

# Superintendent/Presidential Profile



## **The Board of Trustees of the Río Hondo Community College District invites nominations and applications for the position of Superintendent/President.**

### **About Río Hondo Community College District**

The district was founded in 1963, nestled in the hills above Whittier, California. Over the past 60 years, the district has committed to advancing social justice and equity as an anti-racist institution that collectively invests in all students' academic and career pathways that lead to attainment of degree, certificate, transfer, and lifelong-learning goals.

The Río Hondo Community College District encompasses several communities in the southeast section of Los Angeles County. It's a dynamic urban and suburban area that includes commercial, industrial, and educational institutions and enterprises. The primary communities are El Monte, Whittier, South El Monte, Pico Rivera, Santa Fe Springs, and Los Nietos. The nearby communities of Norwalk, La Mirada, Downey, La Puente, and the City of Industry are also an integral part of the district. The area provides easy access to diverse cultural, recreational, and ethnic opportunities.

As a comprehensive single community college district, we offer a bachelor of science degree in Automotive Technology and in Electronic Digital Instrument, 103 associate degree programs, a full transfer curriculum, and 152 certificate programs of study. Our career workforce programs include nursing, fire and police academies, automotive and alternative fuels.

The college has a substantial number of non-credit and dual enrollment programs offered throughout the community. Some of these include the Math Academy, Credit Recovery and Middle School Scholars programs. The district also offers a variety of community service programs on campus and at our educational centers in community locations.

All students benefit from a full range of learning and support services including MESA, DSPS, LEGACIE+, PRIDE Scholars, Educational Justice Programs, Veteran's Program, MSEC, LAC (Tutoring), Dream Center, and an Accredited Child Development Center.

Río Hondo College is a Hispanic-Serving Institution (HSI) and a Minority Serving Institution (MSI) that has developed an impressive educational complex that enrolls approximately 19,000 students per semester. The student body reflects the diversity of the surrounding communities with approximately 75% minority representation, including 66.02% Hispanic/Latino, 5.36% Asian and 2.24% African American students. Río Hondo College is a single college district governed by an elected five-member Board of Trustees and a Student Trustee. The

Superintendent/President reports directly to the Board and is responsible for carrying out the policies approved by the Board.

## **Location**

The district's main campus is located in the scenic hills of Whittier, California. In addition to the main campus, we serve students through four educational centers - El Monte Educational Center, the Educational Center at Pico Rivera, South Whittier Educational Center, and the Santa Fe Springs Regional Training Center.

## **Role of the Superintendent/President**

The Superintendent/President has strategic and day-to-day operational responsibility for the district and is its face and voice. The next Superintendent/President of Río Hondo Community College District will be an experienced, responsive, empathetic, inspirational, transparent, and visionary leader who is motivated to build trust and to address the following **Opportunities and Challenges**:

### **Increase Student Enrollment, Persistence, Completion, and Job Placement**

- Cultivate a safe, inclusive, and welcoming campus environment that offers equitable and accessible in-person and online classes, services and activities for all students.
- Develop and execute the district's enrollment management plan to address declining enrollment.
- Expand access and connections with student populations to cultivate advanced skills, timely completion, upward mobility in the workforce and transfer programs.
- Support working students through flexible learning options and comprehensive student support services.
- Ensure access for all students to support services including tutoring, mental health resources, disability support, and job placement/career services. Extend support services to newly graduated students.
- Provide students with focused information regarding changes in federal immigration policies and procedures for themselves and their families.
- Create a space for students that provides a safe place for gathering, interacting, relaxing, and learning about college resources.

### **Prioritize Facility and Technology Infrastructure Improvements, Adapt to Changes in Funding, and Pursue the Acquisition of New Resources**

- Provide the vision and resources to develop a district wide plan that adapts to the rapid pace of technology and AI advancement.
- Address deferred technology needs that exist with current infrastructure, hardware, software and employee capabilities.
- Enhance and upgrade facilities and infrastructure to ensure safe, secure, and accessible learning and working environments for all students, faculty, staff and administration.

- Effective and timely management of the district's bond-funded projects.
- Provide exemplary stewardship of financial resources while navigating financial volatility at both the state and federal levels.
- Initiate a clear mechanism and transparent protocols for reporting and addressing safety concerns, including removing hazardous material from facilities.

### **Enhance Shared Governance and Leadership Efforts to Unify the College Across All Constituents**

- Supports shared governance that builds trust with transparent and collaborative decision-making.
- Cultivates a culture that invests in, retains, and attracts dedicated and talented employees, while building strong internal relationships, supporting professional growth, and improving staff morale and positive workplace conditions.

### **Scale Up Marketing and Image Enhancement Efforts**

- Increase district visibility and media presence by forging new partnerships and alliances with the local community, industry, educational institutions (including K-12 and post-secondary), and government agencies.
- Increase visibility and promote programs, services, and state of the art facilities to the campus and the extended community.
- Market the different value the district brings to its stakeholders.

### **Focus on Innovative Program Development, Partnerships, Community Outreach, and Campus Utilization**

- Support and expand innovative programs and partnerships that lead to meaningful and in demand careers.
- Invest in laboratory and instructional equipment, maintenance, replacement, and supplies.
- Enhance career pathways that empower graduates to shape the workforce of tomorrow.

### **Characteristics and Skill Sets of the Superintendent/President**

- **A student-centered leader** who prioritizes student needs, is committed to student success and equity, and understands the diverse student population of the district.
- **An experienced leader** who effectively works with the board of trustees, as well as with college constituencies.
- **A leader who actively connects with and advocates** for students, faculty, classified staff and administrators.
- **An effective leader with a proven track-record** developing strategic partnerships that lead to resources for the district and opportunities for students.

- **A visible leader** who is approachable, present, and accessible throughout the district and the community.
- **An exceptional listener and collaborator** who is committed to empowering, retaining, and building relationships with students, faculty, staff, and administrators, and inspires unity across the district. A leader who is empathetic, compassionate, takes the time to understand collective needs, and builds trust.
- **An ethical and trustworthy leader** who is able to manage expectations with transparency, responsiveness, honesty, and integrity.
- **A leader with proven ability** to unify diverse and assertive stakeholders building authentic connections and collaborative relationships through the shared governance process.
- **A strategic and visionary leader** who is forward-thinking, solution-oriented, organized, and capable of making informed, creative, and pragmatic decisions.
- **A thoughtful leader** who brings ideas to improve the district's visibility and image within the community.
- **A leader with experience** in effectively managing large construction projects that modernize technology and infrastructure.
- **A data-informed and innovative leader** who brings new ideas, research-minded perspectives, and enthusiasm to advance the college.
- **A leader knowledgeable in higher education** with an understanding of complex higher education systems such as the California community college system and has experience working with the unique challenges faced by diverse student populations.
- **A mission-driven leader** who eagerly and energetically embraces the district's mission and motivates the entire community to do the same inspiring unity, team spirit, and excitement across the district.
- **A fiscally responsible leader** who has strong financial insight, understands the dynamics of funding and has experience in budgeting and fundraising. Serves as a prudent steward of public resources and ensures that financial decisions align with the district's mission and values.
- **A passionate community college advocate** who is politically astute and has experience in navigating political and institutional landscapes and building relationships with local, state and federal leaders.
- **A courageous leader** who is decisive, ensures accountability, and has the ability to manage holistic organizational change.
- **An engaging leader** who is accessible, caring, and takes the time to connect in person and online across the district with students and who finds common ground with constituents.
- **A leader who is committed to the long-term success** of the district and its community and embraces the institution's rich culture and history.

## Minimum Qualifications

- A master's degree earned from a regionally accredited institution.
- Significant senior level administrative experience in higher education.
- Post-secondary faculty experience.

## Desirable Qualifications

- A doctoral degree from a regionally accredited institution.
- Post-secondary teaching experience at a community college.
- Significant senior level administrative experience in a single college, community college district.
- Experience in effective shared governance leadership.

## How To Apply

This is a confidential search process. To ensure full consideration, application materials should be received no later than October 20, 2025. The position will remain open until filled.

To apply go to <http://www.acctsearches.org> and upload your documents.

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

1. A letter of application (not to exceed five pages) that succinctly addresses the opportunities and challenges identified in the Position Profile and demonstrates how the candidate's experience and professional qualifications prepare them to serve as the Superintendent/President of Río Hondo College.
2. A current resume including an email address and cellular telephone number.
3. A list of eight references: example, two to three supervisors, two to three direct reports, and two to three faculty and/or staff members from current and former institutions.

For additional information, nominations, or confidential inquiries please contact:  
Dr. Cecilia Cervantes, at [ceciliayl@outlook.com](mailto:ceciliayl@outlook.com) or (651) 795-1992 (mobile)

ACCT Survey Link and Public Forum input 9/4/2025  
Search Committee input 9/9/2025