



LEADERSHIP PROFILE

INVITING APPLICATIONS & NOMINATIONS FOR THE POSITION
OF CEO/DEAN AT GREAT FALLS COLLEGE



**GREAT FALLS
COLLEGE**

MONTANA STATE
UNIVERSITY

A National Search: Conducted by the Office of the Commissioner of Higher Education for the Montana University System in Partnership with AGB Search.

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THE SEARCH

Great Falls College Montana State University has launched a national search to identify its next Chief Executive Officer (CEO)/Dean. Partnering with AGB Search, the College invites applications and nominations for this critical leadership position.

Established in 1969 as one of five vocational-technical centers in Montana, Great Falls College has evolved into a comprehensive two-year college within the Montana University System. Located in Great Falls, Montana's third-largest city, the College serves the educational and workforce development needs of north-central Montana. **With approximately 1,670 students, more than 20 degree and certificate programs, an average class size of 14, and a 14:1 student-to-faculty ratio, Great Falls College delivers accessible, affordable, high-quality education that transforms lives and strengthens communities.**

Affiliated with Montana State University since 1994 and independently accredited by the Northwest Commission on Colleges and Universities (NWCCU), Great Falls College operates as a stand-alone institution with its own mission, budget, and governance. The CEO/Dean reports directly to the President of Montana State University and serves as the chief administrative officer responsible for all academic, financial, student services, and operational areas of the College.

There is genuine momentum at Great Falls College. With eight consecutive semesters (four straight years) of enrollment growth, expanding workforce partnerships, and a deep commitment to student success, the College is well-positioned for its next chapter of leadership. This is an extraordinary opportunity for a dynamic, community-minded leader to shape the future of two-year education in Montana.



The Opportunity, The Momentum

Great Falls College is at an exciting inflection point. As a two-year college serving a vital regional workforce mission, the institution is uniquely positioned to leverage innovation, expand partnerships, and demonstrate the enduring value of accessible higher education.

In an era of shifting perceptions about higher education, Great Falls College welcomes the opportunity to demonstrate the transformative impact of its associate degrees, certificates, and workforce training programs. The College is committed to adapting and innovating to stand out in an increasingly competitive landscape while expanding its reach across north-central Montana and beyond.

The next CEO/Dean will be a student-first, forward-thinking leader who engages a broad range of internal and external stakeholders to strengthen the academic portfolio, advance workforce development partnerships, and enhance the student experience. This leader will guide the College as it continues to build on its recent enrollment momentum and position itself as an indispensable community asset.

ABOUT THE COLLEGE

Great Falls College Montana State University is a comprehensive two-year college within Montana's public university system. Central administrative control of the College is vested in the Montana Board of Regents, which has full authority to supervise, coordinate, and manage institutions within the Montana University System.

The College started as one of five vocational-technical schools in Montana in 1969. In 1987, the state Legislature placed the schools under the jurisdiction of the Montana University System. Because there was no public four-year institution in Great Falls, the College became a college within the Montana University System under the umbrella of Montana State University. Although Great Falls College is an autonomous, independently accredited campus, it has the resources of MSU-Bozeman available for legal counsel, information technology, major purchasing, and guidance on matters such as grants management.



Academic Programs and Student Success

Great Falls College offers more than **20 degree and certificate programs across 11 primary areas of interest**, providing students with pathways to rewarding careers and seamless transfer to four-year institutions. Academic program areas include:

- **Business and Accounting**
- **Computer Technology** (Computer Programming and Cybersecurity)
- **Education** (Early Childhood Education)
- **Fine Arts and Humanities**
- **General Studies** (Associate of Arts, Associate of Science and Certificate of General Studies)
- **Health Sciences** (Dental Hygiene, Nursing, Respiratory Therapy, Surgical Technology, Physical Therapist Assistant, Health Information, and Veterinary Technician)
- **Science, Math, and Engineering**
- **Social Sciences** (Substance Abuse and Addictions Counseling and 2+2 Bachelor of Social Work pathway)
- **Trades** (Welding Technology and Fabrication)
- **Validated Skills** (CDL, CNA, Structural Welding, Floor Installation, and more)

The College is proud of its commitment to student success and affordability. With an **average class size of 14, a 14:1 student-to-faculty ratio, and tuition among the most affordable in Montana**, Great Falls College ensures that higher education is accessible to all. More than 90 percent of students who complete their General Studies Certificate successfully transfer to four-year institutions within the Montana University System, and students can transfer up to 60 credits seamlessly to partner universities.

Course delivery options include face-to-face instruction, online (synchronous and asynchronous), hybrid formats, and an innovative 8-Week Advantage block schedule that allows students to concentrate on fewer courses at a time while still accumulating credits at a competitive pace. The College also participates in OneMSU, connecting students to career opportunities through the Montana State University distance learning network.

Enrollment Growth and Momentum

Great Falls College has achieved eight straight semesters (four straight years) of enrollment growth, a testament to the institution's responsiveness to community needs and its commitment to providing top-quality education. Spring 2026 enrollment is 1,670 students, with full-time equivalent enrollment increasing 3.6 percent year-over-year. The College's programs in healthcare, trades, business, and computer technology continue to attract students seeking a strong return on investment.

Dual enrollment programs provide motivated high school students the opportunity to earn college credits at reduced cost, building a pipeline of future college-ready students. The College's workforce training programs deliver practical skills and industry-relevant credentials for in-demand careers across the region.

Validated Skills and Short-Term Training Programs

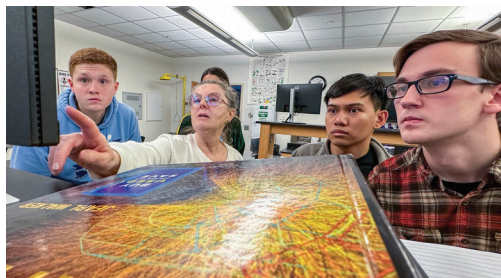
Great Falls College is an innovative partner that actively listens to community needs and responds to them with agility and purpose. The Career and Technical Education Division demonstrated this responsiveness during the pandemic by launching a Certified Nursing Assistant program to support local healthcare facilities facing critical staffing shortages. This program also has expanded into a partnership with Great Falls Public Schools to offer training to high school students. Similarly, when industry leaders identified a growing demand for Commercial Driver's License (CDL) holders, the College developed a flexible and innovative training program designed to meet the needs of both students and employers, helping to address a significant workforce gap. Together, the CNA and CDL programs have collectively graduated hundreds of individuals into the local workforce, creating meaningful career opportunities for participants while strengthening regional industries. More recently, the Career and Technical Education Division has expanded its impact by introducing industry-driven programs in Structural Welding and Basic Flooring Installation. Additionally, through a partnership with the Berkshire Hathaway Energy Foundation, the College is developing a simulation-based Grid Operator Training program that will be the first of its kind to be delivered on a college campus. Great Falls College is also home to the Mountain West hub of Goldman Sachs' 10,000 Small Businesses program, which provides entrepreneurs across Montana, Wyoming and Idaho with a free, 12-week curriculum focused on developing a five-year strategic growth plan.

Accreditation

Great Falls College is accredited by the Northwest Commission on Colleges and Universities (NWCCU). All educational programs are approved by the Montana Board of Regents, and the United States Department of Education. The College is currently in its 2023-2029 accreditation cycle and successfully completed its mid-cycle evaluation in spring 2025.

The Military Family Center and Native and Indigenous Culture Center Build Connection

Great Falls College is the first General Education Mobile (GEM) school in the Montana University System, partnering with the Community College of the Air Force to enable U.S. Air Force and Air National Guard members stationed at Malmstrom Air Force Base to earn associate degrees. The College recently moved its Military Family Center and Native and Indigenous Culture Center more to the heart of the institution, designing both centers after extensive feedback from those who use them. The Native and Indigenous Culture Center Student Ambassador and Veterans Success Coach work with students to create a space that reflects their values and belonging. The NICC Student Ambassador also works with Indigenous leaders on and off campus to provide culturally relevant activities such as planting and harvesting sweetgrass, performing an Eagle Feather Ceremony before graduation and many other events throughout the school year. The Veterans Success Coach looks to create partnerships with the military, particularly Montana Air National Guard and Malmstrom Air Force Base.



POSITION OPPORTUNITIES

1. Provide Strategic and Visionary Leadership

The next CEO/Dean will serve as the chief administrative officer of the college and will provide dynamic and strategic leadership across all academic, financial, student services, and operational areas in alignment with the college's mission and vision. This leader will foster a culture of participatory governance by engaging faculty, staff, students, and community leaders in collaborative decision-making and will guide institutional effectiveness, innovation, and long-term sustainability. The CEO/Dean will identify and respond to emerging trends and opportunities in two-year education through national, regional, and local data and networks, and will prioritize institutional initiatives and resource allocation with campus input, ensuring alignment with the college's mission, fiscal responsibility, and Montana Board of Regents policies.

2. Advance Institutional Planning, Student Success, and the Student Experience

Student success and mission fulfillment are at the heart of the college's work, and the new CEO/Dean will provide leadership for institutional planning, budgeting, facilities development, and infrastructure improvements in an open and collaborative environment. This leader will support the use of data for institutional research, assessment, and continuous improvement, ensuring transparency in reporting and evaluation. The CEO/Dean will ensure effective use of institutional resources and accountability for outcomes related to student success, enrollment, and retention, and will nurture and advance the student experience by promoting academic excellence, supporting high-quality programs, and fostering a learning-centered environment. Whether it is strengthening dual enrollment initiatives, expanding the 8-Week Advantage, or deepening workforce training programs, the CEO/Dean will be empowered to innovate and drive the college forward.

3. Lead Academic and Program Development

The CEO/Dean will promote academic excellence and student success by supporting high-quality programs, faculty development, and a learning-centered environment. This leader will direct the development of academic programs and degrees that align with workforce needs and the college's master academic plan, and will collaborate with other two-year institutions and university partners to expand and share programming and services. The CEO/Dean will support the development and implementation of credit, non-credit, and dual enrollment initiatives to meet diverse learner needs and will provide guidance and oversight of institutional and programmatic accreditation processes to maintain strong standing with NWCCU and other accrediting bodies.

4. Build Community Partnerships and Strengthen External Relations

Great Falls College is a vital community asset, and the CEO/Dean will represent the college at the Montana Board of Regents meetings and on community, regional, and statewide boards, committees, and task forces. This leader will build strategic partnerships with public officials, industry leaders, civic organizations, and other education entities to promote and support college initiatives and to expand higher education opportunities on campus and across the Montana University System. The CEO/Dean will work closely with education leaders across Montana to advocate for responsive, high-quality, and collaborative community college policy and programming, and will engage actively with the Development Board to enhance fundraising, alumni relations, grant development, and legislative advocacy.

5. Foster an Inclusive and Innovative Institutional Culture

The CEO/Dean will lead efforts to build a diverse, fair, and wide-ranging campus environment for students, faculty, and staff, championing a culture of respect, transparency, and innovation across all levels of the institution. This leader will head the campus leadership team, participate actively in campus governance through committee service, and supervise leadership team members while running day-to-day administrative operations. Under the supervision of the Montana State University President, the CEO/Dean will establish and monitor annual goals for enrollment, retention, and completion, track mission fulfillment indicators, and drive strategic plan metrics to ensure institutional effectiveness and a strong sense of community.



QUALIFICATIONS AND DESIRED ATTRIBUTES

Great Falls College seeks a CEO/Dean with deep leadership experience and a genuine commitment to the mission of two-year education. The successful candidate will meet the following minimum requirements:

Required Qualifications

- Master's degree; Doctoral degree preferred from an accredited institution in a relevant field such as education, higher education leadership, business, or public administration.
- Substantial progressive leadership experience in higher education administration, preferably at a senior or executive level.
- Experience working within two-year colleges or systems.
- Strong knowledge of workforce development and community engagement.
- Experience with higher education accreditation standards and processes.
- Proven experience in strategic planning, budgeting, and resource management.
- Demonstrated ability to interact effectively with students, faculty, staff, and the community and to work collaboratively across departments and with external stakeholders.
- Excellent written and verbal communication skills, strong leadership and team management capabilities, and a high level of strategic thinking, creativity, and problem-solving.
- Ability to foster a positive, inclusive campus culture that promotes respect, collaboration, and a strong sense of community.

Preferred Qualifications

- Successful record of fundraising, legislative advocacy, and building public-private partnerships.
- Senior or executive level experience in two-year higher education.
- Demonstrated ability to lead and collaborate in a shared governance environment with faculty, staff, students, and external stakeholders.
- Administrative and business acumen, including budget management, employee retention, creative resource development, and partnership building.
- Experience working with tribal communities and tribal colleges, reflecting the College's service region and enrollment opportunities.

Preferred Leadership Attributes

- A deeply student-centered philosophy, with a clear understanding of the needs of community college students, including first-generation, non-traditional, and underserved populations.
- An approachable, visible, and engaged leadership style, with a genuine desire to connect with students, faculty, staff, and community members in both formal and informal settings.
- A strong commitment to collaborative leadership and shared governance, including active listening, facilitation skills, and trust in institutional expertise.
- The ability to balance stability and continuity with forward-looking leadership, building on existing momentum rather than initiating unnecessary disruption.
- A leadership presence that is compassionate, direct, and transparent, with the emotional intelligence to navigate complex challenges and difficult conversations.
- A sense of humor and authenticity that aligns with a campus culture valuing positivity, collegiality, and joy in shared work.
- The courage to advocate effectively for Great Falls College's distinct identity within the Montana University System.



ABOUT GREAT FALLS AND THE REGION

Great Falls is Montana's third-largest city, with a metropolitan area population of more than 84,000 residents. Situated along the Missouri River in the heart of north-central Montana, Great Falls is a community rich in history, natural beauty, and western hospitality. Known as Montana's base camp for Art and Adventure, the city offers an exceptional quality of life that blends urban amenities with unparalleled access to the great outdoors.



Outdoor Recreation

Great Falls is a paradise for outdoor enthusiasts. The city's crown jewel is the River's Edge Trail, stretching nearly 60 miles of paved and singletrack trails along both sides of the Missouri River, offering spectacular views of mountains and prairies. Whether walking, hiking, jogging, cycling, or mountain biking, this trail system is among the finest in the Northern Rockies. Giant Springs State Park, first recorded by the Lewis and Clark Expedition in 1805, features one of the largest freshwater springs in the country and is home to the Roe River, one of the shortest rivers in the world. The park includes a state fish hatchery, visitor center, and miles of scenic trails.

The city boasts more than 60 parks, three golf courses, three disc golf courses, a water park, and a 15-field soccer complex. For winter sports enthusiasts, Showdown Montana ski area is located approximately 90 minutes south of the city in the Little Belt Mountains, offering affordable family skiing with dramatic mountain terrain. Additional ski areas, including Teton Pass, are within easy reach. Hunting, fishing, kayaking, canoeing, and paddle boarding opportunities abound along the Missouri River and throughout the surrounding prairie and mountain landscapes. The nearby Rocky Mountain Front, Bob Marshall Wilderness, and multiple mountain ranges provide world-class backcountry experiences just a short drive from the city.



Arts, Culture, and Community

Great Falls has earned its reputation as an arts and culture destination. The C.M. Russell Museum, dedicated to the art and legacy of legendary western artist Charles M. Russell, is one of the premier western art museums in the nation. The city is also home to the Lewis and Clark National Historic Trail Interpretive Center, the Paris Gibson Square Museum of Art, and a vibrant downtown arts scene.

The community takes pride in its connection to Malmstrom Air Force Base, which brings a steady stream of residents from across the nation and enriches the city's cultural diversity. Great Falls is also headquarters of the recently federally recognized Little Shell Chippewa Nation and is surrounded by 30 Hutterite communities, adding to the region's cultural richness.

Great Falls offers an affordable cost of living compared to many Montana communities, with a welcoming, family-friendly atmosphere. The city features quality healthcare facilities, excellent K-12 schools, and a strong network of civic organizations. The Great Falls International Airport provides convenient air service, and the city is well-connected to the rest of Montana and the Northern Rockies via Interstate 15 and U.S. Highway 87.



A Place Where Community Matters

Place matters, and Great Falls is unlike any other. With its stunning natural setting along the Missouri River, its rich cultural heritage, and its welcoming community spirit, Great Falls offers the next CEO/Dean of Great Falls College an extraordinary place to live, work, and lead. Whether it is casting a fly on the Missouri, skiing the Little Belts, exploring the trails at sunset, or taking in world-class western art, Great Falls delivers a quality of life that is hard to match.

SUMMARY

The next CEO/Dean will arrive at Great Falls College during a time of positive momentum and genuine opportunity. With eight consecutive semesters of enrollment growth, strong community partnerships, and a dedicated faculty and staff, the College is poised for its next chapter.

While there is much pride in recent progress, there is more work to do. This is not a rebuild. It is an invitation to build on a strong foundation and take the institution to the next level. Two-year education in Montana is at a pivotal moment, and Great Falls College is ready to answer the question of how to meet that moment – how to demonstrate value, earn the community's continued trust, and ensure that every student who walks through the doors has the opportunity to succeed.

The next CEO/Dean will be uniquely positioned to lead in this transformative era. The Montana Board of Regents, the President of Montana State University, and the Great Falls College community deeply understand the vision and the path ahead. Moving the College forward requires innovation, creativity, and an unwavering focus on the student. This is a commitment to strengthening the community through education. The new CEO/Dean will have the opportunity to not just shape the trajectory of the College, but the lives of current and future students across north-central Montana.

Application and Nomination Process

Great Falls College Montana State University is partnering with AGB Search on this national search. The application deadline for best consideration is May 29, 2026. The search will continue until an appointment is made. Candidates are requested to submit the following documents:

- **A letter of interest that addresses the qualifications, leadership attributes, and desired experience described in this profile;**
- **A current curriculum vitae or resume; and**
- **Five professional references with email addresses and telephone numbers (to be contacted at a later date with the candidate's approval).**

All application materials should be submitted electronically in PDF format through the AGB Search portal system. Questions regarding the application process should be directed to AGB Search Contacts below.

AGB Search Contact Information

Nominations and expressions of interest are encouraged. Please contact our search consultants:

Email: greatfallsCEO@agbsearch.com

Great Falls College CEO/Dean Portal Address

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Great Falls College Montana State University is committed to equal opportunity in education and employment. The College does not discriminate on the basis of race, color, religion, national origin, creed, service in the uniformed services, veteran status, gender, age, political ideas, marital or family status, physical or mental disability, genetic information, gender identity, gender expression, or sexual orientation.