The Position

The Governing Board of Cochise College has announced the search for a new president is underway. This is an extraordinary opportunity to lead a highly valued, high impact college into the future. The new president will replace Dr. J.D. Rottweiler who is retiring after a very successful 15-year tenure.

The president reports directly to a five-member elected board who operate as an independent public entity, and is responsible for all operations of the college. The board is committed to conducting an equitable, inclusive, and transparent national search that will attract a strong pool of outstanding candidates.

The board seeks an experienced and creative individual that has demonstrated successful leadership and is passionate about the community college mission. The new president will actively engage with the college community to ensure the college continues to provide high quality educational experiences that result in students achieving their goals. The next president will also be a leader in the external communities and will work closely to further enhance the college’s positive partnerships with all segments of the communities it serves, including the military community located on nearby Fort Huachuca.

The target date for receipt of applications is October 14, 2024. The governing board of Cochise College is being assisted with this search by the Association of Community College Trustees. The lead consultant, Dr. Bradley Ebersole, can be contacted to make confidential nominations or inquiries at bradleyebersole@gmail.com or (740) 538-7989.
Cochise County Community College District, aka Cochise College, is a public community college located in rural, southeastern Arizona with an annual operating budget of approximately $60 million and an overall annual budget of nearly $98 million. The college comprises of two main campuses, the Douglas Campus and the Sierra Vista Campus, along with four centers located in Benson, Willcox, Fort Huachuca, and the Downtown Center in Sierra Vista. Residence halls, intercollegiate athletics, and aviation programs are located on the Douglas Campus. The college is currently building a 45-person residence hall on the Sierra Vista Campus, scheduled to open in January 2025.

In 2016, the college received a ten-year reaccreditation from the Higher Learning Commission. The college also holds Federal Aviation Administration certification for its professional pilot program and Arizona Department of Health Services/Emergency Medical Services certification for its paramedicine and emergency medical technology programs. The nursing program is accredited by the National League for Nursing Accrediting Commission and approved by the Arizona State Board of Nursing.

In FY 2022-2023, the college served over 9,400 students, including over 4,000 Soldiers obtaining their military occupational specialty (MOS) at Fort Huachuca. The full-time equivalent was 5,935, with approximately 3,288 course sections of for-credit courses covering a wide range of transfer, developmental, and occupational subjects.

Beginning in the Fall 2024, the college will be offering its first baccalaureate program, including a Bachelor of Science
in nursing and a Bachelor of Applied Science in leadership, management, and operations.

Represented in the total enrollment and section numbers above are approximately 465 dual-enrolled high school students enrolled in 87 sections of college-level courses that were offered by Cochise College in conjunction with six county high schools.

The college’s Center for Lifelong Learning served over 3,100 non-credit seeking students, and adult education served 296 High School Equivalency (HSE) students and 271 English for Speakers of Other Languages (ESOL) students.

In 2024, Cochise College was named one of the top 150 community colleges in the nation by the Aspen Institute, a distinction it also received in 2011 and 2017. In 2022, the college’s cybersecurity program was validated by the National Security Agency (NSA) as a National Center of Academic Excellence (CAE). The college has also been recognized numerous times as a top-ranked community college in the state of Arizona for its nursing and business programs.

The college is a designated Hispanic-Serving Institution (HSI) with over 45 percent of students of Hispanic/Latino heritage.
Cochise County is located in the southeast corner of Arizona bordering New Mexico and the Republic of Mexico. It encompasses 6200 square miles. The 2023 estimated population of the county was 127,305 of which approximately 49,050 individuals lived in unincorporated areas of the county. Bisbee is the designated county seat. Sierra Vista, the largest municipality in the county, is located 75 miles southeast of Tucson. Other towns and cities include Benson, Douglas, Tombstone, and Willcox. The county is in the high desert, contains the Chiricahua and Huachuca mountain ranges, and is home to historic Fort Huachuca, a U.S. Army military intelligence training center and a Department of Defense electronic testing ground. The county’s temperate climate, open spaces, and proximity to the international border with Mexico make it one of the most culturally, historically and geographically diverse areas in the American Southwest.
President Roles and Responsibilities

**Visionary and Strategic Leader**
- Provides a clear vision that aligns with the college’s mission, inspiring and motivating the college’s stakeholders to embrace the vision.
- Serves as an effective change agent leading the college in its commitment to excellence.
- Positions the college to support the city of Douglas and the region as it prepares for expanded commercial and civilian Ports of Entry.

**Community College Advocate**
- Advocates effectively for Cochise College at the local, state, and national levels by being a passionate expert about the role of community colleges in rural Arizona.
- Serves as an excellent spokesperson, possessing the skills to navigate complicated and sensitive political environments.

**College and Community Leader**
- Maximizes enrollments at the two main campuses and each extended learning center by identifying and responding to changing demographics and emerging community needs.
- Communicates and collaborates with the leadership of Fort Huachuca, whose military personnel comprise a major portion of the college’s student population.
- Promotes current college programs and initiates new programs in support of building a skilled local workforce through partnerships with business, government, public agencies, and educational entities that contributes to local economic development.

**Student Success Champion**
- Supports the identification and provision of traditional and alternative style learning opportunities and support services promoting student engagement and success, including the use of successful new and emerging technology.
- Leads the college in expanding access for its students to higher education, including development of new certificate, associate degree, and baccalaureate degree programs to meet the needs of local and regional communities.

**Shared Governance Advocate**
- Practices collaborative leadership and open and transparent decision-making that includes all constituent groups and by doing so creates a positive campus climate.
- Embraces policy governance and works collaboratively with the elected governing board to fulfill the guiding principles of the college, including its mission, vision, values, and goals.

**Resource Developer**
- Ensures financial support for college programs by possessing a clear understanding of sound financial management practices, acknowledging and planning for the uncertainty of state funding, and being adept at acquiring external resources through a variety of means.
- Recruits, retains, and develops new leaders at all levels in the institution as competition for talent remains high and the need for different sets of skills increases.
- Interacts comfortably with a variety of diverse cultures and promotes an administration, faculty, staff and student body that is reflective of Cochise County’s demographics.
The Cochise College Governing Board, with direct input from faculty, staff, and community leaders, has identified ten prioritized characteristics we are seeking in selecting the next President of Cochise College.

**Visionary Leadership**
- Empowers and encourages creativity and innovation through visionary and strategic thinking and openness to change.
- Displays empathy and self-awareness while also conducting themselves ethically and honestly in all actions.
- Values and dedicates time and effort to working effectively with an elected governing board.

**Mission-Driven Advocacy**
- Serves as the compelling public face of educational expertise, garnering support and resources at the local, state and national levels.
- Understands, values, and can speak comprehensively about the rural community college mission.

**Continuous Partnership Development**
- Builds strong, productive relationships with key local community and military leaders in order to advance student success.
- Sustains relationships with military leaders on Fort Huachuca to improve military student success; K-12 school administrators to improve dual enrollment; university partners to advance transfer outcomes; and employers and others in the economic development of our communities.

**Effective Communicator and People-Focused**
- Exhibits excellent writing, listening, and oral communication skills.
- Practices collaborative decision-making and open exchange of information.
- Is authentic, approachable, accessible, flexible, patient, and respectful to others.

**Strong Workforce and Economic Development**
- Views Cochise College as a leading contributor to the workforce and economic development of the region.
- Is committed to the advancement and success of Cochise College and Cochise County.

**Cultural Appreciation and Community Engagement**
- Understands the challenges and opportunities of working and living in a rural environment in a southern border county.
- Recognizes, adapts, and interacts effectively with a variety of cultures and communities.
- Is familiar with the opportunities of being a Hispanic-Serving Institution.
- Values the opportunity to provide educational services to military personnel.

**Financial Oversight**
- Possesses strong fiscal management skills and is experienced in the acquisition of resources at local, state and federal levels.

**Human Resource Development**
- Builds and sustains high-quality organizational management and operational structures that recruit, retain, and develop talented leaders, faculty and staff.
- Encourages employee engagement in community activities and organizations while leading by example.

**Positive Student Experience**
- Actively promotes and champions learning and student success.
- Interacts directly with students and ensures that their voices are heard.
- Demonstrates a commitment to student success through holistic support, encouraging student involvement and promoting athletic programs with an emphasis on inclusivity and belonging.

**State-of-the-Art Technology**
- Understands and supports the appropriate role and use of technology in higher education.
- Leads the leveraging of artificial intelligence, virtual reality, mixed reality, and other advanced technologies to enhance college operations and student learning.
Required Qualifications

- Possess an earned doctorate from an accredited institution recognized by an Institutional Accrediting Body
- Have significant senior level administrative experience in increasingly responsible positions in a community college

Preferred Qualification
- Teaching experience at a community college

Application Process
This is a confidential search process. To ensure full consideration, application materials should be received no later than October 14, 2024. The position will remain open until filled.

To apply go to https://acctsearches.org/ and upload your documents.

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

1. A letter of application (not to exceed five pages) that addresses the roles and responsibilities and characteristics identified in the Position Profile and demonstrates how the candidate’s experience and professional qualifications prepare them to best serve as the next President of Cochise College.

2. A current resume including an email address and cellular telephone number.

3. A list of eight references: example, two to three supervisors, two to three direct reports, and two to three faculty and/or staff members from current and former institutions.

For additional information, nominations, or confidential inquiries please contact Bradley Ebersole, Ph.D., ACCT Search Consultant, bradleyebersole@gmail.com, or (740) 538-7989 (mobile).

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