public.
- Ability to communicate effectively both orally and in writing.
- Ability to organize and direct major work operations and work under pressure of deadlines.
- Experience working collaboratively in an urban, complex organization

## Education

A master's degree from an accredited institution in higher education, management, a related field, or an academic discipline is required. A doctorate degree in higher education, management or commensurate experience, a related field, or an academic discipline is preferred.

## Required Licenses and Certifications

Must possess and maintain a valid Texas driver license. Must be insurable through the organization's insurers.

## Experience

- A successful record of five years of increasingly responsible senior level administrative experience is required.
- Administrative experience in higher education is preferred but comparable senior level experience may be considered.
- Three years of full-time college teaching experience is preferred and experience in a diverse, urban community college setting is desirable.

## Compensation & Benefits

The salary for this position is \$246,257.95. The Alamo Colleges District offers an outstanding benefits package.



# Application Procedures

Completed applications are due by **September 6, 2022**. To ensure full consideration, you will be required to submit: 1) a current resume or CV; 2) a cover letter addressing the position; and 3) the contact information for three professional references. Submit your application securely online [here](#).

For further information, please contact:

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## RH Perry Policy

RH Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without their consent.

## Alamo Colleges District Policy

Alamo Colleges is committed to provide equal employment and educational opportunities for all qualified persons without regard to race, color, sex, pregnancy, religion, creed, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, sexual orientation, gender, transgender status, gender identity, gender expression, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence victim status, any other protected category under applicable local, state or federal law, or persons who have opposed discrimination or participated in any complaint process on campus or before a government agency.