

Presidential Profile



About Lake County

Located along the shores of Lake Michigan in northeastern Illinois, Lake County is one of the most dynamic and prosperous regions in the Midwest. As part of the greater Chicagoland metropolitan area of nearly 9.4 million residents, the county combines economic vitality, cultural diversity and an exceptional quality of life.

Home to more than 700,000 residents, Lake County offers a unique blend of vibrant urban centers, welcoming suburban communities and scenic natural landscapes. Its numerous lakes, rivers, forests and preserves provide abundant recreational opportunities, while regionally renowned destinations such as Ravinia Festival, the Genesee Theatre and Six Flags Great America contribute to a rich cultural and entertainment environment.

Lake County's highly educated and diverse population is among its greatest strengths. Nearly half of adults hold a bachelor's degree or higher—well above national averages—creating a deep talent pool that supports innovation and economic growth. Lake County is home of the second largest concentration of Fortune 500 headquarters in the Midwest including AbbVie, Abbott, W.W. Grainger, Baxter International, CDW and Discover Financial Services. The county's business community benefits from a broad range of industries, cultures, languages and perspectives, fostering an environment that values collaboration, entrepreneurship and workforce development.

As a regional hub for business, healthcare, manufacturing, technology and professional services, Lake County is driven by a robust workforce ecosystem supported by the College of Lake County and numerous educational, civic, and industry partners. These partnerships create opportunities to address workforce needs, expand economic mobility and strengthen the region's competitiveness.

Lake County is highly accessible, with four Metra rail lines and 32 stations connecting residents to downtown Chicago, an extensive Pace suburban transit network and more than 550 miles of trails and bikeways. Three international airports—Chicago O'Hare, Chicago Midway and Milwaukee Mitchell—provide convenient access to destinations around the world.

For the next president, the College of Lake County offers an extraordinary opportunity to lead a nationally recognized institution at the center of one of the Midwest's most dynamic regions. As the county's comprehensive community college, CLC serves as a catalyst for educational attainment, economic mobility, workforce development and community vitality. The next president will join a college with a strong foundation, engaged stakeholders and a clear strategic vision, while helping shape the future of Lake County by strengthening partnerships, expanding opportunity and advancing student success for generations to come. Learn more about Lake County at [Lake County Partners](https://www.lakecountypartners.com/) and [Visit Lake County](https://www.visitlakecounty.org/).

Sources:

Lake County Partners, <https://www.lakecountypartners.com/>

Visit Lake County, <https://www.visitlakecounty.org/>

About College of Lake County

College of Lake County (CLC) Community College District 532 provides residents with equitable, high-quality education, cultural enrichment and workforce partnerships. The district covers more than 1,300 square miles in Lake County, Illinois.

CLC spans three campuses in Grayslake, Waukegan (Lakeshore), and Vernon Hills (Southlake), and two specialty centers, the Advanced Technology Center (Gurnee) and Prairie at Brae Loch, a Student-Managed Restaurant (Grayslake).

CLC enrolls more than 23,000 students in college programs, adult education, English Language Acquisition (ELA), dual credit and workforce training, offering 41 associate degrees and 116 career certificate programs. Affordable in-person and online college credit classes, as well as a wide range of non-credit classes, help students achieve academic, career and personal goals.

Dual credit is delivered across 24 high schools to more than 5,000 students who save time and cost on their degree completion. Transfer opportunities to universities are supported by more than 30 Guaranteed Transfer Admission agreements and hundreds of transfer guides and articulation agreements. Additionally, CLC provides community programming for elementary school students through centenarians, non-credit and professional development classes, and incumbent workforce training. More than 500 individuals representing more than 350 businesses are engaged as advisory members for programs.

CLC has robust programming that engages students outside of the classroom, including 13 intercollegiate sports and e-sports teams and 36 student clubs and organizations. Financial, academic and emotional resources, including an estimated \$26M in financial aid, were awarded to students in FY2026. In addition, CLC offers food and supplies distributed through its SHARE Market, free tutoring, a laptop loan program and free wellness and mental health services. Personalized and culturally relevant support is provided from student onboarding through graduation via academic, career and personal advising.

CLC's vision is to be a leader in providing innovative education and workforce solutions. The College has achieved multi-year records in three-year graduation rates, improved outcomes across every student group and experienced enrollment growth across all programs. CLC is designated as a Leader College of Distinction by Achieving the Dream, recognized as a top 200 U.S. community college by the Aspen Institute and received the 2026 Talent Advancement Award from Lake County Partners.

About College of Lake County (continued)

In addition, CLC is a leader in sustainability and innovation. The Lakeshore Campus Student Center meets LEED Silver requirements, and the Grayslake Campus Science building is rated LEED Platinum, the highest sustainability rating in Illinois. An Urban Farm Center will open at the Lakeshore Campus in Fall 2026.

CLC is accredited by the Higher Learning Commission and is designated a Hispanic-Serving Institution by the U.S. Department of Education. CLC employs more than 1,500 faculty and staff members and maintains strong partnerships with P20 educational institutions, community organizations focused on workforce development and associations that support the work of community colleges in Illinois and across the United States.

Learn more about College of Lake County online:

College of Lake County website • www.clcillinois.edu

Board of Trustees • <https://www.clcillinois.edu/aboutclc/board-of-trustees>

Budget and Finance Information • <https://www.clcillinois.edu/aboutclc/budget-and-finance-information>

Strategic Plan • http://dept.clcillinois.edu/res/CLCWebsite/Reports/Strategic_Plan.pdf

CLC Foundation • www.clcillinois.edu/foundation

Jobs at CLC • www.clcillinois.edu/jobs

Grayslake Campus • www.clcillinois.edu/grayslake

Lakeshore Campus • www.clcillinois.edu/lakeshore

Southlake Campus • www.clcillinois.edu/southlake

Advanced Technology Center • www.clcillinois.edu/atc

Prairie at Brae Loch, A Student-Managed Restaurant • www.clcillinois.edu/prairie

Urban Farm Center • www.clcillinois.edu/community/urban-farm-center



Mission, Vision and Values

Mission

CLC is a comprehensive community college committed to equitable high-quality education, cultural enrichment and partnerships to advance the diverse communities it serves.

Vision

CLC is a leader in providing innovative education and workforce solutions.

Values

Excellence

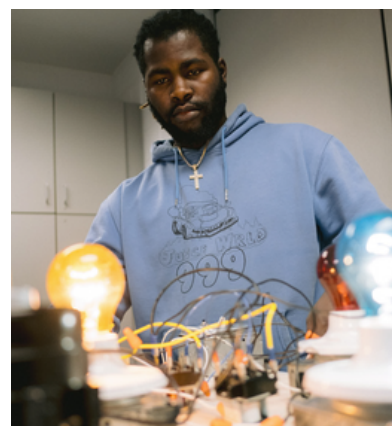
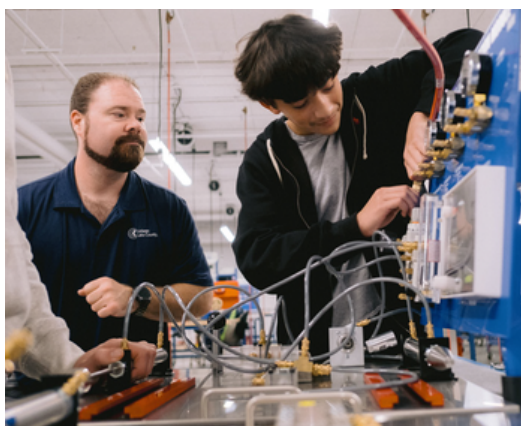
Purpose

Integrity

Compassion

Unity

Inclusion



2030 Strategic Plan Pillars and Focus Areas



Affordable Access
Student Success Resources
Relevant Pathways
Integrated Career & Learning Experiences



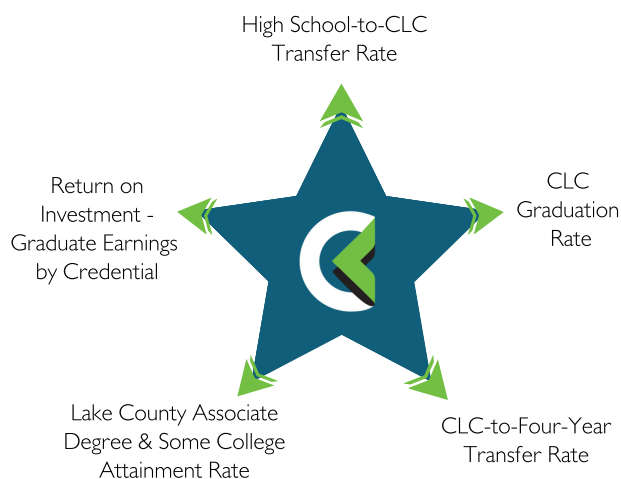
Education & Workforce Pipelines
Community Catalyst



Organizational Agility
Digital Transformation



CLC's North Star Metrics



CLC will improve equitable access, completion and transfer of students with a strong return on investment, leading to increased educational attainment and prosperity in Lake County.

Role of the President

The new president of the College of Lake County will serve as a highly visible advocate throughout the local communities, state-wide, and nationally. The president will be an inspirational, transparent, and visionary leader. This transformational leader must be committed to building trust and addressing the following challenges and opportunities.

Academic Excellence, Enrollment, Workforce Development

Support Academic Excellence and Student Outcomes: Partner with faculty to uphold instructional quality and effective evaluation of student outcomes, while maintaining an understanding of the complementary value of career, technical, and liberal arts education.

Foster Student Success and Expand Access: Demonstrate a strong commitment to implementing strategies that boost enrollment, retention, and completion of students' educational goals and support of lifelong learning amid a changing student landscape.

Grow Academic and Workforce Offerings: Ensure the continued quality and growth of academic and workforce offerings. Integrate emerging technologies, innovative teaching methods, and suitable learning models to keep pace with rapidly changing education and workforce training needs.

Government Relations, Fundraising, Resource Development

Develop and Strengthen Government Relationships: Continue to strengthen relationships with local, state, and federal entities, as well as elected and appointed officials, to advocate for the College's interests.

Build Community Partnerships and Institutional Advancement: Explore and increase new and existing revenue streams through strategic partnerships, business partnerships, philanthropic outreach, community engagement, and fundraising initiatives. Encourage and support grant-writing initiatives throughout the College. Actively support and provide leadership for the College's Foundation Board.

Support Employee Relationships: Demonstrate knowledge of collective bargaining with a solid understanding of union and employer rights, responsibilities, and the principle of good faith negotiation through interest-based bargaining principles. Build and nurture shared decision-making across constituent groups and support shared governance.

Role of the President (continued)

Characteristics and Skill Sets

Visionary Student-Focused Leader: Guides the College into the future with a learner-centered focus and clear strategic direction; implements effective strategies to improve retention and completion rates; and supports and engages in all campus life activities.

Team-Focused and Transparent Communicator: Fosters an environment of mutual respect and open communication; serves as an authentic, approachable leader with high integrity and emotional intelligence, skilled at making tough decisions, building trust, and driving collaboration.

Strategic and Culturally Knowledgeable Leader: Builds trust, empowers employees, champions transformative ideas, and sets clear, measurable goals for accountability; recruits, retains, and develops talented employees; and demonstrates an evidence-based commitment to diversity, equity, and inclusion.

Fiscally Astute Leader: Demonstrates a proven track record of managing large, complex budgets aligned with an institutional strategic plan.

Community Relations and Educational Partnerships Builder: Creates and strengthens strategic partnerships, working closely with business, industry, and education partners (regional school districts and higher education institutions) to enhance economic impact and community building.

Innovation and Technology Integrator: Supports innovative processes to align emerging technology with the needs of students, employees, and programs to enhance College operations and the student experience.

Board Relations Advocate: Understands, cultivates and values a strong relationship with an elected governing board; communicates openly and honestly about College operations; and works with the board to preserve effective governance practices for the greater good of the institution.



Minimum Qualifications

- A master's degree from a regionally accredited institution is required; an earned doctorate or other terminal degree is preferred.
- Progressive, senior-level administrative experience in higher education is required. Experience at a community or technical college is strongly preferred.
- College teaching experience is preferred.
- Demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of the CLC community.

Compensation and Benefits

The annual salary range for this position is \$286,000 - \$320,500 commensurate with experience and qualifications. The College of Lake County offers a comprehensive benefits package, which includes health, dental, and vision insurance, participation in the State Universities Retirement System (SURS), paid time off, and other employee benefits. Additional details can be found at <https://clc.touchpointsonline.com/>

How to Apply

This is a confidential search process. To ensure full consideration, application materials should be received no later than November 6, 2026. The position will remain open until filled.

To apply go to [President, College of Lake County, IL](https://www.clc.edu) and upload your documents.

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

- A letter of application (not to exceed 5 pages) that succinctly addresses the opportunities and challenges identified in the Presidential Profile and demonstrates how the candidate's experience and professional qualifications prepare them to serve as the President of the College of Lake County.
- A current resume including an email address and cellular telephone number.
- A list of eight references: for 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:

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