



**President
Community College of Aurora
Aurora, Colorado**

The Community College of Aurora (CCA) seeks an engaging, authentic, visionary, and equity minded new leader with proven skills and dedication to serve as its next President. CCA is a diverse and tight-knit community that offers a quality education at two physical campuses as well as online, preparing students for the next stage of their lives, whether in the workforce or at a four-year institution. In its next President, CCA seeks a leader who believes deeply in its identity and mission of service, and who will energize the community around a vision for the college's next era.

Founded in 1983, CCA is a part of the 13-institution Colorado Community College System (CCCS). Located in southeast Metro Denver, the city of Aurora offers a vibrant artistic and cultural scene, proximity to outdoor adventures, and pleasant, sunny weather. The college plays a significant role in providing access to education and opportunity to Aurora and Denver residents, as well as to students from around the state. CCA served nearly 6,700 college students in academic year 2019-2020, as well as more than 5,500 concurrent enrollment students from Aurora Public Schools, Cherry Creek School District, and Denver Public Schools. Designated as a Minority-Serving Institution and as a Hispanic-Serving Institution, CCA is a community that is committed to equity, diversity, and inclusion through Inclusive Excellence. The college employs 330 faculty and instructors and has an annual operating budget of \$42.5million. It offers 55 associate degree and 45 certificate programs, as well as strong continuing education and workforce development opportunities, including programs through the Center for Adult Education, the Center for Workforce Development, and CCA's specialized Disaster Management Institute.

Reporting to the Chancellor of the Colorado Community College System, CCA's next President will work with the campus community and with system leadership to advance the college to new levels of excellence. This work will be accomplished in the context of uncertain factors facing higher education and the nation at large (e.g., COVID-19 response and management, stress leveraging technology, declining enrollments and corresponding tuition revenue and state allocations). Success in CCA's next chapter will require an ongoing assessment of existing academic programs and student services, and the creation of new opportunities while increasing student enrollment and retention. Improving staff and faculty retention will also be critical to the college's future growth. CCA's next President must also identify new and strengthen existing partnerships and relationships with the local and state governments, businesses, alumni, other educational institutions, and community organizations; generate and steward its financial resources; and ensure that the college continues to be a dynamic learning resource that empowers students to succeed. Importantly, this leader must be an integral and welcoming member of the CCA and broader Aurora communities. The next President should meet these issues with the same rigor, enthusiasm, innovation, and commitment to inclusive excellence and community that characterize the Community College of Aurora itself.

The Colorado Community College System has retained Isaacson, Miller, a national executive search firm, to assist in the recruitment of the next CCA President. Please direct all applications, nominations, and inquiries to Isaacson, Miller as indicated at the end of this document.

COLORADO COMMUNITY COLLEGE SYSTEM

Colorado's community colleges have played a vital role throughout much of the state's history. The diverse programs offered by the Colorado Community College System today are the product of a long tradition of providing accessible, affordable educational opportunities to students across the state who seek to improve their lives. With 13 colleges, 40 campus locations, more than 125,000 students annually, and an annual budget of more than \$600 million, CCCS is the largest system of higher education in the state. CCCS colleges create a significant positive impact on the business community and generate a return on investment to their major stakeholder groups, which include students, taxpayers, and society. A 2017 report revealed CCCS colleges and their students added \$5.8 billion in added income to the Colorado economy, approximately equal to 2.0% of the state's total Gross State Product.

CCCS is one of the most diverse and affordable systems in the nation. All CCCS colleges have an open admissions policy to encourage and assist all high school graduates, concurrent enrollment students, and working adults in the pursuit of their highest academic goals. CCCS has a guaranteed transfer policy that allows students to seamlessly transfer credits toward a bachelor's degree at any public university in Colorado. Collectively, the colleges in the system award over 21,000 degrees and certificates each year across an incredible array of disciplines and top-growth career areas, producing hundreds of thousands of students who have had an immeasurable impact in fields such as health care, education, arts and entertainment, the trades, and non-profit leadership.

Guided by a bold ten-year strategic plan, CCCS strives to provide an accessible and responsive learning environment. By embracing academic excellence, diversity, and innovation, the system aims to create an atmosphere that facilitates the achievement of educational, professional, and personal goals of students and others in the CCCS communities. CCCS is currently working on a strategy to improve online learning across the system. This collaborative effort between the system and individual institutions will be a focus of leadership in the coming years. To learn more about the CCCS, visit <https://www.cccs.edu/>.

Colorado Community College System Leadership

CCCS is governed by an 11-member board called the State Board for Community Colleges and Occupational Education (SBCCOE or Board). Nine board members are appointed by the Governor and confirmed by the State Senate. There is one board member for each U.S. congressional district, plus two at-large members. No more than five members may be from any single political party and members serve staggered four-year terms. A community college faculty member and a student representative who serve in non-voting capacities for one year each hold the remaining two seats on the board.

The System Chancellor reports to the Board. Each of the system's 13 presidents report to and are under the supervision of the System Chancellor.

In 2018, the Board appointed Joseph Garcia as Chancellor of the Colorado Community College System. Prior to his role at CCCS, Garcia served two years as President of the Western Interstate Commission for Higher Education ("WICHE"), and six years as Colorado's Lt. Governor and as the Executive Director of the

state Department of Higher Education. Before his election as Lt. Governor, Garcia was President of Colorado State University-Pueblo for four years and Pikes Peak Community College for five years. Throughout his career, Garcia focused on increasing equity in outcomes for all students, particularly those from low-income backgrounds and communities of color.

Garcia earned his Juris Doctorate (1983) at Harvard University, and received his B.S. in Business (1979) from the University of Colorado at Boulder.

COMMUNITY COLLEGE OF AURORA

The Community College of Aurora is a unique, diverse community, and offers quality education on its Aurora and Denver campuses and through online classes and degree programs¹. It is also a community surrounded by history, arts, sports, and culture in Aurora, Colorado's third-largest city. CCA serves more than 680,000 residents in a 350-square-mile service area that spans portions of three counties (Arapahoe, Adams, and Denver). The service area includes the city of Aurora, eastern Denver, some southern suburban communities, and part of the eastern plains. The college has an annual budget of \$59.1 million. CCA is accredited by, and is in good standing with, the Higher Learning Commission, which is a member of the North Central Association of Colleges and Schools.

Beginning in the 1950s, local residents began envisioning a community college for Aurora and sought to bring higher education to Aurora to enhance the quality of life. In 1983, the Colorado General Assembly established the Community College of Aurora. However, the enabling legislation prevented it from owning a physical campus, so it became known as a "college without walls." Two years later, the Aurora City Council provided a parcel of land in the CentreTech Business Park for use as a college campus, and the CCA Foundation sold bonds to build on the site. In 1991, CCA officially moved onto the CentreTech campus, complete with an Administration building, Classroom building, and Fine Arts building, and in 1994, CCCS helped CCA secure the Lowry Campus from Lowry Air Force Base. CCA has since added a Student Centre and the Larry D. Carter Theatre, a flexible space designed specifically for theatre, music, and dance performances. In 2015, CCA made the last of its lease payments on the CentreTech campus and the CCA Foundation transferred ownership of the campus to CCA in 2016.

CCA adds value not only to the lives of students but also to the regional economy. The college serves a range of industries in Aurora and surrounding communities, supports local businesses, and benefits Colorado's society as a whole through an expanded economy and improved quality of life. The benefits created by CCA even extend to the state government through increased tax revenues and public sector savings. The overall economic impact of CCA on the local business community during an analysis conducted in fiscal year 2016 amounted to \$242 million in added income, equal to the sum of the operations spending impact, student spending impact, and alumni spending impact. The \$242 million in added income was equal to 0.9% of the service area's total Gross Regional Product. By comparison, this impact from the college is nearly as large as the entire Mining industry in the service area, which contains industries related to oil and gas extraction.

Academic Programs

As Aurora and the broader Denver metro area continue to grow rapidly, there is a demand for accessible academic training in a variety of disciplines in both academic transfer and occupational education. CCA

¹ Almost all classes are being conducted remotely/online in 2020 and Spring 2021 due to the COVID-19 pandemic.

offers [55 associate degree programs, as well as 45 certificate programs](#) designed to retool employee skills or launch new careers quickly, and specializes in offering classes at convenient times and locations to meet the needs of students' demanding schedules. The college confers the following degree types: Associate of Arts, Associate of Science, Associate of General Studies, Associate of Applied Science, and articulated degrees. Twenty-four associate "degrees with designation" allow students to transfer to a public Colorado college or university as a junior in the designated field. In addition to its physical campuses in Aurora and Denver, CCA offers hundreds of online, hybrid, and evening or weekend classes, as well as "open entry" classes that start every week. CCA's core classes are guaranteed to transfer to Colorado public colleges and universities. As of spring 2017, the three-year graduation rate for first-time, full-time, degree-seeking students was 29% and 9% transferred to a four-year institution.

CCA has been recognized for its leadership and innovation across a wide range of key student success areas including equity and inclusive excellence to close achievement gaps, and hands-on programs including its nationally and internationally recognized [Colorado Film School](#), award-winning [Model United Nations](#) simulation team, [NASA-funded space program](#), and regionally renowned [Disaster Management Institute](#) for emergency first-responder training. Notably, in 2019, CCA's commitment to substantive equity work was recognized by the American Association of Community Colleges which awarded the college its *Advancing Diversity Award* — a national recognition of the college's effort to create an equitable and inclusive environment for students, staff, and faculty.

Programs and strategies that promote access—as well as academic and personal success for underserved students—are the foundation of CCA's mission and operations. As an open-door institution, CCA accepts all students with a high school diploma or GED and helps them select a path that leads to their chosen future, be it earning a certificate or degree, academic transfer, career and technical education, or workforce training. The college welcomes all DREAMers, ASSET, DACA, and undocumented students, and supports students from enrollment through graduation regardless of current status, including in the form of financial aid with the [College Opportunity Fund](#), as well as institutional and foundation funds. CCA also provides dedicated support for international students and for the veteran and military community. CCA's [Support Services](#) for students include the following: Academic Learning Center; Accelerated Pathways to Success; Bridge to Bachelors Degree Program; CARE Team; COSI Career Connections Scholarship; Office of Disability and Equity; Mental Health and Counseling Services; Fostering Success; Library; Office of Student Intervention & Conduct; SNAP/Food Stamps Employment and Training; Single Stop; Student Parent Toolkit; the new Student Success Center; Student Success Resources; Strengthening Working Families Initiative; Title V Project-Asegurando; TRiO SSS; Transfer Success Program; and Tutoring.

The [Concurrent Enrollment Program](#) is a partnership between CCA and high school districts that allows eligible high school students the opportunity to enroll in college credit courses while in high school. CCA serves over 5,500 concurrent enrollment students annually through active partnerships with over 30 high schools from Aurora Public Schools, Cherry Creek School District, and Denver Public Schools. This program consists of Concurrent Enrollment courses on-campus or in the high school(s), and the Ascent Program, which allows students to attend a technical or community college full-time the year following their senior year of high school. The objective of the Concurrent Enrollment Program is to provide students an affordable opportunity to experience college-level courses at their high school, and, as a result, improve their chances of being successful in their transition from secondary to post-secondary education. This program provides an opportunity for all students to reach their academic potential, and many students in the program earn an associate's degree and their high school diploma simultaneously.

The college is committed to workforce development and education for the 21st Century. CCA offers

hundreds of affordable, self-paced and instructor-facilitated online professional development courses and workforce development opportunities, including programs through the [Center for Adult Education](#), the [Center for Workforce Development](#), and the specialized Disaster Management Institute. These programs connect employers, workers, students, and community partners with one another to develop paths toward career advancement and sustainable employment within targeted industries. Through its workforce and professional development courses and programming, CCA helps meet the educational needs of working adults, including lower-income adults, and assists employer partners in developing a high-quality workforce.

Students, Faculty, and Staff

CCA is the college of choice for nearly 12,000 students. Designated as a Hispanic-Serving Institution (HSI) and recognized as a Minority-Serving Institution (MSI), CCA is one of the most diverse colleges in the state of Colorado. Among the student population, 86% are Colorado residents, approximately 64% are members of historically underrepresented racial and ethnic groups—including approximately 33% of CCA's students who identify as Latinx—and more than 60 countries across five continents are represented. First-generation students comprise 59% of CCA's students, and 48% of students qualify for grant or scholarship aid from the federal, state or local government, the institution, and other sources known to the institution (not including loans). In a follow-up survey, 93% of 2019 CCA graduate respondents indicated that their CCA program met their education goals “well” or “very well,” and 91% of 2019 CCA graduate respondents were employed or continuing their education.

Since CCA's founding, it has issued over 20,397 degrees, certificates, or diplomas, and alumni have gone on to accomplished careers in the region and far beyond, contributing their talents and skills in many industries. Over the years, students have studied at CCA and entered or re-entered the workforce with newly acquired skills, and thousands of these former students are now employed in the CCA service area. A 2016 analysis of the economic impact showed the contribution of former students currently employed in the service area workforce amounted to \$212.6 million in added income during the analysis year.

CCA is home to approximately 60 full-time faculty, 268 instructors, and 220 staff, all of whom are deeply committed to their students' academic and professional success. The college is dedicated to the recruitment, retention, and development of a diverse faculty and staff and seeks to reflect the diversity of the surrounding community and the students it serves. As of 2020, 60% of CCA faculty and instructors were women and 17% were people of color. Of the staff, 63% were women and 49% were people of color.

Finances and Fundraising

For the 2020-2021 fiscal year, CCA's total budget is \$59.1 million. The operating funds of the college come from two principal sources: CCCS state allocations and students' tuition and fees, of which resident tuition is \$153.35 per credit hour for full-time students. In FY 2020, 38% of the education and general budget came from state aid and 61% came from tuition and fees, with the balance coming from auxiliary sources and grants.

The Community College of Aurora Foundation is a separate 501(c)(3) nonprofit organization led by a board of 16 community leaders and a staff of 3.5 FTE. The foundation's mission is to support CCA's priorities and provide life-changing opportunities for students by developing philanthropic resources, community connections, and industry partnerships. With annual fundraising of \$600,000 and \$4.2 million in assets, the foundation provides tremendous benefits to CCA, its faculty, and students and has helped the college

achieve many of its key priorities. The foundation provides approximately \$550,000 toward student scholarships each year and an additional \$100,000 to college departments. The foundation works closely with the college's Strategic Partnerships and Grants office, with the collective goal of raising \$3,585,095 in FY 2021. In the years ahead, the foundation expects to launch its most ambitious capital campaign to date.

Organization and Governance

CCA has a seven-member [advisory council](#) composed of residents from CCA's service area who meet with the President, in compliance with statute and State Board Policy (B.P. 2-25). The purpose of the advisory council is to advise the President on the long-term educational needs of the area as well as serve as liaison between CCA and area employers. It is also the responsibility of the advisory council to promote CCA's programs and services among communities and constituencies in the college's service area.

To learn more about the Community College of Aurora, visit www.ccaurora.edu.

THE CURRENT MOMENT

Under the leadership of President Betsy Oudenhoven, who will retire in July 2021 after a successful 10-year tenure, the college advanced several strategic priorities and established upward momentum on which the next President can build. During her tenure, CCA pioneered a comprehensive approach to becoming a more equity-minded institution, diversifying its workforce and making tangible movement in closing the equity gap for students of color. CCA's equity work received national recognition with the American Association of Community Colleges' prestigious [Advancing Diversity Award](#). This period was also marked by CCA's developmental education redesign and implementation of a [Guided Pathways](#) approach, which reimagined college advising and created a more transparent career-mapping model. The college also deepened connections with the surrounding community by significantly increasing concurrent enrollment for high school students, as well as community enrollment in English as a Second Language and High School Equivalency programs. Additionally, during this period, the college secured federal designation as a Hispanic-Serving Institution, expanding resources to increase support services for students.

As the college looks to the future, it will be guided by the [Community College of Aurora Strategic Plan 2019-2024](#), which maps out objectives and commitments in five areas: academic excellence; student learning and success; an inclusive college culture; community leadership and service; and institutional growth and excellence. This plan is flexible and responsive to cultural and social changes that connect with the mission of CCA as well as its resource support over the coming years.

Like community colleges everywhere, CCA faces a period of significant challenges as it responds to the diverse and evolving needs of its students and community, especially in the context of the COVID-19 pandemic as well as a national civil rights movement against racial injustice. Yet, times of challenge are also times of opportunity, and it is clear that CCA has the ability not only to meet those challenges but also to define a new model of excellence. For example, the college is successfully delivering online education through a year defined by COVID-19 and it continues to bring innovative responses to serve both students and faculty in remote learning and teaching. However, this unprecedented climate also brings uncertainties on the broader impact on the student experience, losses in enrollment and tuition income, decreases in state budget allocations, and resource adjustments due to a revenue shortfall. Despite the high quality of the programs, CCA is not immune to national or statewide trends, and the

college has experienced a decline in enrollment over the last year. At the same time, the need for CCA's mission-critical work and societal impact has increased and is underscored by the unprecedented global health crisis, a changing economy, and the growing movement against systemic inequities.

To answer the call of these challenges, leadership must look deeply and comprehensively at how CCA can best serve the needs of those wishing to pursue higher education as well as those of all Coloradans. Within this context, the next President will work to advance CCA by building on its strong foundation and solidifying its position as a highly student-centered, forward-looking institution of academic excellence.

ROLE OF THE PRESIDENT

The President of CCA reports to Joe Garcia, Chancellor of CCCS, and provides leadership for the college in achieving its objectives. Furthermore, the President is responsible for CCA's administration including academic affairs, program coordination, strategic planning, business and finance, physical planning, budget development and control, policy recommendations, college and governmental relations, human resources, and diversity and equity. Positions reporting to the President include the Vice Presidents for Academic Affairs, Student Affairs, Administrative Affairs, and Institutional Effectiveness, and the College Equity Officer, Director of Human Resources, and the Executive Director of the CCA Foundation.

The President will take a genuine interest in the lives of students, faculty, and staff, strengthening the culture of open communication and family concern, support, and celebration on campus. An active, engaged leader who is accessible to members of the campus community, the President will recognize the accomplishments of students, faculty, and staff, and maintain and advance the healthy relationships that currently exist.

As a visible community leader, the President will foster productive relationships with elected officials, industry partners, local nonprofit organizations, and advocacy groups. Additionally, the President plays a significant external role with the local business community and is involved in donor cultivation and private fundraising through the CCA Foundation.

It is important that the President collaborate effectively within the systems and structures that CCA inhabits, while at the same time leveraging these organizational mechanisms to advocate for the needs of the college. The CCA President serves on the CCCS President's Council and meets monthly with the Chancellor and the other 12 community college presidents within the system. The President's Council creates a forum for the Chancellor and cadre of presidents to understand and embrace the distinctiveness and strategies of each school and support their continued excellence, while also facilitating opportunities for collaboration and integration.

KEY OPPORTUNITIES AND CHALLENGES

The next President will lead the Community College of Aurora at a critical moment in its history and at a challenging time for the community and the nation. The President will provide strategic, transparent, and authentic leadership, actively engaging students, collaborating with faculty and staff, and energizing the college and the broader community around a shared vision for CCA's future. Specifically, the President will work to address the following challenges and opportunities:

Passionately steward and advance the mission of CCA, championing its commitments to student access and success

Building on the existing 2024 strategic plan framework, the next President will refine an ambitious vision for the future that will position CCA to thrive in the face of new economic realities in five key areas: achieving academic excellence; enhancing student learning and success; fostering an inclusive college culture; strengthening community leadership and service; and furthering institutional growth and excellence. In carrying out these priorities, the President will fulfill the confidence that has been placed in the college by the residents of Colorado and enhance the college's role in the economic, social, and cultural well-being of the state.

Continue and deepen CCA's commitment to inclusive excellence

As an HSI and MSI, the college represents a cross-section of cultures and backgrounds and, in recent years, has deepened its focus on equity, diversity, and inclusion. CCA's [Inclusive Excellence Strategic Plan](#), developed in 2018, maps out a detailed framework informed by national literature, feedback from students and employees, 2015 campus climate results, and student enrollment, completion, retention, and transfer data. The three main priorities are to increase student engagement with inclusive excellence, develop a Center for Teaching and Learning, and embed inclusive excellence throughout Human Resources. CCA is committed to continuing this critical work to improve the institution's ability to deliver on the mandate of serving students as a Minority-Serving and Hispanic-Serving Institution.

The next President must be an active and engaged leader who is comfortable and willing to discuss complex and sometimes highly charged topics associated with diversity, equity, and inclusion. In close partnership with all constituents of the college, the President will build on CCA's forward momentum by supporting programs and policies that promote diversity across its many dimensions, fostering an inclusive climate, and enhancing the recruitment, retention, and success of faculty, staff, and students from historically marginalized and/or underrepresented groups. The President will embrace the [Inclusive Excellence Framework](#) as CCA's equity model and will engage individuals and communities in sustained dialogue and action aimed at creating a sense of belonging for all students, faculty, and staff.

Engage the community as a visible ambassador; strengthen CCA's local and regional standing

CCA's President will make the cultivation and stewardship of key external relationships, partnerships, and collaborations within the greater Aurora community an immediate, essential priority. To succeed in this effort, CCA needs a leader who will fully appreciate the benefit and complexity of its role within the Colorado Community College System, the Aurora community, and the broader Denver metro ecosystem. To elevate CCA in the community as the partner of choice to meet Aurora's workforce and community needs, the President must be a compelling and tireless advocate for the college, communicating and collaborating with community organizations, industry partners, and elected officials. The President will capitalize on CCA's attractive location in the heart of Aurora, especially as it relates to the college's commitment, mission, and legacy of access and community transformation, as well as its proximity to Denver.

As part of this work, CCA's next President will also need to assess and clarify the college's current brand and reputation in the higher education and industry partnership marketplace. The increasing competition in Colorado's education space calls for a leader who can crisply and compellingly articulate CCA's value-

add for potential students and external audiences and cut through any outdated information and, in so doing, persuade prospective partners of the appeal and benefits of aligning with CCA.

Evaluate and tactically enhance CCA's programmatic offerings to ensure academic excellence, financial stability, and strong enrollment

The President will lead a continuing assessment of existing programs and encourage the consideration of new programs as well as the exploration of teaching in new modalities. This will enable CCA to make a compelling case to future students; continue setting priorities based on criteria such as student interest, community need, transferability, workforce demand, and affordability; recruit, and substantially improve the retention of top-notch faculty and staff; improve retention rates of current students as well as student transfer and graduation rates; and drive innovations in classroom pedagogies and the use of technology for student learning. Balancing the need to innovate with market realities, enrollment trends, and a dynamic higher education landscape will be a key task for the President, and this vision will account for the purposeful allocation of limited resources to ensure its sustained viability. Academic success, coupled with increased enrollment and retention, will lead to enhanced financial success of the enterprise. The President must define a data-driven, evidence-based, and long-range vision for success, and outline a process of strategic renewal to best answer the needs of the community, boost enrollment and retention, and chart a sustainable course for the college.

Generate and steward financial resources

For CCA to continue offering affordable, high-quality education to the community, the President must work to ensure funding from a diversified range of sources. The President will build relationships with elected and appointed leaders at the municipal, county, and state levels to advocate for the college's economic needs. Furthermore, the President will work with CCA Foundation leadership and its advisory board to advance a coherent, unified fundraising apparatus to raise money through philanthropy, corporate sponsorships, business partnerships, and foundation grants, as well as through the college's alumni network. The President will pay careful attention to internal budget allocations in order to build stronger structures that will ultimately reward the college with greater fiscal vitality.

Strengthen internal systems and efficiencies, while fostering a culture of transparency and collaboration

The President will need to evaluate existing administrative structures to ensure effectiveness and efficiency at all levels, identifying opportunities to enhance coordination and collaboration to enable CCA to achieve its full potential. This effort is essential in providing students with the support they need to succeed and accomplish their goals. It will be critical that the President conduct this work in an authentic and approachable manner, fostering a campus culture rooted in dialogue, consensus building, diversity, transparency, trust, and consultation, while also working carefully and rigorously to address campus needs in a timely fashion.

PROFESSIONAL AND PERSONAL QUALIFICATIONS

The Community College of Aurora seeks an engaging, authentic leader to inspire and guide the college in its next era. The ideal candidate will have a deep understanding of and appreciation for the transformational role of a community college, both in the life of an individual student and for the community at large. Furthermore, they will bring an inspiring vision consistent with the college's mission

and commitment to the pursuit of inclusive excellence, access, and dedication to serving the people of Colorado.

Applicants or nominees should have strong evidence of many, if not all, of the following professional and personal qualities, experiences, and characteristics:

- Earned master's degree is required; a terminal degree is strongly preferred
- Demonstrated ability to provide visionary and forward-thinking leadership
- Successful experience as a strategic and inclusive leader and manager; the ability to build strong management teams, delegate responsibility and authority, and execute plans with fiscal responsibility
- Proven ability to bring about complex change in a thoughtful manner, to implement solutions and establish best practices that are tailored to the unique needs of the institution
- A personal commitment to and record of success in advancing equity, diversity, and inclusion; demonstrated experience advancing an organization that serves diverse constituencies
- An understanding of the unique needs of a Hispanic-Serving Institution, and the importance of effectively working toward the "serving" aspect of that institutional identity
- Ability to serve effectively as the face of a community college, building relationships on and off campus with government, business, community, and educational leaders
- An appreciation and understanding of the challenges faced in today's classroom environment
- An ability to bring campus constituencies to actionable consensus; the ability to energize and inspire students, faculty, staff, alumni, advisory board members, and external stakeholders
- Successful experience creating shared benchmarks and holding individuals and teams accountable in reaching goals; a track record of using qualitative and quantitative data to inform decision-making
- Fiscal and budget experience with finite resources; an appreciation of public finance and the realities of enrollment-driven budgets
- An appreciation for a culture of shared governance
- Knowledge of current and emerging issues, trends, and strategies in community college and public higher education
- Entrepreneurial and innovative skills and the proven ability to build and leverage external alliances and to develop strategic fundraising opportunities and workforce development partnerships
- Outstanding record of effectively managing and influencing people, a strong team orientation, along with a willingness to circulate widely, listen well, and motivate and empower others
- Effective interpersonal and communication skills, including the ability to establish strong, purposeful relationships with diverse communities; the capacity to work closely with and earn the respect and trust of stakeholders both internally and externally

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Acceptance of applications, inquiries, and nominations will begin immediately and continue until the position is filled. Confidential inquiries, nominations, referrals, and resumes with cover letters should be sent to:

www.imsearch.com/7775

Monroe "Bud" Moseley, Partner
Kennedy Kearney-Fischer, Managing Associate
Isaacson, Miller

*Community College of Aurora (CCA) is an equal opportunity employer.
CCA does not discriminate on the basis of race, color, creed, nationality, sex, age, or handicap,
in admission or access to, or treatment or employment in, its programs and activities.*