



**Search for President
Community College of Denver
Denver, Colorado**

The Community College of Denver seeks a dynamic, entrepreneurial, and visionary new leader with proven skills, capacity and passion to serve as its next president. Enrolling over 6,000 students each year, the Community College of Denver (CCD) is a public, open access institution that promotes excellence in teaching, learning, and service to its diverse community. CCD seeks a president who believes deeply in the college's vision and who will embrace those principles to chart a compelling path forward. This work needs to be accomplished in the context of the demands facing community colleges and the nation (e.g., COVID-19 response and management, declining enrollments and tuition revenue). The next president should meet these issues with the same rigor, creativity, curiosity, enthusiasm, and commitment to equity and access that characterize CCD itself. The new president may or may not have leadership experience in higher education but must be stirred by CCD's mission and possess the vision, voice, and facility to advance, promote, and celebrate it, ensuring CCD's future as a leading institution of higher education in Colorado and nationally.

Founded in 1967, CCD is a part of the 13-institution Colorado Community College System (CCCS). Located in the 'Mile High City', enjoying over three hundred days of sunshine a year, a vibrant arts and cultural scene, and proximity to outdoor adventures, CCD plays a significant role in providing access to education and opportunity to Denver residents, as well as to students from around the state. CCD employs nearly 407 faculty and 196 staff and has an annual operating budget of \$60 million. The college offers more than 120 degree and certificate programs, educating approximately 2,300 full-time and 4,000 part-time students per semester. In addition, last year CCD's College Pathways program enabled more than 1,500 high school students to take college classes and collectively earned over 14,000 college credits while still in high school. Strong continuing education and workforce development programs are also offered by the college, including programs through the Advanced Manufacturing Center and partnerships with the Center for Workforce Initiatives. Deeply committed to achieving excellence through diversity and designated as a Hispanic Serving Institution, the Community College of Denver's educational programs are designed to enrich the social, civic, and economic fabric of the local community and state.

Reporting to the Chancellor of the Colorado Community College System, the president will work with system leadership and the CCD campus community to advance the college to new levels of excellence. As the chief ambassador of the Community College of Denver, the president will: generate and steward its financial resources; identify new and strengthen existing partnerships and relationships with the local and state governments, businesses, alumni, other educational institutions, and civic organizations; and ensure that CCD continues to be a dynamic learning resource that empowers students to succeed and fuels the cultural and economic vitality of the region.

The Colorado Community College System has retained Isaacson, Miller, a national executive search firm, to assist in the recruitment of the next CCD 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 and affordable educational opportunities to students across the state who seek to improve their lives. With 13 colleges, 40 campus locations, more than 137,000 students annually, and an annual budget of more than \$5 billion, CCCS is the largest system of higher education in the state. Colorado Community College System colleges create a significant positive impact on the business community and generate a return on investment to their major stakeholder groups—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 18,000 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, 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. 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. The remaining two seats on the board are held by a community college faculty member and a student representative who serve in non-voting capacities for one year each.

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

In 2018, Joe Garcia was appointed the 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") from June 2016 to June 2018. From 2011 to 2016, he served as the Lt. Governor of Colorado and as the Executive Director of the Colorado Department of Higher Education. During his time

as Lt. Governor, Garcia focused on increasing equity in outcomes for all students, particularly those from low income backgrounds and communities of color.

For nearly a decade, Garcia served as President at both a four-year and two-year institution. From 2006 to 2010, he was President of Colorado State University-Pueblo, which was named the 2008 Outstanding Member Institution by the Hispanic Association of Colleges and Universities. From 2001 to 2006, Garcia was President of Pikes Peak Community College, Colorado's second largest community college.

Garcia earned his Juris Doctorate (1983) and completed the John F. Kennedy School of Government program at Harvard University, and received his Bachelor of Science in International Business (1979) from University of Colorado at Boulder.

COMMUNITY COLLEGE OF DENVER

The Community College of Denver is the only community college within the city and county of Denver and is surrounded by history, arts, sports, and culture. As one of 13 institutions in the Colorado Community College System, CCD is one of the largest and has an annual budget of \$60 million. CCD is accredited by, and in good standing with, the Higher Learning Commission which is a member of the North Central Association of Colleges and Schools (NCA).

In 1967, the Colorado legislature created CCD, with classes commencing three years later in a renovated auto showroom close to the Civic Center. Over the next few years, the college expanded into nearby retail storefronts due to a rapidly increasing enrollment. In 1975, the college moved to the 150-acre Auraria Campus in downtown Denver. The Auraria Campus, CCD's main location, is within walking distance to the bustling 16th Street Mall, the Denver Pavilions, Colorado Convention Center, and the Denver Center for the Performing Arts Complex. Situated in the heart of Denver and sitting on the aboriginal homelands of the Cheyenne, Arapahoe, and Ute Nations, CCD is the only community college in the nation to share a campus with two four-year universities — Metropolitan State University of Denver and the University of Colorado Denver. Together the three institutions comprising the Auraria Campus share a fully accessible health center, regional library, performing arts center, student union, recreational facilities, and classroom buildings.

This distinct and dynamic campus is managed and run by the Auraria Higher Education Center (AHEC) and governed by an eleven-member board. The board is made up of the three chief executives of each college, three members who are appointed by the Governor of Colorado, one member who is appointed by the Regents of the University of Colorado, one member who is appointed by the Board of Trustees for Metropolitan State University of Denver, and another member who is appointed by the State Board for Community Colleges and Occupational Education. The final two non-voting members of the board are elected by Student and Faculty Advisory Committees to the Auraria Board.

CCD has had a long history of providing off-campus learning and training opportunities and currently offers credit and non-credit classes all over the city. In 2015, CCD opened the doors to the Advanced Manufacturing Center (AMC), a state-of-the-art 33,280-square-foot facility located about four miles north of the main Auraria Campus. This facility hosts two trades programs--fabrication welding and machine technologies--as well as non-credit machining and welding training. Community College of Denver's Center for Health & Natural Sciences is located both on the Auraria Campus and at the Lowry location in east Denver. In 1999, CCD's Center for Health Sciences moved to the Lowry neighborhood, bordering east

Denver and west Aurora. Located on the former Lowry Air Force Base, the classrooms were renovated to house the health programs and the former base dental clinic was adapted for CCD's dental hygiene program.

The Fred N. Thomas Career Education Center Early College of Denver (CEC Early College) is a Denver Public Schools (DPS) urban magnet high school located in northwest Denver, and has been providing CEC Early College high school students with real-life learning experiences in dozens of career-oriented courses since 1976. CEC Early College became an additional location to Community College of Denver in 2014. Concurrent enrollment and early college programs are administered through CCD's College Pathways office.

The value of CCD influences both the lives of students and the regional economy. The college serves a range of industries in Denver, supports local businesses, and benefits society as a whole in Colorado from an expanded economy and improved quality of life. The benefits created by CCD even extend to the state government through increased tax revenues and public sector savings. The overall impact of CCD on the local business community during the 2017 analysis year amounted to \$238.4 million in added income, equal to the sum of the operations spending impact, the construction spending impact, the student spending impact, and the alumni impact. The \$238.4 million in added income was equal to approximately 0.6% of the GRP of Denver.

Academic Programs

As the city of Denver continues to rapidly grow, there is a demand for accessible academic training in a variety of disciplines. The college offers more than 100 programs in transfer and occupational education, and CCD's core classes are guaranteed to transfer to Colorado public colleges and universities. Across its programs of study, CCD offers degrees in Associate of Arts (A.A), Associate of Science (A.S.), Associate of General Studies, Associate of Applied Science, and Bachelor of Applied Science. In addition to individual courses, many of the face-to-face degrees and certificates are also available fully online. The Bridge to Bachelor's Degree Program ensures new, first-time students attending CCD are guaranteed admission to a participating four-year college or university upon completion of an associate degree. Between FY15 and FY18, CCD has seen an increase in graduation and completion rates. In FY19, more than 1400 students graduated, and 26.3% percent transferred to a four-year institution.

Programs and strategies that promote access—as well as academic and personal success for underserved students—are the foundation of CCD operations. As an open-door institution, CCD accepts all students with a high school diploma or GED and helps them choose 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 & Undocumented students and supports students from enrollment through graduation regardless of current status. In FY20, CCD announced it will be offering free tuition and no associated fees for all 2020 Denver Public Schools graduates.

CCD's College Pathways program offers local high school students the opportunity to advance their college academic career before they leave high school by taking college-level courses. The objective of this 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 innovative program provides an opportunity for all students to reach their academic potential and many students in the program complete an associate's degree and their high

school diploma simultaneously. The College Pathways Program at CCD enrolls more than 1,500 high school students each year.

The college is committed to workforce development and education for the 21st Century. CCD's Center for Workforce Initiatives (CWI) connects employers, workers, students, and other community partners with one another to develop paths toward career advancement and sustainable employment within targeted industries. Through innovative programming, CWI helps CCD meet the educational needs of working adults, including lower-income adults, and also assists employer partners in developing a high-quality workforce.

Students, Faculty & Staff

CCD has become a leading point of entry to higher education for Denver and the surrounding areas and is one of the most diverse colleges in the state of Colorado. Among the student population, 90 percent are Colorado residents, more than 50 percent self-identify as underrepresented domestic students of color, and 7 percent are international students. In 2001, the United States Department of Education officially designated the college as a Hispanic-Serving Institution (HSI) and today more than 33 percent of students identify as Latinx. Sixty-four percent of CCD students are First-Generation and 52% of students qualify for grant or scholarship aid from the federal government, state/local government, the institution, and other sources known to the institution (not including loans).

CCD helps drive Denver's economy by educating students with high-value, industry relevant certificates and degrees, and the college's adage of "Start Here. Go Anywhere!" comes to life through its diverse and passionate alumni community. Since its founding, CCD has issued over 32,600 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. A 2017 analysis of the economic impact showed former students of CCD have generated more than \$157.3 million in added income for the region. This figure represents the higher earnings that students earned, the increased output of the businesses that employed the students, and the multiplier effects that occurred as students and their employers spent money at other businesses. This \$157.3 million in added income is equivalent to supporting 2,748 jobs.

CCD is fortunate to have a dedicated cadre of about 407 faculty and 196 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, 55 percent of CCD faculty were women and 22 percent were people of color. Of the staff, 67 percent were women and 49 percent were people of color.

Finances & Fundraising

For the 2020-2021 fiscal year, CCD's total budget is \$60 million. The operating funds of the college come from two principal sources: CCCS state allocations and students' tuition and fees, which are \$153.35 per credit hour for full-time students (resident of the state of Colorado). In FY20, 34 percent of the education and general budget came from state aid and 60 percent came from tuition and fees with the balance coming from auxiliary sources and grants.

The Community College of Denver Foundation is a 501(c)(3) nonprofit organization focused on developing resources to benefit CCD and its students through partnerships with businesses, foundations, and individuals in the metro-Denver area. With \$1.6 million in assets, the foundation provides tremendous benefits to CCD, its faculty, and students and has helped the college achieve many of its key priorities. The foundation is in the early planning stages of an FY21 campaign with the goal to raise \$2 million for a COVID-19 relief scholarship fund. In the years ahead, the foundation expects to launch its most ambitious capital campaign to date.

Organization & Governance

CCD has a 6-member college advisory council, composed of residents from CCD's service area who meet with the president, in compliance with statute and State Board Policy (B.P. 2-25). The purpose of the college advisory council is to advise the president on the long-term educational needs of the area as well as serve as the liaison between CCD and area employers. It is also the responsibility of the advisory council to promote CCD's programs and services among the communities and constituencies in the college's service area.

In 2017, CCD implemented a collaborative decision-making model designed to encourage ongoing communication and problem-solving among the administration, faculty, and students. CCD has been committed to developing and employing this model as a meaningful method of shared governance, which is defined at CCD as engaged, fully collaborative, consultative, and distributed decision-making. The unique administrative structure places the president and the president's cabinet as voting members of the Strategic Planning Consensus Decision Model (SPCDM), a group that meets as needed to make final recommendations to the executive team regarding campus strategic goals, policies, and current campus concerns raised through four distinct strategy committees.

To learn more about the Community College of Denver, visit <https://www.ccd.edu/>.

THE CURRENT MOMENT

Under the leadership of President Everette Freeman, who will retire in December 2020 after a successful seven-year tenure, the college advanced several strategic priorities and established upward momentum on which the next president can build. This period was marked by considerable increased funding for STEM, business, healthcare, and various technical training programs; strengthened guided pathways, industry partnerships, and transfer programs with universities; transformed academic advising and expanded support programs to increase student retention and degree completion; implementation of systems for shared governance across the institution; and further empowerment of student voices. As the college looks to the future, it will be guided by the [Community College of Denver Strategic Plan 2025](#), which outlines three overarching goals of expanding access; increasing student success; and embedding equity and inclusion. This plan is designed to be flexible and responsive to cultural and social changes that connect with the mission of CCD as well as its resource support over the coming years.

Like community colleges everywhere, CCD faces a period of significant challenges as it responds to the diverse and evolving needs of its students and community. Yet, times of challenge are also times of opportunity, and it's clear that CCD has the ability to not only meet those challenges but to define a new model of excellence. The institution continues to bring innovative responses to the impact of COVID-19 and has successfully delivered online education to serve both students and faculty in their transition to

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, CCD 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 CCD's mission-critical work and societal impact has increased and is underscored by the unprecedented global health crisis, changing economy, and growing social movement illuminating systemic inequities. To answer the call of these challenges, leadership must look deeply and comprehensively at how CCD can best serve the needs of those wishing to pursue higher education as well as those of all Coloradans. Notably, CCD shares a vibrant intellectual and physical space with two four-year universities. This unique campus community provides CCD with enormous opportunity but also demonstrates a distinction between how faculty and staff at four-year institutions are compensated when compared to CCD faculty and staff. This environment creates a highly competitive market for faculty and staff and CCD must seek to provide increasingly competitive salaries and benefits that help to attract and retain top talent. Within this context, the next president will work to advance CCD by building on its strong foundation and solidifying the college's position as a nationally renowned, relevant, and forward-looking institution.

ROLE OF THE PRESIDENT

The President of CCD reports to Joe Garcia, Chancellor of the CCC System, and provides leadership for the college in achieving its objectives. Furthermore, the president is responsible for the overall administration of CCD 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: Provost & Vice President for Academic Affairs; Vice President for Enrollment & Student Success; Vice President of Finance; Director of Institutional Effectiveness; Director of Human Resources; and Executive Director of the CCD Foundation.

As a strong external advocate, the president serves as a major thought leader on higher education in Colorado and nationally, is the public voice of the college, and advocates on the college's behalf. As a visible community leader, the president will foster relationships with elected officials, local non-profit organizations, and advocacy groups. Additionally, the president plays a significant external role with the local business community and is also involved in donor cultivation and private fundraising through the CCD Foundation.

It is important that the president collaborate effectively within the systems and structures which CCD inhabits, while at the same time leveraging these organizational mechanisms to advocate for the needs of the college. The CCD president serves on the CCCS President's Council and meets monthly with the Chancellor and the other twelve 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.

Additionally, as a member of the Auraria Higher Education Center board, the president advocates for the needs of CCD and coordinates with other AHEC board members around the use of space and shared services. It is essential that the president recognize the potential of these unique partnerships, foster strong relationships with the other university presidents, support robust pathways between the organizations, and identify efficiencies to eliminate redundant operations.

KEY OPPORTUNITIES & CHALLENGES

The next president will lead the Community College of Denver at a critical moment in its history. The president will provide strategic and transparent leadership while also galvanizing the community around a shared vision for CCD's future. Specifically, the president will work to address the following challenges and opportunities:

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

Building on the existing strategic plan 2025 framework, the next president will refine an ambitious vision for the future that will position CCD to succeed, even in the face of new economic realities, in three key areas: expanding access to meet the needs of its service area; ensuring an environment where all students are successful through innovative teaching and learning and increased student retention, completion, transfer, and career placement; and embedding diversity and inclusion into every aspect of work at the college in an effort to reach equity for students, faculty, and staff. 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.

Serve as a visible ambassador and strengthen CCD's regional standing

CCD's president will make the cultivation and stewardship of key external relationships, partnerships and collaborations within the greater Denver community an immediate and essential priority. To succeed in this effort, CCD needs a leader who will fully appreciate the benefit and complexity of its role within the Colorado Community College System, the Auraria Higher Education Center (AHEC), and the broader Denver ecosystem. To bolster CCD's prominence in and beyond Denver, the president must be a compelling and tireless advocate for the college, communicating and collaborating with various community organizations, businesses, and elected officials. The president will capitalize on CCD's attractive location in the heart of downtown Denver, especially as it relates to the college's commitment, mission, and legacy of access and community transformation. As part of this work, CCD's next president will also need to assess and clarify the college's current brand and reputation in the higher education marketplace. The increasing competition in Colorado's education space calls for a leader who can crisply and compellingly articulate CCD'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 in aligning with CCD.

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

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. By strategically seizing opportunities for growth, the president will leverage CCD's distinctive character in order to position the college as the premier choice for Colorado students while also increasing its attractiveness to new markets of individuals, particularly communities of color. 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 chart a sustainable course for the college. Related to this effort, the president will lead a

continuing assessment of existing programs and encourage the consideration of new programs (degree, one-year certificate, non-degree, online, etc.). This will allow CCD to make a compelling case to future students; continue setting priorities based on criteria such as student interest, community need, transferability, employment possibilities, and affordability; recruit and retain top-notch faculty and staff; improve student transfer and graduation rates; and drive innovations in the use of technology for student learning.

Advance CCD's commitment to equity

As a Hispanic-Serving Institution, the college represents a cross-section of cultures and backgrounds and, in recent years, has deepened its focus on equity, diversity, and inclusion. The 2025 strategic plan reflects this commitment to ensuring campus culture and operations are aligned with progressive philosophies around equity and incorporate the experience and knowledge of the college's diverse employee and student community. Influenced by national events and by student, faculty, and staff sentiments on campus, CCD must further its institutional commitment to this work and the president must provide continued leadership in support of these efforts. In close partnership with the college's Inclusive Excellence Leadership Team (IELT), the president will build on CCD's forward momentum by supporting programs and policies that promote diversity across its many dimensions, foster an inclusive climate, and enhance the recruitment, retention, and success of faculty, staff, and students from historically excluded and/or underrepresented groups. The president will embrace the Inclusive Excellence Framework as CCD'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.

Generate and steward financial resources

For CCD 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 diligently work 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 the CCD Foundation leadership and its advisory board to advance a coherent and unified fundraising apparatus to raise money through philanthropic donations, corporate sponsorships and business partnerships, and through the college's vast alumni network. Additionally, the next president will identify opportunities to improve systems and operations that best leverage CCD's resources to create student-centered initiatives. 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 stability.

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

The president will be expected to enhance the coordination and collaboration essential to enabling CCD to achieve its full potential. Central to this effort, the president will need to evaluate the administrative structures in place to ensure effectiveness and efficiency at all levels. As CCD looks to the future, it merits an overall review of the college's organizational structure and administrative processes. In this endeavor, it will be critical that the president maintains an unmistakable commitment to and respect for the tenets of developing 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 Denver seeks an authentic and energetic leader whose intellect and ability to inspire will guide CCD through the next crucial phase of its development. CCD is open to considering both traditional candidates from within the academy and non-traditional candidates who have exceptional leadership credentials. The ideal candidate will have a deep understanding of and appreciation for the significance of a community college's role in the state. Furthermore, they will possess an inspiring vision consistent with the college's mission and commitment to the pursuit of excellence, diversity, equity, access, inclusion, 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
- Demonstrated ability to provide visionary and forward-thinking leadership
- Successful experience as a strategic and inclusive leader; 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 diversity, equity, and inclusion
- Ability to serve effectively as the face of a community college, building relationships across campus and off-campus with government, business, community, and educational leaders
- 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
- Fiscal and budget experience; an appreciation of public finance and the realities of enrollment-driven budgets
- 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 opportunities and 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, 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/7557

Monroe "Bud" Moseley, Partner
Andarla Hodge, Senior Associate
Isaacson, Miller

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