

SEARCH PROFILE:

DEAN OF THE COMMUNITY
AND TECHNICAL COLLEGE



UNIVERSITY OF
ALASKA
FAIRBANKS

TABLE OF CONTENTS

THE SEARCH FOR A DEAN	3
LAND ACKNOWLEDGEMENT	4
ABOUT THE UNIVERSITY OF ALASKA FAIRBANKS	5
ABOUT THE COMMUNITY AND TECHNICAL COLLEGE	6
CTC FACILITIES	6
STUDENT RESOURCES	7
NANOOK DIVERSITY & ACTION CENTER (NDAC)	8
LEADERSHIP AGENDA	9
QUALIFICATIONS	9
PROCEDURES FOR NOMINATIONS AND APPLICATIONS	10



THE SEARCH FOR A DEAN

Dr. Charlene Stern, Vice Chancellor for Rural Community and Native Education at the University of Alaska Fairbanks (UAF), enthusiastically invites nominations and applications for the University's next Dean of the Community and Technical College (CTC). The next Dean will be an inspirational and accomplished professional who will provide visionary leadership and overall academic, administrative, and financial management of the College. The CTC has an annual budget of approximately \$14 million and employs a culturally diverse group of 35 full-time and 200 adjunct faculty members represented by two unions, 35 full-time and 100 part-time staff.

One of the University's nine colleges, the CTC has a unique role in workforce preparation and economic development, with a history of deep-rooted involvement in its communities. The CTC works closely with more than 400 industry partners in over 50 certificate and degree programs designed to prepare students for work in numerous professional and technical fields.

The next Dean will discover a warm, family-friendly workplace where the threads of friendship and common purpose bind together the diverse cultures, geography, weather, and small populations of the various communities served.

Alaska is two and one-half times larger than Texas. Nearly four Californias could fit into its borders, yet the number of Alaskans is less than three-quarters of a million. Fairbanks is the largest city in the [Interior](#) region of Alaska and the second largest in the state, with a metro population of just under 100,000. While one does not have to be a rugged outdoors person to thrive in Fairbanks, the College seeks a Dean who will embrace the unique Alaskan weather with all its challenges and joys.

Prospective candidates must consider that Fairbanks is unlike any other place in the United States. Fairbanks is in the Boreal ecoregion tucked between the state's Arctic, Subarctic, and Coastal ecoregions, with long, cold winters offering little daylight and short, warm summers with a modicum of darkness. Snowfall begins

in early October, and winter ends in May. Yet Alaskans enjoy the freedom of unmatched natural beauty and the wonder of a million stars in the night sky.

The seasons are filled with sports and outdoor activities, and the University and city have vibrant cultural offerings. The Fairbanks Shakespeare Festival, the Fairbanks Arts Association, the Northern Lights Council of Dancers, the World Eskimo-Indian Olympics, and the Morris Thompson Cultural and Visitors Center, among others, kindle a winter warmth shared by community members. Summers in Fairbanks see very little rain, temperatures that hover between 70 and 80 degrees, and the midnight sun, making Fairbanks one of the sweetest spots on earth in late April through September.

The new Dean for CTC will lead by:

- Listening first, inquiring before advocating, by demonstrating humility with internal and external communities to understand their diverse perspectives, experiences, and needs before acting.
- Recognizing and fostering the deep culture of family and friendship connections that CTC employees at every level value and enact.
- Fostering student engagement in and out of the classroom with enthusiasm and pride;
- Collaborate with faculty and staff to develop culturally sensitive and socially intelligent structures, policies, approaches, and programs that promote accessibility, diversity, equity, and inclusion.
- Be a systems thinker who embraces the complexity of advocating for the CTC in a university system of nine colleges, with strategies that promote community college student success while making meaningful contributions to economic development and community vibrancy through college programming, professional development, and partnerships.
- Bring expertise in change management that collegially facilitates discussions and decisions about College initiatives and programs;
- Create relationships with legislators, business and industry leaders, and potential donors to CTC.



LAND ACKNOWLEDGEMENT

We acknowledge the Alaska Native nations upon whose ancestral lands our campuses reside. In Fairbanks, our Troth Yedha' Campus is located on

the ancestral lands of the Dena people of the lower Tanana River.



ABOUT THE UNIVERSITY OF ALASKA FAIRBANKS

Gold discoveries in the early 1900s brought sudden changes to the Tanana Valley. In 1906, the hill where UAF now stands, called Troth Yeddha' by the local Indigenous people, became the location of a federal [Agricultural Experiment Station](#). The U.S. Congress in 1915 dedicated the station's land to a future school of higher education.

On May 3, 1917, Alaska Territorial Gov. John Strong signed a bill from the Territorial Legislature to create the Alaska Agricultural College and School of Mines, now called the University of Alaska. In 1922, the college opened its doors to six students with a faculty of seven offering 16 classes. The first commencement in 1923 was help for a single graduate.

In 1935, the Alaska Territorial Legislature changed the name to the University of Alaska to reflect the school's expanding role in research, teaching, and public service. By then, faculty and course offerings had grown to include a range of liberal arts, science, and engineering. Mining engineering was the most prominent program because the local and statewide gold mining industry provided many employment opportunities.

World War II changed Alaska more than even the gold rush. The only land battle on US soil was fought when Japanese forces attacked the Aleutian Islands. Because of Alaska's strategic importance, the Alaska Highway was built in 1942, connecting Fairbanks to British Columbia. The population of Fairbanks grew from around 4,000 before the war to nearly 20,000 by 1950.

The United States grew increasingly aware of the need for areas of research and national defense for which Alaska provided unique opportunities. Programs for high-latitude research in arctic marine and biology areas and launch facilities for NASA and the Department of Defense were created. The university awarded its first Ph.D. degree to a geophysics student in 1955.

NASA named UAF a Space Grant institution for aerospace research in 1991, making it a Land, Sea, and Space Grant institution. The university established an Arctic biological research field station, earthquake and volcano monitoring centers, a satellite tracking facility, and a center for Arctic research.

The University of Alaska was pivotal in Alaska's statehood. The Alaska Constitution was drafted in what is now Constitution Hall and signed in the home of UAF student service and administrative offices, now called Signers' Hall. Alaska became the nation's 49th state in 1959.

Over the years, the University has undergone several reorganizations. In 1975, Fairbanks, Anchorage, and Juneau campuses were assigned their own chancellors. In 1987, during a recession caused by lower oil prices, the administration of the community colleges moved from a statewide office to the three main campuses. The [Cooperative Extension Service](#), which has helped fulfill the university's public service mandate since 1930, also moved to UAF.

The [campus in Fairbanks](#) has continued to thrive, along with satellite campuses in [Bethel](#), [Dillingham](#), [Kotzebue](#), and the [Interior](#), and education centers in [Fort Yukon](#), [Delta Junction](#), [King Salmon](#), [New Stuyahok](#), [Togiak](#), and [Unalaska](#) to serve rural Alaskans.

One of the nation's great museums, the [University of Alaska Museum of the North](#), was expanded in 2006 with an additional 40,000 square feet of space.

Current enrollment is about 7,500 students enrolled from 49 states and 53 countries. Eighty-seven percent are undergraduates taught by 545 faculty with a student-faculty ratio of 10-1. The UAF has nine colleges.

[College of Business and Security Management](#)
[College of Engineering and Mines](#)
[College of Fisheries and Ocean Sciences](#)
[College of Liberal Arts](#)
[College of Natural Science and Mathematics](#)
[College of Rural and Community Development](#)
[Community and Technical College](#)
[Graduate School](#)
[School of Education](#)

On the sports field, UAF earned its 10th NCAA national rifle championship in 2008, and the hockey team went to the NCAA Division I national tournament for the first time in 2010.

ABOUT THE COMMUNITY AND TECHNICAL COLLEGE

The Community and Technical College (CTC) fulfills UAF's community college mission in the greater Fairbanks and outlying area by offering high-quality certificates, degrees, and specialized training programs. Its core purpose is to provide community-driven education to meet the needs for workforce development, academic preparation, and lifelong learning. CTC helps prepare Alaskans for Alaska's jobs.

UAF is accredited by the Northwest Commission on Colleges and Universities. Additionally, CTC has numerous national and state-recognized accreditations and certifications for [specialized programs](#).

The CTC serves over 3,000 students and is the University's largest enrollment center. The student-to-faculty ratio is 12:1, which is especially important for technical and professional instruction and mentoring. On-campus housing is available through the University's [Residence Life](#).

CTC offers more than 50 certificate and degree programs that prepare students for high-demand careers, including:

- Health care
- Business
- Recreation
- Drafting and Design Technology
- Cybersecurity and IT Support
- Construction Management
- Culinary Arts
- Early Childhood Education
- Education
- EMS/Paramedicine
- Firefighting
- Law Enforcement

- Paralegal Studies;
- Oil, Gas, and Mining Process Technologies
- Automotive
- Diesel/Heavy Equipment
- Aviation Maintenance
- Welding

CTC benefits from strong partnerships with local employers in business, industry, and organized labor. Many CTC faculty come from active workplace settings, ensuring that CTC students learn from people at the forefront of their professions. The Community Advisory Council (CAC) provides invaluable information and perspective from community members dedicated and committed to ensuring CTC meets Alaska's present and future workforce needs. The CAC represents the broader community and is the crucial link between the university, business, and industry.

Many CTC classes are held during evenings, weekends, and online to support the needs of nontraditional students who have been away from college or whose work and family obligations make full-time student status challenging, as well as traditional students entering college for the first time.

While CTC's downtown location provides a one-stop shop that enables students to take care of all their university-related needs in one convenient place, CTC programs are delivered at seven locations throughout Fairbanks and the surrounding area. Each CTC location contains specialized facilities and equipment to support the industry experience and the hands-on education provided through the College's numerous programs.

CTC FACILITIES

The CTC has numerous facilities that contribute to student learning and community engagement. These include the CTC's downtown center and several other sites specifically designed for professional and technical education programs.

Classes are offered at our various locations throughout the Fairbanks area and on the main UAF campus. The main campus center is in the heart of downtown Fairbanks. It has all the educational services necessary for student success, from academic and financial aid advising to computer labs, IT support, tutoring, and wireless study lounges. Locations include:

- The Community and Technical College downtown center houses administrative and student service functions and numerous programs including Accounting, Business, Construction Management, Dental Assistant, Drafting/Design Technology, Early Childhood Education, Healthcare Reimbursement, Information Technology Specialist, Medical/Dental Reception, Medical Assistant, Nurse Aide, Nursing, Paralegal Studies, Phlebotomy, and Professional Development.

- The Hutchison Center is home to Automotive Technology, Culinary Arts & Hospitality, Diesel/Heavy Equipment, and Welding & Materials Technology programs.
- The University Park Center offers programs in Fire Science, Paramedicine, and Law Enforcement.
- The Bunnell House is the site of the Early Childhood Lab School.
- The Aviation Technology Hangar houses programs in Aviation Maintenance and Piloting.
- The Fairbanks Pipeline Training Center is home to the CTC's Process Technology Programs.
- The Delta Career Advancement Center boasts a 7,000-square-foot shop and two formal classrooms equipped with the latest technology for student instruction.
- The Borealis Bistro is a public, student-run lunch service designed to give CTC Culinary Arts & Hospitality students real-world restaurant experience.

STUDENT RESOURCES

ACADEMIC ADVISING

The UAF CTC's Advising Center advises associate of arts and non-degree students, as well as those deciding upon a program of study. Program advisors with detailed knowledge of the student's degree program offer advice for degree students. Military students and their dependents can receive specialized advising. Career advising is also available through our advising center.

ENROLLMENT SERVICES

The Student Services & Registration Center allows students to register for classes, pay tuition and fees, receive financial aid advising, take placement testing, research career information, obtain a student ID card, and more in a "one-stop-shop" designed to be timely while eliminating the confusion that multiple locations often create.

COMPUTER LABS

CTC is committed to ensuring students can access the technology needed for success. Open computer labs and computers for student use with specialized program software are available at multiple CTC locations.

We also provide student technology support services to help you with computer and technology problems. We also work cooperatively with the Office of Information Technology (OIT) at the University of Alaska to help you with campus-wide technology services.

STUDENT SUCCESS CENTER

The Debbie Moses Learning Center provides educational support and services to students in a friendly and welcoming environment. Center staff help with free internet access, school supplies, printing or scanning documents, general IT help, and math, writing, and science tutoring.

MILITARY STUDENT SUPPORT

CTC provides specialized military support and advising for active-duty military, dependents, and Veterans. CTC is committed to helping students find a pathway to complete a degree through one-on-one advising, flexible class scheduling, and online/hybrid degree programs. Staff members are available to explain programs and courses and assist in registration and admissions.

STUDENT HEALTH AND COUNSELING CENTER

At the Student Health and Counseling Center, students receive various medical services, counseling, health education, and assistance with [student health insurance](#). Students pay the [health center fee](#) to be eligible for these services.

ONLINE LEARNING

Students enrolled in online degree programs and classes will receive support from their CTC program advisor and UAF eCampus and UA Office of Information Technology (OIT) support teams.

Program advisors answer questions, provide advising, and help students plan for success in online classes and programs. Students are strongly encouraged to work closely with their program advisor as they work through their chosen curriculum.

[UAF eCampus](#) manages many of UAF CTC's online course offerings and provides specialized services to help prospective and [current students](#) interested in online learning. The [OIT Service Desk](#) provides technology support to students experiencing difficulties.

UAF OFFICE OF RIGHTS, COMPLIANCE, AND ACCOUNTABILITY

The Office of Rights, Compliance, and Accountability focuses on preserving individual rights, ensuring compliance with policy and law, and fostering accountability. The overall goal is to provide a respectful, diverse, and inclusive university environment. ORCA serves as a single point of contact for matters involving Title IX, discrimination, student behavioral intervention, and crisis management.



NANOOK DIVERSITY & ACTION CENTER (NDAC)

The Nanook Diversity and Action Center (NDAC) provides a welcoming space, educational programming, and opportunities to transform social concerns into action.

The Center is founded on the belief that all people have the right to live free of violence, discrimination, and the fear of violence. NDAC's philosophy to address these pervasive social problems is informed by multidisciplinary research and data. NDAC seeks to increase awareness of these issues and establish positive community norms through student-led efforts such as educational programming and staff-led training to support a community free of discrimination, harassment, and violence.

MISSION

- Promote inclusion, social justice, and cultural pluralism by providing educational programs that honor and support diverse and intersectional identities.
- Promote a campus culture of wellness through the use of Green Dot Bystander Intervention, QPR Suicide Prevention, and other prevention strategies.

GOALS

- Increase student awareness and appreciation for other identities and cultures
- Encourage healthy relationships, lifestyles, and social norms
- Empower students to express themselves and advocate for positive change

NDAC provides a wide array of training and workshop options in the areas of diversity, equity, inclusion, prevention, and wellness:

- SafeZone LGBTQIA2+ Ally Training
- Bringing in the Bystander (Bystander Intervention Training on Sexual Assault and Relationship Violence)
- QPR Suicide Prevention Training
- Identity & Intersectionality Workshop
- Inclusive Leadership Workshop
- Implicit Bias Training
- Gender Inclusion 101
- One Love
- Self-care Workshop
- Custom workshops



POINTS OF PRIDE

- In 1972, the Alaska Legislature established the Alaska Native Language Center and provided operating funds. Since then, the university has supported research, documentation, and teaching the state's 20 Native languages.
- UAF CTC is proud to be on the coveted Military Friendly Schools® list.
- The CTC is vital in making Fairbanks and Central Alaska *work*, producing the region's firefighters and mechanics, healthcare workers and business professionals, welders and IT specialists, among many other professions.
- The CTC is a household name because of its passionate outreach.
- CTC operates a State of Alaska licensed child care center



LEADERSHIP AGENDA

Be an enthusiastic and visible college advocate and astute community partner for economic development

As a voice for community and technical college education at the University of Alaska Fairbanks, the Dean will develop relationships—community and business networks, economic development agencies, other administrators, and legislative and gubernatorial contacts—to create opportunities to build the workforce, develop programs, and attract, retain, and expand businesses that fuel and diversify the Alaskan economy. The next Dean will passionately communicate the economic and social value of the community college mission to the broad community.

Be an effective communicator who builds trusting relationships with clarity, consistency, and transparency

The Dean will be an effective communicator, listener, and advocate with strong interpersonal skills and a commitment to transparently sharing and eliciting information, ideas, and policy with students, staff, leadership, and communities. Fostering a culture of collaboration and student success, the Dean will be a leader who has demonstrated community engagement and commitment to the comprehensive mission of the community college, especially in rural settings.

Maintain and deepen existing partnerships to create comprehensive student success, empowering people at every step

The Dean will discover a robust network of community, business, industry, and university partners committed to the CTC's success. The Dean will provide sustained appreciative and supportive collaboration with these entities, working closely with faculty leaders to offer quality, value, and relevance in all programmatic offerings. Drawing on the considerable knowledge and talent of the faculty and staff, the Dean will plan and budget with feedback from the faculty, staff, and students to shape decisions through a visible commitment to shared governance. With a deep respect for high-quality academic programs and effective teaching and learning, the Dean will recognize, value, and engage every employee in their role in realizing the daily fulfillment of the College's mission. The Dean will build bridges with all constituent groups through unquestioned integrity and respect for others.

Steward the budget and identify and develop new resources

The next Dean will understand budgets and budget management well and exhibit open, honest, and transparent budget stewardship. Keen to develop multiple revenue streams, the next Dean will lead a thoughtful program of grants, contracts, contracted education, partnerships, and fundraising that strengthen the institution's sustainability and mission fulfillment.

QUALIFICATIONS

DESIRED QUALIFICATIONS

- Knowledge of and experience with accreditation at the college and university level
- Experience fundraising and securing external support
- Broad experience in academic program development and assessment of student learning outcomes
- Experience working with and supporting faculty through the tenure and promotion process

MINIMUM QUALIFICATIONS

- Minimum of five years experience in progressively responsible executive management level positions
- A demonstrated record of effective communication with internal and external audiences
- Experience managing complex budgets
- Experience implementing effective strategies to increase diversity, equity, and inclusion
- Master's degree in discipline appropriate to the position or equivalent experience of three to five years of administrative leadership experience, including planning and development, complex budget management, and the development of personnel



Salary is commensurate with experience and competitive with UA employee benefits package that includes 12 paid holidays, tuition waivers for employees and family members, and medical, dental, and vision care coverage.



PROCEDURES FOR NOMINATIONS AND APPLICATIONS

The University of Alaska Fairbanks Community and Technical College is being assisted in this search by Academic Search. The position is open until filled, and applications received by **December 29, 2023**, can be assured of consideration.

To be considered, please include the following:

- A FULLY completed University of Alaska employment application at <https://careers.alaska.edu/en-us/job/524591/dean-uaf-community-and-technical-college>
- Resume or CV
- Cover letter describing qualifications
- Statement of philosophy of career and technical education. Preparing workforce-ready graduates through community-driven education is a core tenet of our mission. Please write a brief paragraph describing your philosophy on the value of a comprehensive, integrated career and technical education.
- Diversity is an important part of the UAF Community and Technical College mission. Please write a brief paragraph telling us how diversity figures into your past and present teaching, administrative, community engagement, and/or your lived experience? Going forward, how would you imagine incorporating attention to diversity into your work at UAF CTC?
- Contact information (name, telephone number, and email address) for three professional references. References will not be contacted without the explicit permission of the candidate.

Nominators and prospective candidates also may arrange a confidential conversation about this opportunity with Rich Cummins, Senior Consultant, at rich.cummins@academicsearch.org.

ABOUT ACADEMIC SEARCH

Academic Search is assisting University of Alaska Fairbanks Community and Technical 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.



Committed to IDENTIFYING
AND DEVELOPING LEADERS
by providing the highest
level of EXECUTIVE
SEARCH to our
higher education
partners.