SEARCH PROFILE:

PRESIDENT
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WENATCHEE VALLEY COLLEGE

Wenatchee Valley College (WVC) was founded in Wenatchee in 1939 as a private college, with funds to hire the first teaching faculty guaranteed by community members. After a period of affiliation with the public K-12 school system, WVC became a public, comprehensive community college in 1967 with the state legislature’s passage of the Washington Community College Act. One of 34 community and technical colleges serving the residents of Washington State, the college’s service district encompasses Chelan, Douglas, and Okanogan counties in north central Washington. The area is the size of Massachusetts, covers over 10,000 square miles and has a population of 158,000. Though the three counties are primarily rural with widely scattered communities, the Wenatchee area has grown to a population of more than 60,000.

The District lies on the eastern slopes of the Cascade Mountains, abutting North Cascades National Park in the north and the Okanogan and Wenatchee National Forests in the western part of the district. The district borders the Okanagan region of British Columbia to the north and extends to include approximately half of the Confederated Tribes of the Colville Reservation and Colville National Forest to the east.

The Columbia River cuts through the district and, together with the Wenatchee and Okanogan Rivers, defines much of the area’s industry and lifestyle. With its local and federal dams, the river provides some of the lowest electrical rates in the nation; this has spawned a new and growing high tech industry in the region. The rivers together provide irrigation for one of the world’s richest tree fruit industries, which gives Wenatchee its nickname as “Apple Capital of the World.” The agricultural base also includes dryland wheat, cattle and a growing wine industry.

Wenatchee Valley College sits within a region of tremendous all-season outdoor activities, including water sports, hiking, biking, skiing, rock climbing, and cultural opportunities including the western entertainment of Omak Stampede, art galleries, and the offerings of the Wenatchee Symphony and Performing Arts Center. The area is served by a regional airport and is within a two-and-a-half-hour drive of Seattle to the west and Spokane to the east.

SEARCH PROFILE: President
WENATCHEE VALLEY COLLEGE (CONT.)

WENATCHEE CAMPUS
WVC’s main campus is on a 52-acre site in central Wenatchee. It includes numerous buildings with classrooms, teaching labs, and offices; a library/media center; state-of-the-art nursing simulation labs; a gymnasium; a student center with dining area and bookstore; a student recreation center; a music and art center; a residence hall; a facilities and operations center; and athletic fields and facilities for baseball, softball, soccer, volleyball and basketball. Approximately half of the college’s facilities have been completed since 2007.

THE MAIN CAMPUS COMMUNITY:
WENATCHEE VALLEY
The Wenatchee Valley spans desert, forests, lakes and rivers. Outdoor enthusiasts enjoy over 300 days of sun for water skiing the Columbia River, skiing or snowboarding Mission Ridge, rafting the Wenatchee River, and biking, walking or hiking the miles of trails, including the 11-mile loop trail by the Columbia River, the many Foothills trails and the Enchantment basins of the North Cascades. Wenatchee residents also enjoy a vibrant and welcoming community that celebrates arts and culture.

OMAK CAMPUS
In 1972, a satellite campus was established in Omak, 100 miles to the north of Wenatchee and 40 miles south of British Columbia, to better serve the residents of Okanogan County. The 1.5-acre WVC at Omak campus is located in the heart of downtown Omak. The campus features classrooms, faculty and administrative offices, a computer lab and Learning Support Center, nursing simulation and science labs, a student lounge, the Native Garden and a full-service library. In 2007-2008, the WVC at Omak Foundation assisted with the purchase of property adjacent to the college for eventual campus expansion; the Hazel Burnett Hall was built there in 2015.

THE OMAK CAMPUS COMMUNITY:
OKANOGAN VALLEY
Omak is home to the Omak Performing Arts Center, art galleries, a diverse selection of local eateries and many opportunities for outdoor recreation. With distinct seasons, 3,000 miles of trails, nearby rivers and lakes, and the largest cross country ski trail system in North America, Okanogan County residents can hike, fish, ski and enjoy the valley year-round. The campus sits in the heart of downtown Omak, neighboring North Cascades National Park, the 1.4 million acre Colville Reservation and the county fairgrounds – home to the annual Omak Stampede.
DIVERSITY, EQUITY, INCLUSION
Wenatchee Valley College is committed to providing a diverse, equitable, inclusive and accessible working and learning environment for all students, employees and the public. As a Hispanic-Serving Institution, the college serves more than 50% students of color. WVC also is proud of its award-winning partnership with the Confederated Tribes of the Colville Reservation, including offering classes and programs in Nespelem, 40 miles from the Omak campus.


Wenatchee Valley College is fully accredited by the Northwest Commission of Colleges and Universities (NWCCU). Its last reaffirmation of accreditation was in 2019. In addition to its institutional accreditation, WVC maintains programmatic accreditation for its nursing, medical assistant, medical lab technician, radiologic technology, and automotive technology programs.

Over 4,900 students attended the college in 2020-2021, served by 230 full time and part time faculty.

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<table>
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<tr>
<td>Part Time</td>
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POINTS OF PRIDE

- **Partnership with the Confederated Tribes of the Colville Reservation**: WVC has a robust educational relationship with the Colville Tribes. Prior to the pandemic, the Tribes won the ACT Partner of the Year award. WVC partners to offer Native American Languages classes, Early Childhood Education, High School +, American Indian Indigenous Studies, College in the Classroom for World Languages, WVC core classes and Running Start. The WVC Board of Trustees convenes at a board meeting in Nespelem each year to review and renew the partnership.

- **Hispanic-Serving Institution**: As a federally-designated Hispanic-Serving Institution, WVC works hard to be student ready and student focused for the success of systemically marginalized groups. The college offers many programs and services to meet the needs of students and strives to increase diversity, equity and inclusion at all levels.

- **Nursing programs including the RN-BSN program**: WVC has a strong commitment to allied health and nursing programs. The college has offered nursing programs for much of its 80-year history. Industry support and partnerships continue to be strong. The college strives to meet local health care needs through a variety of allied health offerings and innovative programs.

  WVC offered its first four-year degrees in 2017 with the Bachelor of Applied Science in Nursing (BSN). The Bachelor of Applied Science in Engineering Technology (BAS-ET) also began that year. In 2019, a Bachelor of Applied Science in Teaching (BAS-T) was added.

- **American Indian Indigenous Studies program**: WVC developed the first AIIS program at the community college level for the WVC at Omak campus. WVC partnered with the Colville Confederated Tribes and is working on a direct transfer to the University of Washington for AIIS. Nine courses are available for students.

- **Chicano/a Studies program**: WVC offers several popular Chicano/a Studies classes so all students have an opportunity to explore the subject and culture more deeply.

- **MESA, CAMP, and TRIO programs**: These federal and state grant programs (Mathematics, Engineering, Science, Achievement; College Assistance Migrant Program, TRIO Student Support Services) aim to increase retention and transfer of students through intensive support and mentoring. The wraparound support they offer translates into very successful outcomes for students.

- **DREAMers Taskforce and support**: The taskforce helps identify barriers within Wenatchee Valley College that hinder student recruitment, retention and success as a result of DACA/HB 1079/DREAMers status. This taskforce provides training, resources and needed support to the WVC community, to best serve these students.

- **Aspen Prize Top 150**: In fall 2021, WVC was named to the Aspen Institute’s College Excellence Program list of top 150 community colleges in the nation. The honor allows WVC to compete for $1 million in shared prize funds to be awarded in 2023. The Aspen Prize recognizes community colleges for outstanding student outcomes.

- **National Tree Campus**: In 2019, Wenatchee Valley College was recognized as a Tree Campus USA. This national program, launched in 2008 by the Arbor Day Foundation, honors colleges and universities for promoting healthy trees and engaging students and staff in the spirit of conservation. WVC earned this recognition by forming a faculty/student/community committee, developing a plan for tree care on the school’s two campus locations, documenting expenditures on campus tree management, holding an Arbor Day event, and conducting a service learning project.
ALUMNI ENGAGEMENT AND ENDOWMENT

ENDOWMENT
The WVC Foundation has roughly $11 million in endowed funds. The majority of designated funds are for scholarships. Approximately $1 million of endowed funds are unrestricted, providing general support for the foundation. All endowed assets are held at the Community Foundation of North Central Washington.

ALUMNI ENGAGEMENT
The WVC Alumni Network is a program of the Wenatchee Valley College Foundation. Alumni activities are considered and planned by the foundation’s development committee. A monthly e-newsletter, Knight Vision, spotlights events and alumni stories. Alumni are invited to speak with students about their career pathway, volunteer at events, represent WVC alumni, and create fundraisers. Currently, 10% of foundation donors are alumni. Previous alumni engagement events included a speaker series called “Students Ask, Alumni Answer,” a networking event in partnership with the local chamber of commerce, an alumni reunion luncheon, and annual “WVC Knight at the AppleSox,” the local baseball team. Reactivation of the foundation’s in-person events has begun after being dormant during the COVID shutdown.

MISSION
Wenatchee Valley College enriches North Central Washington by serving educational and cultural needs of communities and residents throughout the service area. The college is committed to diversity, equity and inclusion for all students and employees and provides high-quality transfer, liberal arts, professional/technical, basic skills and continuing education for students of diverse ethnic and economic backgrounds.

STRATEGIC PRIORITIES

- **Educational Achievement.** Wenatchee Valley College will foster an environment where students reach their educational goals and direct their own futures.

- **Support for Learning.** Wenatchee Valley College will support students through a holistic approach which effectively admits, registers, advises, mentors and retains students.

- **Responsiveness to Local Needs.** Wenatchee Valley College will be a responsive cultural and educational hub through proactive outreach and community partnerships.

- **Diversity and Cultural Enrichment.** To achieve equity, Wenatchee Valley College will become a more inclusive, diverse and culturally rich institution that establishes a thoughtful and respectful learning environment.

- **Resources.** To support student learning, Wenatchee Valley College will be efficient, transparent and accountable through deliberate, collaborative and sustainable alignment of resources.

- **Continuous Improvement.** Wenatchee Valley College will promote a climate of ongoing improvement based on its mission, core themes and college-wide student learning outcomes.
LEADERSHIP AND GOVERNANCE

Wenatchee Valley College is one of the 34 public community colleges in Washington state overseen by the Washington State Board of Community and Technical Colleges. Colleges are individually governed, but state funding and legislative issues are addressed through the SBCTC. State funding for community colleges accounts for about 69% of revenue for colleges, with the other 31% of funding met by tuition, grants, contracts and fees. The WVC President is active in the Washington Association of Community and Technical Colleges, which makes policy recommendations to the SBCTC.

Wenatchee Valley College’s Board of Trustees sets policy for the institution and delegates administrative authority to the president of the college. As a public decision-making body, the Board publishes its calendar, agenda, and minutes on the WVC webpage. The five board members are residents within the service district who are appointed by the governor to five-year terms.

At WVC, the President serves as the chief executive officer of the college, supported by the President’s Cabinet that includes the Vice President of Instruction, Vice President of Student Services and Enrollment Management, Vice President of Administrative Services, Executive Director of Human Resources, Executive Director of the WVC Foundation, Executive Director of Institutional Effectiveness, Executive Director of Diversity, Equity & Inclusion and the Executive Director of Community Relations.

Wenatchee Valley College believes that governance is the joint responsibility of the governing board, the administration, and the faculty and staff of the college. As such, a Shared Governance Council was established consisting of faculty, exempt and classified staff and cabinet members. The responsibilities of each are set forth in policy. In 2016, the college changed its committee governance structure to include four Core Theme Councils, which have now been incorporated into the college committee structure. These councils bring recommendations to the Instruction Council or President’s Cabinet. There are unions which represent members regarding working conditions and salary interests for faculty and staff. The faculty union is WVC Association of Higher Education. The Associated Students at WVC organize the student government and student committees, and ensure student participation in governance issues related to students.

WVC embraces equity, engagement, inclusion, and innovation. As a college community, faculty, staff, and administrators seek to continuously improve the campus culture through diverse participation, expertise, and perspectives. The college is committed to creating engaging relationships that inspire and support all learners to increase their capacity for personal growth and positive social change.
ACADEMIC OFFERINGS

Wenatchee Valley College is a comprehensive community college that offers academic programs for transfer or moving directly into the world of work through professional, technical and allied health programs. In addition, WVC offers continuing education classes for community members interested in special topics, short-term certifications or other non-credit courses. WVC offers four year, applied baccalaureate degrees in nursing, engineering technology, and teaching.

WVC offers 33 2-year degrees, four 4-year degrees, and 43 certificate programs. Programs are focused on quality by keeping class sizes small, maintaining active industry advisory committees, and ensuring industry standard equipment and facilities. The student-faculty ratio is 16/1. WVC technical faculty have industry experience, and many participate in their professions alongside their teaching responsibilities. 39% of WVC’s 230 faculty are full time, and 61% are part time. WVC college faculty are poets, musicians, and painters; scientists and technicians; teachers and medical professionals. This breadth of experience provides students with a wealth of choices and opportunities for undergraduate research and other enhanced experiences.

STUDENT EXPERIENCE

Wenatchee Valley College faculty, staff, and administrators understand the relationship between the college mission and the diverse populations of its local communities. The college is committed to an inclusive, welcoming learning environment; the regional student body is 46 percent Latinx, and the college district includes part of the reservation of the Colville Confederated Tribes.

WVC provides many programs and services to support educational, cultural, social and personal growth, to create a positive learning environment that enhances the total educational experience. Supportive staff provide mentoring, educational planning, counseling, quiet study spaces, campus life activities, recreation and more to make sure students can succeed. Many WVC employees know what it’s like to be the first in their families to go to college, to start from scratch, and juggle family, work and school. They help students every step of the way, from applying for college to walking across the stage at graduation.

Campus life services meet student interests beyond the classroom. Activities and services enhance the learning that occurs inside the classroom, as well as play an important role in student retention, academic success and cognitive development. Among the opportunities available to students at the Wenatchee and Omak campuses are:

- Student clubs- nearly 20 active clubs across a wide spectrum of interests
- Support for DREAMers including connections to external resources
- Knights Kupboard food pantry
- Athletics programs, including women’s basketball, soccer, softball and volleyball, and men’s baseball, basketball and soccer

The Associated Students of Wenatchee Valley College is a self-governing student organization supported through the Dean of Campus Life, Equity and Inclusion (Wenatchee) and the Multicultural Coordinator/Advisor (Omak). ASWVC Student Senate sponsors the majority of student events, activities and projects. The Student Senate also provides a liaison between students and the college administration and faculty regarding activities, student clubs and policies.
PRESIDENT POSITION OVERVIEW

The president of Wenatchee Valley College serves as CEO of the college, and is responsible for all of the administrative, academic, and student support activities of the college including oversight of the $33 million annual operating budget. The president reports directly to the WVC Board of Trustees on policy, personnel, budget, college operations, and on representing the college to internal and external stakeholders.

The president is actively engaged with community, educational and business leaders in Wenatchee, in Omak, and across the service district. The president serves as community partner and leader of an institution that contributes in a significant way to the local economy. Annually, WVC’s activity accrues $1 million in social savings and $15.8 million in added income to the area. WVC at Omak generates approximately 13 percent of this total.

The president develops and supports a deeply passionate and experienced team that is committed to educational excellence, programmatic relevance, and the ability of all students to reach their goals and thus benefit their families and communities. Effective resource management, strategic innovation, and building the campus culture all are essential to facilitate the growth of WVC and meet community needs.
The next president of Wenatchee Valley College will be actively engaged on campus and in the community, comfortable at the policy and operational levels, and committed to promoting the college’s identity and presence within the service area and the region. A strong communicator, the president will be an ethical and transparent leader, accessible to faculty, staff, and students.

The next president will recognize the strengths of WVC and will honor the college’s history, successes, and traditions in establishing a shared vision of the future. The president will also be a proactive leader, promoting innovation and risk-taking that advance the college’s mission in a period of diverse economic and social growth in the region. The president will be a systems-thinker, advocating for continuous improvement and efficiency in strategic and operational policies and processes both at the district and state levels in order to maintain a high quality of education.

The president will be a planner and an implementer, proficient in addressing enrollment challenges, providing strong fiscal leadership, and responding to changing community and employer needs. They will also identify and pursue funding opportunities, create new partnerships with external organizations, actively promote and participate in campus life, and strengthen the identity and focus of the college.

The president will have a long-term commitment to Wenatchee Valley College.

REQUIRED QUALIFICATIONS

- Master’s degree.
- Significant progressive senior-level administrative experience in higher education.
- Community college experience.
- A broad range of leadership experience to apply to position responsibilities and contribute to the community.
- Knowledge of the challenges and opportunities serving rural communities and supporting campuses distant from each other.
- An advocate and champion of diversity, equity and inclusion who increases access and closes equity gaps; ability to build relationships in diverse communities across the WVC service area.
- Sense of humor.
LEADERSHIP AGENDA (CONT.)

PREFERRED ADDITIONAL QUALIFICATIONS

- An earned doctorate highly preferred.
- Understands the unique needs of serving a rural population.
- Experience with bargaining agreements and working collegially with represented staff and faculty.
- Experience working with Hispanic/Latinx communities and students; experience building and maintaining relations with Native American tribes.
- Understanding of both academic affairs and student affairs.
- Demonstrated ability to develop and administer budgets and communicate about financial matters; proven ability to provide stability during challenging fiscal times.
- Teaching experience.

CANDIDATE ATTRIBUTES FOR SUCCESS

The successful candidate carries a community focus, is deeply interested in students and their success, supports faculty and staff, and is an energetic, engaged, open-door leader. Qualities of a successful candidate include:

- Advocate and collaborative leader at the campus level; effective with government and tribal officials, educational institutions, business executives, and potential donors.
- Exceptional communicator, potentially bilingual in Spanish, good listener, accessible.
- Engages, motivates, and coaches members of the President’s Cabinet, fostering a respectful team atmosphere and commitment to servant leadership.
- Encourages collegewide participation and has a welcoming and inclusive approach in working with all staff, faculty, and administrators on campus; fosters a culture of care and support.
- Is prepared to model excellence in all practices; is visionary and employs creativity and embraces innovation while providing continuity and stability in the college’s delivery of instruction and student services.
- Is committed to equity and social justice for the students and communities that the college serves; understands and supports a healthy climate for faculty and staff.
- Demonstrates integrity and transparency in making and communicating decisions.
- Demonstrates aptitude and success in building partnerships and maintaining relationships with diverse communities, business and industry, educational institutions, non-profits, and other agencies.
- Values, invites, and listens to input from campus and community constituents and organizations.
- Demonstrates a record of innovative practices that contribute to the college’s strategic priorities.
- Has a hopeful outlook about the future.
HOW TO APPLY

Wenatchee Valley College is being assisted by Academic Search. The application for WVC President consists of a substantive cover letter that addresses the expectations discussed in this search prospectus; a curriculum vitae; and a list of at least five professional references with name, title/organization, relationship to applicant, phone number, and email address. References will not be contacted without the explicit permission of the candidate. Comprehensive background checks will be conducted for candidates who advance to the final stages of the search process. Finalists are required to complete the sexual misconduct disclosure form mandated by Washington law. Proof of completed COVID-19 vaccination is required upon hiring and employment at WVC.

Applications, nominations, and expressions of interest can be submitted electronically, and in confidence, to: WenatcheeValleyPresident@academicsearch.org. The position is open until filled but only applications received by 5:00 p.m. Wednesday, September 28, 2022, can be assured full consideration. Confidential discussions about this opportunity may be arranged by contacting senior consultant Shirley Pippins at Shirley.Pippins@academicsearch.org and consultant Krista Johns at Krista.Johns@academicsearch.org.

EQUAL EMPLOYMENT OPPORTUNITY

Wenatchee Valley College is committed to a policy of equal opportunity in employment and student enrollment. All programs are free from discrimination and harassment against any person because of race, creed, color, national or ethnic origin, sex, sexual orientation, gender identity or expression, the presence of any sensory, mental, or physical disability, or the use of a service animal by a person with a disability, age, parental status or families with children, marital status, religion, genetic information, honorably discharged veteran or military status or any other prohibited basis per RCW 49.60.030, 040 and other state and federal laws and regulations, or participation in the complaint process.

The following persons have been designated to handle inquiries regarding the non-discrimination policies and Title IX compliance for both the Wenatchee and Omak campuses: To report discrimination or harassment contact Title IX Coordinator, Wenatchi Hall 2322M, (509) 682-6445, title9@wvc.edu. To request disability accommodations contact Director of Student Access, Wenatchi Hall 2133, (509) 682-6854, TTY/TTD: Dial 711, sas@wvc.edu.

EFFECTIVE DATE OF APPOINTMENT

Appointment of the President of Wenatchee Valley College will be effective December 2022, or as soon thereafter as possible. Please note that the search committee expects to conduct in-person semifinalist interviews on October 17-18.
ABOUT ACADEMIC SEARCH

Academic Search is assisting the Wenatchee Valley 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. For more information, visit www.academicsearch.org.