



PRESIDENT



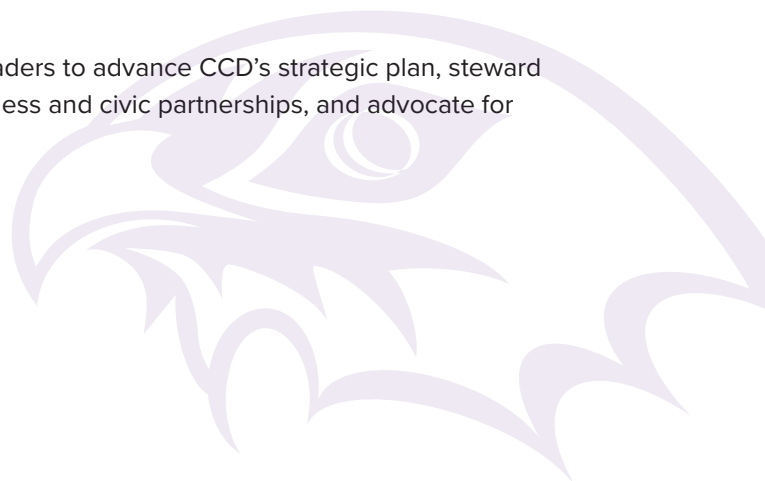
The Opportunity

The Community College of Denver (CCD) seeks an innovative, bold and visionary new leader with proven skills and passion to serve as its next president. CCD is a public, open-access institution dedicated to excellence in teaching, learning, and service to its diverse communities.

CCD is a vital access point for higher education in the Denver metro area, helping students achieve their educational goals and strengthening the region's workforce and communities. CCD's unique location in the heart of downtown Denver offers unparalleled opportunities for partnerships and engagement. The next president will address the college's opportunities with the same adaptability, creativity, innovation, enthusiasm, and commitment to equity and access that characterize CCD. The ideal candidate will bring a deep appreciation for the transformative impact of community colleges and excel at conveying their importance to varied constituencies.

CCD is part of the 13-institution Colorado Community College System (CCCS), governed by a 12-member board made up of Governor appointees. The President reports to the CCCS Chancellor with the autonomy to manage their own institution and the benefit of collaboratively working within a system. They are the face of and provide leadership for the college, by establishing strategies and measurable goals to increase enrollment and ensure equity in student access and success at the college. The president ensures the efficient and effective use of all 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.

The president will collaborate with system and campus leaders to advance CCD's strategic plan, steward financial resources, forge and strengthen education, business and civic partnerships, and advocate for students in support of the college's mission.



About the Community College of Denver

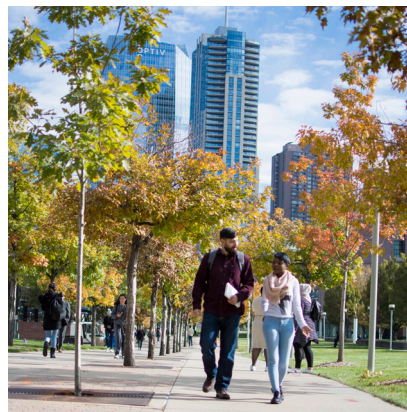
Founded in 1967, CCD is a vibrant community that prepares students for academic and life success, serving more than 10,000 students each year. In 1975, the College moved to its current 150-acre Auraria Higher Education Center campus in downtown Denver. Situated along the west bank of Cherry Creek, CCD is also the only community college in the nation to share a campus with two four-year universities. Together, the three institutions share classroom facilities, a fully accessible health center, a regional library, recreational facilities, a performing arts center, and a student union. CCD's unique location in downtown Denver offers unparalleled opportunities for civic and business partnerships, connections, and a vibrant, urban campus community.

CCD promotes excellence in teaching, learning, and service to a diverse community. Among the student population, 92 percent are Colorado residents, more than 30 percent are Latinx, more than 50 percent self-identify as members of underrepresented groups, and international students represent more than 40 nations. The College offers more than 100 degrees and certificates in transfer and occupational education, and CCD's core classes are guaranteed to transfer to Colorado public colleges and universities. In February 2025, CCD proudly launched its High School Diploma program, unlocking access to opportunities supporting economic mobility for learners.

CCD is leading the nation in academic innovation, including credit transfer, advising, and immersive learning. The institution has been named to the Aspen Institute College Excellence Program's Unlocking Opportunity Network, making CCD the only Colorado institution chosen to join this important national initiative. The Unlocking Opportunity Network is designed to help community colleges ensure students graduate with credentials that truly lead to good-paying jobs or smooth transfers into bachelor's degree programs. Over the next three years, CCD will partner with the Aspen Institute and the Community College Research Center to strengthen advising, expand access, and better align programs with high-demand careers. Out of more than 1,000 community colleges nationwide, CCD is one of just 55 institutions selected to join this initiative. CCD's Transfer Initiative involves multiple programs and agreements that guarantee the transfer of credits to other institutions, including the Colorado Guaranteed Transfer Program and specialized pathways to the universities throughout Colorado.

Additionally, CCD has partnered with Dreamscape Learn, Inc. (DSL) to implement a state-of-the-art immersive learning laboratory on campus. This technology not only improves academic performance but fosters a more positive and empowering learning experience.

The lab, focused on high-leverage science courses, will include a 31-user Immersive Classroom Pod and a free-roam VR pod. The free-roam pod provides a full-body avatar rendering experience using DSL's



proprietary motion capture system and Inverse Kinematic Solver, allowing users to be rendered as life-like avatars within a shared virtual environment, enabling physical movement and interaction. The project aims to provide CCD students with unparalleled learning opportunities through virtual reality labs.

CCD is in the final stages of completing its new strategic plan, which will guide the institution forward. Phasing out is CCD's most recent Strategic Plan 2025, which has four overarching goals: Access, Acceptance, Ascend, and Achieve

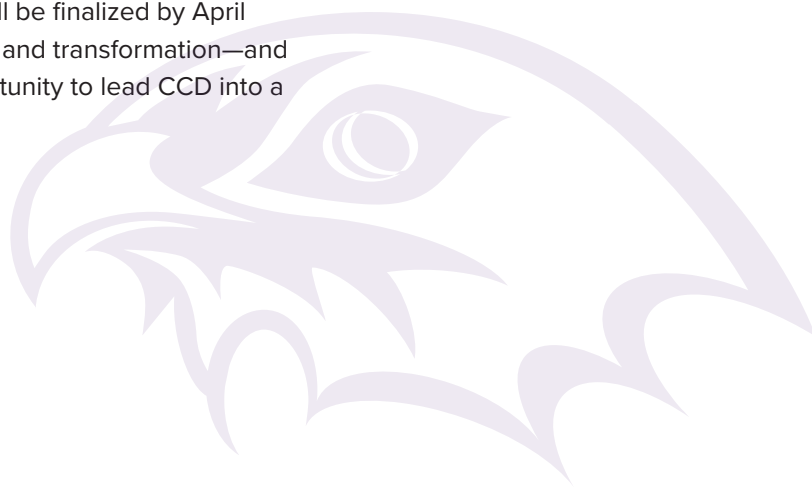
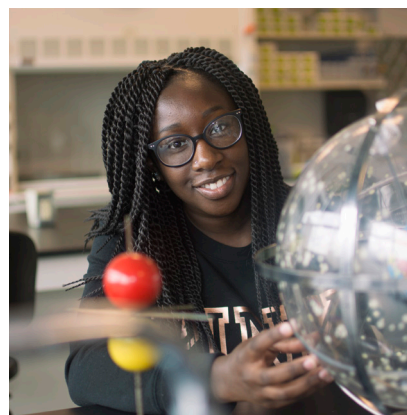
GOAL ONE - Access, seeks to expand access to CCD to meet the needs of the surrounding service area, by diversifying methods of service delivery, expanding workforce development, and improving matriculation from high school to CCD.

GOAL TWO - Acceptance, seeks to embed diversity and inclusion in every aspect of the work and learning at CCD in an effort to reach equity for all students, faculty and staff, by creating a culture of belonging and acceptance, closing the achievement gap, and improving campus climate.

GOAL THREE - Ascend, encourages CCD to become the college where all students are successful, via increasing retention, completion, and teaching and learning efforts.

GOAL FOUR - Achieve, seeks to make CCD the college where all students achieve their educational and career goals, by increasing continuing education upon graduation/achievement of credential, increasing transfers to four-year institutions or the CCD bachelor's programs, and increasing career placement.

CCD is embarking on an exciting refresh of its strategic plan to align with the Colorado Community College System's recently established [Strategic Plan: Transforming Futures](#). This process, informed by extensive listening sessions with students, faculty, staff, and community partners, reflects CCD's commitment to innovation and student success. The updated plan will be finalized by April 2025, creating a bold roadmap for growth and transformation—and offering the next president a unique opportunity to lead CCD into a dynamic future.



Strategic Opportunities for the Position

Elevate National Impact

CCD is uniquely positioned to achieve significant national influence, especially through its work in academic pathways, including Prior Learning Assessment and Credit Transfer. The incoming president will have the opportunity to build on this potential by both maintaining and strengthening current partnerships and agreements. Furthermore, the new president will be tasked with developing relationships with four-year institutions to establish new program pathways and transfer agreements. A core commitment of the new president will be to expand access and maximize student success, benefiting students both locally and nationwide.

Drive Enrollment and Innovation

A key responsibility for the incoming president will be to champion enrollment growth across all of CCD's academic and program offerings. The incoming president will have the opportunity to evaluate current offerings and incorporate programs aligned with high-demand, high-wage careers. Furthermore, a planned health sciences building will unlock new possibilities for significant partnerships with industry and the community. A substantial need exists for additional short-term, stackable credentials and "bridge-to-college" initiatives to better support the needs of the growing population of adult learners already in the workforce.

Leverage Unique Campus Dynamics

CCD is the only community college in the nation to share a campus with two four-year universities, Metropolitan State University of Denver and the University of Colorado - Denver. The incoming president must effectively capitalize on Auraria's multi-institutional campus and the distinct advantages, requiring strong negotiation and diplomacy to navigate complex campus governance and external relationships. Furthermore, CCD's prime location in downtown Denver offers a strategic platform for the new leader to further cultivate vital partnerships with city leaders, multiple chambers of commerce, secure external support, and identify innovative revenue streams. A central opportunity involves building upon existing essential collaborations with community partners and K-12 institutions, prioritizing enhanced communication and transparency.

Represent CCD to the System and Implement New Strategic Plan

CCD is embarking on an exciting refresh of its strategic plan to align with the CCCS's new strategic plan, which includes harnessing the collective strengths of the System's 13 colleges to transform how Colorado experiences higher education. The president serves as a collaborative partner to the presidents across the system in making CCCS the first and best path for all to achieve a more prosperous and fulfilling life. The CCD strategic plan, informed by extensive listening sessions with learners, faculty, staff, and community partners, reflects the institution's commitment to innovation and student success. The updated plan will be finalized by April 2025, creating a bold roadmap for growth and transformation—and offering the next president a unique opportunity to lead CCD into a dynamic future.

Foster a Supportive and Inclusive Campus Environment

The president has the chance to build on an existing momentum of pride and continue to cultivate the positive culture of the institution. This involves being a uniter, recognizing and celebrating accomplishments, and inspiring faculty and staff to innovate. In addition, the new president will prioritize campus mental health, ensure accessibility, support inclusion and belonging, and create a supportive internal culture where all learners and community members feel valued.

Required and Preferred Qualifications, Skills and Attributes

- Earned master's degree from an accredited institution is required.
- Demonstrated ability to provide visionary and forward-thinking leadership and proven experience as a strategic leader of a complex, multi-faceted organization.
- Courage of conviction and a passion for the community college mission and its communities.
- Strong financial acumen and budgetary experience in a complex organization with varied revenue streams and fiscal constraints; understanding of the realities of the Colorado higher education funding model and enrollment-driven budgets is beneficial.
- Ability to serve effectively as the face of the organization, building strong, purposeful relationships within and outside the organization with government, business, community and educational leaders.
- Proven ability to build and leverage external alliances and to develop strategic fundraising opportunities and workforce development partnerships.
- A track record of using data to inform decision-making.
- A visionary who inspires collective purpose and challenges the status quo.
- The ability to collaboratively lead effective teams, delegate responsibility and authority, and execute fiscally responsible plans.
- A leader committed to being accessible and engaged, with an approachable presence who actively listens, values lived experiences, and empowers others to lead with confidence.
- Knowledge of the current higher education landscape and an understanding of emerging opportunities, challenges, trends and strategies for community colleges and public higher education.
- Demonstrated skill in balancing institutional decision-making authority within a broader system-wide governance structure, working collaboratively to advance student success for all learners across the system.
- Proven ability to bring about complex change in a thoughtful manner, to implement solutions and establish best practices that are tailored to the unique needs of the institution.
- The ability to build trust through transparency and to energize and inspire students, faculty, staff, alumni, advisory board members, and external stakeholders toward advancing the mission.
- Excellent communication skills with both internal and external stakeholders, including the ability to express the value and essential role community colleges play in advancing opportunity and economic mobility.
- Equity-minded and culturally fluent, with a personal commitment to and record of success in advancing equity, inclusion, diversity and belonging for all members of the community.
- Capable of successfully managing, with clarity, compassion, and decisive leadership, a complex institution during periods of crisis, such as public health, social unrest or weather-related emergencies.

About Denver, Colorado

From sunny weather to winter sports, beautiful architecture to extensive parks, high-tech startups to farm-to-table restaurants, the Denver area offers something for everyone. A young, active city at the base of the Colorado Rocky Mountains, Denver has a population of approximately 715,000 (with a metro population of 2.9 million) and enjoys high-altitude sunshine most days of the year.

Denver has 200 parks and nearly 20,000 acres of parks in the nearby Rocky Mountains. Downhill skiing or snowboarding can be enjoyed at nearby ski resorts, as well as cross-country skiing, snowshoeing, and snowmobiling. Some of the best trout fishing in Colorado can be found just a short drive from downtown Denver.

Denver is home to seven professional sports teams, including baseball, football, hockey, soccer, basketball, rugby, and lacrosse. Its thriving arts and culture scene offers world-class museums, must-see exhibitions, galleries, street art, and unique art districts. Home to award-winning chefs and restaurants, Denver has emerged as one of the top dining locations in the country, with a culinary scene that offers a robust array of options from neighborhood restaurants to classic steakhouses to historic Denver restaurants.



About CCCS

CCCS is the state's largest system of higher education and workforce development, delivering thousands of programs to over 124,000 students annually through 13 colleges and over 35 locations across Colorado. Guided by its vision to be the first and best path for all Coloradans to achieve a more prosperous and fulfilling life, CCCS ensures that every learner has access to high-quality, affordable higher education opportunities. The System Office provides leadership, advocacy, and support to the colleges, including some centralized and shared services.

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 six 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.

About the CCCS Chancellor



Dr. Marielena DeSanctis serves as Chancellor of the Colorado Community College System. Immediately before becoming Chancellor, she served as President of the Community College of Denver. A former mechanical engineer with more than 26 years of experience in K–12 and higher education, she is known for bridging industry and education to expand opportunity and economic mobility. The daughter of a dedicated public school teacher, Dr. DeSanctis is a lifelong champion of access and inclusive excellence. She serves on multiple national and state boards focused on education, workforce development, and economic growth for all learners.

Applications, Nominations, and Expressions of Interest

AGB Search is pleased to assist the Community College of Denver with this leadership search.

Candidates should provide the following:

- Letter of interest addressing the experience and qualifications identified in the profile.
- A curriculum vitae/resume.
- Contact Information for five professional references (to be contacted with the candidate's permission at a later date).

Applications should be in PDF format and submitted through the AGB Search portal at: [President - Community College of Denver](#). Application materials should be kept to no more than 10 pages.

Nominations and expressions of interest may be submitted to: CCDpresident@agbsearch.com

AGB Search is assisting with this search. Nominators and prospective applicants may contact the search consultants for additional information:

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Laura Woodworth-Ney, Ph.D. - Principal
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Community College of Denver is seeking individuals with demonstrated commitment to creating an inclusive learning and work environment. CCD values the ability to work effectively with students, families, faculty, instructors and staff of diverse backgrounds.