The Board of Trustees of Everett Community College (EvCC) invites inquiries, nominations and applications for the position of president. The new president will build on the college’s 81-year rich history steeped in academic excellence, student success, innovation, and community leadership, while advancing an equity-minded organization. Our new leader will be a skilled collaborator who creates a shared vision for the college and our diverse communities.

EvCC is located in Snohomish County, a dynamic part of the Puget Sound region, with its main campus 25 miles north of Seattle and 75 miles south of the Canadian border. The area is home to spectacular natural scenery with a temperate climate. The greater Seattle metropolitan area is a recreational and cultural hub with access to world-class theaters, museums, professional sports, and fine dining.

The region is a major employment center with strong international ties and includes the world’s largest manufacturing plant where Boeing produces both military and commercial aircraft. Everett is home to Naval Station Everett and the largest publicly owned marina on the West Coast. As one of the region’s most important economic drivers, EvCC builds strong partnerships with business, industry, government, schools, and universities. Today’s labor force is predominantly employed in aerospace, technology, health care, and service-based industries.

Founded in 1941, EvCC is one of Washington’s first community colleges. In addition to serving the city of Everett, the college’s 2,000 square mile service area encompasses small towns, suburbs, rural communities and the Tulalip, Stillaguamish, and Sauk-Suiattle Tribal Nations. The College also includes several satellite locations throughout Snohomish County. The University Center of North Puget Sound, coordinated by Washington State University, offers 25 bachelor’s and master’s degrees through eight universities on EvCC’s main campus.

EvCC is a highly respected, thriving, and comprehensive community college with an annual operating budget of $75 million. Our college educates more than 15,000 students per year, and 30 percent of our students are students of color. We have more than 800 employees, of which 134 are full-time faculty and 240 are part-time faculty. About half of our students are enrolled in rigorous academic transfer programs. The college is also recognized for its innovative technical programs which work closely with industry to meet workforce demands in Science, Technology, Engineering and Mathematics (STEM), fields. The college plays a key role in meeting industry demand for skilled workers including manufacturing employees through programs at its Advanced Manufacturing Training and Education Center (AMTEC), which offers programs in welding, engineering technician, composites, mechatronics, and precision machining. The college also offers a robust customized business and continuing education program.
Columbia University’s Community College Research Center and the Aspen Institute recognized EvCC as one of six colleges nationwide for helping students successfully transfer to four-year universities. In 2016, the Aspen Institute recognized EvCC as one of the top 150 community colleges in the nation.

EvCC is known for its strong community connections, industry-focused training programs, strong collaboration with local school districts, and unequivocal commitment to an inclusive and equitable campus. As an Achieving the Dream Leader of Distinction College implementing Guided Pathways, the college, in partnership with the community, developed a shared understanding of equity within our educational ecosystem. This shared vision guides our work as we eliminate gaps in aspiration, access, achievement, economic progress, and engagement for underserved and underrepresented populations.

The EvCC Board of Trustees seeks a visionary and inspirational leader who will respect the unique culture and history of the college while working with faculty, staff, students, and the community to transform our future. Our student-centered leader will work with the college community to create opportunities for all students to reach their fullest potential while promoting all aspects of equity and inclusion to address the following opportunities and challenges:

**Opportunities and Challenges**

1. Position EvCC as a leader in diversity, equity, inclusion, and student success. Foster cross-campus engagement and involvement in institutional transformation and reform through Guided Pathways, Strategic Enrollment Management, and the utilization of best practices to eliminate gaps in aspiration, access, achievement, economic progress, and engagement for underserved and underrepresented populations.

2. Serve as an effective spokesperson and passionate advocate for EvCC, facilitating engagement with our diverse communities and developing strategic partnerships to maximize the college’s local, regional, and global impact.

3. Collaborate with local leaders to address our expanding economic, workforce, and demographic changes, population growth, and community challenges.

4. Collaborate with the 12 public school districts and several private schools in EvCC’s service region to increase opportunities for all students.

5. Continue to build and expand innovative academic and professional-technical programs and services that respond to the needs of the region’s diverse economy and changing community demographics.
6. Foster a sense of unity within the college, actively seeking input from all constituents and continuing to strengthen cross-college communication and collaboration. Create a foundation of trust and transparency by inspiring and engaging employees, students, and stakeholders to work together to address the college’s opportunities and challenges.

7. Provide inspiration and vision-focused leadership to align goals, priorities, and successes to develop the college’s new innovative and transformative strategic plan.

8. Address current and expected growth and expansion needs of the college, including enrollment, educational programs, facilities, and resources.

9. Develop alternative revenue sources and broaden the base of EvCC’s financial support.

Ideal Characteristics

1. A bold and strategic visionary leader who can define a path, stay the course, and commit to working collaboratively with an appointed board, faculty, staff, students, and the community to advance the community college mission and transform the institution.

2. An individual of impeccable integrity, who is guided by ethics and honesty, practices transparency and inclusiveness, and promotes ethical decision-making practices.

3. An inclusive leader who is visible and accessible on campus and throughout the community and practices genuine relationship-building and collaboration with faculty, staff, administration, and community representatives.

4. A student-focused leader committed to advancing equity and social justice by supporting a diverse and inclusive learning environment that eliminates gaps in aspiration, access, achievement, economic progress, and engagement of under-represented populations.

5. A passionate leader dedicated to the comprehensive community college mission, including rigorous academic and responsive workforce programs leading to student success.

6. An equity-minded leader committed to attracting, hiring, retaining, and developing a diverse college workforce.
7. A change agent focused on bridging educational and institutional gaps between the college, K-12, and universities.

8. A community-minded leader who understands the roles, dynamics, and contributions of all sectors of the community and works collaboratively on an agenda rooted in the community’s own perceptions of its needs and aspirations.

9. A transformational and results-driven leader who can motivate, inspire, unify, and foster a culture of value and empowerment among all college constituencies through a dedication to setting measurable goals to assess progress, using data to make informed decisions, and prioritizing and leveraging college-wide resources, including technologies, for broad impact.

10. An articulate communicator and effective advocate with political acumen who can influence and leverage resources, increase the college’s visibility and support and serve as a fundraiser by working effectively with foundations and other philanthropic organizations.

QUALIFICATIONS

- A doctorate degree from a regionally accredited university is highly preferred
- Classroom teaching and/or Student Services experience is highly preferred
- Five to seven years of progressive senior-level administrative experience is required, preferably at the community college level

HOW TO APPLY

This is a confidential search process. To ensure full consideration, application materials should be received no later than February 15, 2023. The position will remain open until filled.

To apply, go to http://www.acctsearches.org and upload your documents.

Candidates will need to have the following information or materials available to complete the application:

1. A letter of application (not to exceed 5 pages) that succinctly addresses the opportunities and challenges identified in the Position Profile and demonstrates how the candidate’s experience and professional qualifications prepare them to serve as president of Everett Community College.

2. A current resume including an email address and cellular telephone number
3. A list of eight references: example – two supervisors; two direct reports; two faculty or staff members from current or former institutions; and two individuals from external organizations.

For additional information, nominations, or confidential inquiries, please contact:

● Charlene Dukes, EdD, ACCT Search Consultant; charlene.mickens.dukes@gmail.com, 301-467-8992 (mobile)

● Julie Golder, J.D., Vice President of Search Services, ACCT, jgolder@acct.org, 202-775-4466 (office)