



**President
Arapahoe Community College
Castle Rock, Littleton, and Parker, Colorado**

Arapahoe Community College (ACC) seeks an innovative, collaborative, visionary, and equity minded leader as its next President. ACC serves the southern portion of the greater Denver metro area with three distinct campus locations in Littleton, Parker, and Castle Rock. It is a public, open-access institution, guided by its mission to provide innovative and responsive educational and economic opportunities in an accessible, inclusive environment that promotes success for students, employees, and the communities it serves. The next President must champion the principles that are core to ACC's identity and understand and embrace the vital role community colleges play in an equitable society. The ACC community is committed to continuously working on equity and inclusion on its campuses, and the next President must recognize and support efforts to this end. The successful candidate must be well-versed in the challenges facing higher education today, understanding shifting enrollment needs and the lasting impact the Covid-19 pandemic will have on program delivery and the student experience. While it is not a requirement that the next President have direct leadership experience in higher education, the successful candidate must exhibit an unequivocal commitment to the work of ACC and demonstrate leadership and management experience that has prepared them to take on this pivotal role for the community.

Founded by the residents of Littleton, Colorado in 1965 as Arapahoe Junior College, ACC was the first two-year college in the Greater Denver Metropolitan area. Today, ACC is a part of the 13-institution Colorado Community College System (CCCS). In 2020, ACC's unduplicated enrollment totaled 21,465 students with 15.84% full-time and 84.16% part-time, and 35% of ACC students are first generation college students. Programs of study include seven guided pathways: Arts, Communication and Design; Business; Global, Human and Social Sciences; Health; Math and Science; Public Services, and; Technology. In partnership with local businesses and school districts, the College also operates a robust workforce development program. Much of ACC's success comes from its collaboration and partnerships, both with other secondary and post-secondary educators and the wider community. ACC is number one in the state of Colorado for concurrent students, with 6,345 in 2020, serving 77 schools within seven school districts. It boasts over 30 transfer agreements with Colorado colleges and universities, and its economic impact in service in the region measured \$337 million. The culmination of such collaboration came in May 2018, when ACC broke ground on the ACC Sturm Collaboration Campus, a project between ACC, Colorado State University, and Douglas County School District.

Reporting to the Chancellor of CCCS, the President will work with system leadership and the ACC campus community to advance the college to new levels of excellence. The next President will have the following opportunities and challenges for the college's next chapter: Foster a climate of innovation across all ACC campuses and program delivery methods; ensure excellence in teaching and learning; passionately serve as the ambassador for ACC to enhance collaboration and community partnership; strengthen ACC's

commitment to equity and inclusion; generate and steward financial resources; provide ongoing evaluation and the necessary resources to promote student access and success; work to unify the three campuses and create a more cohesive ACC experience for all; enhance the already strong campus culture through accessible leadership and seeking ways to improve the quality of the workplace.

The Colorado Community College System has retained Isaacson, Miller, a national executive search firm, to assist in the recruitment of the next ACC 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.

ARAPAHOE COMMUNITY COLLEGE

Arapahoe Community College (ACC) grew out of a grassroots effort by Littleton residents who wanted to provide post-secondary education in the area. Today, the Littleton campus is the largest of the three campuses, offering classrooms for over 100 degrees and certificates as well as student support services, ranging from the Career and Transfer Center to the Financial Aid Office. In addition to the campus in Littleton, ACC has campuses in Parker and Castle Rock, home to the newly opened Sturm Collaboration Campus, a project between ACC, Colorado State University, and Douglas County School District. ACC is accredited by the Higher Learning Commission (HLC). ACC's last comprehensive review occurred in 2016 - 2017 and resulted in the reaffirmation of accreditation.

ACC is known throughout the region and the CCCS system for its willingness to test new learning models and educational platforms while matching the needs of its students with those of the community. Even before the Covid-19 pandemic, ACC offered over 200 online courses and 36% of its students were enrolled in online classes.

Academic Programs

At ACC, seven guided pathways help students navigate the over 70 degrees and 30 certificates offered in the following areas: Arts, Communication, and Design; Business; Global, Human, and Social Sciences; Health; Math and Sciences; Public Services; and Technology. Within these pathways, ACC offers a full complement of academic programs, including those in career and technical education (CTE). Approximately 50% of the programs offered at ACC are CTE. The Colorado Department of Higher Education (CDHE) approves all of ACC's 70 associate degrees and recognizes over 35 Associate of Science and Associate of Arts degrees as 2+2 agreements. This designation means community college degrees are aligned with degree programs at Colorado's public four-year universities, providing students with the opportunity for a seamless transfer.

Within the CTE offerings, the accounting, business administration and nursing assistant programs boast the highest enrollment and the Allied Health and Nursing department is recognized as one of the signature programs at ACC. Based on workforce and community need, a recent area of growth for ACC has been in its bachelor's degrees. ACC now offers a Bachelor of Science in Nursing (RN to BSN completion degree), a Bachelor of Applied Science in Emergency Service Administration, and a Bachelor of Applied Science in Advanced Paramedic Practice.

Another unique program area at ACC is the Art and Design Center, located just a quarter mile north of the main building in Littleton. The Art and Design Center houses well-equipped studios in Jewelry, Ceramics, Photography, Painting, and Printmaking. It is home to CTE Design programs including Graphic Design, Interior Design, Architectural Studies, Mechatronics Technology, and Commercial Photography.

ACC's apprenticeship programs are also highly regarded and directly tied to the economic needs of the community. At ACC the apprenticeship program is an employer-driven teaching and learning model that allows individuals to become employees of a company and "earn while they learn" through paid on-the-job-training (OJT) and related technical instruction (RTI). ACC's Apprenticeship programs are unique programs which follow the U.S. Department of Labor guidelines requiring a minimum of 2000 hours of paid OJT conducted by an employer partner and a minimum of 144 hours of RTI provided by ACC. ACC currently partners with several employers and associations in the region for apprenticeship programs including Community Association Manager, Medical Assisting, Property Management, and Water Operator.

From its early beginnings ACC has been committed to workforce development and creating educational and accessible learning opportunities for all in the community. With the opening of the Sturm Collaboration Campus at Castle Rock and its Arapahoe Douglas Workforce Center, ACC now has even more space and support to develop workforce talent, improve professional skills, and allow community members to explore new hobbies and interests.

Students, Faculty & Staff

Since its inception, the growth of ACC and its innovative programs have been driven by the evolving needs of the community's access to education. As the metro Denver population expands, particularly in Douglas County, ACC has seen a similar increase in demand for its programs. In the fall of 2020, ACC enrolled 10,716 students with 20% full-time and 80% part-time. Many of the students use the flexibility and multiple campus locations ACC provides to tailor their classes around work and family obligations. The average age is 22, with a median age of 18. Of the enrolled students, 77.7% are in degree seeking programs and 45% are high school students in the concurrent enrollment program with 37% continuing or transfer students. Among the student population, 28% in the fall of 2020 self-identified as an underrepresented domestic person of color, including 15% Latinx. Thirty-four percent of ACC students are First-Generation college student, and 25% 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).

Much of ACC's institutional growth in recent years has occurred due to an increased number of adult learners, First-Generation students, and students of color. To ensure success for those and all its students, ACC crafted innovative staff training to anticipate and understand their needs, and established wraparound services to support learning and in- and out-of-class adjustment, such as advising, career services, online educational support, a testing center, transfer services, tutoring, and technology equipment. ACC's TRiO Student Support Services program delivers personalized attention to First-Generation and low-income students, and students with disabilities. ACC recently opened the Veterans Service Center dedicated to its nearly 500 veterans, allowing easier access to resources and connections with the veteran community. Another important resource for student access is the Child Development Center (CDC), providing an affordable, safe and stimulating environment for children of ACC students,

staff and faculty, as well as community members. Two honor societies, student government, and 30-plus clubs and student organizations contribute to the vibrant campus community.

The ACC community is anchored by its dedicated cadre of about 470 faculty and instructors, and 244 staff, all of whom are deeply committed to the students' academic and professional success and afforded the opportunity to work closely with students given its 20:1 student faculty ratio. For three of the last four years, the Denver Post named ACC as a top place workplace. The college is dedicated to the recruitment, retention, and development of a diverse faculty and staff and seeks to reflect the diversity of its surrounding community and student population. As of 2020, 56% of ACC faculty and Instructors were women and 10% were people of color. Of the staff, 66% were women and 30% were people of color. Collectively, ACC is an engaged and active community and organizations that help support the ACC community include the Classified Assembly, the Administrative Assembly, and the Faculty Senate.

ACC is deeply committed to creating a more equitable and inclusive campus. In 2020, President Doyle created the Chief Inclusive Excellence Officer position and hired Quill Phillips for this important role. Reporting directly to the President and a member of the ACC leadership team, Quill leads the college and works closely with its Inclusive Excellence Committee. Goals include promoting practices that support diversity, equity and inclusion of all employees and students, partnering with Human Resources in the creation and sustainability of an inclusive campus culture, supporting professional development that works to establish an inclusive campus culture, coordinating responsive programming to address social issues that concern ACC's diverse student body, and creating equity-oriented reflection and action that uses institutional data to identify barriers to our community's success.

Finances and Fundraising

For the 2020-2021 fiscal year, ACC's total budget is \$56.6 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 who are residents of Colorado. In FY 2020, 36% of the education and general budget came from state aid and 64% came from tuition and fees, auxiliary sources, and grants.

The Arapahoe Community College Foundation is a 501(c)(3) nonprofit organization focused on developing resources to benefit ACC 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 ACC, its faculty, and its students and has helped the college achieve many of its key priorities. The ACC Foundation provided \$706,912 in scholarships to students in the 2019-2020 academic year.

In March 2018, ACC received a historic gift of up to \$10 million from the Sturm Family Foundation, the largest in the history of the 13-institution Colorado Community College System. With an over \$5 million match opportunity, bringing the full potential of the gift in excess of \$15 million, the funding was restricted in its entirety for ACC's new Sturm Collaboration Campus at Castle Rock. Fundraising is underway for the second phase of the Sturm Collaboration Campus with plans to raise at least \$3.5 million.

Organization & Governance

ACC has a six-member college advisory council, composed of residents from ACC'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 liaison between ACC and area employers. It is also the responsibility of the advisory council to

promote ACC's programs and services among the communities and constituencies in the college's service area.

To learn more about Arapahoe Community College, visit <https://www.arapahoe.edu/>.

THE CURRENT MOMENT

The next President will inherit an institution that is poised for continued growth in its academic and workforce development delivery. When President Diana Doyle announced her upcoming retirement at the end of the 2020-2021 academic year, she did so after guiding the college for over a decade in its upward trajectory. Under President Doyle's leadership, ACC earned its well-regarded reputation for being a pioneer in programs and community collaboration throughout Colorado. Now, ACC is a state leader in its concurrent enrollment program, offering opportunities for students in over 70 regional high schools. Concurrent students comprise nearly 45% of ACC's enrollment.

Perhaps her most lasting legacies are the expansion of ACC education to Castle Rock and building a new state-of-the-art Sturm Collaboration Campus (in partnership with the Sturm Family Foundation, the Town of Castle Rock, Colorado State University, and the Douglas County School District). The result of this collaboration provides a unique world-class educational environment and experience for learning, and significantly expands workforce training and apprenticeship opportunities for students and community partners. With phase one of the Sturm Collaborative Campus complete, plans are already underway for more growth in Castle Rock led by ACC.

While recognized for her partnerships and collaborations within the wider community, President Doyle's tenure also saw significant strides in student access and support, both in the classroom and in needed wraparound programs. State-of-the-art labs were built at all three campuses and general education course offerings expanded to the Parker Campus to provide full programs and degrees for students in the area. The receipt of multiple grants in excess of \$1 million, including ACC's first U.S. Department of Education TRiO Student Support Services grant, the implementation of the Elevate at ACC program to give meaningful educational opportunities to students with intellectual, developmental and physical disabilities, and the opening of the Veteran Services Center all allowed more ACC students to thrive in the classroom and in workforce training. President Doyle, with the creation of the Chief Inclusive Excellence Officer and enhancement of Inclusive Excellence Committee, also pushed for a college-wide commitment and initiatives to become a more diverse, inclusive and equity-minded college.

ACC's strategic plan is on a five-year cycle and, during each cycle, ACC undergoes a transparent and collaborative process to reexamine its values and mission. In fall 2020, the 2020-2025 plan was released with the following strategic objectives: focus on continued improvements in student success, excellence in teaching and learning, growth in equity and inclusion, fostering a climate of innovation, and improvements in the quality of the workplace. Going forward, ACC is committed to increasing its value proposition through accessibility, affordability, quality, accountability, resource development, and operational excellence. Remaining at its core is a deep commitment to student success and equity.

ROLE OF THE PRESIDENT

The President of ACC reports to CCCS Chancellor Joe Garcia and provides leadership for the college in achieving its objectives. Furthermore, the President is responsible for the overall administration of ACC 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: Vice President of Instruction and Provost; Vice President of Finance and Administrative Services; Vice President of Student Affairs; Chief Inclusive Excellence Officer; Executive Director of the ACC Foundation; Executive Director of Institutional Effectiveness; and Director of Human Resources.

As the leader of a visible, multi-campus institution in the CCC system, the President of ACC is a strong external advocate for community college education and its place in the future of higher education. As a recognized community leader, the President actively engages with local, regional, and state officials, non-profit leaders, advocacy groups, and other educational leaders. The President also plays a significant external role with the local business community, working closely with the ACC Foundation to secure and strengthen partnerships that result in funding and more workforce training opportunities for ACC students.

It is important that the President collaborate effectively within the systems and structures that ACC inhabits, while at the same time leveraging these organizational mechanisms to advocate for the needs of the college. The ACC 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 Arapahoe Community College forward during a critical moment in higher education. The President will provide strategic and transparent leadership while also galvanizing the community around a shared vision for ACC's future. Specifically, the President will work to address the following challenges and opportunities:

Foster a vision and climate of innovation across all ACC campuses and program delivery

The next President of ACC will inherit an institution that prides itself on being a pioneer in anticipating the future, and in creating new programs, delivery models, and community collaborations. Faculty, students, and staff are eager to continue to test drive new programs and will look to the President to encourage and support the pursuit of novel approaches to teaching and learning, student support, college direction, and partnerships. It is important that, when feasible, implementation of innovative practices will be distributed to all three campuses and to those students engaged in online learning.

Ensure excellence in teaching and learning

ACC is known for its strong academic pathways, particularly in its health sciences, business, and automotive programs. Its recent growth in apprenticeship programs is another draw for students. The next President must be well informed about the market needs for both students and industry, and must work with the Provost and deans to ensure that academic offerings are relevant and accessible. This includes supporting faculty as they develop new classroom pedagogies to enhance quality teaching and learning through high impact practices, technology integration, and ongoing faculty professional development to foster a caring, welcoming environment for each student. Attention should be given to both degree and non-degree programs and credit and non-credit courses, recognizing the unique role ACC serves to educate all its community.

Passionately serve as the ambassador for ACC to enhance collaboration and community partnerships

Following ACC's pivotal leadership role in the successful opening of the Sturm Collaboration Campus, it will be important for the next President to maintain ACC's existing community relationships with business, community, and civic leaders. As the spokesperson for the College, the next President will build on the current support within the community for ACC and the second phase of the Sturm Collaboration Campus. The next President should also collaborate with colleges across the system on shared workforce development initiatives and the creation of a system-wide online learning consortium. Being a visible and active ambassador throughout the region enables the President to listen, feel the pulse of the community, and ultimately determine how ACC can contribute to existing and emerging needs. They should make the case for the important role community colleges have in the future of higher education and the synergies sparked when ACC and the community work together.

Strengthen ACC's commitment to equity and inclusion and courageously lead ACC forward

As the leader of ACC, the President sets the tone for an equitable and inclusive learning environment. It is imperative that the next President bring professional experience and a personal commitment to advancing diversity in all forms and lead the College by personal example. The President will work alongside the Chief Inclusion Officer and the Inclusive Excellence Council to ensure policies and practices are anti-racist and do not discriminate, while advancing a climate of equity and inclusion that is welcoming and supportive for each ACC student, employee, and guest. In addition, the next President must continue to champion and fund the college's initiatives that support the closing of equity gaps through differentiated learning practices and individual student support structures. ACC is particularly mindful that it needs to increase its strategic efforts in recruiting and retaining students who identify as Black, Indigenous and People of Color (BIPOC). This includes more intentional outreach and collaboration with underserved school districts and communities, as well as strategies that look to address and meet the needs of future BIPOC students, assuring accessibility.

Generate and steward financial resources

For ACC to continue offering affordable high-quality education to the community, the President must work to attract 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 ACC Foundation leadership and its advisory board to advance a coherent, unified fundraising strategy to raise money through philanthropic donations, corporate and business partnerships, and the college's alumni network. The success of the \$10 million Sturm family gift is an excellent foundation for the next President to invite others to fund initiatives that will benefit the entire community. The President will pay careful attention to internal budget allocations in order to build stronger structures that will ultimately reward the college with continued fiscal vitality.

Provide ongoing evaluation and the necessary resources for student access and success

One of the reasons ACC is well regarded in Colorado and the system is its value proposition. The next President must continue to examine student access to an ACC education, confirming affordability and accessibility to campus locations and online courses, and ensuring that students are welcomed in an inclusive environment. At a community college, success comes in many forms including completion, transfer, and career placement. In addition to student's academic success, ACC recognizes part of its mission is to prepare learners for life success. In its most recent strategic plan, ACC identified the following learning outcomes that it strives to instill in all its students: communication; information management; personal development; responsibility and accountability; quantitative reasoning; and cultural awareness. With these objectives in mind, the President must support and champion the resources and personnel

that will help ACC and its students achieve these goals, recognizing that student needs will continue to evolve.

Work to unify the three distinct campuses and create a more cohesive ACC experience for all

A common issue for many multi-campus institutions is how to support and celebrate the unique identities of each campus community while also uniting as one college. For ACC, this is exemplified with the growth of the Parker and the Castle Rock campuses in recent years, and the fact that most leadership, administrative, and support offices remain solely on the Littleton campus while faculty, staff, and students are more dispersed. The next President must undertake an assessment of campus services, supports, and needs across the three campuses to plan for a more collaborative and distributed model that is accessible to the entirety of the ACC community. This strategy should include an analysis of how technology can aid in connecting individuals across the three campuses. When more ACC benefits and programs are readily available across the campuses or online, more people will identify and embrace the collective ACC community.

Enhance the already-strong campus culture through accessible leadership and by seeking ways to improve the quality of the workplace

Across its three campuses, the culture of ACC is collegial and relationship driven. The ACC community will look to its next President to be an eminently present leader who will take a genuine interest in the lives of students, faculty and staff, and will be an active, accessible participant to the community. The President's leadership team is effective in its collaborative nature and the larger community expects transparent communication. An area of focus for the next President will be how to enhance the quality of the workplace for all employees. With much focus recently on the success of students, it is equally important to recognize and identify ways to provide faculty and staff with opportunities for ongoing professional development and enrichment.

PROFESSIONAL AND PERSONAL QUALIFICATIONS

Arapahoe Community College seeks an innovative and collaborative leader who will continue to elevate ACC's recognition and partnerships within Denver's greater metro area, while pushing ACC to excel in its highly regarded academic offerings and workforce training programs. ACC 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 Colorado. Furthermore, they will possess an inspiring vision consistent with the college's mission and commitment to provide responsive educational and economic opportunities in an accessible, inclusive environment that promotes success for students, employees, and the communities it serves.

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, and a terminal degree strongly preferred;
- Demonstrated ability to provide visionary and forward-thinking leadership;
- Entrepreneurial and innovative skills and the proven ability to build and leverage external alliances and to develop strategic opportunities and partnerships;
- Ability to serve effectively as the face of a community college, building relationships on- and off-campus with government, business, community, and educational leaders;
- A personal commitment to and record of success in advancing diversity, equity, and inclusion;

- 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 as a strategic, inclusive leader; the ability to build strong management teams, delegate responsibility and authority, and execute plans with fiscal responsibility;
- Fiscal and budgetary 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;
- 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;
- An understanding of, and commitment to shared governance; and
- Effective interpersonal and communication skills, including the ability to establish strong, purposeful relationships with diverse communities, working closely with and earning 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/7776

Monroe “Bud” Moseley, Partner
Leslie McCarthy, Managing Associate
Isaacson, Miller

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