

POSITION PROFILE:

PRESIDENT



**JOHNSON COUNTY[®]
COMMUNITY COLLEGE**

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Johnson County Community College (JCCC) invites nominations, expressions of interest, and applications for President.

Johnson County Community College is a dynamic, well-resourced, comprehensive community college that benefits from stakeholder pride and community-wide support. Its main 245-acre campus is in Overland Park, Kansas.

For more than 50 years, JCCC has brought the best education, training, cultural opportunities and experiences to the area. The Board of Trustees seeks an experienced leader to build on a strong foundation and to provide bold, collaborative, and innovative leadership to advance JCCC's pursuit of an even brighter future. The new President will assume office in July 2025.



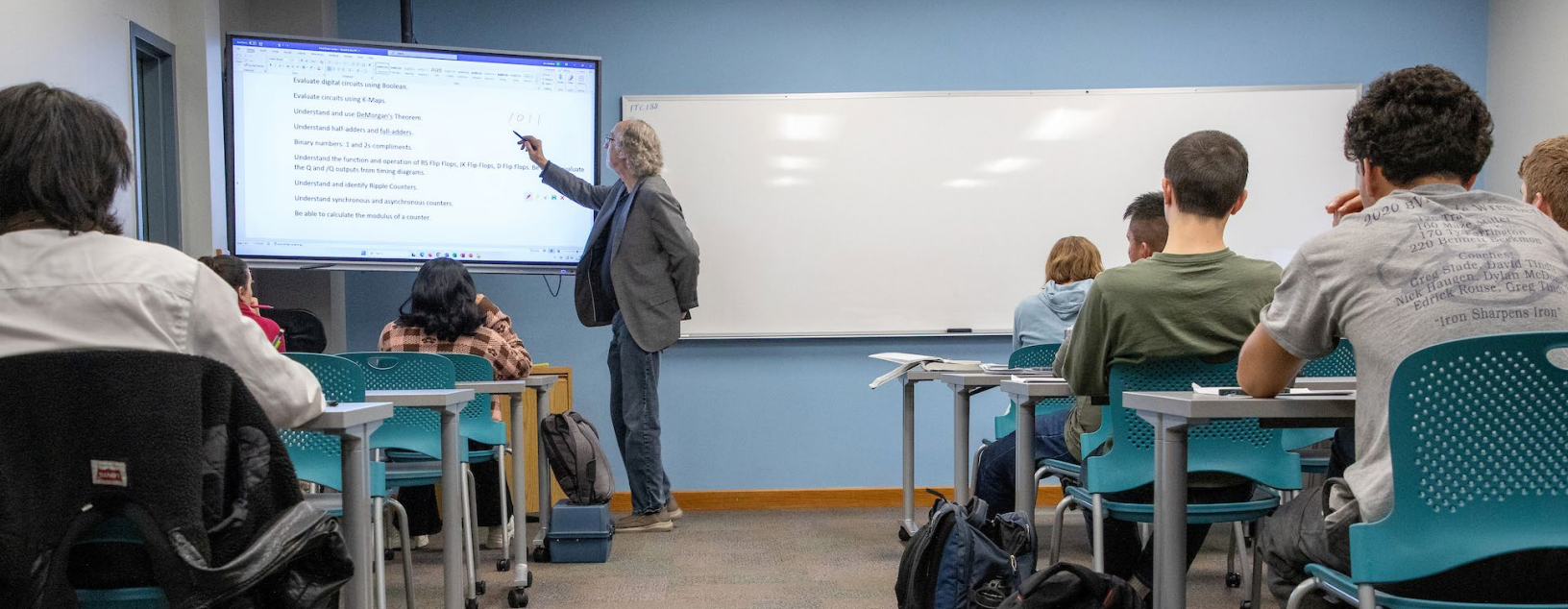
ABOUT JOHNSON COUNTY COMMUNITY COLLEGE

Since its founding in 1969, JCCC has offered quality education and training to meet the workforce, economic and lifelong learning needs of its community. JCCC enjoys a strong legacy and is enthusiastic about the unlimited possibilities for the future as an institution of higher learning.

JCCC is an integral part of the Johnson County community, evidenced by its 93% favorable impression rating from Johnson County's voters and business leaders. JCCC understands that learning strengthens

communities, so in addition to its commitment to provide best-in-class educational opportunities, it also provides events, youth activities, arts and cultural programs that serve everyone who calls Johnson County, Kansas, home.

JCCC offers programs that lead to in-demand careers, transfer education, workforce skills, and lifelong learning opportunities. JCCC is accredited by the [Higher Learning Commission](#).



MISSION, VISION, AND VALUES

MISSION

JCCC's mission is to inspire learning to transform lives and strengthen communities.

VISION

To become an innovative leader in equitable student access, learning and success.

CORE VALUES:

- **Student-Centered** — We promote an environment that shows the deepest care and support for the learning and growth of our students.
- **Teaching and Learning** — We believe life-long learning is central to enriching the lives of our students, faculty, staff, and community for success in a global society.
- **Community Engagement** — We value our role as the community's college and commit ourselves to partnerships that respond to the changing needs of those we serve.
- **Innovation** — We foster an environment of excellence by intentionally seeking new and creative ways to meet the needs of our students, colleagues, and community.
- **Belonging** — We value diversity, equity, and inclusion, creating a collaborative and respectful environment where all are connected to our mission.
- **Integrity** — We hold ourselves accountable for our decisions and actions.

GOVERNANCE AND ADMINISTRATION

A seven-member [Board of Trustees](#) governs Johnson County Community College. The trustees are elected at-large to staggered four-year terms. The board sets the budget and local tax levy and governs the college by adopting recommended College policies.

Reporting to the Board, JCCC's President oversees implementation of Board policies and is responsible for the overall administration and governance of the College. The President is supported by a 13-member [cabinet](#) of leaders from across campus.

The College's 2024-2025 budget is \$190 million. Primary sources of revenue include local property taxes (68%), tuition and fees (15%), state aid (14%) and investment/other income (3%).

The Johnson County Community College [Foundation](#) was established in 1971 and supports the overall mission of JCCC, its strategic goals and its initiatives by providing access to the College for all students; advancing excellence through the development of community leadership, business partnerships and financial support; and promoting cultural activities to enrich the College and the community.



ACADEMICS

JCCC offers a diverse range of academic, career and technical, and workforce and continuing education programs designed to meet the needs of students seeking associate degrees in general education courses to transfer to a four-year institution, certificates to gain skills for the trade of their choice, or to become proficient with basic education or English-speaking skills.

Approximately 900 full-time and 1,300 part-time faculty and staff contribute to the success of the 25,000 credit students and about 15,000 continuing education and workforce development students annual.

With more than 100 different degree and certificate options in 45 credit programs of study, there are credit-earning options for every interest — which include liberal arts like English and Humanities, emerging technologies like Game Development and Information Technology, and specialty areas like Hotel and Lodging Management, a chef apprenticeship, Dental Hygiene and Emergency Medical Science. With a student success rate of 53%, JCCC has a strong partnership with K-12 schools in the area as well as transfer and degree-completion agreements with many regional four-year colleges and universities. JCCC's Workforce Development and Continuing Education division offers 3,000 certifications, recertification and re-licensure workshops, seminars, computer classes, and contract training opportunities.



STUDENT SUPPORT AND STUDENT LIFE

JCCC is renowned for its exceptional student services and vibrant campus culture that creates a nurturing environment where students thrive. With a state-of-the-art academic achievement center, dedicated team of counselors, and support for affinity groups such as veterans and international students, JCCC offers personalized support to help all students navigate their academic journeys.

The newly built student life spaces are alive with energy and activity. Student organizations, clubs, and events foster a sense of community and belonging. The combination of robust support systems and a dynamic, welcoming atmosphere creates an ideal setting for students to achieve their goals and make lifelong connections.

There are more than 123 [clubs and organizations](#) on campus that offer leadership, academic, recreational and creative opportunities for the campus community.

The campus also houses the [Hiersteiner Child Development Center](#), a licensed childcare program that serves young children of students, faculty, staff and the community.

SUSTAINABILITY

The College embraces its responsibility to future generations through sustainability in academics, operations, and practices. JCCC embraces a culture that values ecological health, economic prosperity, social equity, and cultural awareness. Such an approach inspires hope for students, bolsters resilience and business continuity for the College, supports the larger Johnson County community in an evolving ecological environment, and promotes the College's mission.

Upholding JCCC's pledge to the American College & University Presidents' Climate Commitment in 2008, the institution is a leader in college-wide [sustainability initiatives](#). Some examples include daily recycling and [composting efforts](#), reusing campus equipment, and a construction waste division that has kept [64% of materials out of landfills](#) and raised more than \$450,000 for student scholarships.

STUDENT SUPPORT AND STUDENT LIFE (CONT.)

THE CAMPUS AND FACILITIES

Located in Overland Park, Kansas, JCCC's 245-acre [campus](#) includes pathways that meander among gardens, trees, and are ornamented with sculpture and outdoor art. The campus infrastructure is expansive and impressive, with multiple classroom buildings and ample spaces that encourage student engagement, support club activities and facilitate comradery and recreation. Although there are too many to list, some highlights are:

The [Commons](#) houses the Food Court, the Cav Central study space, offices for Student Media, the Veteran and Military Student Resource Center, and International and Immigrant Student Services.

The [Hugh L. Libby Career and Technical Education Center](#) is home to state-of-the-art facilities and classrooms to support students interested in Automation Engineer Technology, Automotive Technology, Electrical Technology, Heating, Ventilation and Air Conditioning Technology, and Plumbing.

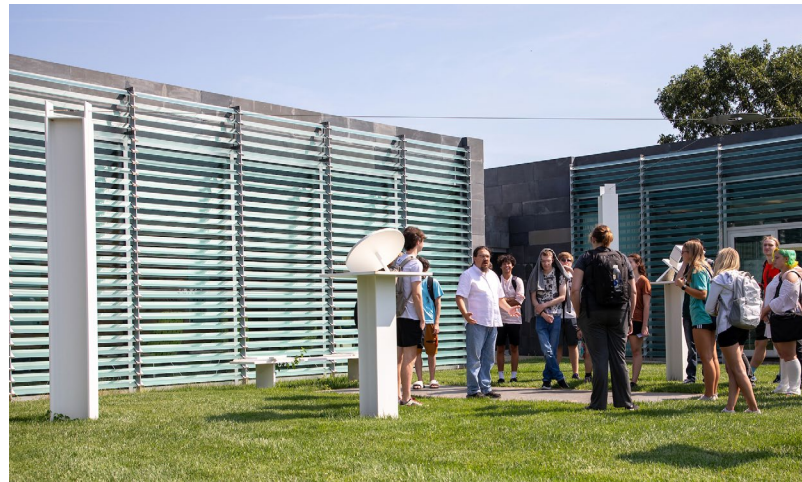
The [Nerman Museum of Contemporary Art](#) is a world-class, 40,000 square foot museum devoted to regional, national, and international contemporary art. It presents many of the region's most important exhibitions of leading-edge contemporary art, as well as dynamic and diverse educational programming.

A three-acre Campus Farm provides hands-on educational experiences and delivers locally grown, chemical-free produce to JCCC's Dining Services and Culinary programs. In addition, the [Hiersteiner Child Development Center](#) includes a Children's Garden to provide fun hands-on learning to children in their care.

The [Midwest Trust Center](#) offers Johnson County's only professional performing arts venues, including Yardley Hall, Polsky Theatre, Recital Hall, and Bodker Black Box Theatre.

The [Fine Arts & Design Studio](#) facility fosters creativity and collaboration among students as they engage in Graphic Design, Photography, Film and Media Studies, Ceramics, Digital Imaging, Drawing, Painting, Metal and Silversmithing, and Sculpture.

The [Regnier Center](#) offers public event spaces, state-of-the-art classrooms, and includes the College's Workforce Development and Continuing Education offices. Other spaces include the Capitol Federal Conference Center, the Small Business Development Center, and the College's Information Services branch offices and technical support center.



[Galileo's Pavilion](#) is a unique LEED platinum certified, environmentally friendly 3,000 square foot classroom building clad in reclaimed gray slate chalkboards. The building incorporates energy-saving features like photovoltaic solar panels on the roof; a small, 2-kilowatt wind turbine; LED lighting; sedum rooftop plants and a rain-collecting cistern that are used to water living walls of plants inside the pavilion.

STUDENT SUPPORT AND STUDENT LIFE (CONT.)

In addition to its main campus, JCCC offers classes at three other locations: the [West Park Center](#), which houses the college's Adult Basic Education, GED preparation and English as a Second Language courses; the new state-of-the-art Commercial Driver's License (CDL) Training Facility located in Edgerton, KS which houses classrooms and skills labs for the CDL programs; and the [Olathe Health Education Center](#) (OHEC) which comprises classroom and skills labs for practical nursing, health occupations, respiratory care and neurodiagnostic technology programs. OHEC also provides space for Johnson County Adult Education, general education classes, computer labs, a multipurpose conference room, common spaces and a reception area.

ATHLETICS

JCCC includes a nationally recognized [athletics program](#). Students play seven varsity sports: baseball, men's and women's basketball, men's and women's soccer, softball, and volleyball. [Cavalier](#) athletic teams regularly rank among the top, competing on both the NJCAA Division I and II levels. Exceptional athletic [facilities](#) available to Cavalier athletes include a baseball stadium, soccer field, softball field, gymnasium and multiple training centers.

Over the decades, JCCC teams have collected 196 conference titles, eight sub-regional titles, 152 region titles, 12 national championships and have finished among the top-five nationally on 102 occasions. Individually, JCCC has produced more than 1,000 NJCAA All-American athletes and 74 national champions. Cavalier athletes excel in the classroom as well — 50 to 60 percent maintain a grade point average of 3.0 or better.

POINTS OF DISTINCTION

- Largest community college in Kansas
 - 16:1 student-teacher ratio
 - 9.5% enrollment increase in Fall 2024
- \$3.3 million awarded in internal and external student scholarships during 23-24 academic year
- The most affordable community college in Kansas (*GOBankingRates.com, 2024*)
- Top 10 safest college campuses (*ADT, 2019*)
- Top 10 colleges for sustainability (*Association for the Advancement of Sustainability in Higher Education, 2019*)
 - 97% of electricity generated on campus comes from renewable energy sources
 - 5 Leadership in Energy and Environmental Design (LEED) certified buildings on the main campus
- Second-highest community college recipient of U.S. Department of State Gilman Scholarships (*2024*)
 - Recognized for record-high numbers of Gilman Scholarship recipients over the past 20 years (*U.S. Department of State Bureau of Educational and Cultural Affairs, 2021*)
- First Chef Apprenticeship program in the nation to earn accreditation from the American Culinary Federation Educational Institute
- Home to the National Academy of Railroad Sciences, a partnership with BNSF Railway
- The top-ranked Registered Nursing ADN program in Kansas (*NursingProcess.org, 2024*)
- Home to the National Higher Education Benchmarking Institute, which supports institutional decision-making, strategic planning, and performance assessment through meaningful benchmark data
- Public Art Review magazine named JCCC as one of the top 10 university/college campuses for public art in America, citing the sculptures, paintings, ceramics, photography and works on paper installed throughout the campus.





THE OVERLAND PARK COMMUNITY

With a population over 200,000, Overland Park is the second largest city in Kansas, and in the Kansas City metropolitan area. Overland Park offers big-city amenities rich with Midwest small-town charm. With some of the most desirable neighborhoods in the region, the city is consistently recognized among the best in the nation for quality of life, safety, family-friendly environment, and public schools.

Higher education plays a pivotal role in the community. In addition to nationally recognized JCCC, the University of Kansas Edwards Campus, Cleveland University, Kansas State University Olathe and other colleges and universities also contribute to the region's highly trained workforce. Sixty-three percent of the city's population holds at least a bachelor's degree.

Overland Park offers exceptional professional opportunities, community engagement, and a high quality of life, making it a great place to advance your career and enjoy life. The region enjoys a dynamic economy, top-tier education and array of recreational and cultural experiences. It is home to many entrepreneurs and more than 10,000 employers. Black & Veatch, Wellsky, Netsmart, Hill's Pet Nutrition, Compass Minerals all have headquarters in Overland Park, and it also hosts the second headquarters of

T-Mobile. It is an excellent location with many thriving career opportunities, and its location enables a wide range of business partnerships and educational opportunities with JCCC.

These rankings, validated by an impressive 96% satisfaction rating among residents, underscores why Overland Park is a magnet for professionals and their families. With a median home value of \$361,800, a wide range of housing is available, with neighborhoods that offer unique characteristics.

The region provides a vibrant culinary scene and arts culture from public art, dynamic galleries, immersive art experiences, live music, the Nelson-Atkins Museum of Art and JCCC's Nerman Museum of Contemporary Art. There are abundant entertainment and recreational options that include sports for the youngest of athletes as well as top-notch experience for fans of professional teams like the Kansas City Chiefs, Kansas City Royals, Sporting KC, Kansas City Current, and the Kansas City Monarchs.

Whether drawn by its thriving business environment or the welcoming community spirit, Overland Park provides the perfect backdrop for the next JCCC President to contribute to shaping the future and to further the growth of a thriving community.

LEADERSHIP AGENDA

Johnson County Community College (JCCC) enters this presidential search with positive institutional momentum that includes stable enrollment, innovative academic offerings, leading-edge campus facilities, strong community support, and a legacy of student-centered innovation. Attending JCCC is life-changing for students from many backgrounds. Faculty and staff are dedicated to the success of students and the community at large and seek a leader who will champion and advocate for the campus and the resources it needs; who will be visible and effective in the community; who can adeptly navigate the local/regional/state political landscape; and who will work effectively to ensure that the College delivers credit and non-credit programs along with services that will continue to elevate its reputation and impact.

The successful candidate will be a forward-thinking, innovative, energetic leader with the ability to create and achieve a shared vision; the political acumen to successfully navigate complex environments; and the integrity, grit and stability required to guide this quality college to higher levels of achievement.

The next President will have the opportunity to build from a position of financial stability, strengthen the sense of community, and re-envision a shared future direction for JCCC. Key priorities for the next President of JCCC include:

1. Collaboratively develop and pursue a compelling vision of a thriving JCCC. The presidential transition provides an opportunity for a fresh and inclusive approach to strategy, vision, and innovation. By effectively engaging with a variety of stakeholders, the next President will develop a clear, bold, and inspiring shared vision for the future—one that uses JCCC’s mission as a foundation for exploring new possibilities. The successful candidate will cultivate an environment that generates creative, forward-looking ideas to actualize the vision. Further, this leader will work with the JCCC community to align efforts (systems, practices, relationships, resources, etc.) in pursuit of a strategic plan to achieve that vision. Such a process is inherently challenging; therefore, the next President must be willing and able to make difficult decisions in pursuit of that vision and to empower others to do the same. In addition, the successful candidate will build a culture of collaboration, excellence, execution, and accountability, to ensure that plans and ideas result in purposeful and timely actions.

- 2. Build a culture of trust and collaboration.** Like many institutions in the post-COVID era, bonds of trust and collaboration have been stressed. The incoming President will engage effectively with a variety of stakeholder groups to restore and renew a sense of shared purpose rooted in JCCC’s mission and values. The ideal candidate will actively build a culture of community and belonging by focusing on embracing shared governance practices and addressing any potential disconnect between administration, staff, and faculty to foster a more productive culture, while leading through listening, consultation, decisiveness, effective communication, and transparency.
- 3. Strengthen community engagement.** The new President will be a strong advocate for JCCC both on the campus and beyond, serving as a passionate and enthusiastic ambassador who cultivates confidence in the regional and statewide community. Recognizing the rapidly evolving landscape of education and the growing demand for innovative skill sets in the workforce, the new President must be poised to collaborate with JCCC employees, JCCC Foundation supporters, K-12 leaders, industry leaders and community partners to further advance JCCC’s cutting-edge programs, strategic partnerships, and experiential learning opportunities, all to position JCCC as a hub of entrepreneurship and innovation.





QUALIFICATIONS AND EXPERIENCE

The President is the chief executive officer of the college, and reports to the Board of Trustees. The President oversees implementation of Board policies and is responsible for the overall administration and governance of the College.

REQUIRED QUALIFICATIONS AND EXPERIENCE

The successful candidate for President of Johnson County Community College shall demonstrate the following required qualifications:

- An earned doctorate or terminal degree from an accredited institution.
- A distinguished record of at least ten years of progressive higher education administrative experience, at dean-level or above, including:
- A minimum of five-years executive experience within a community college environment, as vice president, vice chancellor, or president.

PREFERRED QUALIFICATIONS AND EXPERIENCE

In addition to those requirements, the successful candidate will bring a combination of many of the following desired attributes:

- Bold, collaborative, and visionary leadership, including the ability to think strategically, engage stakeholder groups meaningfully, take calculated risks, foster innovation, ensure implementation, and build a culture of accountability and collaboration within the senior team and at every level of the College.
- Experience in shared governance, particularly as an administrator who built structures and dialogue across the campus and with the Board

(respectively) that allows the institution to successfully pursue its future.

- A unifying, relational leadership style marked by transparency, frequent and effective communication, visible presence, genuine engagement, and effective conflict management.
- Demonstrated, successful, track record of working with an elected governing board, demonstrating the political acumen required to work with a variety of internal and external stakeholders.
- Demonstrated skills and abilities to successfully work within collegiate environments that may include union and non-union employees and include negotiation of collective bargaining agreements.
- A deep commitment to the student-centered experience with demonstrated skills in fostering strong teaching and learning environments, with teaching or direct student engagement experience desired.
- Exceptional skills in networking and community engagement, along with the ability to collaborate effectively with a variety of stakeholder groups to promote JCCC in ways that are advantageous to all involved.
- Successful fundraising experience, including the ability to use resources strategically to build lasting relationships with donors and stakeholders (alumni, local community leaders, and others) that support successful advancement efforts.
- Experience building a welcoming community consistent with JCCC's [mission, vision and values](#) — to be an innovative leader in equitable student access, learning and success, and to ensure that every member of the community feels welcomed, valued and respected.



NOMINATION AND APPLICATION PROCESS

The search for Johnson County Community College's next President is being assisted by Academic Search. Confidential discussions about this opportunity may be arranged by contacting Senior Consultant Dr. Gwendolyn G. Joseph @ 281-899-9299 or gwen.joseph@academicsearch.org; or Consultant Disa Mason <[Disa Mason Bookings Link](#)> / disa.mason@academicsearch.org.

Confidential inquiries, nominations and applications are invited and can be submitted in confidence to JCCCPres@academicsearch.org. When submitting a nomination, please include the nominee's full name, title, position and email address.

Those who are considering applying are encouraged to request a confidential conversation with either Gwen or Disa before submitting materials. An application should include (three separate PDF attachments):

- A detailed cover letter, no more than five pages, addressed to the search committee, that expresses your interest in this position and explains the ways you meet the qualifications and expectations in this profile; and
- A current full resume or curriculum vitae

that includes relevant responsibilities and accomplishments; and

- A list of five professional references, with full contact information and a brief description of your working relationship with each. References will not be contacted without the explicit permission of the candidate.

A full background check (including identity, degree verification, criminal records check, credit check, and sexual misconduct check) must be completed satisfactorily before any candidate can be offered this position.

The Search Committee will begin reviewing application materials in mid-December 2024 and applications received by January 8, 2025, are assured full consideration. The next President is expected to begin in July 2025.

Johnson County Community College welcomes the application of any qualified candidate and does not discriminate on the basis of race, color, gender, national origin, disability, age, religion, marital status, veteran status, sexual orientation, gender identity, genetics or any other legally protected class.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Johnson County Community College in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

