



## President Position Profile

Lamar Community College (LCC) seeks an inclusive and innovative leader with excellent interpersonal skills, strong business acumen, and a commitment to student success to serve as its next president. The ideal candidate will work collaboratively with the LCC faculty, staff and community to transform students' lives by creating a sustainable vision for the college and the community it serves, and will be dedicated to the Colorado Community College System's commitment to equity in who it serves, employs, and how it measures success.

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 faculty and staff to achieve maximum performance and results and celebrating successes. 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 and non-financial reporting and disclosures.

LCC is part of the 13-institution Colorado Community College System (CCCS). Founded in 1937, LCC is a learner-centered, open enrollment, two-year residential postsecondary institution that serves nearly 1,000 students annually. LCC is a federally designated Hispanic-Serving Institution and prides itself on being a small, caring, in-person college.

Located on the golden plains of southeastern Colorado, LCC supports the Colorado Counties of Prowers, Baca, Kiowa and Cheyenne. There are several entities that provide support and partnership within the LCC service area, including:

- [Action22](#), a non-partisan membership driven organization which serves as a voice and leader for action on public policy for 22 Southern Colorado counties. Action22 focuses on how issues relating to legislation intersect for the economic health of the region.
- [The Southeast Colorado Enterprise Development, Inc. \(SECED\)](#), a program committed to promoting redevelopment, attraction of new businesses, the expansion of the region's tourism industry and generally enhancing the economic growth of its member counties.
- [The Southeast Colorado Business Retention, Expansion and Attraction \(SEBREA\)](#), a program that connects businesses, large and small, with the tools and resources needed to thrive in today's changing business environment. Working with regional organizations and government agencies, this collaborative partnership helps attract, sustain and grow business in the six-county area of Baca, Bent, Crowley, Kiowa, Otero, and Prowers.
- [Prowers Economic Prosperity](#), an organization that represents business and economic development interests within Prowers County, providing assistance to new and existing businesses with retention, relocation, and expansion needs.

## **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 and include 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 appointees of the Governor, two of whom are 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.

## **Lamar Community College**

LCC employs 20 Faculty, 58 staff and approximately 31 adjunct instructors with an annual operating budget of \$12.1 Million. The projected FY 2023 budget includes \$9.5 Million in general funds and \$2.6 Million in auxiliary funds. The budget also includes approximately \$500,000 to \$600,000 in restricted or grant funds.

LCC's unique programs, NJCAA/NIRA athletics, residence halls, dedicated staff, and innovative spirit make it a destination college for students of all ages from across Colorado, the nation, and the world. The college offers a variety of courses and degrees to help students reach their career and educational goals whether that is to transfer to a four-year college or university, meet an occupational need in a career and technical field, or perpetual learning and lifelong development. LCC has a strong accreditation standing with the Higher Learning Commission. The next review will be a remote review in July 2023, for which the college is already preparing.

LCC's signature programs include:

- Agriculture, including Precision Agriculture - <https://lamarcc.edu/academics/occupational-programs/agriculture/>
- Construction Trades, including an Associate's degree and three certificate options - <https://lamarcc.edu/academics/occupational-programs/construction-trades/>
- Equine Programs, including Horse Training and Management and Equine Business Management. LCC's Equine Complex spans over forty acres and includes two large outdoor arenas, an indoor arena, 64 box stalls, a demonstration lab, two classrooms, faculty offices, four tack rooms, and a conference room to allow for hands-on instruction where the largest portion of a student's time is spent on and around horses.

- <https://lamarcc.edu/academics/occupational-programs/horse-training-management/>

- Nursing, nationally accredited through the Accreditation Commission for Education in Nursing (ACEN). LCC's five semester Associate of Applied Science in Nursing degree prepares students for practice as a registered nurse - <https://lamarcc.edu/academics/occupational-programs/nursing/>

LCC's athletics facilities include a multimillion dollar Wellness Center that houses a state-of-the-art athletic complex. Intercollegiate sports for men include baseball, basketball, golf, soccer, and rodeo. Women's teams compete in basketball, soccer, softball, volleyball, and rodeo. The Runnin' Lopes baseball team plays in Merchants' Park, one of the finer fields in the country.

Over the past several years, LCC has implemented over \$12 million in facility improvements to enhance the learning and living environment for its students. Most notable of these include LCC's new Student Union, Career and Technical Education (CTE) building, library and tutoring center, and major enhancements to technology infrastructure and technology-enabled classrooms. The CTE building will house programs for Construction Trades, Precision Agriculture, and Renewable Energy Technology.

Notable grants have included funding to launch Southeast Colorado's first and only makerspace ([LCC Innovate and Make Space](#)); a \$2.25 million Federal Title III grant to support student success initiatives and build a precision agriculture program; a \$1.57 million Federal IREPO grant to expand remote access and increase classroom technology at LCC and local Concurrent Enrollment high school sites; and a \$1.66 million grant from the Colorado Attorney General's Office to establish a construction trades program.

### **Challenges and Opportunities**

LCC is not immune to the challenges facing rural community colleges across the country, including declining populations, budget constraints, and the lasting impacts of the COVID-19 pandemic. The next President will need to establish a strategic enrollment plan that aligns all aspects of the college and its faculty and staff toward a common goal of increased student enrollment and retention. The President will also play a key role in identifying and building innovative and sustainable programming and career training to prepare students for new and existing jobs and to support the community's efforts around economic development. The President will be expected to actively partner with local business and political leaders to build a robust and sustainable workforce and economy. The future of the college and the surrounding community are inter-related and both must grow and succeed together.

The LCC faculty and staff are committed to the college's success and that of its students, but stresses of the pandemic, the great reassignment, and retirements have had an impact on the LCC workforce. In order to ensure sustainable operating budgets and build necessary and required general fund reserves, LCC has operated with a lean staffing pattern. In addition to attracting new students to the college, the President will need to identify a strategy for attracting and retaining faculty and staff with an eye toward developing an inclusive workforce that is

reflective of its student body. The incoming president will be joining several newly appointed leaders at the college.

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 LCC President will work cooperatively with the CCCS Chancellor and 12 other college presidents while advocating for and advancing the interests of LCC. Additionally, the next President will work with fellow rural college presidents within the system to establish a Rural College Consortium in which technology will be used to create better opportunities for students by creating access to a growing number of instructional programs at all colleges, while creating greater efficiency in the utilization of limited resources.

The next President will be prepared to establish a personal presence in the community, 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. The President will also build strong relationships and connections with the K12 schools and local industries in the service area.

#### Requirements and Ideal Characteristics

- Candidates must possess a master's degree from an accredited institution.
- 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.
- A visible and accessible leader who will become an active member of the Lamar community.
- A strong and transparent communicator, with exceptional listening skills.
- An action-oriented leader who will be a champion for students and employees.
- A strategic thinker who will be responsive to changing workforce needs.
- A strong 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.
- A commitment to rural communities and the rural lifestyle.