

SEARCH PROFILE:

SUPERINTENDENT/PRESIDENT

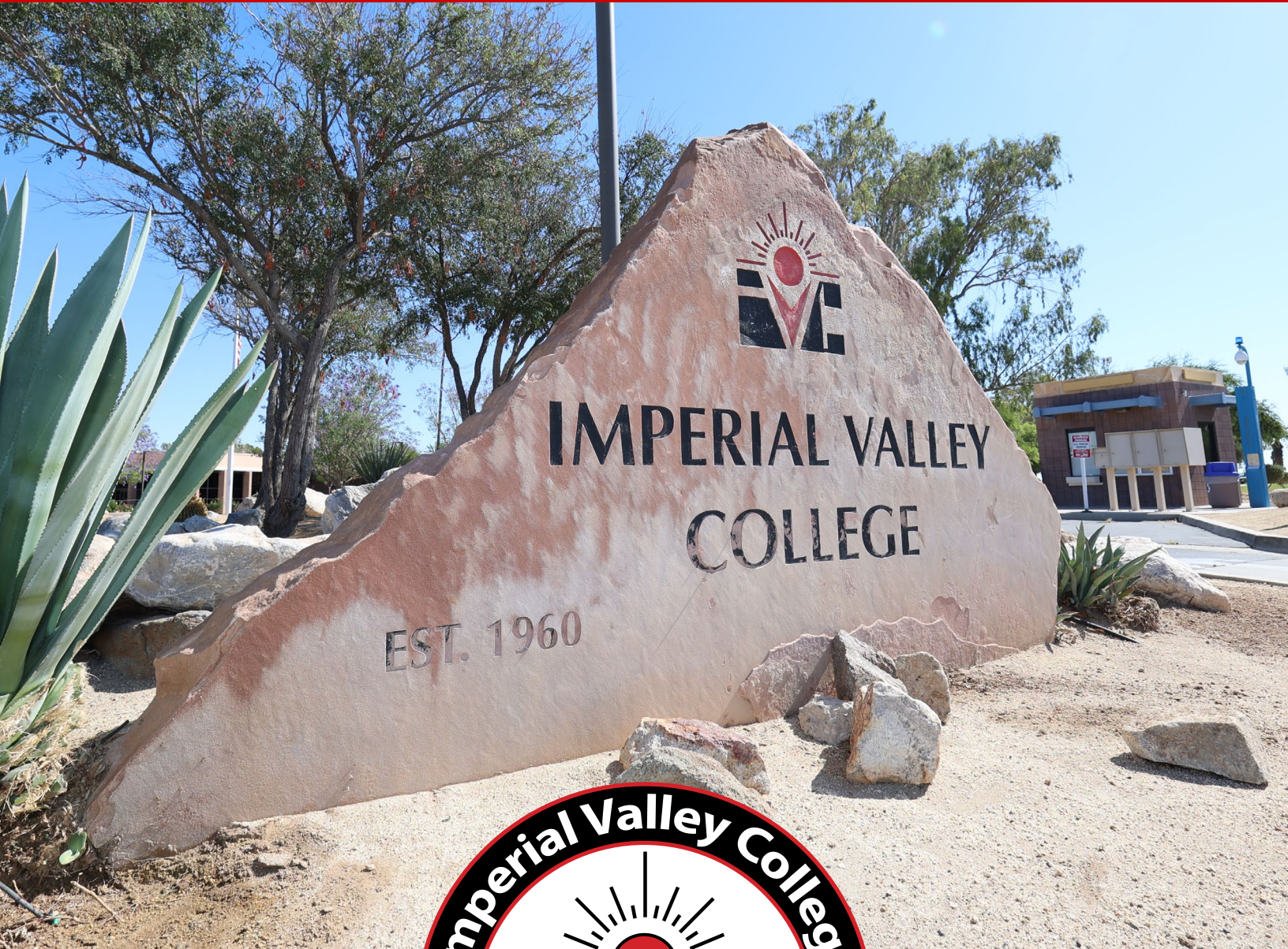


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THE OPPORTUNITY

The Board of Trustees for the Imperial Community College District invites nominations, inquiries, and applications for the position of Superintendent/President of Imperial Valley College (IVC). Founded in 1962, IVC is the only community college with a physical campus in Imperial County, California, a binational region on the U.S.–Mexico border with deep agricultural roots and a fast-emerging clean-energy economy. The college serves more than 13,000 students each year through associate degrees, transfer degrees, certificates, noncredit programs, and apprenticeships across more than 60 fields of study, and it is preparing to launch its first bachelor's degree, in Industrial Automation.

IVC's results have earned national attention. The college was a co-recipient of the 2023 Aspen Prize for Community College Excellence and was named a 2025 Carnegie Opportunity College and University. Enrollment has grown for multiple consecutive terms, and new programs such as LIFT the Valley are preparing students for careers in lithium extraction, geothermal and solar energy, and advanced technical industries.

The next Superintendent/President (President) will lead a college with strong community roots and significant momentum. Reporting to the elected Board of Trustees, the President will guide planned and sustainable growth, secure the college's financial future, unite instruction and student services around student success, and position IVC as an anchor of workforce and economic development in the Imperial Valley and the broader binational region. The next President will assume office in early Spring 2027 with a salary range of \$280,000 to \$330,000.



ABOUT IMPERIAL VALLEY COLLEGE

Founded in 1962, Imperial Valley College (IVC) has grown from a small rural institution operating from a temporary building into a comprehensive community college occupying a 160-acre campus in Imperial, California. As the only community college in Imperial County with a physical campus, IVC is the primary pathway to higher education for residents of El Centro, Calexico, Brawley, Holtville, and the surrounding communities. The college offers associate degrees, Associate Degrees for Transfer, certificates, noncredit certificates, and apprenticeship programs across more than 60 fields of study, spanning the arts and humanities, business, education, healthcare, public safety, social sciences, STEM, agriculture, technology, and the skilled trades. Its location near the U.S.–Mexico border and its strong connections to both California and Baja California give IVC a distinctive identity and mission. This strong educational connection is illustrated by the [Bi-National Recognition Ceremony](#) that IVC hosts each Spring in Mexicali to recognize transborder student graduates.

IVC served 13,231 students in 2024–25, and its results have earned national attention, including recognition as a co-recipient of the 2023 Aspen Prize for Community College Excellence. Through transfer pathways, career education, work-based learning, and an extensive network of student support, IVC prepares students for success at four-year universities and in the workforce of a fast-changing regional economy.

Enrollment has grown for multiple consecutive terms. Fall headcount rose from 7,455 in 2021 to 8,908 in fall 2024, and summer headcount from 2,803 to 4,885. More than 85 percent of IVC students identify as Hispanic, reflecting the binational community the college serves, and nearly 3,900 first-generation students enrolled in fall 2024 alone. In 2024–25, 8,668 students received approximately \$51.7 million in financial aid, supported by basic needs services, housing assistance, and



ABOUT IMPERIAL VALLEY COLLEGE (CONTINUED)

technology lending. In fall 2024, 1,075 students participated in work-based learning, and Career Education programs use employer advisory committees to keep curriculum current.

Imperial Valley College is institutionally accredited by the Accrediting Commission for Community and Junior Colleges (ACCJC) of the Western Association of Schools and Colleges. ACCJC is recognized by the Council for Higher Education Accreditation and the U.S. Department of Education.

ACADEMIC PROGRAMS

Students can pursue university-transfer pathways in disciplines ranging from Business Administration, Psychology, and Computer Science to Biology, Chemistry, Mathematics, Agriculture, and Elementary Teacher Education. Career programs prepare students for high-demand fields including Nursing, Automotive Technology, Cybersecurity, Industrial Automation, Electrical Technology, Emergency Medical Services, Fire Technology, Water Treatment, and Welding. IVC is preparing to launch its first bachelor's degree, in Industrial Automation, so local students can earn an advanced credential without leaving the Imperial Valley.

Lithium Industry Force Training prepares students for the region's emerging clean-energy economy, supported by \$1.7 million from the U.S. Department of Energy and nearly \$500,000 in regional Strong Workforce Program funding.

The college continues to add programs that respond to the region's evolving workforce, including Plant Operator Technology, Chemical Technician, Instrumentation Technology, and Industrial Automation Systems Technology, along with apprenticeships in electrical, energy, telecommunications, and technical occupations. More than 40 certificate pathways and growing noncredit and ESL programs provide accessible entry points to education, careers, and transfer.

Several programs hold specialized accreditation, approval, or licensure, including Registered and Vocational Nursing, Emergency Medical Services, Automotive Technology, Addiction Disorder Studies, Administration of Justice/Law Enforcement, Correctional Science, Firefighter I, and Child Development. Students can take courses in person or through hybrid, HyFlex, synchronous online, and fully online formats.

STUDENTS AND STUDENT LIFE

IVC served 13,231 students in 2024–25, up from 10,790 in 2022–23. Headcount reached 8,908 in fall 2024, 4,114 in winter 2025, 8,081 in spring 2025, and 4,885 in summer 2025. The student body reflects the region it serves: 85.6 percent of students identify as Hispanic, and nearly two-thirds are 24 or younger. Transfer is central to IVC's mission. In 2024–25, 47.4 percent of

VISION

To provide quality education that enriches lives and builds futures.

MISSION

The mission of Imperial Valley College is to foster excellence in education that challenges students of every background to develop their intellect, character, and abilities; to assist students in achieving their educational and career goals; and to be responsive to the greater community.

Imperial Valley College pursues its mission through the following core values:

- **Excellence:** Providing superior service and educational learning opportunities that provide, promote, and enhance student learning and growth.
- **Integrity:** Guiding the college's actions with an internally consistent framework of principles that demonstrate forthright, honest, and ethical behavior in all interactions.
- **Accessibility:** Building and creating an inclusive and accessible learning environment that provides equitable treatment for all, without discrimination.
- **Diversity:** Recognizing and valuing the strengths of diverse backgrounds and perspectives in an environment that respects diverse traditions, heritages, and experiences.
- **Collaboration:** Encouraging recursive interaction of knowledge, experience, and mutual learning among people working together toward a common creative goal.
- **Innovation:** Providing innovative approaches to learning, problem-solving, and growth in response to a rapidly changing environment.
- **Fiscal Integrity:** Ensuring the fiscal integrity of the District to fulfill its mission.



ABOUT IMPERIAL VALLEY COLLEGE (CONTINUED)

students identified earning an associate degree and transferring to a four-year university as their goal, and Psychology for Transfer is the most common major, followed by Pre-Nursing and Allied Health.

Student life extends beyond the classroom through Associated Students Government, student clubs, intercollegiate athletics. IVC Athletics programming includes baseball, softball, basketball, soccer, tennis, wrestling, and volleyball with the Desert Warrior mascot.

The campus is abuzz with frequent student-led and student-focused events, along with cultural and heritage programming, that includes Hispanic Heritage Month, Black History Month, Women's History Month, AAPI Heritage Month, veterans recognition, Farmworkers Recognition Day, and Cinco de Mayo. The College Center, library, cafeteria, and study areas offer places for students to gather and engage.

IVC supports students through basic needs and housing assistance, technology lending, academic and transfer support, and MESA, which provides tutoring, professional development, internships, and connections to industry. Special programs include CalWORKs, EOPS, CARE, DSPS, foster youth services, Puente, veterans services, and College and Career Access Pathways, and the college also serves incarcerated, homeless, and economically disadvantaged students.

STUDENT SUCCESS

In 2024–25, IVC conferred more than 3,100 degrees and certificates, including 1,385 associate degrees, 740 Associate Degrees for Transfer, and 981 certificates requiring 16 or more semester units. Course success rates ranged from 69.6 percent in fall 2024 to 82.4 percent in winter 2025, and student retention held between roughly 89 and 93 percent across the four terms.

STRATEGIC PLAN

The 2021–2030 Vision Comprehensive Master Plan serves as IVC's blueprint for organizational development

and fulfillment of its mission. Built on the college's mission, vision, and core values, the plan centers on access, student success, workforce preparation, equity, and student support. Its Vision 2030 measures track progress in three areas:

- Equity in Access: 1,341 K-12 dual enrollment students, 9,926 economically disadvantaged students, 654 veteran students, 614 justice-impacted students, and 187 foster youth students.
- Equity in Success: 1,344 students transferring to four-year institutions and 51 percent of exiting students attaining a living wage.
- Equity in Support: 7,799 students receiving Pell Grants and 9,613 students receiving California College Promise Grants.

ECONOMIC IMPACT AND INNOVATION

As Imperial County's community college, IVC provides affordable higher education, career preparation, and workforce development that contribute directly to the region's economic vitality. The college partners with K-12 schools, universities, employers, workforce organizations, and government agencies to strengthen education-to-career and transfer pathways.

LIFT the Valley (Lithium Industry Force Training) is a leading example of IVC's response to the region's emerging clean-energy economy. The initiative offers Plant Operation, Chemical Lab Technician, and Instrumentation Technician pathways that incorporate third-party industry certifications. The inaugural Plant Operator program enrolled 60 students, more than 50 of whom completed it, and IVC has invested approximately \$1.2 million in specialized equipment and simulators for hands-on, industry-aligned training.

Dual enrollment, eight-week courses, enhanced online learning, and growing noncredit and adult education programs are opening more flexible pathways into higher education, while student housing, financial assistance, and wraparound services address barriers to persistence and completion.





ABOUT THE IMPERIAL VALLEY

Imperial Valley College sits in the heart of Imperial County in southeastern California, near the U.S.–Mexico border. The county is home to an estimated 178,713 residents, 86.1 percent of whom identify as Hispanic or Latino. The region is shaped by binational traditions, languages, cuisine, family connections, and commerce, and it shares close cultural and economic ties with Mexicali, a metropolitan area of more than one million people, and the state of Baja California.

Agriculture remains the foundation of the Imperial Valley economy, while geothermal and solar energy, lithium and mineral extraction, and advanced technical industries are creating new workforce needs. The convergence of agriculture, renewable energy, emerging lithium development, and international proximity makes the Imperial Valley a distinctive setting for the college and its next Superintendent/President, with IVC positioned to serve as an educational and workforce bridge for the binational region.



LEADERSHIP AGENDA AND PREFERRED CHARACTERISTICS

LEADERSHIP AGENDA

The next Superintendent/President of Imperial Valley College will lead an institution with deep community roots, national recognition as a co-recipient of the 2023 Aspen Prize for Community College Excellence and a 2025 Carnegie Opportunity College and University, and significant momentum. The following priorities will define the work of the next Superintendent/President.

Lead Planned, Sustainable Growth

IVC has grown enrollment for many consecutive terms and has set a goal of reaching 10,000 FTES, a threshold that would move the college from small to medium size under the state funding model. The next Superintendent/President will assess whether this goal is achievable and beneficial and then build a realistic plan to reach it. That plan must account for the approaching high school enrollment decline and a regional population that is not growing quickly.

Growth will depend on reaching new students. These include adult learners, incumbent workers who need upskilling, residents who need English language skills to enter or advance in the workforce, and students in the outlying rural communities. Expanded noncredit and ESL programs, off-campus locations, flexible online and hybrid options, and potential baccalaureate programs

are all on the table. The college also has bond-funded facilities work underway. Disciplined enrollment management will be central to aligning schedules, programs, and facilities with this growth.

The next President will also play a significant role, in conjunction with the Board, in the continued expansion and development of the campus.

Secure the Financial Future of the Institution

The next leader will ensure fiscal stability through state budget fluctuations while protecting program quality. This requires a strong command of the Student Centered Funding Formula and a culture of budget accountability and transparency. It also requires an honest analysis of how growth decisions affect the college's finances.

Beyond state apportionment, the Superintendent/President will lead efforts to diversify revenue through philanthropy, the IVC Foundation, and competitive grants. As a Hispanic-Serving Institution in an agricultural region, IVC is well positioned for federal grant opportunities. Fundraising in the Imperial Valley calls for a leader who can build relationships with donors across a range of perspectives while keeping the college's mission and values at the center.

LEADERSHIP AGENDA AND PREFERRED CHARACTERISTICS (CONTINUED)

Unite the College Around Student Success

IVC's faculty and staff share a deep commitment to students, and the college's success depends on instruction and student support working hand in hand. The next Superintendent/President will build on this shared commitment by leading a collegewide effort to align Academic Affairs, Student Services, and all divisions around a common vision of student success that values the contributions of every area of the college.

This work includes strengthening communication and coordination so that students experience registration, financial aid, educational planning, instruction, and graduation as one connected journey.

Champion Academic Quality and Clear Pathways

The next Superintendent/President will champion instruction and academic excellence. Priorities include strengthening academic rigor and developing clear, enforced policies on academic integrity and artificial intelligence. Another priority is addressing literacy and English language development so that students leave IVC with the skills to succeed.

IVC serves students with a wide range of goals. Pathways should reflect that range, whether it is transfer to a four-year institution, an industry-recognized certificate, or direct entry into employment. The next leader will improve transfer rates and smooth credit transfer and will make sure students who plan to stay in the Valley have strong career-focused options.

Advance Workforce and Regional Economic Development

The Imperial Valley faces high unemployment and low degree attainment, and students need greater access to internships and local employment. The Imperial Valley and Mexicali share geography, economic interests, and workforce connections, along with many of the same opportunities and challenges. The next Superintendent/President will help lead this binational region by building a

shared vision for workforce development with measurable outcomes. That vision is a regional ecosystem in which education connects to industry, industry to opportunity, and opportunity to the communities IVC serves.

This work calls for partnerships that are meaningful, not just numerous. The next leader will identify current and emerging workforce needs, establish industry advisory partnerships, and expand internships, apprenticeships, job shadowing, and other work-based learning. Program growth will align with key sectors, including agriculture and agricultural technology, healthcare, manufacturing, logistics, technology, renewable energy, government and public safety, cross-border commerce, and professional services. The next leader will also encourage businesses to invest in workforce and community development, strengthening the region as a place where businesses grow, students build careers, entrepreneurs succeed, and communities prosper.

Agriculture is the foundation of the county's economy, and the next leader should understand and support agricultural education and Agri-STEM programs. Credentials such as certificates, noncredit workforce training, and biliteracy certificates can move working adults and incumbent workers into better jobs.

Strengthen Partnerships Across the Region and the Border

IVC is deeply connected to its community. The next Superintendent/President will strengthen partnerships with K-12 districts, universities (including The University of Arizona Yuma, SDSU – Imperial Valley Campus, and other in-state and out-of-state institutions), employers, local governments, and nonprofits to build seamless K-16 pathways. Many students continue their education at SDSU campuses in both Calexico and Brawley.

These educational partnerships should produce measurable outcomes. The next leader will align curriculum and career pathways with industry demand,



LEADERSHIP AGENDA AND PREFERRED CHARACTERISTICS (CONTINUED)

expand dual enrollment and career technical education, and grow internships and career exploration so students gain exposure to industries across the Imperial Valley and Mexicali.

The college's location next to Mexicali, a metropolitan area of more than one million people, offers a distinctive opportunity for binational collaboration, including cross-border learning, professional development, and bilingual workforce and technology training. The next leader will also expand outreach to the Valley's rural communities and represent IVC effectively with elected officials and state and federal agencies. The goal is for IVC students to graduate with the knowledge, skills, experience, and connections they need for employment and entrepreneurship.

Build Trust, Transparency, and a Culture of Innovation

The next Superintendent/President will foster a culture of trust by communicating openly and consistently, explaining how decisions are made, and following through on input from the campus community. This work includes encouraging fresh perspectives and openness to change, and creating an environment supportive of innovation in which employees feel empowered to propose and test new approaches.

Professional development should reach every employee group, including classified staff as well as faculty and administrators. Recruiting and retaining talented people to a rural region with limited housing will also require sustained attention.

Work Effectively With the Board and Labor Partners

The Superintendent/President will build a productive, transparent relationship with the Board of Trustees, including candid discussion of both successes and challenges. IVC operates in a unionized environment. The next leader will lead through upcoming faculty contract negotiations and policy decisions such as remote

work for classified staff and administrators. Doing this well depends on respecting collective bargaining and participatory governance.

Remove Barriers to Access

Many IVC students are commuters, and some cross the border daily, starting their day before dawn. Transportation is limited, digital access is uneven, and many students balance school with work, family, and financial pressures. The next leader will address these barriers through transportation partnerships, basic needs support, and flexible scheduling. Longer-term solutions, such as increasing available student housing on college land, can serve both local and out-of-area students.

REQUIRED AND PREFERRED QUALIFICATIONS

Required Qualifications

- A terminal degree, preferably an earned doctorate, from an institutionally accredited institution.
- A commitment to being vested in the community and a willingness to live in Imperial County, California.

Preferred Experience and Qualifications

- The successful candidate will bring many of the following preferred qualifications.
- Substantial senior executive leadership experience in higher education with a record of measurable results; prior CEO experience is valued.
- Experience in California community colleges, including a working knowledge of the Student Centered Funding Formula, participatory governance, and state policy.
- Broad experience across multiple institutions and functional areas, including both instruction and student services.
- Successful experience working with an elected governing board.



LEADERSHIP AGENDA AND PREFERRED CHARACTERISTICS (CONTINUED)

- Experience leading in a unionized environment and building constructive relationships with bargaining units.
- Demonstrated financial acumen, including budget development, fiscal accountability, and long-term financial planning.
- A record of successful fundraising, grant development, and resource diversification.
- Experience with strategic enrollment management and planned institutional growth.
- Experience in workforce and economic development, including partnerships with employers and industry.
- Experience serving adult learners, incumbent workers, and English language learners, including through noncredit programs.
- Experience with baccalaureate programs or partnerships with four-year institutions.
- Experience working with government agencies and elected officials and advocating effectively for the college.

Preferred Leadership Qualities

- A transparent, consistent communicator who explains how decisions are made and follows through on commitments.
- Integrity, honesty, and the courage to make difficult or unpopular decisions in the best interest of students and the institution.
- An approachable, visible, and engaged leader who listens to students, faculty, and staff and acts on what they hear.

- A collaborative, inclusive leader who brings divisions together, breaks down silos, and values shared governance.
- A servant leader who leads with humility, develops and empowers employees, and is a leader rather than a boss.
- High emotional intelligence, calm under pressure, and resilience in the face of criticism and crisis.
- A visionary and strategic thinker who can communicate a compelling vision to a broad range of constituents.
- Political acumen and the ability to find common ground among constituents with diverse perspectives, on campus and in the community.
- Genuine respect for instruction and academic quality alongside a strong commitment to student success.
- Cultural competence and appreciation for the Imperial Valley's bilingual, binational community; proficiency in Spanish, or a willingness to learn, is valued.
- An understanding of the socioeconomic realities of the region and a commitment to equity and to serving all students.
- A willingness to take thoughtful risks and to foster an environment supportive of innovation.
- Energy, optimism, and a positive presence on campus and in the community.
- A genuine desire to be part of the Imperial Valley and a long-term commitment to IVC and the community.

Salary

The salary range is between \$280,000 and \$330,000.





THE APPLICATION AND NOMINATION PROCESS

IVC is being assisted by Academic Search. Inquiries, nominations, and applications are encouraged. Nominations and inquiries may be directed to ImperialValleyCollege@academicsearch.org. Prospective candidates may arrange a confidential discussion by contacting senior consultant Dr. Shirley Robinson Pippins at Shirley.Pippins@academicsearch.org or consultant Disa Mason at disa.mason@academicsearch.org.

The search committee will begin reviewing applications in November. While the position is open until filled, only applications received by **November 15, 2026**, are assured full consideration. For additional information about Imperial Valley College, please visit www.imperial.edu/.

Interested candidates should apply at www.academicsearch.org/ImperialValleyCollegeApply.

Applications should consist of (1) a detailed letter of interest that describes the candidate's interest and alignment with the leadership agenda, (2) a current resume/CV, and (3) a list of five professional references with current email contact information. References will not be contacted without the permission of the candidate, and only for those invited to interview. All documents should be uploaded to the Application Portal via the link above. Materials should be submitted in PDF format.

Imperial Valley College is an equal opportunity employer and does not discriminate against persons on the basis of race, religion, national origin, sexual orientation, gender, gender identity and expression, marital status, age, disability, pregnancy, medical condition, or covered veteran status.

ABOUT ACADEMIC SEARCH

Academic Search is assisting the Imperial Valley College in this work. For 50 years Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.



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