Invites Applications and Nominations for the Position of:

President

Assisted by Greenwood/Asher & Associates, Inc.
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The Opportunity

Lansing Community College (LCC) invites applications and nominations for the position of President. The President will be an experienced, innovative, and successful leader, manager, resource developer and communicator who can articulate and build support for the mission and successfully guide this leader college to higher levels of achievement. The President reports directly to a seven-member Board of Trustees and works with a wide range of internal and external constituents to provide overall leadership and direction for the College. The President must be committed to fostering and building upon the traditions of academic excellence and service to all within the LCC district and beyond. The President is accountable for all programs, fiscal affairs, the management of the administrative and instructional staff and the physical plant.

The President is the primary public spokesperson for LCC and takes an active leadership role in building strong ties with the community. The community includes Lansing’s many businesses, industries and agencies, the College’s large alumni base, state and local governments, and school districts and institutions of higher education. The President works closely with the College’s stakeholders, including faculty, staff, students, local employees, four-year partners, and community leaders, in building support for its Vision, Mission, and Guiding Principles, including raising funds to expand the College’s resource base.

The President is responsible for maintaining effective working relationships with the Board of Trustees, and, in concert with the faculty, developing academic programs and priorities. The President also is expected to oversee the development, approval, implementation, and continuous renewal of the College’s Strategic Plan, including its financial plan and quality improvement performance. This planning process involves measuring results, evaluating, and adjusting strategy. The President takes visible and active leadership for building upon LCC’s vision of “Serving the Learning Needs of the Changing Community.” The incumbent serves under contract and establishes strategic and annual goals, which are approved by the Board.
Qualifications

Minimally, the successful candidate should have an earned terminal degree from an accredited university and a minimum of five (5) years of senior level administrative experience in higher education. However, a record of strong, visionary leadership and sound fiscal management in industry or government will be considered. The following characteristics will be highly desired.

- An understanding of higher education, and a deep commitment to academic quality, including outstanding teaching and service by faculty
- A commitment to ensuring student educational experiences that meet students’ needs and promote realization of the highest level of student potential
- The ability to represent the College to various constituencies, including the Board of Trustees, alumni, legislators, accrediting agencies, and community at large
- A record of successful involvement with fundraising and strong financial oversight skills
- The ability to maintain open dialogue with students, faculty, and staff, and to encourage an atmosphere of collegiality, shared inquiry, shared governance, responsibility, and collective accomplishment
- A record of success increasing enrollment and retention numbers
- The leadership ability to develop, implement, and continuously renew the college strategic plan based on a shared vision
- A commitment to collaborate with four-year institutions of higher education, P-12 schools, local school districts, other community colleges, and technical institutions
- A commitment to diversity and equity to develop and maintain a culture of inclusiveness
- A record for hiring talented and diverse administrators, delegating appropriately, and requiring accountability
- The ability to establish and to maintain quality, equity, and accountability in all college activities, including selection and promotion of faculty and staff, and development and management of human, financial, and physical resources
- An appreciation for the college history and mission, combined with the ability to envision and implement positive change
- Successful experience working with different accrediting agencies
- Thorough knowledge of and experience with collective bargaining in an organized labor environment

THE OPPORTUNITY
+ Strong interpersonal skills and experience in working with board members, state and federal policy makers, alumni, donors, and community leaders
+ Intellectual, analytical, consensus-building skills, and the ability to make decisions in a timely manner
+ Ethical standards that command respect and demonstrate integrity
+ A sense of humor
02

About Lansing Community College

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Lansing Community College (LCC) was founded in 1957 and is one of the largest community colleges in Michigan, serving more than 16,000 students each year and employing over 3,200 faculty, staff and students. The college offers more than 200 associate degree and certificate programs including nationally ranked programs in Aviation Technology, Robotics & Automation and Nursing. Each year, thousands of LCC students successfully transfer to great universities across the nation or begin careers in high-wage, in-demand jobs.

LCC is consistently ranked one of the top community colleges in Michigan and among the best nationally. In 2019, the college was named the 2nd best technical college in the nation by RealWorkMatters.org and, in 2016, was ranked the number one community college in Michigan by Schools.com. In 2014, the college was ranked 54th nationally for the number of two-year degrees awarded in all disciplines and number one in Michigan.

The Aviation Technology program, located at the Mason Jewett Airport, is the Midwest’s Best with a 100% pass rate for graduates who take their FAA certification exams and starting salaries averaging $60,000. In 2017, LCC’s program was chosen by Delta Airlines to be one of 43 aviation maintenance partners in the country.

Health and public service careers begin at Lansing Community College with our programs in nursing, EMS, fire, police and dental training 75% of Mid-Michigan’s workforce. The nursing program, which has been accredited since 1971, is one of the best in the nation and over 1,800 students have graduated from the program. Our Military Medic to Paramedic (MM2P) program was named a national model by the US Department of Defense in 2013 and LCC presented at the White House on how the program meets the needs of medics for credentialing and licensing.

In May 2019, LCC received Gold Level status as a Michigan Veteran-Friendly School from the Michigan Veterans Affairs Agency, and has been named a Military Friendly School by G.I. Jobs magazine every year since 2010.

LCC’s West Campus is home to the Center for Manufacturing Excellence, a multi-million-dollar, state-of-the-art facility opened in 2017 offering hands-on training using the latest equipment and technology. The CME offers training necessary to fill high-demand positions in advanced
manufacturing including robotics and automation, machining, electrical, computer aided design and welding. Industry professionals from across the globe visit the CME looking to recruit talent. The robotics lab is one of the best in the nation.

Lansing Community College also provides students with the option to earn bachelor’s and master’s degrees at the University Center located on the downtown campus as well as a host of personal enrichment and career and workforce development options through our Community & Workforce Development Division. The Early College at LCC was identified in the top-performing 10 percent of public schools in the state of Michigan by the Mackinac Center for Public Policy in 2019.

The College is committed to maintaining a technology-rich environment and fostering “user” vs. classroom-level information technology skills. It strives to maintain and support a well-qualified, committed, and competitively compensated faculty and staff who use both proven traditional and progressive student-centered learning approaches. The College is committed to continuous improvement in its programs and services and to maintaining high expectations of its students.

In 1981 the Lansing Community College Foundation was established to secure resources for student scholarships, LCC programs, faculty and staff development, and facilities and equipment. The Foundation is governed by a 26-member board of directors.

The College has nearly 30 campus organizations and student clubs, as well as an LCC-TV educational cable access channel and a Lansing public radio station (WLNZ, 89.7FM).

LCC’s 48-acre downtown campus has grown significantly from its flagship location in downtown Lansing to include our 270,000 square foot West Campus in Delta Township, LCC East located adjacent to Michigan State University in East Lansing, the Aviation Technology Center at the Mason Jewett Airport and the Livingston Center in Livingston County.
Guiding Principles

+ LCC will be a “Comprehensive Community College,” focused upon offering learning opportunities in four areas: career and workforce development, general education, developmental education, and personal enrichment.
+ LCC will have a careers emphasis and, in support of this, maintain a technology-rich environment, fostering “user-” vs. classroom-level information technology skills.
+ LCC will maintain and support a well-qualified, committed, and competitively compensated faculty and staff who use both proven traditional and progressive student-centered learning approaches.
+ LCC commits to continuous improvement in its programs and services and will maintain high expectations of its students.
+ LCC will be flexible, affordable, and accountable, continuously improving student learning and support services through the assessment of measurable outcomes.
+ LCC will strive to be “state of the art” in all that it does, while pursuing a select number of cutting-edge initiatives.
+ LCC will have a local emphasis in allocating its resources, while maintaining vital connections to the world, culturally and technologically.
+ LCC, within its broader purpose of serving its entire community in diverse ways, recognizes a special responsibility to young adults, those from lower income brackets, and those requiring developmental academic or entry-level career skills.
+ LCC seeks cooperative relationships with both private and public organizations, pursuing growth not as an end in itself but only when it best serves student and community needs.
+ LCC will prepare those it serves to thrive in a diverse world by reflecting that diversity in its student enrollment, staffing, planning, and allocation of resources.
+ LCC will manage its finances in a responsible manner; allocating resources and achieving efficiencies to best serve the priority needs of its students and the taxpayers who support its operation.
+ LCC is a dedicated community member working for the betterment of all.
Accreditation

Lansing Community College is accredited by the Higher Learning Commission (HLC), a regional accreditation agency that accredits degree-granting institutions of higher education located in the 19-state North Central region of the United States. Regional accreditation validates the quality of an institution as a whole and evaluates multiple aspects of an institution, including its academic offerings, governance and administration, mission, finances, and resources.

Please follow this link to learn more about LCC’s program accreditation: lcc.edu/about/accreditation/program.html
Providing a comprehensive and ultimately profitable education to all students is the primary focus of learning at LCC. Degree programs are crafted by qualified faculty to be easily transferable and also relevant to a broad array of desirable careers. Career communities contain exciting courses that lead to associate degrees and professional certifications for students. LCC has five broad areas of study: arts and communications; business management; computers, engineering and technology; health and public services; liberal arts.

The college also places significant focus on student success and completion through initiatives that provide both academic and non-academic resources and support to students. LCC was one of 30 colleges selected to participate in the AACC’s national Pathways Project, funded by the Bill and Melinda Gates Foundation, to design and implement structured academic and career pathways for all students.

LCC is also a national leader in Open Educational Resources for students. In February 2019, Rice University based publisher OpenStax ranked LCC eighth in the nation for serving the most students with free textbooks. Since 2012, LCC has provided OER to 27,812 students with an estimated savings of $2,499,835.
A College Like No Other

Lansing Community College is a national leader in placemaking and ambient learning. From our photo-lined hallways to our towering sculptures across our multiple campuses, LCC has become a destination for students wanting to save money while still receiving high-quality training in top-notch facilities on state-of-the-art campuses.

Our college is home to the Downtown Sculpture Walk comprising over 25 unique sculptures, 600 pieces of public art and thousands of wall hangings, graphics and art in various forms. The Gannon Commons was created for students, faculty and staff to use daily for meals and meetings, but also has the capacity to hold large-scale events. In addition to the Commons, the Gannon Conference Center hosts many high-level college-run and community-led events.

In 2018, LCC became just the third location in the country to host tech giant Google for their free ‘Grow with Google’ workshops, one-on-one counseling sessions and hands-on demonstrations designed to help students, job seekers, and small business owners learn new technical skills. Google also provided a $100,000 sponsorship that has expanded the college’s digital skills offerings to job seekers and small businesses throughout the region.
Athletics

LCC is the home of the ‘Stars’. A nine-team intercollegiate varsity athletics program that competes regionally and nationally, including men’s/women’s basketball, men’s/women’s cross country and men’s/women’s track, softball, volleyball and baseball.
The City of Lansing

Lansing, Michigan is a diverse metropolitan area where you can go from a college campus to a waving wheat field in 10 minutes. Residents can observe the process of democracy while marvelling at the beauty of a state Capitol building, and then travel a few miles for Division I college basketball and football. The capital area, named because Lansing has been Michigan’s center of government since the late 19th century, also includes large cities like East Lansing and Grand Ledge, as well as smaller, more rural communities like Mason and Williamston. Many Lansing residents work in state government offices, while others are employed at the automobile plants and suppliers that produce some of the country’s most popular cars and trucks.

Lansing is a town filled with sports fans who proudly cheer on the teams at Michigan State University in East Lansing, not to mention the Class A Lansing Lugnuts at Thomas M. Cooley Law School Stadium. Hard-core baseball fans who want a bird’s-eye view of the action could choose apartment life just beyond the outfield wall. Those who prefer single-family homes have their choice in metropolitan Lansing of everything from Victorian painted ladies to original Frank Lloyd Wright designs to charming farmhouses.¹

¹realestate.usnews.com/places/michigan/lansing
Salary
Salary will be competitive and commensurate with qualifications and experience.

How to Apply
Greenwood/Asher & Associates, Inc. is assisting Lansing Community College in this search. Screening of complete applications will begin immediately and continue until the completion of the search process. Confidential inquiries, nominations and application materials should be directed to Greenwood/Asher & Associates. Application materials should include a letter addressing how your experiences match the position requirements, a curriculum vitae or resume and five references. Submission of materials as PDF attachments is strongly encouraged.

Inquiries, nominations, and application materials should be directed to:

Betty Asher, Partner and Vice President
E-mail: bettyasher@greenwoodsearch.com

Alex Matthews, Senior Executive Search Consultant
E-mail: alexmatthews@greenwoodsearch.com
Lansing Community College is committed to providing equal employment opportunities and equal education for all persons regardless of race, color, sex, age, religion, national origin, creed, ancestry, height, weight, sexual orientation, gender identity, gender expression, disability, familial status, marital status, military status, veteran’s status, or other status as protected by law, or genetic information that is unrelated to the person’s ability to perform the duties of a particular job or position or that is unrelated to the person’s ability to participate in educational programs, courses, services or activities offered by the college.

The following individuals have been designated to handle inquiries regarding the nondiscrimination policies: Equal Opportunity Officer, Washington Court Place, 309 N. Washington Square Lansing, MI 48933, 517-483-1730; Employee Coordinator 504/ADA, Administration Building, 610 N. Capitol Ave. Lansing, MI 48933, 517-483-1875; Student Coordinator 504/ADA, Gannon Building, 411 N. Grand Ave. Lansing, MI 48933, 517-483-1885; Lori Willett, Human Resource Manager/Title IX Coordinator, Administration Building, 411 N. Grand Ave. Lansing, MI 48933, 517-483-1870; Christine Thompson, Student Title IX Coordinator, Gannon Building, 411 N. Grand Ave. Lansing, MI 48933, 517-483-1261.