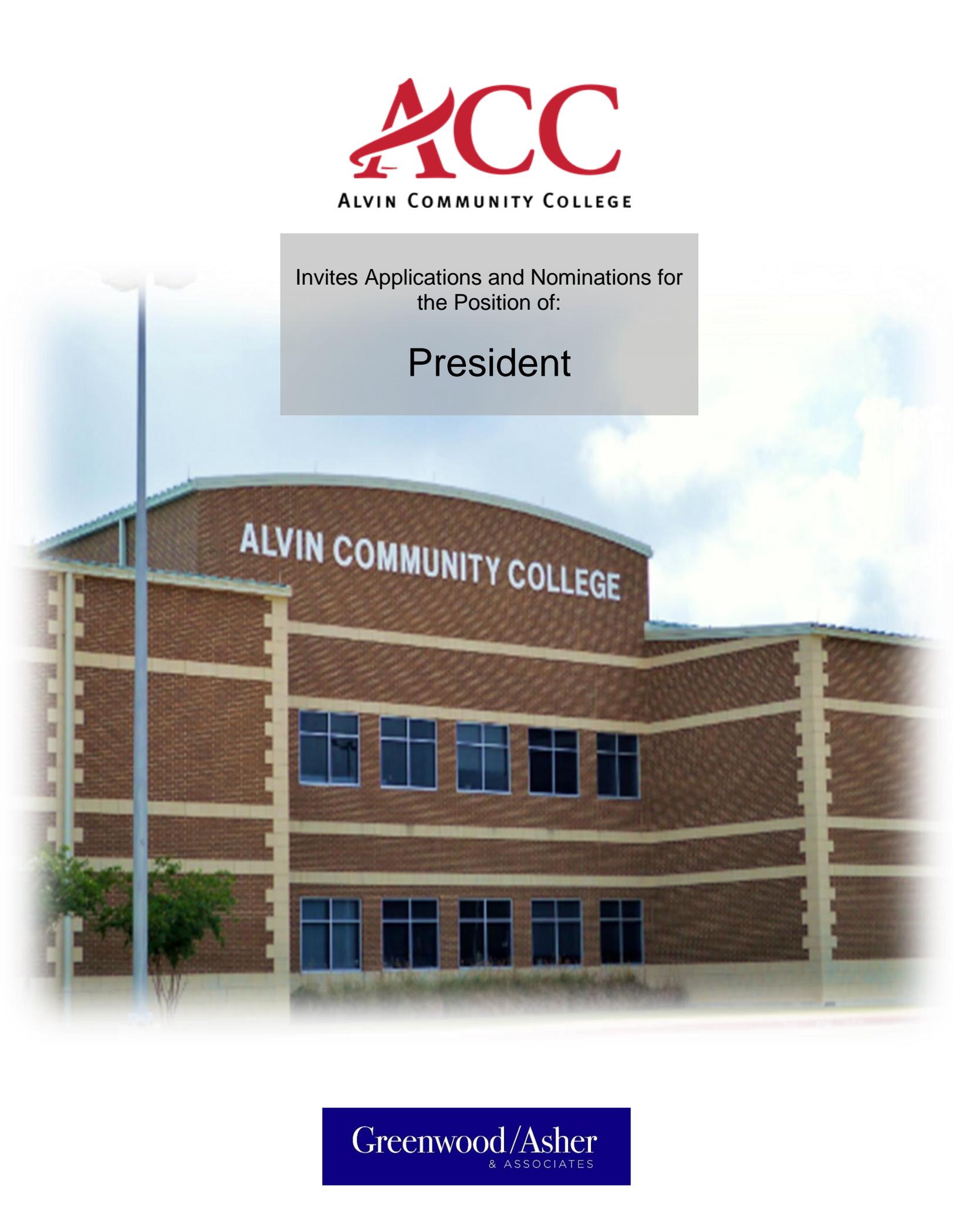




ALVIN COMMUNITY COLLEGE

Invites Applications and Nominations for
the Position of:

President

A photograph of a large, multi-story brick building with a curved roofline. The words 'ALVIN COMMUNITY COLLEGE' are written in large, white, sans-serif capital letters across the upper part of the building's facade. The building has several windows and is set against a blue sky with white clouds. A tall, thin light pole is visible on the left side of the frame.

ALVIN COMMUNITY COLLEGE

Greenwood/Asher
& ASSOCIATES

The Opportunity

The Alvin Community College Board of Regents invites nominations and applications for the position of president. The next president will build on the outstanding work of retiring President Dr. Christal M. Albrecht, who has served Alvin Community College since 2014. The position demands enthusiasm for our community and the mission of the College while having an informed understanding of the changing higher education landscape.

The Role of the President

The president serves as the chief executive officer of the College, reporting to the Board of Regents. The president is responsible for the day-to-day administration, management, leadership, and oversight over College operations. The president leads strategically and works with a wide range of internal and external constituents to lead, support, and sustain the College's vision, philosophy, and mission. They must also advocate locally, regionally, and nationally for the distinctive community college mission. This is a wonderful time to join the College and help to shape the ways in which Alvin Community College will continue to serve its communities.

Alvin Community College

Alvin Community College is a public community college in Brazoria County, Texas. The College provides educational opportunities in workforce training, academics, technical fields, adult basic education, and personal development.

History The Alvin Community College (ACC) District was approved by the qualified voters of the Alvin Independent School District on November 2, 1948. From its inception until the 1971-72 academic year, the College was administered by officials of the Alvin Independent School District. The 1971-72 academic year marked the beginning of a new era in the history of Alvin Community College. A separate administration, tax district, and college board were established to assume the management, control, and operation of a newly created Alvin Junior College District.



Initially, when the College and public schools were in the same system, the College was part of Alvin High School. The first classes began on September 12, 1949, in facilities which grouped grades 11 through 14 in one building and which placed Alvin under a system known as the 6-4-4 plan. One of the more important changes in the program of Alvin Community College was the building of a separate physical plant for academic work at the college level and dropping of the 6-4-4 plan in favor of a 6-3-3-2 arrangement. The college program was strengthened by additional facilities, an enlarged faculty, and successfully meeting the standards of the Southern Association of Colleges and Secondary Schools (1959). Alvin Community College moved to its present campus in the summer of 1963.

By a vote of both the original district and voters of adjoining territories, the college district was enlarged to nearly twice its geographical size in 1974. Then, in the spring of 1975, an \$8 million bond issue was approved, providing funds for the facilities necessary to meet an expanding enrollment. In 1998 the College expanded into its service area with the establishment of the Pearland Center in the former C.J. Harris Elementary School in Pearland. The Pearland Center was closed in 2013 and the facility was sold in 2016.

In 2005, a \$19.9 million dollar bond issue was approved, providing funds for a new science/health science building to meet the needs of expanding health programs, provide relief for overcrowded classrooms, and to update technology and simulation labs.



In 2016, the College was named a Hispanic Serving Institution by the U.S. Department of Education. The College also received a \$3.8 million grant to expand its offerings in Science, Technology, Engineering and Math fields.

That same year, the college was one of 67 in the United States to be named part of the Second Chance Pell program, which offers scholarship assistance for incarcerated students.

The enrollment of Alvin Community College has grown from 134 students in 1949 to almost 6,000, posting its highest enrollment ever in 2019. During this period of growth, Alvin Community College has had six presidents. The sixth president, Dr. Albrecht, joined the College in 2014 and has embraced the challenge moving the College forward strategically.



Mission Alvin Community College exists to improve the lives of its constituents by providing affordable, accessible, high quality and innovative academic, technical, and cultural educational opportunities for the diverse communities it serves.

Vision As a premier college that provides high-quality academic, technical, and cultural programs, Alvin Community College's focus will be to promote student success, enhance quality of life and support economic development.

Core Values Alvin Community College has adopted the following Core Value statements in addition to the Mission and Vision statements.



Community Asset

Alvin Community College is a strong *community asset*.

- › We are the primary resource for lifelong learning opportunities in our community.
- › We are committed to effective collaborations with our community partners.

Accountable

Alvin Community College is *accountable* to all its stakeholders.

- › We commit to fiscal transparency and responsible stewardship of resources.
- › We provide innovative quality education as an affordable and worthwhile investment for our community and students.

Responsive

Alvin Community College is *responsive* to the needs of students and the region.

- › We support all students and staff as individuals; we are responsive, caring, inclusive, and welcoming; we value all members of the ACC family.
- › We are a growing community that offers flexibility and innovation, responding to a wide array of community and workforce needs, all in a friendly atmosphere.



Excellence

Alvin Community College strives for educational *excellence* in programs and services.

- › We achieve educational excellence by offering diverse curricula, opportunities in workforce education, and a quality student experience.
- › We provide a variety of innovative career pathways through programs and services to meet the unique needs of our community, lifelong learners, and the future workforce in an ever-changing global economy.

Student-centered

Alvin Community College prides itself on being *student-centered*.

- › Our quality faculty and staff put students first.
- › We are success-oriented, providing a supportive environment that guides students to reach their full potential.

ACC 2016-2021 Strategic Plan

The Alvin Community College 2016 - 2021 Strategic Plan was developed in 2015. It represents the culmination of a comprehensive institutional assessment, and the development of a five-year strategic plan that will guide the college into its next era of higher education services to students and the region. There are six Breakthrough Strategic Goals that serve as the framework for the strategic plan. They are broad statements that articulate how the College intends to improve its fulfillment of the mission and vision statements and address anticipated challenges and opportunities, the six statements are depicted below:

- › Develop itself as an evidence-based, data-driven organization to improve organizational efficiency and increase student achievement, completion, and success.

- › Plan and develop a campus in the vicinity of the west side of the College taxing district, and address facilities' needs and technology update for existing campus.
- › Develop branding that will be an effective representation of the institution and its mission and will be used to market the College.
- › Develop programs and partnerships to meet employment needs of the community.
- › Maximize the acquisition of revenue, taking into consideration the interest and values of all stakeholders, and allocate them efficiently to the highest and best value for the institution.
- › Strengthen its human resources' capacity to promote a strategically staffed and nimble organization that embraces change, supports open communication, and provides for ongoing professional development.



Accreditation Alvin Community College is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award associate degrees and certificates. The College recently completed a site visit from SACSCOC and anticipates reaffirmation in 2021.

Economic Impact Alvin Community College creates value in many ways. The College plays a key role in helping students increase their employability and achieve their individual potential. It provides students with the skills they need to have a fulfilling and prosperous career. Furthermore, it supplies an environment for students to meet new people, increase their self-confidence, and promote their overall health and well-being.

ACC Foundation The ACC Foundation is a non-profit 501(c)(3) organization. Since 1974, the Alvin Community College Foundation has helped thousands of students with scholarships made possible through generous donations from individuals, families, and businesses. Through fundraising events such as the Annual Gala, the Foundation has also been able to provide additional scholarships, as well as enrichment programs with professional development opportunities, for the community and faculty, and staff.

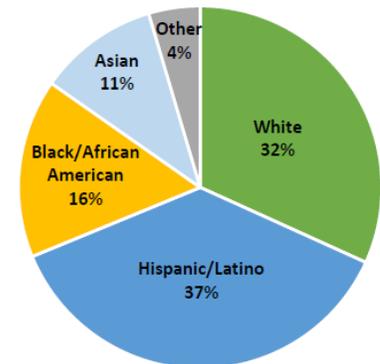


Quality Enhancement Plan (QEP), Success through Engaged Advising ACC's QEP, *Success through Engaged Advising* (SEA), targets advising to improve student success. SEA focuses on students, choosing a path, continuing a path, and completing a path. The benefits of this plan include:

- › A Career Coach assessment to help students assess interests and find a matching program at ACC
- › A Pathways Success Coach (PSC) to assist students with choosing a career path, testing, and other steps in the enrollment process

- › A dedicated Staff Pathways Advisor (SPA) specific to a career path to assist students throughout the college experience
- › Help with academic difficulties, graduation requirements, and career exploration
- › Pathway Faculty Mentors (PFM) to serve as academic and professional resources
- › Exciting activities like career conferences, lunch and learns, guest speaker lectures, or success seminars that align with each career pathway
- › In-person, email, or virtual assistance at every step of the ACC experience
- › A relevant degree plan to help students graduate on time
- › Expert guidance enabling seamless transfers to other colleges and universities to further education
- › Career Services support to assist with creating resumes, job searching, improving interview skills, and more.

Diversity:



Career Pathways ACC Career Pathways provide specific course sequencing aimed at simplifying the course selection process for certificate and/or degree completion. There are eight career pathways:

- › Business and Marketing
- › Education
- › Health
- › Law, Government and Public Service
- › Liberal Arts
- › Manufacturing, Construction and Logistics
- › Science, Technology and Math
- › Tourism and Hospitality

The following types of degrees and certificates are offered:

- › Associate of Arts (AA)
- › Associate of Applied Science (AAS)
- › Associate of Science (AS)
- › Technical Certificate (TC)
- › Advanced Technical Certificate (ATC)
- › Continuing Education Certificate (CE)

Some new programs include:

- › Cybersecurity, Health Information Management and Supply Chain Management

Distance Education Alvin Community College has different ways that students can take distance education courses: **Internet and Hybrid.**

Students:

- › Enrollment: 5,993
- › 45% male
- › 55% female

Financial Aid:

- › 25% of students received Pell Grants in 2019-2020

Accolades:

- › ACC has been listed for the 5th time in the top 150 community colleges in America as ranked by the Aspen Institute for 2021

Budget:

- › 2020-2021 Operating \$36,685,421

- › An Internet class is conducted almost if not entirely online. Some instructors may require that students come to campus for orientations, field trips, or to take tests in an approved testing location. Students must have access to the Internet, as all classes are conducted through MyBlackboard.
- › Hybrid courses combine online learning and face-to-face instruction in a manner that reduces the number of face-to-face classroom meetings. Students attend a portion of the class in the traditional classroom at regularly scheduled times and complete the remaining portion of the class online using MyBlackboard.

Alvin, Texas

Tucked between the hustle and bustle of Houston, and the sandy beaches of the Texas Gulf Coast, lies Alvin; a charming southern town with humble beginnings dating back to 1845. Here, you will find historical sites, antique style shopping and family-friendly adventures.

Located on land originally granted to the Houston Tap and Brazoria Railroad, Alvin boasts many great recreational opportunities including 13 parks and the country's only dedicated night lit disc golf course. Originally named Morgan by the town's residents in honor of the settlement's founding father, Alvin Morgan. The town changed its name to Alvin after discovering a Morgan, Texas already existed. Alvin was officially incorporated in 1893, making it the oldest incorporated settlement in Brazoria County. The historic depot was built in 1907 and has remained a staple in the community's long history involving the railroad.

Conveniently located, Alvin offers visitors big city attractions with small-town hospitality. Less than an hour's drive from the Kemah Boardwalk, Space Center Houston, downtown Houston, and Galveston.

Brazoria County Brazoria County is a Gulf Coast county, the seat of which is in Angleton. Geographically, the area is a coastal plain, which is interlaced with numerous lakes, rivers, and bayous. The county's economy rests on agriculture, healthcare, oil and gas production, and petrochemical manufacturing.

The Position

Professional and Preferred Qualifications

The successful candidate will be a strong and effective academic leader who has vision, sharp strategic views, and a demonstrated ability to lead a growing, complex institution. The ideal candidate will be a visionary and entrepreneurial leader who inspires confidence and trust, both



within and outside Alvin Community College and who will be an excellent communicator and spokesperson who can advocate on behalf of the College.

In addition, the ideal candidate should have the following professional qualifications and personal characteristics:

- › Appropriate terminal degree
- › Demonstrated record of successful college leadership experience
- › Demonstrated commitment to students and student success
- › Experience working with internal and external constituent groups.

Further, the preferred qualifications include:

- › Excellent communication and collaboration skills
- › A track record of success having demonstrated financial acumen
- › Demonstrated commitment to diversity and inclusion as core values that enhance the educational process
- › A transparent and collegial leadership style
- › Sensitivity to community and campus culture
- › Experience with community colleges
- › Teaching experience
- › Listening skills
- › Ability to build trust and delegate
- › Strong visibility on campus and in the community
- › Demonstrated evidence of building leadership teams
- › A vision for the future of community colleges.

Nomination and Application Process

Salary

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Greenwood/Asher & Associates, Inc., an executive search firm, is assisting Alvin Community College in the search. Review of confidential applications and nominations will begin immediately and continue until the position is filled. Screening of candidates will begin immediately. A complete application includes a letter of interest describing experience relevant to the position requirements; current resume/curriculum vitae; and contact information for five professional references. Nominations should include the nominee's name, position, address, telephone number and email. Application materials should be submitted electronically as PDF attachments.

Please direct inquiries, nominations, and application materials to:

Betty Turner Asher, Partner and Vice President

Itza Walters, Executive Search Consultant

Email: bettyasher@greenwoodsearch.com

Email: itzawalters@greenwoodsearch.com

The logo for Greenwood/Asher & Associates is displayed within a dark blue rectangular box. The text "Greenwood/Asher" is written in a large, white, serif font, with a forward slash between the two names. Below this, the words "& ASSOCIATES" are written in a smaller, white, sans-serif font.

Alvin Community College is an equal opportunity institution and does not discriminate against anyone on the basis of race, religion, color, sex, pregnancy, gender equity, sexual orientation, parental status, national origin, age, disability, family medical history or genetic information, political affiliation, military service or veteran's status.