



**YAKIMA
VALLEY
COLLEGE**

PRESIDENT PROSPECTUS AND POSITION DESCRIPTION





BRIEF INSTITUTIONAL OVERVIEW

Since Yakima Valley College's founding in 1928, its faculty and staff have focused on helping students build better lives for themselves and their families. As a Hispanic-Serving Institution since 2002, YVC serves one of the most diverse student populations in Washington state. We value our role in strengthening communities throughout the Yakima Valley and beyond. Each year, YVC prepares the caregivers, educators, businesspeople, artists, scientists, and other professionals who are essential to the prosperity and vibrance of our entire region.

PRESIDENT APPLICATION INVITE/OVERVIEW

Yakima Valley College invites nominations and applications for the position of president. The college seeks a dynamic leader who will provide strategic leadership to shape and advance YVC's mission to strengthen our communities by providing opportunities for personal enrichment, economic mobility, and sociocultural engagement.

YVC offers five Bachelor of Applied Science degrees, 50+ associate degrees and 100+ certificates of achievement within a Guided Pathways model. In addition to these programs, the college offers a variety of College and Career Readiness programs including English Language Learning, high school completion, GED preparation, and more. YVC is home to Washington's Center of Excellence for Allied Health, connecting the state's community and technical colleges with industries from all areas of the state to inform the creation of a robust, resilient, and diverse workforce.

Campus life at YVC supports an environment in which students can study, learn, and develop academically, personally, and professionally. More than two dozen student clubs provide YVC students with numerous opportunities for leadership development and exploration of their interests, while YVC's Diversity Series sponsors programming throughout the year to expand understanding of diverse perspectives. The college also offers six athletic programs (baseball, men's and women's basketball, softball, women's soccer, and volleyball) competing in the Northwest Athletic Conference.

The next president of YVC will work to build on its rich tradition of serving a diverse population of students, faculty, staff, and alumni who are dedicated to strengthening the education, cultural, and economic vitality of the Yakima Valley and the entire state.

CHALLENGES AND PRIORITIES

Given the uncertainties in the future of higher education, the next president of YVC will have several challenges to address. One is the need to develop closer, more effective relationships with the board to increase their utility for the college and to better address public issues. Given the threat of massive change in federal support for education, contingency plans for potential areas of loss and funding shifts (TRIO, MESA students, etc.) must be considered.

With anticipated shifts in state support, the college has an important opportunity to strengthen its presence and engagement with legislators and government officials. The next president will be well-positioned to thoughtfully review the distribution of resources and opportunities across units, ensuring continued progress toward efficiency, balance, and equity. As the college navigates an era of evolving state resources and growing demand, success will depend on creative approaches to resource utilization and a clear focus on strategic priorities.

Leadership will need to develop an approach to discern and address the institution's wellness, well-being, and safety needs – particularly for students. Improvement of wrap-around services and

processes to meet the foundational needs of students is paramount. The president will be expected to develop a culture of transparency and collaboration in institutional operations, planning, and budgeting. The next president will need to develop and execute a plan of policy and process review and renewal particularly for student-facing processes to improve the student journey. Fulfilling strategic objectives and meeting institutional mission and values will require the president to seek to build a stronger sense of community among all segments of the college community.

Yakima Valley College, as a designated Hispanic-Serving Institution, has achieved significant success and continues to play a vital role in serving its diverse communities. Building on this strong foundation, the community looks forward to the college deepening its commitment to working collaboratively with and supporting diverse populations. The next president will have a meaningful opportunity to enhance the college's responsiveness to Latinx culture and needs, and to cultivate stronger, more authentic partnerships with the Yakama Nation, ensuring that services and relationships continue to grow in thoughtful and inclusive ways.

The next president will be expected to foster a culture of shared governance and strengthen collective bargaining practices. While there are positive team dynamics within many working groups, there are opportunities to enhance collaboration and communication across departments and units. Effectively supporting and coordinating efforts across both campuses, as well as satellite programs and centers, will be an important focus moving forward.

The mission to become central to education and workforce development in the region requires a review of the potential for increasing the number of four-year bachelor's degree programs as well as certificate and upskilling programs. Aligning programs and offerings with current and burgeoning workforce needs and joining with the workforce interests of the community in solving workforce issues will be a paramount priority for the next president.

A related challenge for the next president is the need to achieve broader engagement to remote areas of the service district. Related to this challenge is the tension between onsite education and remote learning. Seeking the proper role of artificial intelligence in this pursuit is critical. Renewing and rebuilding creative partnerships with K-12 will be an important pursuit, as well as developing new and effective collaborations with other regional post-secondary institutions.

The Yakima Valley region is preparing for significant growth in new business locations. The president of YVC must develop deeper engagements with the community to address community and human development needs. Discovering new ways to bring the community to the campus and the campus to the community to support engagement and partnership development must be pursued.

OPPORTUNITIES

Yakima Valley College offers several opportunities to set a winning tone from the inception of the next presidency. For the college community, seeing a president establish a pattern of active engagement and listening to internal stakeholders becomes an important indicator of future prospects. There are many dedicated faculty and staff members supporting student growth and development with cultural competence for whom the president's support would be welcome.

The next president will have an immediate opportunity to build and support an administrative team pursuing consistency in its support of effective faculty and staff. An immediate dedication to providing professional development opportunities for all levels of the college's workforce will be an important accomplishment. Consolidating and extending recent improvements in internal collaboration and transparency should renew stakeholder dedication to the college's mission.

Recent events and announcements of new developments indicate that significant growth is expected in the region, leading to the need to address workforce and community development issues. Developing a stronger regional presence would be enhanced by a new president's determination to establish more frequent and broader public communication in the region. A new president of Yakima Valley College moving immediately to engage with governmental and other entities on issues such as community and workforce development would be a strong entry moment. Designing a stronger leadership approach for the Grandview Campus can begin immediate preparation for expected regional growth.

The next president can signal an immediate desire to maintain a celebratory culture and events that increase student engagement and further a sense of community. This should include the intention of incorporating families more deeply. Supporting student clubs and activities signals an immediate intent to engage with students.

Another waiting opportunity for the next president is the pronouncement of a focus on student success and retention. The president should continue YVC's statewide leadership in the Pathways model and announce the intention to rebuild an assessment model. One means of increasing enrollment and reducing the cost burden to students would be to work to increase and broaden Running Start.

Accreditation reports and internal assessments have highlighted areas where additional staffing may be beneficial to support the college's mission. It would be valuable for the next president to consider a thoughtful review of these needs as an early priority.





YVC HISTORY

Yakima Valley College was founded in 1928 as Yakima Valley Junior College when the Yakima School District decided to create a junior college. The effort was led by Charles L. Littel, then superintendent of Yakima School District, and the school became the third junior college in Washington state when it opened on September 17, 1928, with 105 students and eight faculty members. The college's first classes were taught at Yakima's Columbia School building and it celebrated its first graduating class in 1930.

In 1937, the college obtained land where its Yakima Campus now sits thanks to a donation by the family of Yakima businessman A.E. Larson. The first building on the college's new campus was dedicated in 1949 and named after its first president, Elizabeth Prior, who served in that role until 1946. Prior Hall featured classrooms, administrative offices, a small bookstore, and hall for assemblies. In its first year on the new campus, the college's enrollment rose to a record 856 students.

Following passage of the Washington Community College Act in 1967, YVJC became Yakima Valley Community College. Centers were created in Ellensburg, Toppenish and Sunnyside to teach English as a Second Language, clerical skills, nursing and other subjects. In 1990, the first phase of the YVCC Lower Valley Educational Center in Grandview was dedicated and, following additional expansion at that location over the next few years, it was renamed the college's Grandview Campus.

The college launched its first Bachelor of Applied Science program in 2014 in Business Management. Since that time, YVC has launched four additional BAS programs to meet essential needs in the region's workforce. In June 2016, the institution was renamed Yakima Valley College. In January 2021, the college completed its most recent major capital project, the \$22.7 million West Campus expansion, which features facilities for teaching future health care professionals, Larson Art Gallery, the Yakima Tasting Room for Yakima Valley Vintners, and a conference and events center.

OUR MISSION

YVC believes that everyone in our community is entitled to an excellent and affordable post-secondary education. That's why we work every day to foster an environment of innovative, inclusive and equitable teaching and learning.

YVC MISSION STATEMENT

As a federally designated Hispanic-serving Institution residing on the traditional homelands of the 14 Confederated Tribes and Bands of the Yakama Nation, Yakima Valley College cultivates equity and a culture of innovative and inclusive teaching and learning.

Yakima Valley College serves all students holistically, supports all students' learning goals, and fosters achievement within career and educational pathways.

We strengthen our communities by providing opportunities for personal enrichment, economic mobility, and sociocultural engagement.

STRATEGIC PRIORITIES

Following are the strategic directions in YVC's Strategic Plan for 2021-2025:

1. Commitment to Student Learning and Achievement
2. A Culture of Teaching, Learning and Innovation
3. Social Justice through Access, Equity and Inclusion
4. Strengthened Community
5. Health & Safety, Financial Sustainability, and Environmental Sustainability

Learn more about objectives and key strategies for each of these strategic directions in ***YVC's Strategic Plan***.





Learn more
about our
community
by visiting
the Yakima
Chamber of
Commerce.

yakima.org



OUR LOCATION

The Yakima Valley lies in the heart of Washington's wine country, renowned for its hops and orchards, along with easy access to mountains and rivers that provide plenty of opportunities for outdoor adventures. Located in a semi-arid desert with a Mediterranean precipitation pattern, Yakima enjoys four distinct seasons and averages 300 days of sunshine per year. Our community enjoys its own orchestra, theaters, museums, art scene, and many large-scale annual festivals as the business and commercial hub of Central Washington. Yakima's location also places it within a three-hour drive of Seattle, Portland, and Spokane — close enough to enjoy without having to contend with the daily gridlock.

Our service district encompasses one of the world's premier apple-producing regions, grows three-quarters of the nation's hops, and is home to numerous award-winning wineries, including YVC's own teaching winery, Yakima Valley Vintners. Whether you're interested in exploring unique craft beers, enjoying hand-crafted wines at one of the magnificent vineyards in our sun-drenched valley, or visiting a farmer's market for freshly-picked fruit, you'll find it in the Yakima Valley.

Yakima sits at the confluence of the Naches and Yakima rivers, with the 20-mile-long Yakima Greenway offering parks, paved pathways, and nature reserves. The city is only 60 miles from Washington's two highest mountains, Mount Rainier and Mount Adams. Hundreds of miles of gorgeous hiking trails lie within a short drive, along with world-class fly fishing, water sports, and mountain biking. Locally-owned White Pass Ski Area, less than 60 miles from Yakima, prides itself on providing a relaxed, family atmosphere for skiers and snowboarders of every ability, along with a trail system for cross-country skiing, snowshoeing, and fat biking.



**300 Average days of
sunshine per year**



5 American Viticulture Areas



90+ wineries



3 National Forests
(Gifford Pinchot, Snoqualmie, Wenatchee)



4 Wilderness Areas
*(Goat Rocks, Mount Adams,
Norse Peak, William O. Douglas)*



2 National Wildlife Refuges
(Toppenish, Conboy Lake)



13 State Parks



**68,000+ Acres of
Tree Fruit Orchards**

QUICK FACTS



Enrolled Students

6,792

3,542

Full Time Enrollment

Student Race/Ethnicity

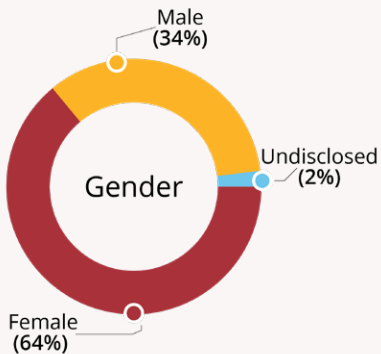
3% Asian	48% White
5% African American/Black	5% Indigenous
65% Hispanic	<1% Pacific Islander

(Percentages do not equal 100% as some students can be in more than one race/ethnicity category.)



75%

First Generation



14%
Running Start



64%
Low-income

55% | **45%**
of our students are
Full-Time | Part-Time

27
Average Age



50%
Transfer

17%
Workforce Education

11%
Personal Enrichment

22%
Basic Skills
(College & Career Readiness)



Full-time

Part-time

136

Faculty

255

Staff

122

Faculty

82

Staff

87%

of student meet their academic program learning outcomes

98%

of students report their instructor treated them with respect

4.7/5



Overall student approval rating of faculty

14:1

Student-to-faculty ratio



270+

Students participating in summer undergraduate research projects since 2012

97%

of students report their instructor displayed an interest in their learning

WE ARE



Athletics programs

Men's



Women's



NWAC Championships



8

Men's baseball

5

Men's basketball

3

Women's basketball



SBCTC SYSTEM

The Washington State Board for Community and Technical Colleges — led by a nine-member governor-appointed board — advocates, coordinates and directs Washington state's system of 34 public community and technical colleges. In the 1960s, the financing of the state's community colleges was separated from that of local school districts and the Community College Act of 1967 established an independent community college system.

In 2005, the State Board was given authority to offer applied baccalaureate programs in a pilot program at selected community and technical colleges. The 2010 Legislature removed the pilot status and gave the State Board authority to approve community and technical college applied baccalaureate degree programs.

Each year, about 290,000 students train for the workforce, prepare to transfer to a university, gain basic math and English skills, or pursue continuing education at one of the state's community and technical colleges. These colleges' students, graduates and community partners increase the state's quality of life and economic vitality as entrepreneurs, employees, consumers and taxpayers.

LEADERSHIP ATTRIBUTES

The next president of Yakima Valley College will possess most or all of the following characteristics:

Visionary, Strategic, and Courageous Leadership

The president of Yakima Valley College must be a visionary leader — charismatic yet evidence-based — who is courageous in their convictions and forward-looking in their planning. They should be a problem solver and a risk-taker, willing to empower the right people to ideate collaboratively. With a deep understanding of national trends in higher education, particularly for community colleges, this leader must remain attuned to the pulse of change while being realistic in budget forecasting. They will need to align the strategic direction of Yakima Valley College with its fiscal reality, educate stakeholders about the plan, and prioritize sustainability over the next decade. A commitment to transparency, integrity, and accountability is essential, along with a solid track record of data-driven decision-making, high emotional intelligence, and visionary leadership in a changing world.

Connected to Community, Invested in Place

The president of Yakima Valley College must possess a deep commitment to the unique strengths and needs of a rural college environment. This entails familiarity not only with rural areas in general, but also with the specific geography and service footprint of Yakima Valley College, including Tribal and Hispanic communities. The president should have prior experience in rural, economically challenged, and educationally underserved regions and be prepared to lead long-term in such a setting. They should want to live and work in a rural area, be highly visible and engaged at Yakima and Grandview sites and community functions and actively participate in community boards and partnerships. A successful leader in this role will strive to dismantle perceptions of insularity and promote Yakima Valley College as a cornerstone of the region's future economy, workforce, and environmental planning for the next 20 years.

Inclusive, Culturally Competent, and Student-Centered

The president of Yakima Valley College must be a deeply inclusive leader — one who values representation that reflects the student body and understands the lived experiences, identities, and challenges of diverse, first-generation, undocumented, Tribal, and underserved students. With a culturally competent and asset-based lens, this president must prioritize diversity, equity, and inclusion, not just in rhetoric but in leadership, policy, and visibility. They must support programs

like TRIO and Upward Bound, enhance student services, attend student events, and consistently prioritize students' needs. Their leadership should emphasize understanding and addressing barriers, ensuring safety and support for all stakeholders, and maintaining an engaged and responsive presence across the college's service district.

Effective Communication, Relationships, and Shared Governance

Communication will serve as a cornerstone of this presidency. The next president of Yakima Valley College should be a strong communicator and active listener who conveys the "why" behind decisions, facilitates intergenerational dialogue, and engages a wide range of stakeholders with clarity and transparency. They should be approachable, personable, and highly relational, embodying the philosophy of being *our* president — not just *the* president. They must collaborate across diverse interest groups, build bridges within the college and the community, and rebuild trust where relationships may need renewed attention. A strong commitment to shared governance, transparent management decisions, and visible, equitable leadership is essential. They will also be responsible for educating and meaningfully engaging a governor-appointed board of trustees, as well as improving the college's standing and narrative within the district.

Institutional Experience and System Knowledge

The president of Yakima Valley College should possess in-depth knowledge of community colleges, preferably with experience in a similar institution — one that is unionized, has financial constraints, and is dedicated to serving historically marginalized groups. Experience working with Hispanic Serving Institutions, Tribal Nations, and first-generation students is vital, along with progressive leadership experience, including tenure as a vice president or equivalent. They should possess familiarity with instruction in higher education, a strong grasp of accreditation processes, and knowledge of internal governance systems. The president of Yakima Valley College should also be prepared to operate within Washington's unique community college framework and political context, including an understanding of the state's funding mechanisms and the political landscape influencing federal and state support.

Financial Stewardship and Institutional Accountability

Yakima Valley College is on solid financial footing, and the next president must protect and build upon this foundation. They should possess deep financial acumen, a fiscally conservative yet strategic approach, and the ability to navigate uncertainties like federal budget cuts and state financial instability. They should excel in educating legislators, stakeholders, and the internal community on the budget while advocating for essential funding, including federal support for key programs. Their leadership must foster fiscal sustainability, enrollment management, institutional accountability, and growth, balancing competing priorities while maintaining integrity and transparency in all financial dealings.

Organizational Development and Labor Relations

The president of Yakima Valley College should demonstrate proficiency in collective bargaining and possess experience in unionized environments. They must be a fair negotiator who understands how to assist supervisors in managing accountability and professional development while fostering healthy labor-management relations. They should promote faculty and staff development, ensure transparent communication during institutional decisions, and be adept at navigating internal power dynamics with diplomacy. Experience guiding leaders through change will be essential for creating a more unified and empowered workforce.

Champion of Collective Wisdom and Shared Understanding

The president of Yakima Valley College must be a true community cultivator and bridge builder — someone who can form and nurture partnerships both within and outside the institution. They must build trust among stakeholder groups, elevate the voices of historically excluded populations, and engage actively in the civic life of the region. This includes participating in regional boards, advocating for the college publicly, and educating the broader community about its value and impact. With courage, empathy, and clear vision, they will steer the institution toward a more inclusive, engaged, and future-ready role in the region and beyond.

NOMINATIONS AND APPLICATIONS

The Community Panel will begin reviewing applications in the coming weeks and continue this process until an appointment is made. To assure full consideration, application materials should be received by October 1, 2025. Application materials should be submitted through the AGB Search portal system:

Yakima Valley College-President and should include the following in PDF format:

- A letter of interest that addresses specifically how the candidate's experiences and qualifications intersect with Yakima Valley College's priorities and desired attributes as outlined in the Leadership Profile.
- A curriculum vitae.
- The names, addresses, telephone numbers, and email addresses of five references for future contact — please also include your professional relationship with each reference listed (*references will not be contacted without prior permission granted by the candidate*).

Please direct any nominations or expressions of interest to ***yakimavalley_president@agbsearch.com*** or to:

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