



COLORADO

COMMUNITY COLLEGE SYSTEM



System Chancellor



The Opportunity

The State Board for Community Colleges and Occupational Education (Board) invites applications and nominations for a bold leadership opportunity in the position of Chancellor of the Colorado Community College System (CCCS). This is an exciting opportunity to lead and support the life-changing mission of CCCS during a transformational and critical time for higher education.

The Chancellor serves as the primary representative and Secretary of the Board before federal and local legislative bodies, the Colorado Commission on Higher Education, the press, constituent advisory councils, and other entities, as appropriate. As the chief administrator and academic officer, the Chancellor oversees all operational aspects of the System's 13 community colleges, and the overall supervision of the System Office staff. The Chancellor will be responsible for leading the implementation of the System's new strategic plan, [Transforming Futures](#). The Chancellor maintains high-quality academic and occupational programs and provides leadership for the missions of the community colleges. The Chancellor sets budget priorities and manages the system's budget to best meet organizational goals and strategies aligned with the Board approved strategic plan and in support of learners.

The Colorado Community College System is the state's largest provider of post-secondary education and training. Since its inception in 1925, the System has been committed to providing accessible and affordable education. The economic impact of the CCCS is \$5.8 billion annually, which is roughly equal to the creation of 98,100 jobs.

The Chancellor position holds a powerful and compelling voice in Colorado and is responsible for ensuring that CCCS continues to transform lives and advance generational prosperity for all Coloradans across the lifelong learning spectrum.

About CCCS

The Colorado Community College System is the largest higher education system in Colorado offering low to no-cost education and training that connects to careers for everyone.

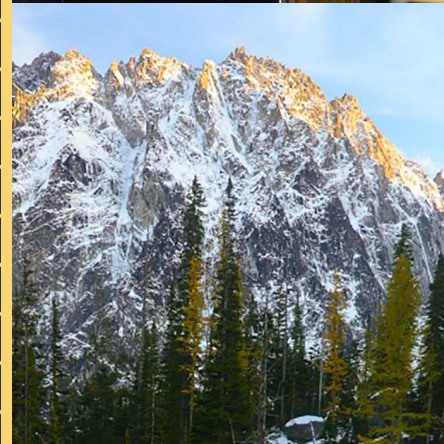
CCCS has 13 unique colleges and more than 35 locations across the state and educates 124,000 learners every year.

The System's mission is to create a learning environment that is accessible and responsive. At CCCS, learners can achieve their educational, professional, and personal goals. CCCS embraces academic excellence, diversity, and innovation.

CCCS focuses on the whole learner, forming lasting relationships. The System creates education opportunities without barriers and always looks for ways to expand opportunities for learners.

Board & Governance

CCCS is governed by a [12-member board](#) called the State Board for Community Colleges and Occupational Education (SBCCOE). Ten 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. They have staggered four-year terms. The remaining two seats on the board are held by a community college faculty member and a student representative who serve in non-voting capacities for one year each.





Colorado Community College System

The Colorado Community College System's open access mission ensures that all Coloradans who aspire to enrich their lives have access to quality higher education opportunities. Each year CCCS colleges award over 21,000 degrees and certificates across an incredible array of disciplines and top-growth career areas.

Arapahoe Community College

[Arapahoe Community College](#) (ACC) provides innovative and responsive educational and economic opportunities in an accessible, inclusive environment. ACC serves learners throughout Arapahoe County, Douglas County and south metro Denver. ACC has seven academic pathways for learners to explore, connect and succeed, as well as guaranteed transfer programs into all four-year public universities in Colorado.

Colorado Northwestern Community College

[Colorado Northwestern Community College](#) (CNCC) enhances people's lives by providing an accessible, affordable, quality education. CNCC is the college of choice for learners seeking a unique education grounded in the Colorado experience.

Community College of Aurora

[The Community College of Aurora](#) (CCA) provides high-quality instruction and learner support services to Aurora and Denver, Colorado. With a vision to aspire to be a college where every learner succeeds, CCA is the most diverse college in the State of Colorado. Focused on creating social and economic mobility for learners, CCA offers courses on two (2) campuses, online, and through high school concurrent-enrollment programs.



Community College of Denver

[Community College of Denver](#) (CCD) was voted Colorado's Best Community College in the Denver Metro area by The Colorado Sun readers. CCD graduates learners with less debt and provides guaranteed transfer agreements with all Colorado state colleges and universities. CCD also leads with innovative on-campus and online certificate and degree programs. CCD provides a no-tuition high school diploma program to help learners start on their path of choice.

Front Range Community College

[Front Range Community College](#) (FRCC) offers more than 200 degrees and certificates in a wide variety of programs from locations in Boulder County, Larimer County and Westminster—as well as online. FRCC empowers learners and sets them up for success by evolving to meet the needs of learners and the changing economy.

Lamar Community College

[Lamar Community College](#) (LCC), located in the beautiful southeast golden plains of Colorado, serves as a conduit for educational and economic mobility in the region, comprising over four rural counties. LCC provides the highest quality education and service in a supportive and caring environment. Guided by its mission to “Enrich Lives Through Learning,” LCC empowers learners with the knowledge, skills, and pathways needed for family-sustaining careers and lifelong success.

Morgan Community College

[Morgan Community College](#) (MCC) serves the northeastern Colorado region and beyond. MCC is recognized for its outstanding faculty and staff, dedication to learner success, personalized attention, small class sizes, and accreditation by the Higher Learning Commission. MCC offers more than 80-degree programs, including three bachelor's degrees, as well as various certificates.



Northeastern Junior College

[Northeastern Junior College](#) (NJC) in Sterling, Colorado, is a residential Liberal Arts and Agriculture based college with extensive Career and Technical Education programs. NJC takes pride in offering a wide array of student services, including residence life and student housing options, athletics, and performing arts to create an immersive college experience. NJC provides practical hands-on instruction led by predominately full-time faculty who also serve as advisors to offer a supportive learning environment.

Otero College

[Otero College](#) (OC), is the college of choice in Southeastern Colorado, serving international, non-traditional, and first-generation learners. In addition to traditional secondary education paths, OC proudly offers Career & Technical Education programs to provide both education and workforce training that enhances personal and professional growth.

Pikes Peak State College

[Pikes Peak State College](#) (PPSC) offers associate degrees, certificates in career and technical fields and a growing number of bachelors' degrees. With four campuses, various off-campus locations, two military education centers, and hundreds of online classes, PPSC provides access to a quality, affordable and flexible education to more than 17,000 learners annually with both credit and non-credit classes.

Pueblo Community College

[Pueblo Community College](#) (PCC) is a premier teaching institution focused on providing academic and service excellence, without discrimination, to help its learners acquire the 21st-century skills needed to better their lives. An educational and technological leader, PCC fosters economic development and utilizes strong partnerships in the communities it serves through its Pueblo, Fremont and Southwest campuses.



Red Rocks Community College

[Red Rocks Community College](#) (RRCC) delivers high-quality, affordable education programs leading to degrees or professional certificates. RRCC serves over 12,000 learners per year online and at campus locations in Lakewood and Arvada.

Trinidad State College

[Trinidad State College](#) (TSC) was the first community college in Colorado. With campuses in Trinidad and Alamosa, TSC provides an affordable and accessible education to learners in southern Colorado and beyond. In addition to traditional Arts and Sciences classes, TSC also has an Electrical Line Technician program and Technical Theatre along with a guaranteed transfer program with four-year colleges and universities in Colorado. TSC is home to one of the first, and by most accounts, the premier Gunsmithing School in the United States.

Chancellor's Office

The Colorado Community College System administrative offices are located on the Lowry Campus, on the border of the City of Denver and the City of Aurora. The Lowry neighborhood is the site of the former Lowry Air Force base. The Lowry Campus is 150 acres and currently houses not only the CCCS administrative offices but also serves as a satellite campus location for the Community College of Aurora and the Community College of Denver.

Priorities & Opportunities for the Chancellor

1. Implementing and Operationalizing the Strategic Plan

The Colorado Community College System adopted a new strategic plan, [Transforming Futures](#), in January 2025. The plan grew out of significant outreach and community engagement and is grounded in stakeholder support. The incoming Chancellor has a valuable opportunity to lead the effective implementation of the current strategic plan, including developing action plans, establishing measurable outcomes, providing regular process updates, and encouraging continued engagement. The Chancellor's advocacy and leadership will be critical elements for the execution of the Strategic Plan's five goals for all Coloradans: Economic Mobility, Education for All, Empowered Talent, Partner of Choice, and the Power of 13.

2. Leveraging the Power of 13

The incoming Chancellor will have the opportunity to lead and further integrate the concept of the Power of 13, the shared power of the thirteen CCCS colleges working together with the system office, as one of the goals of the Strategic Plan. The Power of 13 calls for greater shared opportunities to increase enrollment, improve quality, and achieve cost efficiencies through consortia models and collaboration. The incoming Chancellor will support the unique identities and strengths of each of the colleges while pursuing the goals of the Power of 13.



Priorities & Opportunities for the Chancellor

3. Becoming the Partner of Choice

The new Chancellor will be well-versed in the current higher education landscape and will be a skillful negotiator of the complexity of the opportunities and challenges facing community colleges. The new Chancellor will build on a strong foundation of community support to grow relationships with business, industry, government, four-year universities, and K-12 institutions to advance the reach and impact of the Colorado Community College System. In addition, the Chancellor will work effectively across all sectors, including government and private industry, to advocate for the unique ability of community colleges to drive prosperity for all Coloradans. Finally, the new Chancellor will lead the System's fundraising efforts.

4. Education for All

The Chancellor will lead with a deep understanding of the needs of community college learners and a passion for community colleges and their role within society. The Chancellor will serve as a key spokesperson effectively communicating the System's mission and vision to external stakeholders, including media, the community, learners, families, and partners. The new Chancellor will spearhead initiatives to enhance workforce development throughout the state of Colorado; create new and flexible learning opportunities and credentials, including additional stackable, micro- and apprenticeship options; and will serve as the state's lead advocate for enhancing learner-centered environments that support all learners meeting their diverse goals. The Chancellor will maintain and grow trust and credibility with education partners to increase clear and accessible educational pathways for learners. This opportunity involves addressing the unique needs of community college learners, ensuring they have the resources they need, and fostering an environment that promotes their academic and personal growth. As part of this charge, the Chancellor will empower the System's faculty and staff and ensure they have the resources and support they need to effectively advance the CCCS mission.



The 2025-2030 Strategic Plan

Creating a Better Colorado for All

By making affordable, in-demand, and transformative education opportunities available to everyone, CCCS is changing the way Coloradoans learn and improving our workforce to drive Colorado forward. The 2025-2030 Strategic Plan is CCCS's pledge to the people of Colorado. CCCS will provide an inclusive, supportive, and enriching educational experience that enables all learners to pursue and achieve their goals.. Doing so not only means a more prosperous and fulfilling life for each of us — it means a better Colorado for all of us.

Vision

CCCS will be the first and best path for all to achieve a more prosperous and fulfilling life.

Values

- Learners First
- Educational Excellence
- Culture of Belonging
- Bold & Creative Leadership
- Community Advancement

Goals

Economic Mobility

Increase relevant offerings that will result in successful learners earning a sustaining wage.

Education For All

Increase equitable, learner-centered environments that support all learners meeting their goals.

Empowered Talent

Increase our ability to attract, retain, and sustain the highest quality workforce to advance our mission.

Partner of Choice

Increase capability, trust, and credibility with partners across all sectors to build shared prosperity.

Power of 13

Increase shared opportunities to grow enrollment, improve quality, and achieve cost efficiencies through consortial models and collaboration while leveraging each college's unique strengths.

Strategic Plan Framework

The Colorado Community College System, powered by 13 colleges, enriches learners and builds communities as the premier provider of high-value career-connected life-long learning.

Learn more about the [Strategic Plan!](#)

Required Qualifications:

- A master's degree from an accredited institution of higher education.
- A passion for the mission of the Colorado Community College System and a deep commitment to, and understanding of, the role of community colleges within society.
- Demonstrated experience successfully leading a large, complex organization.
- Proven ability to navigate complex political and regulatory environments, build relationships with key stakeholders, and effectively advocate for an organization's mission at local, state, and/or federal levels.
- Demonstrated financial acumen, including developing, managing, and overseeing multi-million-dollar institutional budgets; strategic financial planning; complex resource allocation; and fiscal stewardship.
- Strong experience with external communications, public relations, and/or marketing, with a track record of successfully strengthening organizational presence through engagement on multiple platforms.

The new Chancellor will possess most or all the following characteristics:

- Collaborative, visionary, and supportive leadership style, with demonstrated ability to effectively manage change and empower the highest quality workforce.
- Proven ability to embrace change, think strategically about the future, and drive innovation to enhance CCCS systems, processes, and efficiencies.
- Well-versed in the current higher education landscape and a skillful negotiator of the complexity of the opportunities and challenges facing community colleges.
- A true champion for the mission of community colleges, a staunch advocate for the diverse goals and needs of all learners, and a demonstrated ability to create a culture of belonging within an organization.
- Ability to foster relationships with industry influencers, policymakers, and the broader community to enhance the system's visibility and impact.
- Approachable leadership and a proven ability to effectively work with diverse stakeholders across all sectors, including government and business, and to serve as a passionate advocate for CCCS as the "first and best path for all to achieve a more prosperous life"
- Leadership integrity and a commitment to transparency and openness.
- Proven track record of leading and operationalizing large initiatives and/or strategic plans that delivered desired results within budget and on or ahead of schedule.
- Commitment to equity and inclusion and to ensuring that CCCS's colleges and systems are accessible to all learners.
- Understanding of and commitment to the diversity of CCCS, its colleges, and the communities served, including a demonstrated understanding of the unique challenges facing both rural and urban institutions.
- Proven ability to be a persuasive communicator to diverse audiences on a statewide or regional scale.
- Demonstrated ability to communicate clearly, consistently, and openly, actively listen to stakeholders, and foster transparent dialogue.
- A learner-centered approach to leadership.
- Demonstrated history building effective teams and empowering employees to succeed.
- History of effective work with governing boards.
- Significant knowledge of higher education, with a thorough understanding of presidential roles and responsibilities, as well as a deep understanding of the challenges faced by community college learners.
- Knowledge of Colorado's unique state budgeting process in relationship to higher education.
- History of securing resources through effective fundraising efforts and cultivating strong relationships with donors and partners.
- Appreciation of and commitment to shared governance.
- Proven ability to lead with compassion, humility, and humor.

How to Apply

Applications

Applicants are encouraged to submit materials through the [AGB Search application portal](#) by the target date of **May 9, 2025**, and should include:

- 1) A curriculum vita or resume
- 2) A letter of interest
- 3) Contact information for five references
(to be contacted at a later date with candidate's permission)

The search will remain open until an appointment is made. All candidate names will remain confidential until a finalist is identified during the latter stages of the search.

**Nominations and expressions of interest are encouraged.
Please direct them to CCCSChancellor@agbsearch.com or
to the AGB Search consultants below:**

Rod McDavis

CEO and Managing Principal, AGB Search
rod.mcdavis@agbsearch.com

Laura Woodworth-Ney

Principal, AGB Search
laura.woodworth-ney@agbsearch.com

CCCS is an Equal Opportunity Employer. The Colorado Community College System believes when all human qualities are regarded with dignity and respect and when everyone has access to the individualized support they need, all will have the opportunity to thrive. In all aspects of the employment process, decisions are made based on merit, competence, performance and business need without regard to race, color, religion, sex, disability, age, sexual orientation, gender identity or expression, pregnancy, creed, ancestry, national origin, marital status, genetic information, military status, or any other protected status in accordance with applicable law.