ALAMO COLLEGES DISTRICT

Vice Chancellor for Facilities and Facility Services

Leadership Profile

November 2026



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Executive Summary

The Alamo Colleges District, one of the largest community college systems in Texas, seeks an accomplished, strategic, and collaborative facilities executive to serve as its next Vice Chancellor for Facilities and Facility Services.

Alamo Colleges District (ACD) is a nationally recognized network of five colleges serving the greater San Antonio region: Northeast Lakeview College, Northwest Vista College, Palo Alto College, St. Philip's College, and San Antonio College. The District also operates a growing network of regional and neighborhood centers and offers more than 350 certificate, associate, and bachelor's programs. For more than 80 years, ACD has expanded access to higher education while advancing the educational, workforce, and economic needs of Bexar County and the surrounding region.

The next Vice Chancellor will join ACD at a pivotal moment for its facilities portfolio. In May 2025, Bexar County voters approved a historic $987 million bond, the largest in District history, with nearly 70 percent voter approval. The investment will support construction, renovation, infrastructure, and technology improvements, including facilities for advanced manufacturing, automotive technology, construction trades, healthcare, engineering, cybersecurity, information technology, and emerging technologies. This significant investment presents an exceptional opportunity for the Vice Chancellor to shape facilities that support evolving academic programs and connect students with high-demand workforce opportunities.

Reporting directly to Dr. Mike Flores, Chancellor of the Alamo Colleges District, the Vice Chancellor will provide strategic leadership for ACD's growing and increasingly distributed facilities portfolio, balancing an ambitious capital agenda with responsible stewardship of existing buildings and infrastructure. The leader will advance a cohesive, Districtwide approach to physical plant renewal, deferred maintenance, space utilization, lifecycle planning, sustainability, resource efficiency, and facilities operations, ensuring that investments support the District's long-term institutional and programmatic priorities. The Vice Chancellor will also have an important opportunity to strengthen the organization's facilities and facility services. The leader will bring clarity, discipline, and accountability to project delivery and operations; strengthen systems, data, processes, and vendor management; and align organizational capacity with the District's evolving needs. Equally important, the Vice Chancellor will cultivate an engaged, service-oriented culture in which employees understand their connection to ACD's mission and have the tools, support, and opportunities to succeed.

Success will require more than technical expertise. Operating within a complex, collaborative environment of five independently accredited colleges, the Vice Chancellor will be a visible and engaged leader who spends meaningful time across the District, develops firsthand knowledge of its facilities and projects, and builds trusted relationships with college presidents, District leadership, employees, and community stakeholders. The successful leader will listen and build consensus while exercising sound judgment, communicating candidly, establishing priorities, and making difficult decisions in the best interests of the District.

The community desires a leader with significant experience in a large, complex facilities environment, with demonstrated strengths in capital planning and construction, project and program delivery, facilities operations, resource stewardship, and organizational leadership. Higher education experience will be valued but is not essential; candidates from other large-scale public, institutional, military, nonprofit, corporate infrastructure, or development environments with highly transferable experience will merit consideration. Above all, ACD seeks a visible, mission-centered, and decisive leader who combines strategic and systems thinking with technical credibility, operational discipline, collaborative leadership, and commitment to the District's students, employees, and communities.

The next Vice Chancellor will be committed to ACD's mission as well as its moonshot of partnering to end poverty through education and training. This leader will have an opportunity to make an immediate and lasting impact,

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helping deliver the largest bond program in ACD's history while strengthening the organization and building the systems, relationships, and long-term strategies needed to steward the District's physical resources for the future.

Job Requirements:

The next Vice Chancellor will have at least seven years of senior-level administrative experience in facilities and operations within a complex community college or university system or similarly complex organization, including demonstrated success in budget planning and control and operational planning. A master's degree in architecture, construction management, engineering, public administration, or a related field is required; a combination of relevant experience, education, and training that equates to the required degree will be considered. An earned doctorate is preferred. Additionally, a record of accomplishment at the Vice President, Vice Chancellor, or comparable senior leadership level is preferred, along with demonstrated knowledge of facilities planning, design, and construction; maintenance operations; procurement; public finance; public safety; and risk management. The successful candidate will also bring strong financial and resource management capabilities, a commitment to employee development, and a proven ability to lead change, build consensus, and collaborate effectively with diverse constituencies in support of ACD's mission.

Important note: The annual salary for this role will be $285,179.06, along with benefits.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy at the end of this document.

Role of the Vice Chancellor for Facilities and Facility Services

Alamo Colleges District's next Vice Chancellor for Facilities and Facility Services serves as the district's chief facilities officer, providing strategic leadership and executive oversight across all aspects of facilities planning, capital development, construction, real estate, and major maintenance initiatives. As a member of the Strategic Leadership Team, the Vice Chancellor plays a critical role in aligning the district's physical infrastructure with its educational mission, long-term priorities, and growth objectives.

Reporting directly to the Chancellor, the Vice Chancellor leads districtwide capital improvement programs funded through bond measures, state appropriations, and local resources. The position is responsible for guiding the planning, design, construction, renovation, and stewardship of facilities across multiple campuses and locations, ensuring projects are delivered with excellence, fiscal responsibility, transparency, and accountability.

Key responsibilities include:

- Providing strategic leadership for facilities planning, capital development, construction, and real estate activities across the district.
- Developing and implementing long-range facilities strategies that support institutional goals and future growth.
- Partnering with college presidents and district leaders to identify, prioritize, and execute capital improvement and scheduled maintenance projects.
- Leading the development of Facilities Master Plans and supporting Educational Master Plans that reflect the needs of students, faculty, staff, and the communities served.
- Overseeing the successful delivery of capital projects through comprehensive management of scope, schedule, budget, risk, and quality.

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- Directing multidisciplinary teams of facilities professionals, consultants, architects, engineers, and contractors in the execution of complex construction and renovation initiatives.
- Establishing policies, procedures, standards, and best practices that strengthen project delivery, operational effectiveness, and regulatory compliance.
- Driving innovation, sustainability, energy conservation, and continuous improvement across facilities planning and construction functions.
- Stewarding significant capital and operating budgets while ensuring responsible use of public resources.
- Leading procurement and contracting processes for professional services and construction projects, utilizing best-value selection practices.
- Ensuring compliance with all applicable federal, state, local, and district regulations, policies, and requirements.
- Providing strategic analysis and planning support to inform decisions regarding new facilities, campus expansions, and future educational sites.
- Serving as the district's primary liaison with governmental agencies, community stakeholders, business partners, and external organizations on facilities-related matters.
- Supporting the pursuit and administration of state and federal funding opportunities, including capital grants and infrastructure investments.

The successful Vice Chancellor will foster a culture of collaboration, integrity, innovation, customer service, and continuous improvement while ensuring the district's facilities effectively support student success and institutional excellence for years to come.

Opportunities and Expectations for Leadership

The Vice Chancellor for Facilities and Facility Services role is an exceptional opportunity for an accomplished, strategic, and collaborative leader to shape the physical future of Alamo Colleges District. At a time of significant growth and capital investment, the next Vice Chancellor will advance an ambitious facilities agenda while strengthening the systems, partnerships, and operations needed to support the District's long-term success. The Vice Chancellor will be expected to lead in the following areas:

- **Lead a Transformational Capital Program**

The next Vice Chancellor will provide executive leadership for the District's nearly $1 billion 2025 bond program, translating this significant public investment into facilities that advance teaching, learning, workforce development, and student success. The leader will bring the experience, discipline, and urgency necessary to move a complex portfolio of projects from planning through successful completion while maintaining strong oversight of scope, cost, schedule, quality, and risk.

Working closely with the Chancellor, Board, college presidents, and other key stakeholders, the Vice Chancellor will align capital priorities with the District's evolving academic and workforce needs, establish clear expectations for project execution, and communicate progress and challenges transparently throughout the bond program.

- **Advance a Districtwide Facilities Strategy**

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As Alamo Colleges District's physical footprint grows and becomes more geographically distributed, the Vice Chancellor will develop a cohesive, long-range facilities strategy that supports the District's mission, growth, and evolving programmatic needs.

Working collaboratively across five independently accredited colleges, the Vice Chancellor will establish greater clarity around roles, responsibilities, standards, priorities, and decision-making. The leader will balance the distinct needs of individual colleges with the long-term interests of the District, bringing consistency where it adds value while remaining responsive to each campus and community.

- **Steward and Optimize the Facilities Portfolio**

Even as the District undertakes significant new development, the Vice Chancellor will ensure thoughtful stewardship and optimization of its existing facilities and infrastructure. The leader will bring a strategic, data-informed approach to physical plant renewal, deferred maintenance, Facilities Condition Index priorities, space utilization, and resource allocation, while considering the full lifecycle and financial implications of facilities investments. This will include determining when facilities should be renovated, replaced, repurposed, or expanded, and leveraging technology and contemporary practices to strengthen planning and performance.



The Vice Chancellor will also advance sustainability and resource efficiency with a pragmatic focus on long-term value, balancing energy efficiency and environmental considerations with affordability, functionality, accessibility, and ongoing maintenance needs.

- **Strengthen Project Delivery and Operational Effectiveness**

The Vice Chancellor will strengthen the systems and practices that support facilities operations and capital delivery across the District. Bringing contemporary practices and a commitment to continuous improvement, the leader will enhance project management, operational data, work-order practices, documentation, reporting, and accountability.

The Vice Chancellor will establish clear expectations for budgets, schedules, performance, and communication while identifying opportunities to simplify processes and improve service delivery. The leader will also strengthen contractor and vendor management, ensuring third-party relationships meet the District's expectations for quality, value, responsiveness, and performance.

- **Build Organizational Capacity and Culture**

As Alamo Colleges District continues to grow, the Vice Chancellor will ensure that the facilities organization has

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the people, resources, capabilities, and structures necessary to support an expanding physical footprint. The leader will assess organizational needs, strengthen cohesion, evaluate the appropriate balance between internal and outsourced services, and ensure employees have the tools and support needed to succeed.

Equally important, the Vice Chancellor will foster a culture of service, teamwork, accountability, problem-solving, and respect. The leader will remain accessible to frontline employees, invest in talent development and career pathways, encourage collaboration across functions, and reinforce the connection between facilities employees' work and the District's mission.

- **Build Trusted Partnerships**

Relationships will be central to the Vice Chancellor's success. The leader will work closely with the Chancellor and Board while building trusted partnerships with the five college presidents, college leadership teams, District executives, and other stakeholders. The Vice Chancellor will meaningfully engage the colleges in facilities planning and ensure that their academic, operational, and student needs inform decision-making.

In a complex and decentralized environment, success will require influence as well as formal authority. The Vice Chancellor will listen carefully, communicate openly, explain priorities and trade-offs, and establish a consistent cadence of engagement, while remaining prepared to make difficult decisions in the best interests of the District as a whole.

- **Provide Visible, Engaged, and Decisive Leadership**

The Vice Chancellor will maintain a visible presence throughout Alamo Colleges District, spending meaningful time on campuses, walking facilities and construction projects, engaging directly with college leaders and employees, and developing firsthand knowledge of conditions and priorities.

The District seeks a leader who can quickly assess a complex organization, identify opportunities for improvement, communicate risks, and move purposefully toward solutions. The Vice Chancellor will bring the judgment and courage to address difficult issues while building the trust necessary to lead meaningful and sustained change.

- **Center Students and the Mission**

The Vice Chancellor will ensure that facilities planning and investment remain grounded in Alamo Colleges District's educational mission and the academic, workforce, student, and community needs its facilities are intended to serve.

As programs and workforce demands evolve, the leader will work with academic and college leadership to anticipate changing requirements for classrooms, laboratories, technical facilities, equipment, infrastructure, and student spaces. The Vice Chancellor will bring a practical, mission-centered perspective, ensuring facilities investments expand opportunity, support student success, and strengthen the District's impact throughout the communities it serves.

- **Demonstrate Respect for All Employees, Students, and Community Members**

The Vice Chancellor will demonstrate a deep commitment to the dignity and respect of all employees, students, and community members. The successful candidate will value belonging and contribute to an environment where people feel welcome, respected, and supported. The leader will appreciate the broad range of backgrounds and experiences represented throughout Alamo Colleges District and foster an inclusive, respectful culture that strengthens the employee and student experience and the District's engagement with the communities it serves.

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Professional Qualifications and Personal Qualities

The Vice Chancellor for Facilities and Facility Services will be a strategic, collaborative, and results-oriented executive with extensive experience leading facilities operations, capital planning, construction, and infrastructure programs in a large, complex organization. The successful candidate will combine strong technical and financial expertise with a people-centered leadership style, a commitment to service, and the ability to build trust, strengthen culture, and advance institutional priorities.

In addition, the ideal candidate will possess many of the following professional qualifications and personal qualities:

Required

- Master's degree in architecture, construction management, engineering, public administration, or a related field (or an equivalent combination of education and experience).
- Minimum of seven years of progressive senior leadership experience in facilities, capital projects, construction, infrastructure, or related operations.
- Demonstrated success leading large-scale capital development, renovation, maintenance, and facilities improvement initiatives.
- Proven experience aligning facilities investments and operational priorities with broader organizational goals.

Preferred

- Earned doctorate or terminal degree.
- Executive-level experience in higher education, government, or other complex public-sector organizations.

Commitment to Mission

- Deep commitment to Alamo Colleges District’s mission and its diverse communities.
- Passion for creating student-centered environments that advance opportunity, inclusion, and student success.
- Strong service orientation and commitment to equitable support across colleges, campuses, and constituencies.

Facilities and Technical Expertise

- Comprehensive knowledge of facilities planning, capital program management, construction administration, deferred maintenance, sustainability initiatives, and campus infrastructure systems.
- Strong understanding of engineering principles, building systems, construction methods, regulatory requirements, and building codes.
- Experience developing and implementing long-range facilities and infrastructure plans that support institutional growth and strategic priorities.
- Demonstrated ability to oversee consultants, contractors, architects, engineers, and other professional service providers while ensuring accountability, quality, and project success.
- Experience managing contractor relationships and addressing complex project delivery challenges.

Financial and Operational Acumen

- Significant experience in budget development, financial planning, resource allocation, and stewardship of public resources.
- Knowledge of procurement processes, contract administration, risk management, and regulatory compliance.
- Experience assessing organizational needs and aligning facilities investments with institutional priorities.

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- Strong understanding of accounting principles, capital budgeting, and operational performance metrics.
- Demonstrated ability to establish systems and processes that improve project management, reporting, accountability, and transparency.

Strategic Planning and Innovation

- Proven ability to think strategically and develop long-term plans that position the institution for future growth and success.
- Experience introducing innovative approaches, technologies, and best practices to enhance facilities management and project delivery.
- Ability to identify organizational risks, develop mitigation strategies, and make informed decisions in complex environments.
- Experience leveraging data and performance measures to improve operational effectiveness and decision-making.

Collaborative and People-Centered Leadership

- An approachable, visible, and empathetic leader who values relationships and creates an environment where employees feel respected, supported, and valued.
- Demonstrated commitment to building trust and credibility through active engagement across colleges, campuses, and departments.
- A collaborative leader who partners effectively with stakeholders at all levels of the organization.
- Strong team builder who develops talent, empowers staff, and fosters a culture of mutual respect, accountability, and service.

Strategic and Forward-Thinking

- Visionary thinker who understands the strategic role facilities play in supporting teaching, learning, student success, and institutional effectiveness.
- Ability to anticipate future challenges and opportunities and translate long-term goals into actionable plans.
- Commitment to innovative thinking and continuous improvement.
- Focused on creating facilities and environments that support evolving educational programs and future institutional growth.

Exceptional Communication and Relationship Skills

- Outstanding communication skills with the ability to explain complex issues clearly, transparently, and effectively.
- Ability to build consensus among diverse stakeholders while maintaining progress toward strategic objectives.
- Comfortable engaging with executive leaders, trustees, faculty, staff, students, elected officials, community leaders, and external partners.
- Able to communicate difficult decisions with clarity, transparency, and respect.

Decisive and Accountable Leadership

- Possesses the confidence and judgment to make difficult decisions, establish priorities, and allocate resources effectively.
- Willing to say "no" or "not right now" when appropriate while clearly communicating the rationale behind decisions.
- Demonstrates sound judgment, accountability, and a commitment to achieving results.
- Maintains focus on execution while balancing institutional needs, stakeholder expectations, budgets, timelines, and risks.

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Integrity and Stewardship

- Demonstrates the highest standards of integrity, honesty, and ethical leadership.
- Serves as a thoughtful steward of financial, physical, and human resources.
- Makes decisions based on the long-term interests of the institution, even when those decisions may be difficult or unpopular.
- Committed to ensuring equitable service and support across all colleges, campuses, and constituencies.

Culture Builder and Change Agent

- Capable of leading cultural transformation by fostering collaboration, cohesion, and shared purpose throughout the division.
- Able to unite teams and strengthen organizational effectiveness in complex environments impacted by decentralization, outsourcing, or organizational change.
- Creates a culture of innovation, transparency, customer service, continuous improvement, and operational excellence.
- Recognizes that facilities ultimately exist to serve people and is committed to creating environments in which students, employees, and communities can thrive.

Transformational Reach

- A bold, optimistic approach to creative thinking, change management, and the possibilities for a District community that is working together for the greater good.
- An innovative and systems-thinking mindset and an accompanying ability to galvanize new thinking in others.



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About Alamo Colleges District

Overview

Alamo Colleges District (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 nearly 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, 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's 2025–2030 strategic plan, *AlamoFORWARD: Propelling Toward Our Moonshot*, centers the District on an ambitious goal: ending poverty through education and training. The plan advances this work through a focus on learner success, talent, community partnerships, and performance excellence, positioning ACD as a catalyst for economic mobility and workforce development across the region.

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.

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

- **Students First:** Putting student success, validation, and encouragement at the center of every decision.
- **Can-Do Spirit:** Approaching challenges with optimism, resilience, and a solutions-oriented mindset.
- **Collaboration:** Working together across departments, campuses, and community partnerships to achieve shared goals.
- **Community Engaged:** Actively connecting with and serving the diverse populations of the Greater San Antonio region.
- **Respect for All:** Valuing every individual, promoting a culture of care, and ensuring a welcoming environment.
- **Data-Informed:** Using research, metrics, and evidence-based insights to drive decisions and measure outcomes.

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The Alamo Colleges District

The Alamo Colleges District wants everyone to have access to college-level education – to complete associate degrees, pursue higher degrees, or advance careers. So, all colleges and programs in the district are designed to serve the people, the communities, and the businesses of San Antonio and our surrounding areas with:

- Open admissions policies.
- Small classes, allowing personalized attention.
- Affordability – plus scholarship and financial aid opportunities.
- Academic and professional excellence of faculty and staff.
- Varied programs – associate degrees, certificates, marketable skills training, etc.
- Transferable academic credits.
- Workforce programs and career curricula.
- Commitment to diversity in the traditional sense, and in thought and conversation.

Northeast Lakeview College: As one of the nation's newest community colleges, NLC currently serves over 10,000 students from the ten Metro Communities and northeast San Antonio – including Bexar, Comal, and Guadalupe Counties. It focuses on student success by offering associate degrees and continuing education, promoting engagement in civic activities and organizations, and encouraging participation in cultural and enrichment programs.

Northwest Vista College: Open since fall of 1995, NVC was named best community college in Texas for 2017 by bestcolleges.com. It serves over 22,000 students per semester – on its 137-acre campus, at off-site daytime and evening classroom locations, and via internet, hybrid, and weekend courses. It seeks to empower students by giving them tools to think critically and to learn and discover on their own beyond the classroom.

Palo Alto College: Founded in 1985 to provide higher education to residents of south San Antonio, PAC is ranked in the top 1% of community colleges in the U.S. and serves more than 12,000 students. It is a recognized Hispanic-Serving Institution and has been widely honored for its strategies for student success (#32 of the top 100 associate degrees awarded to Hispanics, and an average transfer rate for Hispanic students over four times higher than the Texas average).

St. Philip's College: Originally a private Episcopal institution founded in 1898, SPC evolved into a comprehensive public community college – one noted for empowering its student population of over 21,000 learners through educational achievement and career readiness. As a Historically Black College and Hispanic Serving Institution, it is a vital facet of a community rich in ethnic, cultural, and socio-economic diversity.

San Antonio College: One of the oldest community colleges in Texas, SAC was established in 1925 and has a proud tradition of producing city, state, and business leaders. It is also the largest single-campus community college in Texas. Located just north of downtown, SAC has a university-like feel, a wide range of specialized facilities and programs, and serves over 20,000 students each semester.

Awards

Alamo Colleges District is a nationally recognized community college district with a longstanding record of excellence in student success, organizational performance, and workforce and community impact. ACD received the Malcolm Baldrige National Quality Award in 2018 and again in 2024, becoming the first community college system to earn the recognition in 2018; the Baldrige Award is the nation's highest presidential honor for performance excellence. The District received the Leah Meyer Austin Award from Achieving the Dream in 2020 and a National Bellwether Award in 2023, and in 2024 earned numerous national recognitions, including Achieving the Dream's Leader College of Distinction and Network Legend awards and an Association for Talent Development BEST Award. In 2025, ACD earned Great Place To Work Certification for the second consecutive year, while all five Alamo Colleges received the Gold-Level Veteran Education Excellence Award. Most recently,

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in 2026, ACD was again recognized by Achieving the Dream as a Leader College of Distinction. Read about the many awards and recognitions ACD has received here: **Alamo Awards**

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. A Student Trustee and Student Trustee Alternate are also appointed to the Board to serve for one academic year. 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 development; legislative; 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 organizational chart for Alamo Colleges District can be found here.

Leadership

Dr. Mike Flores, Chancellor of the Alamo Colleges District



Dr. Mike Flores assumed the role of chancellor of the Alamo Colleges District on Oct. 1, 2018, after a unanimous vote by the Alamo Colleges District Board of Trustees. With more than 20 years of service to the Alamo Colleges District, Dr. Flores possesses the distinction of being the ninth appointed chancellor and the first Hispanic chancellor in the district's history.

Flores' moonshot vision for the Alamo Colleges District – eliminating poverty through education – is based on his personal experience as a child of migrant farmworkers who pursued education to gain economic and social mobility. As a leader, Flores supports empowering students for success through high-impact teaching and learning practices, including academic advising, early access to college through high school programs, and experiential learning opportunities through apprenticeships, internships, and volunteer experiences. Aligned with the vision for eliminating poverty, Flores has championed the launch of Student Advocacy Centers at each of the district's five colleges for students' basic needs support.

Through his leadership, the Alamo Colleges District has launched AlamoPROMISE, a tuition-free college program for graduating high school students in Bexar County and one of the most significant initiatives implemented in the region. The program has served over 30,000 students since its inception, has increased Alamo Colleges' enrollment to record numbers, and has increased the overall college-going rate in Bexar County. Flores spearheaded the launch of AlamoBOOKS+ in 2022, a groundbreaking initiative ensuring access to all required textbooks and instructional materials by the first day of class. In 2024, Flores led the district to launch AlamoU, a strategic response to offer bachelor's degree programs to support the burgeoning demands of targeted industries, including nursing, operations management, cybersecurity, and cloud computing.

During his first year as chancellor in 2018, Flores led the Alamo Colleges District in its recognition as the first and only community college system in the nation to be awarded the Malcolm Baldrige National Quality Award, the nation's highest presidential honor for performance excellence through innovation, improvement, and visionary leadership. In 2024, Flores led the Alamo Colleges District to make history and became the only recipient in

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higher education to achieve total enrollment of 78,000 students, 68% students of color; Annual all-funds operating budget: $1 billion *Alamo Colleges District as of AY 2024-2025**.**

Flores is nationally known as a former coach for Achieving the Dream and as a fellow for the American Council on Education, Aspen Pahara Institute, and the Hispanic Association of Colleges and Universities. He conducted postgraduate studies at the Harvard University Institute for Educational Management and is in demand as a speaker at national higher education conferences. Flores was also awarded the Ohtli Award, one of the most prestigious awards given by the Mexican government, acknowledging his work to educate and empower Mexican and Mexican-American students. In 2023, he received the Baldrige Foundation Award for Leadership Excellence in Education.

Flores was born in Del Rio, Texas, and is a graduate of Holmes High School in San Antonio's Northside Independent School District. He holds a Ph.D. in educational administration from the University of Texas at Austin, a master's degree in political science from Illinois State University, and a bachelor's degree in political science from the University of Texas at San Antonio. He lives in central San Antonio with his wife Martha, a talented creative director and entrepreneur, and their daughters, Mara and Mia.

San Antonio, Texas

San Antonio continues to rank among the nation's largest and fastest-growing metropolitan areas. The city's population reached approximately 1.55 million in 2025, while the broader San Antonio–New Braunfels metropolitan area grew to approximately 2.81 million residents. San Antonio is distinguished by its rich multicultural heritage and strong Hispanic and Latino identity, with approximately 65% of residents identifying as Hispanic or Latino. The region's distinctive blend of cultures, history, and continued population growth contributes to a dynamic community that reflects both longstanding traditions and the evolving economic and demographic landscape of South Texas.

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 approximately 9% lower than the national average; housing expenses are 26% lower, utilities are 14% lower, and groceries are 8% lower than the national average. In addition, Texas has no individual state income tax. More information about San Antonio, Texas can be found here.

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Procedure for Candidacy

WittKieffer is assisting Alamo Colleges District in this search. Nominations and applications will be accepted until this position is filled, but expeditious application is encouraged. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

Application materials should be submitted using WittKieffer's **candidate portal**.

Nominations and inquiries can be directed to:

Jen Meyers Pickard, Ph.D., Kate Nolde, and Kim Migoya

AlamoVCFacilities@wittkieffer.com

Compensation Information: The annual salary for this role will be $285,179.06, along with benefits.

Alamo Colleges is committed to provide equal employment and educational opportunities for all qualified persons without regard to race, color, sex, pregnancy, religion, creed, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, sexual orientation, gender, transgender status, gender identity, gender expression, veteran or military status (including special disabled veteran, Vietnam-era veteran, or recently separated veteran), predisposing genetic characteristics, domestic violence victim status, any other protected category under applicable local, state or federal law, or persons who have opposed discrimination or participated in any complaint process on campus or before a government agency.



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