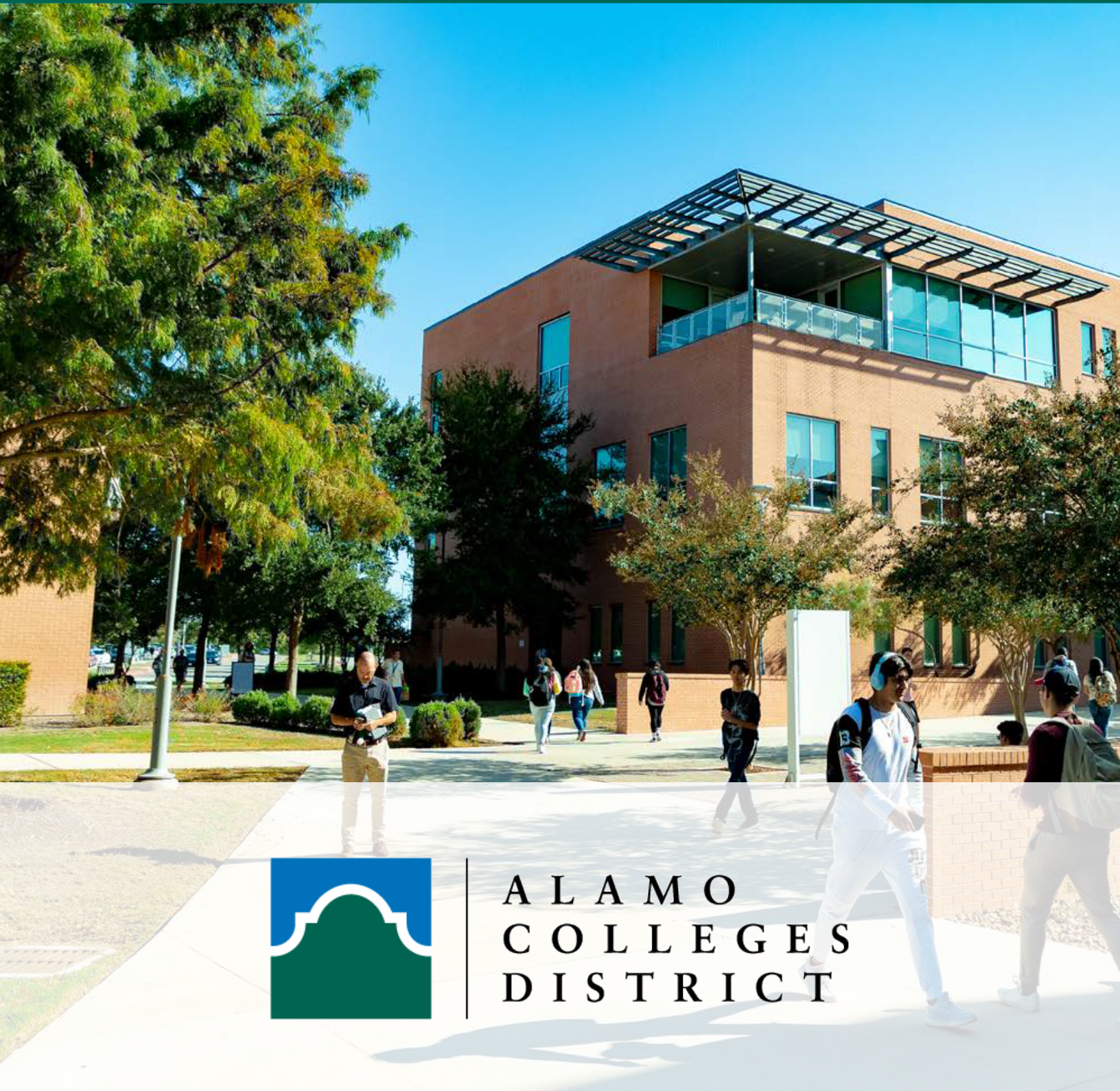


SEARCH PROFILE:

ASSOCIATE VICE CHANCELLOR FOR STUDENT
CAREER DEVELOPMENT, ENGAGEMENT,
EMPLOYMENT, AND LEADERSHIP



ALAMO
COLLEGES
DISTRICT

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THE OPPORTUNITY

The Alamo Colleges District (ACD) invites confidential applications, expressions of interest and nominations of candidates as it seeks an accomplished and highly experienced professional in its search for the Associate Vice Chancellor for Student Career Development, Engagement, Employment, and Leadership. This new leadership position will play a pivotal role in realizing ACD's vision of empowering students to succeed academically, professionally, and personally. This role will deliver and oversee student employment, experiential learning, leadership, and engagement programs by fostering a holistic approach to career development. This leader will be responsible for integrating various services to create a seamless support system that enhances students' career readiness, leadership skills, and engagement with their communities. Integrating these strategic student support services under the leadership of the Vice Chancellor for Student Success, ACD can create a powerful framework for student success support that not only enhances individual outcome but also contributes to the achievement of our Moonshot of ending poverty through education and training in the greater San Antonio community.

ACD is a nationally recognized community college district. ACD is a two-time award winner of the Malcolm Baldrige National Quality Award, securing the nation's highest honor for performance excellence in both 2018 and 2024. In 2020, ACD won the Leah Meyer Austin Award given by the Achieving the Dream Network (ATD), recognizing the District's holistic approach to reducing equity gaps between student groups. ACD was awarded a 2023 National Bellwether Award for its off-campus work-study employment program. ACD received one of the 2024 global Best Awards from The Association of Talent Development for its excellence in fostering talent and professional development. Additionally, in 2024, ACD was recognized by ATD as a Leader College of Distinction and received ATD's 20th Anniversary Network Legend Award. ACD also earned the Great Places to Work certification most recently in 2024.





ALAMO COLLEGES DISTRICT

Read about the many awards and recognitions ACD has received [here. Alamo Awards](#)

ACD is one of the largest community college systems in the nation, the fourth largest in Texas, and the largest provider of higher education in South Texas with more than 100,000 students. ACD includes Palo Alto College, Northwest Vista College, San Antonio College, St. Philip's College, Northeast Lakeview College, and off-campus locations throughout the San Antonio metropolitan area, serving an eight-county region. 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 as well as workforce-oriented bachelor's 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 is a Hispanic-Serving System that includes the nation's only college—St. Philip's College—that is both a Historically Black College and a Hispanic-Serving Institution. The District is the nation's third-largest producer of Hispanic nurses and is one of Texas' largest providers of online post-secondary education. A diverse international program brings Central American teachers and those from other regions to San Antonio for advanced education while affording students and faculty the opportunity to gain the skills to work in a global economy.

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.

Over the past fifteen years, ACD has completed Capital Improvement Projects, which added 24 buildings and 1.3M square feet, and continues to expand facilities through generous CIP funding.



Alamo Colleges District

Capital Improvement:

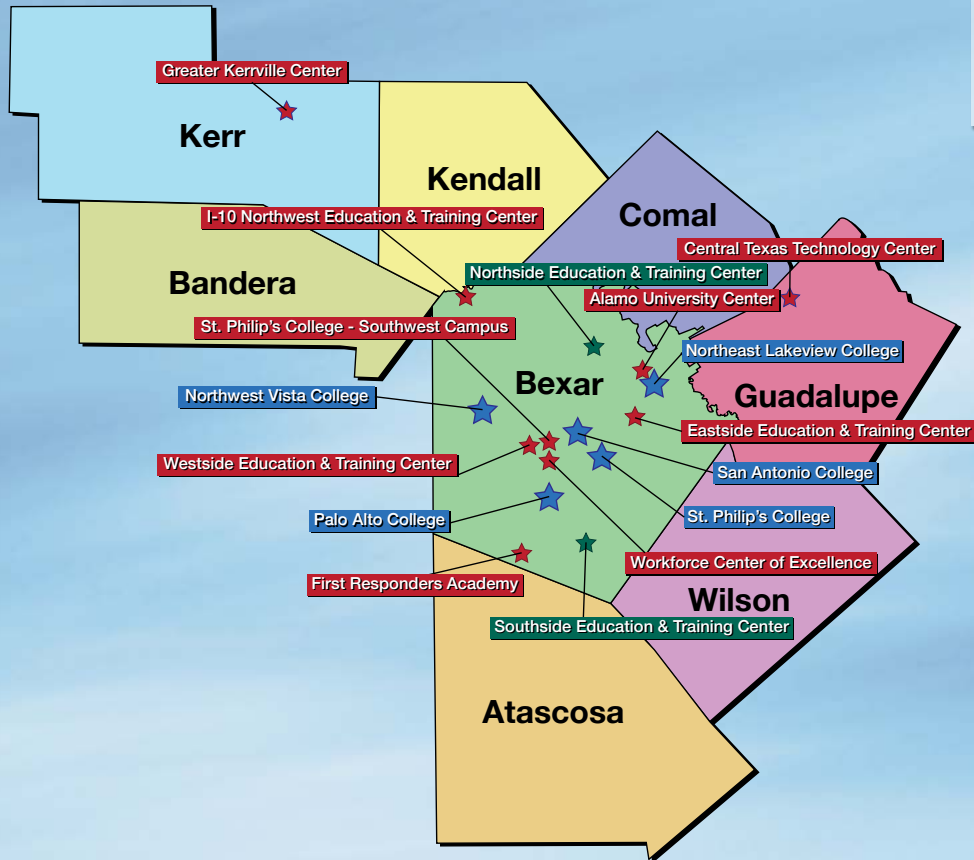
Districts Wide-Projects



ALAMO COLLEGES DISTRICT

LEGEND

- ★ Center
- ★ College
- ★ CIP Project



Alamo Colleges District Service Area Map

Atascosa, Bandera, Bexar, Comal, Guadalupe, Kendall, Kerr and Wilson

Ver. 7/31

Alamo Colleges District



Alamo Colleges District Strategic Planning:

Our Voice - Our Vision - Our Plan



TEXAS STATE APPROPRIATIONS OVERVIEW

- **New Outcomes-based formula funding & weighting.**
 - Formula +\$25.3M
 - Financial Aid for Swift Transfer (FAST) +\$2.3M, dedicated to high school programs
- For fiscal year 2024 budget, \$116.8M, or 23.2% of total revenue, including formula funding, non-formula funding and state-paid benefits.
- Includes Veterans Center non-formula funding of \$7.7M for FY24/FY25 for Palo Alto College.
 - \$41M over last 5 biennia (84th - 88th)
 - All five colleges have now received funding for Veterans Centers
- ACD's superior student outcomes led to receiving largest \$ increase in state funding of the 50 Texas Community Colleges.

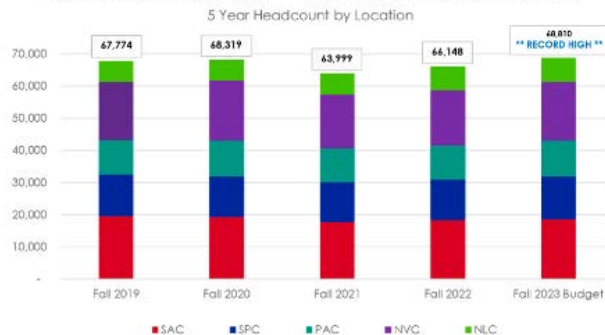
ALAMO'S FY24 BUDGET

Figure 1: Big Picture FY24 Revenue

\$ in M	FY23 Approved	FY24 Proposed	\$ Δ	% Δ
M&O Tax	\$230.9	\$255.4	\$24.5	10.6%
State Appropriations *	\$89.2	\$116.8	\$27.5	30.9%
Tuition	\$89.3	\$102.9	\$13.6	15.2%
All Other **	\$29.3	\$28.8	-\$0.5	-1.7%
TOTAL REVENUE	\$438.7	\$503.9	\$65.1	14.8%

* State Appropriations are based on a preliminary formula run - final funding TBD by late July, approval by THECB Board in August.
 ** All Other Revenue = Auxiliary/Departmental Revenues, Student Activity Fees, Investment Income, Continuing Education.

Figure 2: Fall Headcount → 4% Smart Growth in Fall 2023



FY23 actuals exceed the budget by 1.3% and we expect further growth of 4.0% in FY24. Additionally, FY24 budget vs. FY23 Budget is by 5.3% higher.

MISSION

Empowering our diverse communities for success.

VISION

The Alamo Colleges will be the best in the nation in Student Success and Performance Excellence.

VALUES

The members of Alamo Colleges are committed to building individual and collective character through the following set of shared values in order to fulfill our mission and vision:





About San Antonio



San Antonio was the fastest-growing city in the nation in 2023 and had a population of almost 1.5 million as of July 2023. 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. Approximately 64% of San Antonio residents are Hispanic or Latino and many are Spanish-speaking or bilingual, preserving the unique historical atmosphere of this fabulous city.

The city is rich in history and cultural diversity and is a popular tourist destination. 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. 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.

San Antonio's cost of living makes it a very affordable city. According to PayScale, San Antonio, Texas's overall cost of living is 8% lower than the national average, housing expenses are 20% lower, utilities are 11% lower and groceries are 11% lower than the national average. In addition, Texas has no individual state income tax.





Key Indicators

Current Tuition

State resident in district:	\$109/credit hour
State resident out of district	\$180/credit hour
Out of State & International	\$327/credit hour

FTE Student Enrollment (District): 36128 (Fall 2024) *_ran FTE early

Total Headcount (District): 61995 (Fall 2024) *student profile/KPI

% referred to Developmental Programs: 20.1% (Fall 2023 data)

% transfer within 6 years to 4yr institution (FY2023) 31.7%

% of student type – 1st time transfer (Fall '24) 6.6%

% in Career & Technical Programs: 25.9%

Student Diversity Statistics:

unduplicated annual (2024)

Asian: 2.74%

Black: 6.67%

Hispanic: 67.87%

Native American: 0.20%

Non-Resident/Alien: 0.30%

Pacific Islander: 0.14%

Two or more: 3.35%

Unknown: 1.85%

White: 16.88%

Student Demographic Statistics:

(using code sent to us by Fin Aid) 35.5% (Based on Aid Year 2024)

% on any financial aid 77.1% (for Fall 2024 – any aid except HEERF)

% receiving Promise grants (active AP) 19.7% (for Fall 2024 students)

% over 24 years of age 23.4%

High School Penetration Rate (Bexar Co.): 27.6% of ISD students choose Alamo Colleges

*KPI dashboard – 2022 grads

First Year Retention Rate: 66.8% full-time

*pulled from preliminary benchmark report 45.9% part-time

Number of Degrees Awarded: (2023-2024)

*pulled from preliminary benchmark report AY2024: 10,671

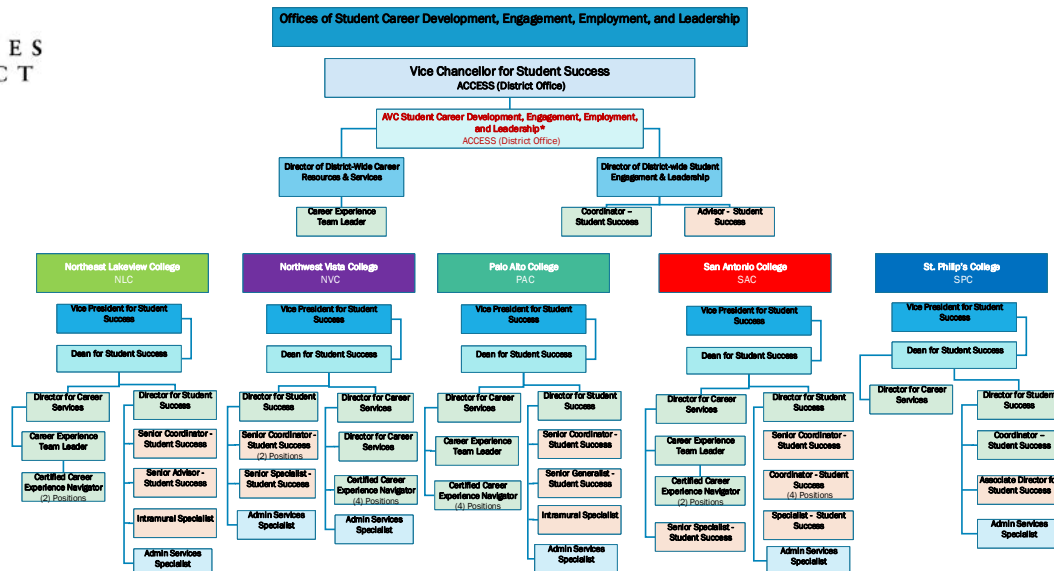
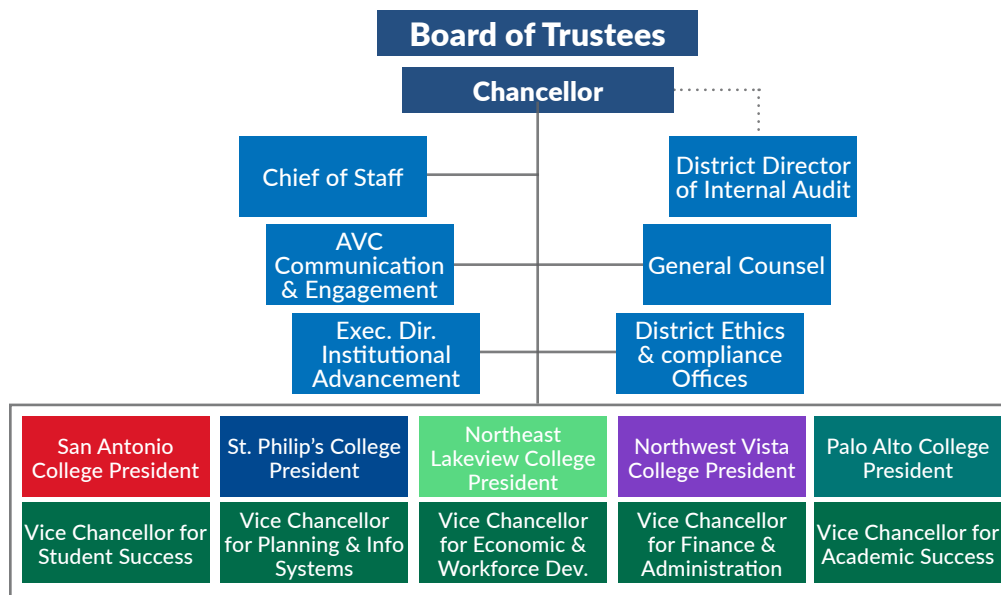
Student/Faculty Ratio: 21:1

Governance and ACD Organizational Chart



Alamo Colleges District is led by the Chancellor (who serves as the chief executive officer) and a 9-member Board of Trustees; the members represent nine different districts in the San Antonio area and are elected by community members to serve for a term of six years. The Board acts as a Committee of the Whole and is comprised of eight committees: Student Success; Building, Grounds, and Sites Selection; Policy and Long-Range Planning; Audit, Budget and Finance; Workforce;

Legislative; Community Involvement; and Legal Affairs. Committees provide oversight of operations in their areas of responsibility and issue guidance and direction in the form of Board Policies. The Board is the final authority on all matters of governance for the organization. College Presidents report to the Chancellor, serve as CEOs of their college; and sit on the Strategic Leadership Team (SLT), the senior decision-making body within the organization.





THE POSITION

The Associate Vice Chancellor (AVC) for Student Career Development, Engagement, Employment, and Leadership at ACD is a critical leadership role focused on preparing students across the district's colleges for meaningful and sustainable careers. The AVC leads the strategic direction of career services, student engagement, experiential learning, and leadership development programs across the district's five colleges. This individual collaborates with faculty, staff, employers, and community partners to support student employment and leadership opportunities that align with local, regional, and national workforce needs. Reporting to the Vice Chancellor for Student Success, the AVC advances Alamo Colleges' mission of student empowerment and career readiness.

OPPORTUNITIES/CHALLENGES

Strategic Leadership and Vision – The AVC is expected to develop a cohesive strategy for career readiness, student engagement, and leadership development across Alamo Colleges District. Create innovative, scalable programs that enhance employability and leadership skills, aligning them with the district's mission, vision, and core values. The AVC will guide and oversee strategic initiatives that address evolving workforce demands, integrating emerging industry trends into career and leadership programming.

Program Development, Student Engagement and Success – The AVC will be responsible for designing, implementing, and evaluating programs focused on career development, student engagement, and leadership that support the diverse student populations across the district's five campuses. Lead efforts to

incorporate experiential learning opportunities, such as internships, apprenticeships, and service learning, into the academic experience. Establish clear metrics to measure the success of career development initiatives, ensuring alignment with Alamo Colleges' goals for student achievement and post-graduate success. The AVC will be an advocate for career readiness and leadership initiatives at the district and state levels, positioning Alamo Colleges as a leader in student career development.

Employer and Community Partnerships – The AVC will develop and maintain partnerships with local, regional, and state employers (as well as governmental agencies) to create a robust pipeline of internships, co-op, and employment opportunities for students. Collaborate with local workforce development agencies and community organizations to enhance career pathways for students and meet regional labor demands. Leverage relationships with alumni and community leaders to support mentorship, networking, and career development opportunities. Leverage relationships with alumni and community leaders to support mentorship, networking, and career development opportunities.

Data-Informed Decision Making and Reporting – The AVC will collect and analyze data on student engagement, career readiness, job placement rates, and leadership development outcomes. Produce regular reports demonstrating the impact of career and leadership programs on student success and employment outcomes. Will have the ability to use insights from data to adjust and improve programs to better meet student and employer needs.

THE POSITION (CONT.)

IDEAL CHARACTERISTICS

- Approachable, dynamic, and dedicated to the District, all students, and the communities of Alamo Colleges District.
- Entrepreneurial and responds nimbly to educational, cultural, workforce, and economic opportunities. Builds, maintains, and grows regional public and private partnerships with industry and civil entities in alignment with the College mission.
- Have a working knowledge of High Impact Teaching, Learning and Career Based Practices.
- Have the ability to help formalize our system for the benefit of students and increase opportunities for students to be hired.
- Politically astute and experienced in working with federal, state, and local government entities and their employees.
- A thought leader and collaborator who advocates for the unique needs of a bilingual and multicultural community.
- Genuine, humble, compassionate, respectful, ethical, fair, transparent, and an empathetic listener capable of fostering a family-oriented environment for all.
- A higher education professional experienced in working with urban, suburban, and rural colleges and communities.

QUALIFICATIONS FOR APPOINTMENT

Education

A master's degree required in higher education or a combination of relevant experience, education and training that equates to the required degree.

Experience

A minimum of five years of experience in a progressively responsible student services administrator position in higher education. Prefer three or more years leading a comprehensive career services program serving current students, graduating students entering the job market, and alumni seeking career & job placement assistance. Prefer experience in a multi-college/multi-campus community college district. Prefer three or more years of experience as a student affairs administrator or as a comparable college-level administrator.

Licenses and Certifications

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

KNOWLEDGE, SKILLS, AND ABILITIES

- Current knowledge of state-of-the-art programs and approaches in the areas of career development, and the relationship of academic preparation to the world of work. Commitment to innovation and continuous improvement.
- Demonstrated record of collaborating and networking with deans, department chairs, senior corporate executives, recruiters, students, alumni, faculty, and staff to accomplish common goals.
- Demonstrated experience creating and executing high impact strategic initiatives for continuous improvements and transformational change.
- Excellent human relations and oral and written communication skills.
- Computer proficiency required. Knowledge of Microsoft Office Suite, (Word, Excel, PowerPoint, and Access) preferred.
- Advanced experience and/or proficiency with career specific technologies, such as Handshake or Banner.
- Evidence supporting an ability to successfully bring employers (recruiters) to campus.

PHYSICAL REQUIREMENTS

No substantial physical requirements. Some travel may be involved.

Compensation & Benefits

The salary for this position effective 2025 is \$208,753. The Alamo Colleges District offers an outstanding benefits package and generous holiday/leave time including a leave policy that allows employees to have a strong work-family balance that promotes good health and wellness for our workforce. Employees receive 25 paid holidays and a four-day work week in June and July with Fridays off.





NOMINATIONS AND APPLICATIONS

Academic Search is partnering with Alamo Colleges District for this search. Confidential inquiries, nominations, and applications are invited. To submit a nomination, please email ACD_AssociateViceChancellor@academicsearch.org with your nominee's full name, current position and institution, and email.

Those considering applying are encouraged to request a confidential conversation with Senior Consultant: Dr. Carlos N. Medina (carlos.medina@academicsearch.org). Initial review of applications will begin on **April 11, 2025**, and continue until the position is filled.

Applications should be sent electronically to ACD_AssociateViceChancellor@academicsearch.org and include the following as three separate PDF documents:

- A detailed cover letter expressing your interest in this opportunity at Alamo Colleges District and explaining the ways you meet the qualifications and expectations of the position;

- A current, full curriculum vita that includes relevant responsibilities and accomplishments;
- A list of five professional references (including their names, titles, email addresses, and professional connection to you).

References will be contacted only with the applicant's permission and only if their candidacy advances to the finalist round. Those selected to advance as semifinalists will be asked to submit their applications to Alamo Colleges District application portal as well.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Alamo Colleges District. For more than four decades, 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.

