



President Position Profile

Colorado Northwestern Community College (CNCC) seeks an inclusive and innovative leader committed to student success with excellent interpersonal skills and strong business acumen to serve as its next president. The ideal candidate will be dedicated to the System's commitment to equity in who it serves, employs, and how it measures its success and able to work effectively with CNCC's two unique communities to create a unified vision for the college.

The president is the face of and provides leadership for the college, by establishing strategies and measurable goals to increase enrollment and ensure equity in student access and success at the college. This includes coordinating and assisting college staff to achieve maximum performance and results. Through strong, positive leadership, the president ensures the efficient and effective use of all of the college's resources, safeguards its assets, maintains appropriate internal controls and ensures the quality and integrity of all financial or non-financial reporting and disclosures.

CNCC is part of the 13-institution Colorado Community College System (CCCS). Founded in 1962 as "Rangely College," CNCC now serves nearly 1,800 students on two campuses, two service centers, and online. CNCC also partners with area high schools to offer concurrent enrollment programs. CNCC's two main campuses are in Craig and Rangely, two communities located 90 miles apart in Northwestern Colorado. The campuses are separated by sparsely populated rangeland, encompassing both rugged mountainous terrain, vast plains, desert lands, dessert canyons, and mesas.

The Rangely Campus of CNCC sits on a lush mesa overlooking the town of Rangely, Colorado. Its signature programs include Dental Hygiene, Aviation and Park Ranger Training Programs, but it also provides a comprehensive array of other academic and career and technical education courses and programs. On this campus, students enjoy the full college experience with residence halls, a vibrant student life, six NJCAA Division I athletic teams, and Men's and Women's rodeo teams that participate in the NIRA. Rangely offers a full array of outdoor activities and programs, including river rafting, ice climbing, camping and spelunking. The president of CNCC resides in a college owned home located on the Rangely Campus.

The Craig Campus serves around 500 students at its modern facility on the western edge of Craig, Colorado. Programs include Cosmetology, Nursing, Auto Technology and Paleontology. Surrounded by the best of Colorado, Craig offers everything from hunting and fishing, to snowmobiling, four-wheeling and skiing as well as Women's and Men's NJCAA Division I soccer.

The Colorado Community College System

CCCS is Colorado's largest provider of higher education and career training, delivering nearly 2,000 programs to over 121,000 students annually at 13 colleges and 40 locations across the state. CCCS's open access mission ensures all Coloradans who aspire to enrich their lives have access to quality higher education and career training opportunities. CCCS students save time and money with affordable tuition and fees which average approximately 40% of the rate offered at Colorado state universities, comprehensive online and classroom based courses and programs, concurrent enrollment programs at most secondary schools in the state, and guaranteed transfer to any public university in Colorado. The Community Colleges of Colorado generate nearly \$6 billion for the state economy.

CCCS is governed by the State Board for Community Colleges and Occupational Education (SBCCOE). The SBCCOE is an 11-member board made up of nine Governor appointees, two at-large members, and two non-voting faculty and student representatives. The Chancellor is hired by and reports to the SBCCOE. The thirteen college presidents within the system are hired by and report to the Chancellor.

Colorado Northwestern Community College

CNCC employs 40 faculty, 88 staff, and approximately 120 adjunct instructors with an annual operating budget of \$16 Million. The college budget is supplemented by revenue generated by local tax levies from two different special districts, Rio Blanco County and Moffat County. This is the only one of the System's 13 colleges with this funding mechanism.

The college offers a variety of courses and degrees to help students reach their career and educational goals. Students looking for specialty training or those who need certifications for the workforce can pursue professional certificates in a variety of areas designed to serve regional needs. Most CNCC associate degrees and general education academic courses are transferable to 4-year public institutions in Colorado. CNCC also offers several unique courses and programs with pathways to specialized programs of higher education at other institutions. CNCC is accredited by the Higher Learning Commission and is in good standing.

On-campus housing can be found on the Rangely Campus in three residence halls. The Craig campus offers off-site apartment housing for full-time students near the college. CNCC is committed to student development through leadership, engagement and inclusion to create the "Spartan Way". Student life enriches the student's academic experience by creating a versatile environment both in and out of the classroom.

Athletics are an integral part of the college. CNCC participates in the Scenic West Athletic Conference (SWAC), Region 18 of the National Junior College Athletic Association Division I. Athletic teams include baseball, softball, men's and women's basketball, men's and women's soccer, and women's volleyball. The CNCC rodeo team participates in the Rocky Mountain Region of the National Intercollegiate Rodeo Association (NIRA).

Challenges and Opportunities

CNCC is not immune to the challenges facing rural community colleges including declining populations, economic declines as a result of the shifting reliance on coal (a major area industry), and the COVID-19 pandemic. But these challenges also bring opportunity. The president will play a key role in identifying and building innovative and sustainable programming and career training to prepare students for new and existing jobs, attracting students, faculty and staff to the area and creating new economic opportunities for the communities served. The next president must also work to establish an effective strategic enrollment plan for the college.

CNCC is funded through an allocation of state General Fund appropriations facilitated through the SBCCOE, tuition and fee revenue from students, and local property tax proceeds from Rio Blanco County and Moffat County that are dedicated to serving the students and campuses within their individual districts. Appropriate application of these funding sources requires strong management and the ability to effectively collaborate with the diverse stakeholders to meet the differing and sometimes competing priorities.

While the current president has been a steady presence at CNCC for many years, the college experienced significant turnover in its other leadership positions. The current president, supported by the System office, filled the leadership vacancies and worked hard to establish stability and to unite the two campuses. The current leadership team is poised and ready to continue these efforts and help the new president carry out his or her vision for the college.

The Craig campus does not have on-campus student housing or a wide range of athletic programs, the absence of which has caused some concern in the local community.

Being part of a system of colleges allows the president to collaborate with and learn from peers across the state and brings an opportunity for shared resources. The CNCC president will need to be able to work cooperatively with the Chancellor and other college presidents while advocating for their college. Additionally, the next president will be asked to work with fellow rural college presidents within the system to develop and implement a Rural College Consortium in which technology will be used to create better opportunities for students and to offer more instructional programs at all colleges.

The next president needs to be prepared to establish a personal presence in both communities, serving as a visible and active spokesperson for the college and collaborating with local elected

officials within the respective communities and at the state level. This is an ongoing challenge, given the distance between the two campuses.

Requirements and Ideal Characteristics

- Candidates must possess a master's degree.
- Must have prior leadership experience with management responsibilities comparable to this position and a track record of strong fiscal and budget management.
- Experience in higher education is not required but candidates must demonstrate a commitment to community colleges and student success, access and completion, with a strong focus on equity.
- Experience building effective partnerships and collaborating with multiple stakeholder groups to implement strategic initiatives.
- An inclusive leader who will be visible and accessible and become an active member of both communities served by CNCC.
- A strong and transparent communicator, with exceptional listening skills.
- An action-oriented leader who will be open to new ideas and a champion for students and employees.
- A leader who will be responsive to changing workforce needs.
- A commitment to equity and inclusion with a track record of success in championing diversity and inclusion strategies.
- A fundraiser adept at identifying and pursuing alternative funding streams.