



PRESIDENTIAL SEARCH

The **Amarillo College Board of Regents** is seeking an energetic and proven leader to build on the tradition of excellence that led the College to being named co-recipient of the 2023 Aspen Prize for Community College Excellence.



As an Amarillo College employee, seek knowledge of and pledge to actively engage in a culture of caring, striving to serve students, peers and the community by embracing the AC Core Values:

WOW, FAMILY, FUN, INNOVATION AND YES!



MISSION STATEMENT:

Transforming our community and economy through learning, innovation, and achievement.

POSITION PROFILE



The **Amarillo College Board of Regents** is seeking an individual with superb leadership and communication skills who will be committed to serving the students, faculty, and community of Amarillo College.

Position Description

This position serves as the Chief Executive Officer of Amarillo College with the responsibility of formulation and direction of sound policies and practices in all administrative, fiscal, and academic affairs. This position reports directly to the Amarillo College Board of Regents.

Education

- **Required:** Doctoral degree from an accredited institution.

Experience

- **Required:** Five or more years of experience in executive-level positions in the public or private sector.
- **Preferred:** Experience in Higher Education.

Job Duties & Responsibilities

- Serve as executive officer of the College and implement Board policies and regulations.
- Recommend budget and policy changes to the Board of Regents.
- Inform Board of Regents of current events relating to education and public affairs.
- Responsible for sound fiscal management that achieves efficient and effective use of the College's resources.
- Serve as the key contact person with private, local, State, and Federal funding sources.
- Provide leadership in developing and understanding institutional objectives and priorities.

- Direct the planning efforts of the College toward meeting objectives and community expectations.
- Contribute to enhancing academic quality through a comprehensive curriculum and a well-trained faculty.
- Make hiring selections of key administrative personnel and review the hiring selections of other College personnel.
- Provide the leadership and resources to other College personnel so programs and procedures are continually developed.
- Communicate with the Board of Regents, students, and employees of the College on an ongoing basis.
- Serve as the primary College representative in public activities.
- Promote good working relationships with the business community and governmental and educational agencies.
- Participate in the Texas Association of Community Colleges (TACC).
- Complete various reports, documentation, and evaluations in a timely fashion.
- Comply with all college, state and local procedures, rules and regulations.
- Observe and promote continual improvement of workplace safety and environmental practices.
- Perform other duties as required.
- As an Amarillo College employee, seek knowledge of and pledge to actively engage in a culture of caring striving to serve students, peers and the community by embracing the AC Core Values: Wow, Family, Fun, Innovation, and Yes!

Knowledge, Skills, & Abilities

- Ability to exhibit strong communication skills, both written and verbal.
- Ability to cultivate relationships built on trust and confidentiality with a diverse population.
- Proficient interpersonal, verbal, and written communication skills to convey information effectively.
- Effective task prioritization and organizational skills.
- Ability to demonstrate active listening and critical thinking skills.
- Knowledge and understanding of higher education policy, trends, and issues at the local, state, and national levels.
- Knowledge of budgeting, financial management, and funding sources for community colleges.
- Skilled in setting clear goals, developing a vision, and creating a strategic plan for the College.
- Skilled in strategic thinking and long-term planning for the College's development.
- Ability to consistently maintain a high level of professionalism at all times, especially when dealing with resistance or hostility.
- Ability to lead and inspire faculty, staff, and students to achieve the College's mission and vision.
- Ability to make solid recommendations, have strong attention to detail, and ability to work under pressure to meet stringent deadlines.
- A commitment to ethical and transparent leadership, including integrity, honesty, and fairness.

Commitment Statement

Amarillo College is dedicated to building a workforce that embraces a wide range of backgrounds and experiences, fostering a culturally aware team at every organizational level. Our goal is a faculty and staff that mirrors the distinctiveness of our community and is continually enhancing their skills and knowledge to better serve our entire student population.

Amarillo College is committed to nondiscrimination practices based upon race, gender, gender identity and expression, disability, age, religion, national origin, genetic information or veteran status.

Superb Leadership

Communication Skills

Committed to Serving

The Board identified **eight prioritized qualities** it will seek in the next president of Amarillo College. Each of the qualities listed reflects specific language written during board meetings, followed by a brief description that aims to capture the core ideas behind each quality:

- 1. Passionate about data-informed student success:** The Board seeks a leader who is clearly driven by an abiding commitment to improve the lives and outcomes of students and to use data to craft reforms that will eliminate gaps in student success and ensure that Amarillo College fulfills its commitment to improve student outcomes.
- 2. Visionary risk-taker:** The Board seeks a leader who is both (a) capable of developing a strong vision for the College—to improve student success and to strengthen the community and its economy—and (b) willing to take strategic risks to advance the College's goals and reform strategies, such as challenging the status quo and ideas misaligned with those goals and strategies—including from the Board.
- 3. Committed to advancing the College's established culture of care:** The Board highly values—and aims to hire—a president who is committed to maintaining and building on the culture of care that has been developed by the College. This culture is reflected in the College's core approach to improving student success and the student experience, in how faculty and staff are treated, and in the language used both internally and externally to explain the College's goals and strategies.
- 4. Builds strong collaborative teams:** The Board seeks a leader who can maintain and further develop the many teams that have effectively collaborated to achieve the College's successes, including a talented senior team; many strong teams of faculty, staff, and administrators; the Board of Regents; and teams within the community, including those that have helped advance the College's culture of care and regional economic development efforts.
- 5. Establishes urgency to get things done (that deliver results):** The Board values the capacity of the College to deliver systemic reforms at a larger scale and more quickly than might be typical within higher education, and it aims to hire a leader who shares the Board's urgency for continuing the effective implementation of needed change.
- 6. Highly effective communicator and relationship builder:** Citing the fact that the Amarillo community and College have accomplished goals through strong relationships, the Board aims to hire a president who is a strong communicator, capable of delivering clear and compelling messages while also listening and understanding the perspectives of internal stakeholders and external partners with diverse perspectives.
- 7. Capacity to build strong external partnerships to advance student success goals and strategies:** Among the Board's goals for Amarillo and its president over the coming years will be maintaining and building even stronger relationships with key leaders in the community that are needed to advance student success, including K-12 school administrators to improve dual enrollment, university partners to advance transfer outcomes, and employers and others in economic development to build a stronger economy.
- 8. Committed to maintaining the institution's fiscal health:** The Board aims to hire a president who will carry forward a commitment to ensure that the College is a strong steward of fiscal resources, living within its means and efficiently expending resources.

This is a confidential search process guided by external consultants, Dr. Preston Pulliams and Dr. Dennis Michaelis of Gold Hill Associates. The consultants will be the only recipients of initial application materials. To ensure full consideration, candidates must submit application materials by: **September 8, 2024**

APPLICATION PROCESS

- 1. Letter of application that addresses the position profile and board prioritized qualities and demonstrates how the candidate's experience and professional qualifications prepare them to serve the needs of Amarillo College (not to exceed five [5] pages)
- 2. Current resume

Please submit these items to dennis@goldhillassociates.com

For information or questions about the application process, please contact:

- Dr. Dennis Michaelis: (254) 297-9896 or dennis@goldhillassociates.com
- Dr. Preston Pulliams: (503) 704-3425 or preston@goldhillassociates.com

- September 8, 2024**
Closing date for applications to ensure full consideration
- September 16-20, 2024**
Screening committee receives and evaluates a short list of applications from Gold Hill Associates
- September 23-27, 2024**
Screening committee narrows field to semi-finalists recommendation
- September 30 to October 4, 2024**
Committee interviews semi-finalists and narrows to a group of finalists
- October 14-25, 2024**
Board of Regents selects finalists for on-campus visits
- October 28 to November 8, 2024**
Finalists interview on campus and within the community
- November 19, 2024**
Board of Regents meets to select lone finalist
- December 2024**
Board of Regents announces new president



Established in 1929 with 86 students answering the inaugural roll call, Amarillo College is a vibrant community college that typically enrolls about 9,000 students at six campuses in three Texas Panhandle communities – Amarillo (4), Dumas, and Hereford.

On April 20, 2023, Amarillo College was named co-recipient of the Aspen Prize for Community College Excellence, the nation's signature recognition of high achievement and performance among America's 1,100-plus community colleges.

AC has long provided students with a solid academic foundation, whether they are looking to immediately enter the workforce or proceed to a university. However, the College began to take a foothold on the national landscape in 2015 when it adopted an innovative Culture of Caring that prioritizes student success and connects first-generation and academically underprepared students with social services structured to help them overcome barriers to success.

AC's Culture of Caring prioritizes loving students to success, and since 2015, AC's three-year completion rates have tripled – from 19 percent to 60 percent. During that span, the College opened a counseling center, a legal aid clinic, a career and employment center, and a childcare center. AC also launched an Advocacy and Resource Center, which houses a food pantry, in-house social workers, and connects students with social services provided by more than 60 local non-profits.

In concert with its difference-making social supports, the College has prioritized improving students' time-to-completion by adopting 8-week semesters that led more students to attend classes full time, and by implementing a corequisite program that pairs developmental with credit-bearing courses so that underprepared students can be placed simultaneously in both, earn transferable credit hours, and achieve success at a significantly faster pace.

AC's Quality Enhancement Plan is called *Smart Start to Finish*. It is a College-wide retention initiative focused on student engagement and connectedness, within a



Guided Pathways framework, from the time potential students start with the College in the pre-enrollment phase until they graduate or transfer. As part of *Smart Start to Finish*, success coaches mentor students throughout their academic journey, and students who underachieve at any point receive mandatory tutoring.

AC's employees are some of the most engaged in the nation, ranking in the 95th percentile for engagement in the Gallup Q12 database for higher education institutions.



The College, which had not participated in intercollegiate athletics since the mid-1980s, reestablished its athletic program in 2022 with teams in men's baseball, women's volleyball, and men's and women's cross country. The AC Badgers hold membership in the Western Junior College Athletic Conference.

AC, which enjoys unflagging community support, received a major boost in May of 2019 with passage of an \$89 million bond issue, and major physical renovations and infrastructure upgrades have since been apparent across the College landscape. These efforts have been amplified by the launch in 2020 of the College's first-ever comprehensive campaign, a \$45 million campaign undertaken by the non-profit AC Foundation that already has realized approximately \$37 million – about 82 percent of its ambitious goal.



Amarillo College Demographics

Student Demographics		Employee Breakdown	
65.23%	First Generation	173	Full Time Faculty
57.3%	Part Time	183	Adjunct Faculty
62.93%	Minority	472	Full Time Staff
65.12%	Financial Aid	412	Part Time Staff
50.91%	Transfer Focus		



About the Area

Amarillo is the largest city in the 26-county Texas Panhandle. It is located in the center of the Panhandle – which produces 30 percent of the nation's beef – and serves as a crossroads on Interstate 40 for travelers between Oklahoma City and Albuquerque, and a midpoint for Dallas-to-Denver traffic, as well.

The city of Amarillo has approximately 201,000 residents, while the Amarillo metropolitan area has a population of about 255,000. The city's central location makes it the region's natural hub for healthcare services and cultural pursuits – and Amarillo boasts several superlative illustrations of each. Plentiful opportunities for entertainment range from the excitement of professional Double A baseball to the Amarillo Symphony Orchestra, while nearby Palo Duro Canyon State Park (26

miles) affords a wealth of outdoor pursuits, including the award-winning outdoor musical TEXAS, which is presented nightly throughout the summer.

Amarillo received the following accolades since 2018:

- Top 20 Places Where Millennials Are Buying Homes, by SmartAsset
- Best Places to Find a Job, by WalletHub
- Best Small Places for Business Careers, by Forbes

Amarillo is the Spanish word for the color yellow. The entire Panhandle, unlike most of Texas, enjoys all four distinctive seasons each year, and gorgeous sunsets are typical. The region is often referred to as the Golden Spread.

Winning the Aspen Prize in 2023 is the College's signature achievement, to be sure; however, the College has in recent years garnered additional statewide and national acclaim.

AC's most recent major accolades/accomplishments:



Aspen Prize for Community College Excellence
Aspen Institute - April 20, 2023

- Amarillo College was named co-recipient of the Aspen Prize, the nation's signature recognition of high achievement and performance among America's community colleges. As reward for demonstrable success in teaching and learning, certificate and degree completion, transfer and bachelor's attainment, workforce success, access, and equity, AC received \$500,000 in unrestricted funds.

Star Award
Texas Higher Education Coordinating Board - Dec. 8, 2022

- Courtesy of the Texas Higher Education Coordinating Board, the award is for AC's innovative Corequisite Program, which pairs developmental courses with credit-bearing courses so that underprepared students can earn transferable credit hours at a significantly faster pace.

\$15 Million Philanthropic Gift
MacKenzie Scott - June 15, 2021

- Philanthropist MacKenzie Scott presented the College with an unanticipated and unrestricted \$15 million gift that underscored the national attention AC continues to receive. It is by far the largest gift in AC's storied history, and it also constitutes one of the largest single disbursements of a gift in the history of the Amarillo community.

Top 5 College & Rising Star Award
Aspen Institute for Community College Excellence - May 18, 2021

- Rising Star is a laurel that recognizes colleges with rapidly improving student outcomes and includes a \$100,000 prize along with recognition as one of the top 5 community colleges in the nation.

Award of Excellence for Exemplary CEO/Board Relationship
American Association of Community Colleges - June 4, 2021

- The American Association of Community Colleges honored AC with its Award of Excellence for Exemplary CEO/Board Relationship. The national distinction, for which only one college is selected annually, goes to a school that most exemplifies the spirit of collaboration between its board and president.

Leah Meyer Austin Award
Achieving the Dream - Feb. 20, 2019

- This is the highest national distinction presented by Achieving the Dream, which is a national movement to help more community college students stay in school and earn a certificate or degree. The Leah Meyer Austin award is based upon measurable improvements in student outcomes.

Legacy Award
Bellwether College Consortium - Feb. 5, 2019

- For AC's innovative No Excuses Poverty Initiative, the Legacy Award acknowledges outstanding programs from Bellwether Award-winning colleges that have illustrated five or more years of successful program implementation which other institutions might choose to replicate.



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