



**EDMONDS**  
COMMUNITY COLLEGE

**Presidential  
Search Profile**



Continuing a 50-year tradition of excellence, the Edmonds Community College Board of Trustees has begun the search for the college's next president and invites nominations and applications from persons who will provide exceptional and distinguished leadership. The next president of Edmonds CC will be an inclusive, innovative, action-oriented, and team building servant-leader who promotes equity and student success. The college is positioned to continue to advance its standing as a leading Washington state community college, and it is anticipated that the next president of Edmonds CC will begin duties no later than July 1, 2018.

## About Edmonds Community College

Founded in 1967, Edmonds CC is a comprehensive, public two-year institution of higher education that provides Transfer, Professional-Technical, Pre-College (including Adult Basic Education, High School Completion, and English as a Second Language), and Continuing Education programs to approximately 20,000 students each year.

Located on a 50-acre campus just 17 miles north of Seattle in the great Pacific Northwest, Edmonds CC is nestled between the bustling suburb of Lynnwood, Wash. and the eclectic beachfront community of Edmonds, Wash. on the shore of Puget Sound. The region and Snohomish County, where the college is located, is undergoing dynamic growth, and there is an increasing demand for a skilled workforce in the fields of aerospace, healthcare, and many others. Edmonds CC plays a key role in educating and training students for the county's high-demand, high wage jobs and in contributing to the county's economic development.

The college is one of 34 community and technical colleges in Washington state and is accredited by the Northwest Commission on Colleges and Universities. Based on fall 2016 enrollment, Edmonds CC is the fourth largest of these institutions. It has also served as a satellite campus for Central Washington University since 1975.

## Mission

Teaching | Learning | Community

## Core Themes

Guided by innovation, equity, inclusion, and a global perspective, we are committed to ...

- Academic Excellence
- Student Success
- Community Engagement

## Commitment to Equity and Inclusion

Edmonds CC is committed to diversity, equity, inclusion, and social justice. The college values its talented, diverse workforce, and student body and is intentional about social justice – the active engagement toward equity and inclusion that addresses issues of institutional, structural, and environmental inequity, power, and privilege.



## Employees

Student success is the goal of more than 1,500 Edmonds CC employees, from faculty members and advisors to support staff. Edmonds CC students learn from a distinguished and passionate faculty of 137 full-time and 362 part-time instructors, scholars, artists, and researchers who bring their professional experience into the classroom.

## Foundation

Established in 1982, the Edmonds CC Foundation works to strengthen Snohomish County by making higher education widely accessible, especially to those with the greatest barriers to overcome. It generates financial support from individuals, corporations, foundations, and other organizations, annually distributing \$350,000-\$450,000 in student scholarships, emergency funds, and grants for innovative projects and programs.

## Alumni

Edmonds CC's alumni include industry leaders, local entrepreneurs, and all-star athletes. Since 1991, the Edmonds CC Foundation has recognized 58 noteworthy alumni who have demonstrated a commitment to academic success, professional achievement, or community service with its Distinguished Alumni Award. The Alumni Association was newly established in 2016.

## Leadership

Edmonds CC is strengthened by its commitment to shared governance, with a strong Faculty Senate and a senior leadership team representing college relations and advancement, equity and inclusion, finance and operations, human resources, instruction, international education, student services, and workforce development and training. The college's Board of Trustees is composed of six members, including a student trustee, who are appointed by the governor.

## Board of Trustees

**Diana Clay** (Chair): Communications and Education Committee, Association of Community College Trustees (ACCT)

**Dr. Tia Benson Tolle** (Vice Chair)

**Naol Debele** (Student trustee)

**Quentin Powers**

**Emily Yim**: Chair of the Board of Directors, ACCT; Public Policy Committee, ACCT; API and Native American Caucus, ACCT; Education Committee, Washington State Association of College Trustees (ACT)

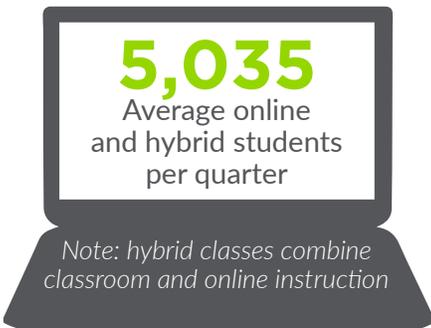
**Carl Zapora**: Finance and Audit Committee, ACCT; Board of Directors, ACT

# Campus Community

## Students

Edmonds CC students come to campus from diverse backgrounds and experiences. The college serves about 10,750 students per quarter, and as many as 20,000 in a year. Most students, 83 percent, live within eight miles of campus; however, the college welcomes more than 1,300 international students from about 62 countries each year.

**10,750** Average students per quarter  
(as many as 20,000 students taking classes in a year)



**5,035**  
Average online and hybrid students per quarter

*Note: hybrid classes combine classroom and online instruction*



**29**

Average student age



**1,300**

International students from 62 countries

**40%** Full-time students

**39%** Students of color

**53%** Female students

**87%** Day students



### Residence Hall

Rainier Place, which opened in 2009, can house 181 students.

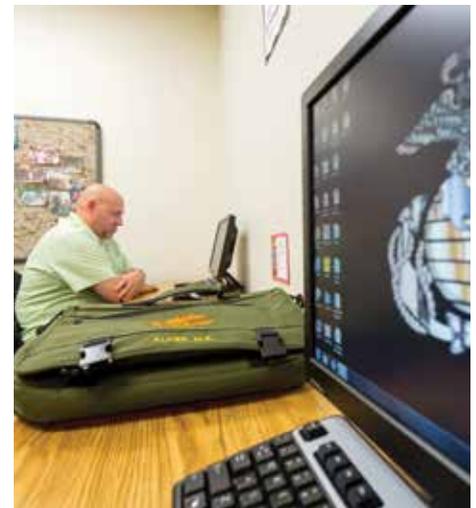
[edcc.edu/housing](http://edcc.edu/housing)



### Athletics

As the home of the Tritons, Edmonds CC has impressive championship and hall of fame records.

[edcc.edu/athletics](http://edcc.edu/athletics)



### Veterans Resource Center (VRC)

The VRC currently serves the needs of more than 225 student veterans and their families.

[edcc.edu/veterans](http://edcc.edu/veterans)



## Enriched Academic Experiences

Edmonds CC's academic programs are enhanced with opportunities in service-learning, undergraduate research, and global engagement programs.

### Service-Learning

The college's Center for Service-Learning offers more than 20 opportunities and projects each quarter for students to engage in a combination of instruction and community service designed to enrich the learning experience, teach civic responsibility, and strengthen communities. The LEAF School, or the Learn and Serve Environmental Anthropology Field School, is a cornerstone of the college's service learning program and partners with tribes, government agencies, nonprofits, and businesses to engage students in activities like an annual Tribal Canoe Journey, fish and wildlife monitoring for local cities, and many others.

### Undergraduate Research

Students collaborate with faculty mentors to develop research opportunities and projects in their field of study. In the past, students have delved into topics like how social media is used to create political change and a NASA grant-funded project to test the latest equipment in plasma jet technology. Our student scholars have presented their findings at Community College Undergraduate Research Initiative (CCURI) national conferences and been recognized for their achievements. Edmonds CC's undergraduate research partners include Central Washington University, University of Washington, and NASA.

### Global Engagement

Edmonds CC offers students, employees, and the community numerous opportunities to engage in the global community with events, programs, and activities on campus. The college's Global Engagement Initiative also provides support to faculty and staff for efforts that increase students' awareness of and involvement with the world.

The college has more than 25 years of experience sending students abroad to diverse locations around the world, allowing students to experience another culture firsthand, expand their worldview, learn another language, and more. During quarter programs, students have traveled to Barcelona, Tokyo, Berlin, Australia, and New Zealand. The exchange program currently allows students to study for a semester at the University of Nagasaki in Japan.



## Academic Excellence

Whether students want to earn a technical degree to enter the workforce or transfer to a four-year university, Edmonds CC's programs of study set a solid foundation for building a successful future. The college offers 63 associate degrees and 64 professional certificates, with its highest enrollment in Associate of Arts/Associate in Science, Allied Health (pre-nursing degree), Paralegal, Business/Accounting, Construction Management, and Computer Information Systems.

## Transfer Degree Programs

[edcc.edu/transferdegrees](http://edcc.edu/transferdegrees)

Associate in Applied Science-T | Associate in Arts | Associate in Biology | Associate in Business | Associate in Music Associate in Pre-Nursing | Associate in Science

Our transfer students can choose classes from many fields, including:

- Accounting
- American Sign Language
- Anthropology
- Art
- Astronomy
- Biology
- Business Management
- Chemistry
- Communication Studies
- Computer Science
- Dance
- Diversity Studies
- Economics
- Engineering
- Engineering Technology
- English
- Environmental Science
- Family Support Studies
- Geography
- Geology
- Health
- History
- Humanities
- International Studies
- Journalism
- Mathematics
- Modern Languages and Cultures
- Music
- Nursing
- Nutrition
- Philosophy
- Photography
- Physical Education
- Physics
- Political Science
- Psychology
- Social Science
- Sociology
- Women's Studies

# Dual Credit Programs

[edcc.edu/highschool](http://edcc.edu/highschool)

## College in the High School

The College in the High School (CHS) program is a cooperative partnership between local school districts and Edmonds CC that provides academically prepared students in grades 10-12 the opportunity to earn high school and Edmonds CC credits while remaining at their high school. Approved high school teachers are designated as Edmonds CC Associate Faculty.

## Running Start

Running Start is a statewide program that allows high school juniors and seniors to take college-level courses without paying tuition. Students receive both high school and college credit for classes completed at the college level.

## Tech Prep

The Tech Prep program provides high school students with opportunities to earn college credit in their high school career and technical education classes without leaving their high school campus.

## Why are students here?



**35%**  
Workforce  
Training

**14%**  
Basic Skills as  
Immediate Goal

**7%**  
Other

## Career Training Options

[edcc.edu/programs](http://edcc.edu/programs)

Edmonds CC offers professional or technical skills training in one or more of these fields of study. Career training programs range from one-day training sessions to two-year professional technical associate's degrees.

### Business

- Accounting
- Business Information Technology
- Business Management
- Construction Management
- Horticulture
  - Sustainable Agriculture
- International Business
- Occupational Safety and Health
- Paralegal

### Education

- Early Childhood Education
- Family Life Education
- International Studies

### Health Care

- Allied Health Education
- Nursing

### Hospitality

- Culinary Arts
- Event Planning
- Hospitality and Tourism

### Social Services

- Emergency Management and Business Continuity
- Family Support Studies
- Social and Human Services

### Technology

- Computer Information Systems
- Computer Science
- Engineering
- Engineering Technology
- Visual Communications

## Proud to offer the new Bachelor of Applied Science

The new BAS degree in Child, Youth, and Family Studies provides advanced knowledge and skills for professional positions in educational settings for young children and social services programs for youth and families. The degree integrates Early Childhood Education and Social and Human Services in an interdisciplinary program that enhances career opportunities and benefits the well-being of children, youth, and families.

[edcc.edu/cyfs](http://edcc.edu/cyfs)

# Community Engagement

## Partnerships

Edmonds CC has strong civic, business, and industry partnerships within the Puget Sound region. The college supports the growth of a vital regional economy and the cultivation of sustainable leadership through collaboration with local civic organizations, including Economic Alliance Snohomish County and Leadership Snohomish County. The college also partners with a variety of other agencies and municipalities, such as Edmonds School District, City of Lynnwood, and Workforce Snohomish on projects and grants to improve the lives of local residents. Through a partnership and grant from the Verdant Health Commission, the college has created a Wellness and Health Promotion program to invest in the holistic health and wellness of its students and employees.

Edmonds CC has extensive and innovative partnerships with a wide range of regional aerospace and advanced manufacturing businesses, including The Boeing Company. Specialized student internships, donations of equipment and supplies, and industry involvement keeps the college's workforce programs aligned with employer needs and the changing economy. Business and industry leaders serve on program advisory committees to help guide and strengthen programs while ensuring program requirements are current and in line with real world job requirements.

## Social Responsibility

### Monroe Correctional Complex

With a commitment to access to education, the college has contracted with the Washington State Board for Community and Technical Colleges and the Washington Department of Corrections to offer Adult Basic Education (ABE), General Education Development (GED), English as a Second Language (ESL), and pre-college and post-secondary level classes to those incarcerated at the Monroe Correctional Complex in Monroe, Wash. A recent change in state law now allows community colleges to offer associate degrees. Edmonds CC is looking to expand its offerings to include a two-year degree in business management.

### YMCA Casino Road Academy

Edmonds CC is member of a coalition between the college, the YMCA of Snohomish County, and Seattle Goodwill Industries that is dedicated to providing Adult Basic Education classes to those who have recently immigrated to the U.S. The nonprofit academy is housed in the Children's Village complex, which houses nonprofits serving those in the Everett, Wash. area.

## Specialized Training

### Washington Aerospace Training & Research Center

Edmonds CC manages the Washington Aerospace Training & Research Center (WATR), which is located at the Paine Field airport in Snohomish County. Since its opening in 2010, the WATR Center has served more than 1000 students, and is committed to providing innovative and relevant programs of study for present and future aerospace workers. Students learn the skills required for high-demand aerospace jobs in just 12 weeks, while also earning college credit and Certificates of Completion that will qualify them for opportunities in aerospace and manufacturing careers.

### Business Training Center

Located at the WATR Center, the Business Training Center (BTC) provides businesses with specialized training for both new and incumbent workers. Currently, the BTC has a multi-million dollar contract for training incumbent aerospace workers on advanced composite techniques.



# Desired Presidential Attributes

The next president of Edmonds CC will be an inclusive, innovative, action-oriented, and team-building servant-leader who promotes diversity and student success. They will have an astute understanding of the challenges and opportunities facing 21st century community college education, financial acumen, and good business sense. The president will be an experienced education professional with significant and progressive leadership skill and responsibility. They will value teaching and workforce training, be student-centered, embrace being part of the local community, and possess academic credentials appropriate for successfully leading Edmonds CC (Doctorate or other terminal degree strongly preferred). In addition, it is expected that the next president will be:

- **An inspirational and mission-driven leader** who is energized by providing students access to educational and career opportunities in a supportive environment designed to encourage success, innovation, service, and lifelong learning and has a recognized capacity to foster broad support from others. The president will promote a greater sense of community on campus by intentionally engaging with a diverse group of students, staff, and faculty. They will also reach beyond the campus community and engage with community stakeholders to achieve broader college goals, such as building business partnerships. They should lead with integrity, compassion, confidence, humility, creativity, and a sense of humor.
- **A goal-focused, innovative and direction-setting strategic thinker and planner**, who is committed to continuous data-informed improvement of Edmonds CC. They will be comfortable discerning creative new directions and exploring growth opportunities for the college and taking calculated and informed strategic risks to align new college programs with changing job market needs for future workers.
- **A respected student-centered advocate** who compassionately understands student challenges and is committed to eliminating student barriers with pathways to access and success. The president will demonstrate an ability to work collaboratively with others to establish and manage a plan that accelerates the pace of improving student enrollment, retention, and success at Edmonds CC. Specific experience effectively using Strategic Enrollment Management (SEM) strategies is helpful. Candidates should understand and be proponents for the tie between workforce development and community college education.
- **An exceptionally skilled communicator**, who listens well, fosters strong relationships, develops shared priorities, and inspires trust and action among their colleagues. The president will understand and enjoy their public role on campus and in the community and have a public persona that models the values and highest aspirations of the college. The president will work to increase Edmonds CC's visibility, presence, and reputation by effectively sharing the college's mission, vision, and success across multiple constituencies.
- **An advocate for strengthening diversity, equity, and inclusion** with a proven track record, who will advance Edmonds CC's commitment to building a diverse, equitable, and inclusive institution and community that welcomes students of all backgrounds, increases student access, and supports student success.
- **A capable financial planner and strategist** with sufficient financial acumen and experience in managing an operating budget comparable in complexity and scope to that of Edmonds CC's budget. As a sound financial manager, the president will have the ability to expand existing and build new revenue streams, establish clear budget priorities, and model careful stewardship. Experience working with allocation funding models is preferred.
- **A collaborative relationship and team builder** with a demonstrated ability to create consensus and partner effectively with an internal leadership team and a campus community (i.e. administrators, faculty, staff, students, etc.) to ensure they are dedicated to a common mission and advancing shared strategic priorities. The president will also have the experience and ability to nurture, expand, and build support from external affiliations (i.e. community, community leaders, alumni, business partners, state legislators, etc.). The president will be a catalyst for engineering campus participation and involvement in solving community challenges.
- **A successful administrator and manager** with a track record for transparency and attracting, inspiring, and developing a diverse faculty and staff, building effective teams, encouraging outstanding performance, and ensuring accountability while affirming contributions and celebrating success.
- **An effective colleague capable of partnering with the Board of Trustees** who understands governance and is committed to promoting best practices in all matters of planning and decision-making.
- **A proven and eager fundraiser** with an innovative spirit and passion for community college education who is capable of aligning future job market needs with academic and workplace programs. The president will also work effectively with the Edmonds CC Foundation to create a robust culture of philanthropy among a diverse group of college and community stakeholders and align institutional advancement with efforts to improve student access, retention, and completion.

# Presidential Leadership Priorities

The next president will build Edmonds CC's future. In an effort to guide their leadership, the college's Board of Trustees has identified the following agenda for the next president:

- **Furthering Edmonds CC's Strong Mission-Driven and Vision-Focused Commitment**  
As a comprehensive college, Edmonds CC is energized by a clear and vibrant mission to provide a diverse population of students with access to nationally recognized educational and career pathways. Edmonds CC's supportive environment encourages student success, innovation, service, and lifelong learning. The president will work with the board to fulfill Edmonds CC's vision of transforming students' lives and cultivating a nation of learners.
- **Increasing Student Access and Building Enrollment**  
Edmonds CC is deeply committed to increasing student access to education. By continuing to increase student enrollment, the college intends to satisfy or exceed its state-funded, full-time equivalent student (FTES) allocation each year. From distance learning to traditional academic programs, the college provides educational opportunities designed to meet the unique needs of an extensive and increasingly diverse student population. The next president will further this effort by effectively using Strategic Enrollment Management (SEM) strategies and better informing internal and external communities about the college's educational opportunities.
- **Improving Student Progression**  
The president will further Edmonds CC's commitment to providing students with seamless pathways for all educational programs and implementing strategies designed to increase overall student retention and completion. They will join the college in seeking ways to offer more efficient and effective advising services for students wishing to transfer and for students wishing to enter into the workforce. A strong focus on improving student retention and completion rates is essential.
- **Enhancing the Student Experience**  
Evaluating and enhancing the overall educational experience of Edmonds CC students is a board priority. It will strongly support the president's initiatives to be responsive to students' needs. This includes gathering, evaluating, discerning, and responding to feedback from students regarding their overall experience at Edmonds CC.
- **Strengthening Student Diversity, Equity, and Inclusion**  
The president will partner with the board to intentionally position Edmonds CC to attract and provide equitable access to a diverse student population. This includes approximately 1,300 international students from over 60 different countries. The president will also work to make all students feel welcome, foster inclusion, and build a sense of community on campus.
- **Advancing Relevancy of Academic and Workforce Programs and Expanding Partnerships**  
To thrive in the 21st century's fast-paced and dynamic world, it is essential that Edmonds CC creates relevant and high-quality academic and workforce programs. Therefore, the next president will join the college in its commitment to ensuring that academic and workforce programs are designed to address emerging education, training, and job market needs and trends. Building new and strengthening existing academic and business partnerships is also important to Edmonds CC's success. The president will leverage Edmonds CC's reputation and connections with community employers and secure additional opportunities for student training, internships, and networking for job placements; thereby, linking high impact practices and innovative teaching strategies to help identify and codevelop solutions to local issues.
- **Strengthen Financial Resources and Alternative Sources of Revenue**  
The board is responsible for the long-term viability of Edmonds CC. Given the uncertainty of the future state and federal funding, the board seeks to strengthen Edmonds CC's financial stability. In addition to being a careful steward of the college's financial resources, the president will seek new funding and revenue-generating opportunities to meet current and future college needs. The president will educate local legislators about continued funding needs and advocating for state allocations, pursue funding opportunities with appropriate local, state, and federal government entities, support the college's new and existing grant-seeking efforts, partner with the Edmonds CC Foundation to stimulate philanthropy and create a culture of giving among internal and external constituencies, and align fundraising to further student access and success goals.



## Nominations and Applications

The presidential search committee will begin a review of applications immediately and continue until an appointment is made. To assure full consideration, applications should be received by **Dec. 1, 2017**, and include a letter of interest, curriculum vitae, and five professional references with email addresses and telephone numbers. References will not be contacted without prior authorization from the applicant.

Applications should be sent electronically (MS Word or PDF) to: [EdmondsCCpres@agbsearch.com](mailto:EdmondsCCpres@agbsearch.com)

### Please direct nominations and inquiries to:

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Associate Managing Principal, AGB Search  
[melissa.trotta@agbsearch.com](mailto:melissa.trotta@agbsearch.com)  
O: 202.776.0866 C: 202.380.8927

or

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O: 253.566.6830

## Equal Opportunity Statement

The college provides equal opportunity in education and in employment per state and federal law. The college prohibits discrimination against any person due to race, color, religion, national origin, sex (gender), disability, sexual orientation, age, citizenship status, marital status, veteran status, or genetic information. For questions about our nondiscrimination policy or gender equality and athletic teams, call our Title IX Compliance Officer, the Associate Vice President of Human Resources and Title IX Compliance, 425.640.1647.



# EDMONDS

COMMUNITY COLLEGE



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