



**Search for the President  
Pueblo Community College  
Pueblo, Colorado**

**THE SEARCH**

Pueblo Community College (PCC) seeks a visionary, creative, and equity-minded leader as its next President, who will accelerate the College's mission to transform the lives of students, enrich communities, and strengthen regional economies. As a public, open-access institution that is attuned and responsive to the needs of the diverse communities it serves, PCC empowers individual achievement by providing inclusive, personalized support and innovative educational opportunities that promote success for students, employees, and the communities it serves. Through flexible programs, wrap-around student support, and mentorship, PCC prepares students for the next stage in their lives, whether in the workforce or transferring to a four-year college or university. The next leader of PCC will have a unique opportunity to impact individual lives as well as southern Colorado as a whole and will bring an unmistakable dedication to the College's mission, energizing and leading the College into its next era of success.

Founded in 1933, PCC is a premier teaching institution focused on providing academic and service excellence to help its students acquire 21st-century skills to improve the quality of life and the economic well-being of Colorado citizens and communities. An educational and technological leader, PCC fosters economic development and utilizes strong partnerships in its communities throughout its Pueblo, Fremont, and PCC Southwest campuses, as well as additional sites in Southwest Colorado. For the 2022-23 academic year, PCC served 9,008 students, including close to 3,500 FTE students.

Pueblo Community College is one of thirteen colleges comprising the Colorado Community College System (CCCS or System), and the successful President will work collaboratively with the other System Colleges and Presidents to provide high-quality, cost-effective education and training throughout the state without regard to defined service areas. The President reports to the Chancellor of CCCS, who is charged with hiring and evaluating each President's performance and negotiating workplans, compensation, and other contractual terms. Currently, the CCC System is developing a new Strategic Plan that is expected to emphasize collective actions to meet System-wide goals and increase operational efficiencies.

Success in PCC's next era will require an ongoing review of existing administrative structures, academic programs, and student services and the creation of new opportunities. In addition, strengthening bridges among the PCC campuses and the other CCCS colleges and continuing positive student enrollment trends will be critical to the College's future success. PCC has cultivated deep, effective partnerships with the communities it serves. The next President will nurture those existing relationships and identify opportunities to build new partnerships with local and state governments, businesses, alumni, other educational institutions, and community organizations, and will generate and steward financial resources. Importantly, the President must become an integral and welcoming member of the PCC communities. This leader will ensure that Pueblo Community College continues to be the college of choice for personal and community success.

The Colorado Community College System has retained Isaacson, Miller, a national executive search firm, to assist in recruiting the next PCC 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 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 state's most extensive system of higher education. CCCS colleges create a significant positive impact on the business community and generate a return on investment for their major stakeholder groups, which include students, taxpayers, and society. A 2017 report revealed that CCCS colleges and their students added \$5.8 billion in 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 higher education 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 pursuing 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 and, in accordance with the terms of the System's new statewide Bridge to the Bachelor's program, *guarantees admission* to participating students who complete their associate's degree before transfer. 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 nonprofit 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 students' and others' educational, professional, and

personal goals in the CCCS communities. CCCS is currently working on a strategy to improve online learning across the system and deliver those instructional opportunities with College rather than System faculty and instructors. In addition, CCCS is working to link all its rural colleges together, including PCC, as a Rural College Consortium, more fully described below. These collaborative efforts between the System and individual institutions will be a strategic and leadership focus in the coming years. To learn more about the CCCS, visit <https://www.cccs.edu/>.

### **Colorado Community College System Leadership**

CCCS is governed by a 12-member board, the State Board for Community Colleges and Occupational Education (SBCCOE or Board). Ten Board members are appointed by the Governor and confirmed by the State Senate. Each US Congressional district has one Board member, and there are two at-large members. At most, five members may be from any single political party, and members serve staggered four-year terms. The two remaining non-voting Board seats are filled by a community college faculty member and a student representative who serve one-year terms. The System Chancellor reports to the Board. Each of the System's 13 presidents reports to and is 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 Colorado 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.

### **ABOUT PUEBLO COMMUNITY COLLEGE**

Pueblo Community College traces its origin to 1933 when Southern Colorado Junior College (SCJC) was incorporated. SCJC classes were held on the top floor of the Pueblo County Courthouse, and the first class of 17 students graduated in 1935. In 1936, the first building on the current Orman Avenue campus was built on land donated by the Colorado Fuel and Iron Corporation. One year later, local citizens committed to support the institution with county taxes and organized the Pueblo County Junior College District, and the institution was renamed Pueblo Junior College. In 1978, the Colorado General Assembly passed a bill that changed the College for Community Services and Career Education status from a component of the University of Southern Colorado to a separate and free-standing educational entity. On July 1, 1979, Pueblo Vocational Community College became a State System Community College, and on July 1, 1982, the name was officially changed to Pueblo Community College (PCC).

Today, PCC is one of Colorado's most dynamic and progressive community colleges, continually striving to provide modern facilities, state-of-the-art equipment, and comprehensive technical and transfer programs that prepare students to enter the job market or transfer to a four-year school. PCC faculty and

staff are committed to student success. They offer quality classroom instruction and academic support anchored on their guiding principles of Innovation, Access, Valuing People, Diversity, Equity, and Inclusion, Safety, and Quality.

As the college of choice across southern Colorado, PCC transforms students' lives, enriches communities, and strengthens regional economies through accessible, inclusive, and innovative educational opportunities. PCC responds to community needs across its [three campuses and additional site locations](#): Pueblo, PCC Southwest (including two additional sites), and Fremont.

As a designated Hispanic Serving Institution for the last three decades, PCC has played a significant role in providing accessible education and lifelong learning opportunities for students across Colorado. Additionally, PCC is honored to be the permanent site of [El Movimiento: The Chicano Movement in Colorado and Pueblo](#). Located in the Pueblo campus's upper level of the PCC Library, the exhibit is a valuable resource for the College's instructors and students, and the community at large. Bordered by two tribal nations—the Ute Mountain Utes and the Southern Utes—PCC serves a large Native American population, including through academic courses provided on the reservation. The College has developed strong partnerships with both tribes, which are central to PCC's work in the Southwest.

As part of Colorado's [Rural College Consortium](#), Pueblo Community College is part of a seven-college system within CCCS working to create a rural network connecting rural colleges and communities with high-quality academic programs, workforce development, training opportunities, and robust student support services they might not otherwise be able to access. This networked approach strives to ensure the long-term sustainability and viability of community colleges and the rural communities they serve.

### **Academic Programs + Student Services**

PCC offers over [70 programs](#) across three campuses and additional site locations in the Southwest designed to offer stackable credentials to help students quickly upskill and reskill to start a new career or advance their current careers. The College offers associate and bachelor's degree programs and career-focused certifications, and specializes in providing classes at convenient times and locations to meet the needs of students' demanding schedules. To meet the Pueblo community's and local industry's needs, PCC created the Bachelor of Applied Science (BAS) and Bachelor of Science in Nursing (BSN). BAS and BSN degrees are offered with flexible schedules and dual enrollment options with the Associate's Nursing program. In May 2023, PCC's Bachelor of Science in Nursing program received full accreditation from the Commission on Collegiate Nursing Education, ensuring that PCC meets its students' and communities' highest educational standards. In 2023, PCC added its seventh BAS/BSN degree program; these programs range from Dental Hygiene to Health Information Management, with many courses offering remote learning options.

In addition to its physical locations in Pueblo, Cañon City, Mancos, Durango, and Bayfield, PCC offers degrees and certificates that students can complete entirely online, as well as hybrid classes that can

supplement their on-campus schedules. PCC's core classes are guaranteed to transfer to Colorado public colleges and universities.

As an open-enrollment institution, PCC accepts all students with a high school diploma or GED and helps them select a path that leads to their chosen future, whether earning a certificate or degree, academic transfer, career and technical education, or workforce training. The College supports students from admission through graduation and provides generous financial aid with the College Opportunity fund and institutional and foundational funds for those students who need it. Pueblo Community College is known for its proactive and responsive student services, including a supportive Student Success Coach program. PCC also provides wrap-around support for international students, veterans, and the military community. PCC's [Support Services](#) for students include: the Academic Learning Center, Tutoring Services, TRIO Student Support, TRIO Upward Bound, Veterans Upward Bound, PCC Library, STEM Center, and Disability Resources.

PCC's [Early College/Concurrent Enrollment](#) is creating pathways from high school to higher education through its partnerships with high school districts in the region that allow eligible high school students to enroll in college credit courses while in 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 or at the PCC campus and, as a result, improve their chances of success in their transition from secondary to post-secondary education. This program allows all students to reach their academic potential, and many students earn an associate degree and their high school diploma simultaneously.

The College is committed to workforce development and education for the 21st Century by offering affordable, self-paced, and instructor-facilitated online professional development courses and workforce development opportunities through innovative programs such as [Apprenticeship Programs](#). Through apprenticeship programs, students can enter high-demand industries while earning credit toward their degree.

[PCC's Nursing and Allied Health Teaching and Learning Center](#) (TLC), a state-of-the-art facility at St. Mary-Corwin Hospital, opened in January 2023, helping PCC meet the demand for high-skilled healthcare workers in Colorado. The TLC occupies approximately 60,000 square feet on four floors of the hospital's east tower and includes a simulation center, learning labs, classrooms, offices, and student spaces for nine of PCC's health programs.

Taking on a major accessibility barrier for students, PCC has also partnered with [Life Center Academy](#) to offer childcare for college students from 5:00 am to 9:00 pm weekdays at the PCC Teaching and Learning Center. As of May 2023, the academy was licensed to accept around 30 children between the ages of two-and-a-half and six years old. Open slots in the program are also open to St. Mary-Corwin staff and community members.

## Students

In the academic year 2022-23, PCC served 9,008 students, which represents a full-time-equivalent (FTE) student enrollment of 3,357. 82% of PCC students live in the following counties: Pueblo (52%), Fremont (15%), La Plata (10%), and Montezuma (6%). Below are some socioeconomic characteristics and demographic estimates pertaining to the PCC communities:

	Pueblo County	Fremont County	La Plata County	Montezuma County
Total population	169,622	49,661	56,250	26,175
Median age	40.0	44.8	41.3	45.0
Female	50.4%	42.2%	49.3%	50.3%
Hispanic or Latino (of any race)	43.7%	13.7%	13.0%	12.8%
High school graduate or higher	90.5%	89.7%	96.6%	90.9%
Bachelor's degree or higher	23.7%	18.6%	47.0%	30.0%
Median household income	\$53,430	\$53,411	\$75,089	\$58,335
Families below poverty level	14.1%	15.2%	10.0%	12.9%

Source: US Census Bureau, 2021 Population Estimate (as of July 1, 2021). <http://data.census.gov>

- Student demographics by race/ethnicity:
  - American Indian or Alaska Native: 2.3%,
  - Asian: 1.1%,
  - Black or African American: 3.1%,
  - Hispanic/Latino/Latinx: 35.4%,
  - Multiple Races: 3.7%,
  - Native Hawaiian or Pacific Islander: 0.2%,
  - White: 49.6%,
  - Total Students of Color: 45.7%
- 75% of students attended PCC part-time
- 59% are female
- 30% are under 25 years old
- 98% are Colorado residents
- 55% are first-generation students
- 78% of PCC students qualified for federal financial aid
- 56% received federal financial aid

In the academic year 2022-23: PCC awarded 1,693 one and two-year CTE certificates and 683 associate's and bachelor's degrees. One-year certification programs made up 67% of credentials awarded, and 33% were associate and bachelor's degrees. PCC served 278 students in one or more remedial courses, 3% of the overall PCC headcount. PCC also trained 1,654 area workers through its programs (duplicated headcount). PCC's five largest partners are the Colorado Department of Corrections, Colorado Department of Transportation, City of Pueblo, EVRAZ Pueblo, and Holcim. During that year, 555 PCC students also transferred to a four-year institution.

Unlike many institutions recovering from pandemic challenges, PPC's enrollment has been on an upward trend. In the academic year 2021-22, PCC served 2,563 high school students, creating pathways from high school into higher education. For the 2022-23 academic year, PCC's enrollment increased by 12%, largely due to high school students taking advantage of concurrent enrollment opportunities and more than 500 students completing noncredit courses through [Pueblo Corporate College](#).

PCC has recently increased remote learning options and emphasized flexible class schedules and childcare options to improve accessibility for students, with particular emphasis on options for older students; degree-seeking enrollment among older students has increased by 3.5% over last year. The College has also increased demand among high school students participating in concurrent enrollment, with concurrent enrollment at PCC [increasing by 30% this year](#) over last year. PCC has expanded concurrent enrollment offerings, including a Friday academy where high school students attend PCC each week and get a feel for attending college.

System-wide, CCCS is educating 8.5% more students than it was last year: about 84,000 students, compared to about 78,275 last year.

### **Campuses + Site Locations**

**Pueblo Campus:** As the main campus for Pueblo Community College, the Pueblo campus' eight buildings sit on 33-acre grounds and serve as the homebase of the College's operational functions. The campus serves 5,000 students across Pueblo County. The campus is wireless and has up-to-date technology in classrooms, laboratories, and extensive student support services towards academic excellence.

**Fremont Campus:** PCC's Fremont campus in Cañon City, Colorado, provides a broad range of educational programs and services to the residents of Fremont and Custer counties. Programs provided at the Fremont campus include Nursing, EMT, Computer Information Systems, and Wildland fire certifications.

**PCC Southwest Campus and Site Locations:** PCC's Southwest Campus and Site Locations (PCCSW) are spread across a wide geographic range encompassing Mancos, Durango, and Bayfield, and offer programs that range from health care to agriculture. PCCSW has cultivated meaningful partnerships across the southwest with local high schools, industry, and Southern Ute and Ute Mountain Ute tribes.

### **Finances + Fundraising**

PCC's total operating budget for FY24 is approximately \$60 million. These operating funds of the College come from two principal sources: state appropriations, and tuition and fees. The FY24 student share of tuition is \$164.20 per credit hour for in-person, full-time students who are residents of Colorado. In FY24, 45% of the education and general budget is funded through state appropriations, and 55% through tuition, fees, and gaming tax revenues. The remaining budget is funded primarily through auxiliary sources and grants. The College works collaboratively with the [Pueblo Community College Foundation](#), which is an independent 501(c)(3) organization whose mission is to align funding for Pueblo Community College to support and promote student success.

## **ROLE OF THE PRESIDENT**

Reporting to CCCS Chancellor Joe Garcia, the President of PCC is responsible for the overall administration of the College, 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 equity, inclusion, and diversity. Positions reporting to the President include the Vice Presidents of Administration and Finance, Student Success, Academic Support, and Human Resources; the Executive Deans of PCC Southwest and Fremont; and the Director of Marketing and Communications. As the leader for all in the College, the President must establish a relationship of trust with all PCC employees, cultivating a culture of respect, transparency, accountability, support, and confidence. A people-first leader, the successful candidate will bring strong emotional intelligence and intercultural competency, the ability to meet people where they are, and skill and nuance in advancing a culture of inclusive excellence.

As the head of an impactful, multi-campus institution in the CCCS System, the President of PCC is a strong external advocate for community college education; its present impact on the lives of students, families, communities, and the economy; and its place in the future of higher education. As a recognized community leader, the President actively engages with local, regional, and state officials, nonprofit leaders, advocacy groups, and other educational leaders. The President also plays a significant external role in the local business community, working closely with the PCC communities to secure and strengthen partnerships that result in funding and workforce training opportunities for PCC students.

The PCC President serves on the CCCS Presidents Council and meets monthly with the Chancellor and the 12 other Presidents within the System. It is critically important that the President effectively collaborate with colleagues on the Presidents Council, working simultaneously to ensure support for PCC at the system and state levels and for the System's success as a whole, realizing the benefits of being a member of CCCS.

## **KEY OPPORTUNITIES + CHALLENGES FOR THE PRESIDENT**

The next President will lead the Pueblo Community College at a critical moment in its history. The President will provide strategic, transparent, and authentic leadership, actively engaging students, staff, and faculty. Starting by listening to the PCC community, this leader will collaboratively develop a compelling and inclusive vision for PCC's future and will energize the College and the broader community around this shared vision.

The next President will inherit an institution that is poised for continued growth in its innovative academic programs, industry-connected workforce development, and highly student-centric culture. Outgoing President Dr. Patty Erjavec has led the College for over 13 years; during this time, PCC earned its reputation throughout Colorado and nationwide as an accessible institution with innovative programs and teaching excellence – a place that changes students' lives and shapes multiple communities across the region.

Specifically, PCC's next President will work to address the following challenges and opportunities:

**Provide strategic vision and entrepreneurial leadership for Pueblo Community College, centered on students.**

PCC seeks a leader who will inspire and encourage the community with a clear and compelling vision for the College that responds to community colleges' challenges in this unique, post-COVID-19 moment, ensuring a sustainable and prosperous future for Pueblo Community College. Building on the [Destination 2027 strategic plan](#), the next President will work collaboratively with the PCC community to define an ambitious vision for the future that will position PCC to thrive. With a connection-driven approach, this leader will build momentum around a clear direction for the College, centered on specific measurable goals to increase enrollment, retention, and graduation rates and success at the College. Understanding and supporting PCC's diverse student and employee populations will be critical to success in this work. The President will work to strengthen the alignment between PCC's multiple campuses and sites and foster a culture of internal and external collaboration. This leader will ensure the efficient and effective performance of all college employees, with highly qualified, well-trained staff that are exceedingly motivated to perform their job responsibilities.

**Review and enhance PCC's programmatic offerings to sustain academic excellence, financial stability, enrollment growth, and employee retention.**

The President will develop and lead continuous processes to thoroughly evaluate program offerings and identify and initiate new programs as indicated by demand while increasing the efficiency of all programs. In addition, the President will champion the exploration of contemporary teaching modalities. These actions will enable PCC to make a compelling case to future students; recruit and substantially improve the retention of top-notch faculty and staff, specifically by exploring avenues of greater operational and administrative efficiency to enable competitive compensation; improve retention rates of current students as well as student transfer and graduation rates; close opportunity gaps; and drive innovation in classroom pedagogies and the use of technology for student learning.

The President must define a data-driven, long-range vision for success, and outline a process of strategic renewal to best answer the needs of the community and chart a sustainable course for the future. Using quantitative and qualitative methods to assess effectiveness, the President will support professional development opportunities for faculty and staff to ensure that programming, pedagogy, and support services meet the needs of all of PCC's diverse student body, with particular attention to identifying and closing opportunity and achievement gaps.

**Serve as a visible ambassador to build and strengthen ties in the PCC communities.**

PCC's President will make cultivating and stewardship of key external relationships, partnerships, and collaborations across the PCC communities an immediate and essential priority. To further solidify PCC

across the Pueblo, Fremont, and Southwest communities as the partner of choice to meet the area's workforce and academic needs, the President must be a compelling and tireless advocate for the College, communicating and collaborating with community organizations and school districts, industry partners, and elected officials. The President will capitalize on PCC's multiple physical locations and online offerings in a rapidly growing region with a robust, diversified economy.

PCC's leader must also fully appreciate the benefits and complexities of its role within the Colorado Community College System and the communities it serves. This President will interact and collaborate effectively with the Chancellor, CCCS staff, and the Board, exercising sound judgment in helping to develop and implement System-wide initiatives, and consulting with CCCS in a timely manner to address emerging issues effectively.

**Foster greater unity across PCC's distinct physical locations and online education to build a more cohesive culture while also celebrating the uniqueness of each campus and site.**

A common challenge for many multi-campus institutions is supporting and celebrating the unique identities of each campus community while also uniting as one college. PCC comprises a large, widely dispersed college that serves eight school districts and more than four counties. The PCC communities expect their next President to be an eminently present, visible, and engaged leader who will take a genuine interest in the lives of students, faculty, and staff and will be an active, accessible community member. The next President will work to bring together the three campuses and multiple sites under a shared sense of mission, a common approach, and cohesive and efficient systems, including incorporating the new System-wide [Colorado Community Colleges Online](#) consortium and continued work with the Rural College Consortium. At the same time, the unique aspects of each location and the online community must be acknowledged and celebrated.

**Passionately steward and advance the mission of PCC, championing its commitment to inclusive excellence, educational equity, and realizing the promise of a Hispanic Serving Institution.**

Inclusivity for all is critical to achieving the PCC vision that all students accomplish their educational and career goals. The College represents a broad cross-section of cultures and backgrounds and, in recent years, has deepened its focus on equity, inclusion, and diversity. The next President must be an active and engaged leader who is comfortable, knowledgeable, and skilled at discussing complex and sometimes highly charged topics associated with equity, inclusion, diversity, and belonging. PCC's geographic areas have large, multi-generational Hispanic/Latino/Latinx populations and the President will lead concerted efforts to ensure that the College has a strong record of not only *enrolling* but *serving* that population and being a state and national leader in doing so.

Working in close partnership with all constituents of PCC, the President will build on forward momentum by supporting programs and policies that promote diversity across its many dimensions, as well as equity in processes, systems, and outcomes. Engaging individuals and communities in sustained dialogue and

action to create a sense of belonging for all students, staff, and faculty, the President will foster an inclusive climate and will work to enhance the recruitment, retention, and success of faculty, staff, and students from historically minoritized and underrepresented groups.

#### **Effectively generate and steward financial resources.**

The College is currently in a strong financial position with reserves that exceed the CCC System policy requirements. However, for PCC to continue offering affordable, high-quality education, the President must work to ensure renewed and new funding from a diverse range of sources. The President will build relationships with leaders at the municipal, county, and state levels to advocate for the College's economic needs. Furthermore, the President will partner with PCC Foundation leadership to advance a coherent, unified fundraising strategy to secure support through philanthropy, corporate sponsorships, business partnerships, foundation grants, and the College's alumni network.

The President will ensure efficient and effective use of the College's resources and safeguard its assets. Working with the PCC senior leadership team, including the Vice President of Administration and Finance and the Controller, and in coordination with the CCC System Office, the President will maintain appropriate internal controls, and ensure the quality and integrity of all financial and non-financial reporting and disclosures align with all best practices.

#### **QUALIFICATIONS + CHARACTERISTICS**

Pueblo Community College seeks an innovative and collaborative leader who will continue to elevate PCC's community partnerships while pushing PCC to excel in its highly regarded academic offerings and workforce training programs. PCC is open to considering traditional candidates from within academia and non-traditional candidates with exceptional leadership credentials. The ideal candidate will have a deep understanding of and appreciation for the significance of the role of Colorado community colleges and the challenges they face as multiple campus and rural institutions. Furthermore, they will possess an inspiring vision consistent with the College's mission and a commitment to providing responsive educational and economic opportunities in an accessible, inclusive environment that promotes success for students, employees, and the communities it serves.

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

- An earned master's degree is required; an earned doctorate-level degree is preferred
- Demonstrated ability to provide visionary and forward-thinking leadership
- Effective interpersonal and communication skills, including the ability to establish strong, purposeful relationships with diverse communities, and the capacity to work closely with and earn the respect and trust of stakeholders both internally and externally

- Outstanding record of effectively managing and influencing people; proven experience as a strategic and inclusive leader; the ability to build strong teams, delegate responsibility and authority, and execute fiscally responsible plans; a willingness to circulate widely, listen well, and motivate and empower others
- Proven ability to bring about complex change in a thoughtful manner and to implement solutions and establish best practices that are tailored to the unique needs of the institution
- Personal commitment to and record of success in advancing equity, inclusion, and diversity; demonstrated experience advancing an organization that serves diverse constituencies
- Intercultural competence with an understanding of the unique needs of an HSI, the importance of HSI designation, and the "serving" aspect of that institutional identity
- Ability to serve effectively as the external face of an organization, building relationships within and outside the organization with government, business, community, and educational leaders
- Ability to bring campus constituencies to actionable consensus; the ability to build trust through transparency and to energize and inspire students, faculty, staff, alumni, advisory board members, and external stakeholders
- Proven experience creating shared goals and holding individuals and teams accountable; a track record of using data to inform decision-making
- Fiscal and budgetary experience in a resource-constrained environment; appreciation of public finance and the realities of enrollment-driven budgets
- Ability to successfully manage an institution during periods of crisis, such as public health, social unrest, or weather-related events
- Appreciation of and support for a culture of shared governance
- Knowledge of current and emerging opportunities, challenges, trends, and strategies in community college and public higher education
- Entrepreneurial and innovative skills; proven ability to build and leverage external alliances and to develop strategic fundraising opportunities and workforce development partnerships

## **COMPENSATION**

Compensation for this position will be competitive and negotiated in good faith, with a salary range of \$200,000 - \$215,000.

## APPLICATIONS, INQUIRIES + NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and applications (including resumes and two- to three-page letters of interest responding to the opportunities and challenges outlined above) should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/pueblo-community-college/president>. Electronic submission of materials is strongly encouraged.

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