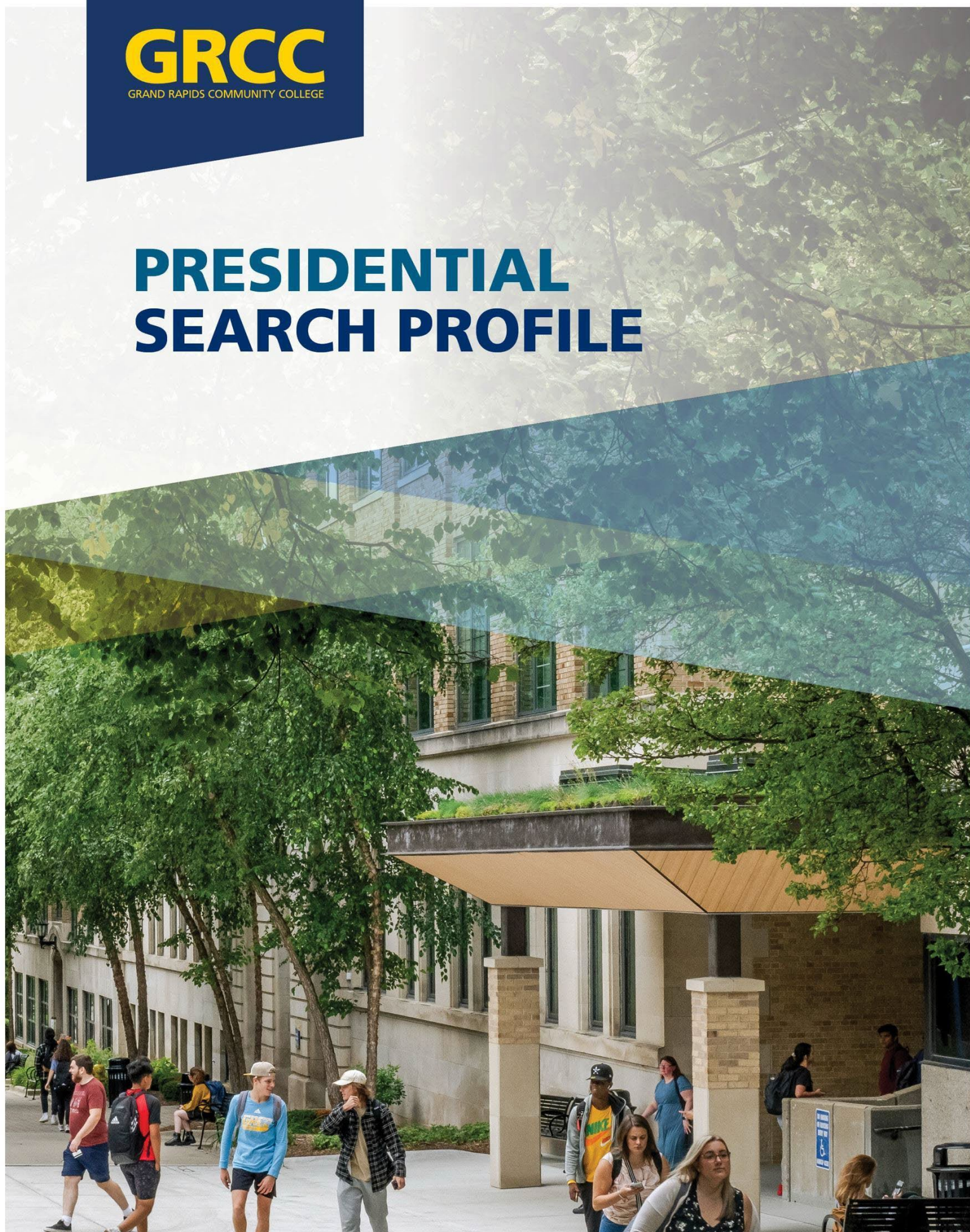




GRCC
GRAND RAPIDS COMMUNITY COLLEGE

PRESIDENTIAL SEARCH PROFILE





Grand Rapids Community College Board of Trustees 2025 Presidential Search Profile “Together, we’ve got this.”

Approach to New Leadership

The Grand Rapids Community College (GRCC) Board of Trustees invites applications and nominations for a dynamic and visionary leader to serve as the next president. This is a pivotal opportunity to champion an institution with an extraordinary 111-year legacy — Michigan’s first community college — nationally recognized for innovation, workforce development and equity.

GRCC seeks a leader who is:

- Brave, visionary, unafraid to make significant moves that advance student success and institutional excellence.
- A unifier and a catalyst, strengthening both credit and non-credit pathways, affirming GRCC’s critical role in education and workforce development.
- Visible and authentic, serving as the face and voice of our institution in West Michigan and beyond. Be present, authentic and engaged on campus and in our community.
- A builder of community and opportunity, guided by equity, innovation, and inclusion to create a future-focused learning environment.

A Legacy of Access, A Future of Possibility

Founded in 1914, GRCC has consistently led with innovation and access. Over the past several years, GRCC has earned national recognition for academic excellence, equity-centered initiatives and strong workforce partnerships.

Recent accolades include:

- Reaffirmation of accreditation from the Higher Learning Commission, maintaining continuous accreditation since 1917.
- Designation as a Gold Level Veteran-Friendly School (2024-25) by the Michigan Veterans Affairs Agency, marking the third consecutive year having earned this prestigious status.
- 2024 Clery Compliance Program of the Year from the National Association of Clery Compliance Officers & Professionals (NACCOP).
- \$1 million grant from the U.S. Environmental Protection Agency for workforce development initiatives.
- Selection as Michigan’s only participant in the prestigious Metallica Scholars Initiative (MSI) from Metallica’s All Within My Hands Foundation (WMH).
- \$5.5 million Strengthening Community Colleges grant from the U.S. Department of Labor, the only college in Michigan to receive this award.

These achievements reflect our deep culture of excellence and a commitment to serving students and the community.

Mission, Vision and Values

At GRCC, our mission, vision and values aren't words on a wall. They are the foundation of our institution.

Mission

GRCC is an open access college that prepares individuals to attain their goals and contribute to the community.

Vision

GRCC provides relevant educational opportunities that are responsive to the needs of the community and inspire students to meet economic, social and environmental challenges to become active participants in shaping the world of the future.

Values

- Excellence – We commit to the highest standards in our learning and working environments.
- Diversity – We create an inclusive welcoming and respectful environment that recognizes the value, diversity and dignity of each person.
- Responsiveness – We anticipate and address the needs of students, colleagues and community.
- Innovation – We seek creative solutions through collaboration, experimentation and adaptation.
- Accountability – We set benchmarks and outcomes to frame our decision-making, measure our performance and evaluate our results.
- Sustainability – We use resources in responsible ways to achieve equity across our social, economic, and environmental practices and policies.
- Respect – We treat others with courtesy, consideration and civility.
- Integrity – We commit to GRCC values and take personal responsibility for our words and actions.



2023-2028 Strategic Plan

Our strategy is student-centered and future-focused, emphasizing five key goals:

1. Teaching and Learning: Building world-class educational experiences.
2. Completion and Transfer: Improving pathways for all students.
3. Equity: Creating a climate where all students thrive.
4. Community Impact: Expanding our role to create a stronger workforce.
5. Infrastructure and Sustainability: Investing wisely in our people, places and systems.

GRCC's 2023-28 Strategic Plan acknowledges the following overarching principles:

1. Equity encompasses all five goals.
2. There is also interconnection among the goals.
3. Every GRCC faculty and staff member is an educator.
4. Enrollment is a focus of all GRCC stakeholders.
5. Continue to advocate for all programs to lead to living-wage jobs.

The next president will champion the achievement of measurable results tied to these goals, setting a bold course for GRCC's next chapter.

What We Seek in Our Next President

Organizational Expectations

GRCC is and will remain:

- A student-centered institution committed to access, success and satisfaction.
- A leader in innovation across teaching, learning, workforce development and continuing education.
- A collaborative and trusted partner with businesses, industries, K-12 districts, higher education institutions and community organizations.
- An inclusive community where diversity, equity, inclusion and belonging are foundational.

- A financially robust institution expanding our impact through thoughtful stewardship of philanthropy, grants, public-private partnerships and public and private resources.
- A mission-driven college whose decisions are guided by our mission, vision, values and strategic plan.

Opportunities

The next president will have the opportunity to:

- **Build on a Strong Legacy** as Michigan's first community college with a rich 111-year history.
- **Deepen Existing Community & Workforce Partnerships** with West Michigan's business, industry and education leaders.
- **Advance Student-Centered Innovation** by expanding transfer, workforce, apprenticeship and non-credit pathways.
- **Secure Philanthropy & Public Resources** through GRCC's foundation, strong grant portfolio and state and federal support.
- **Increase Regional Impact** as an anchor institution in economic mobility, social equity and lifelong learning.
- **Lead in Technology & Integration** to adapt to change and prepare students for the future of work.

Challenges

The next president must also navigate:

- **Leadership Transitions** – Providing stability after recent executive turnover.
- **Enrollment & Demographic Shifts** - Addressing the enrollment cliff and changing student needs.
- **Internal Culture** - Strengthening morale, retention and shared governance.
- **Balancing Demands** – Maintaining operational excellence while being highly engaged in the community.
- **Equity & Inclusion** - Sustaining commitment to success and well-being of students, faculty and staff amid national challenges and local disparities.
- **Financial Stewardship** – Managing fiscal health, recent organizational restructures and long-term sustainability.

Presidential Priorities

The Board has identified six priorities:

1. **Strengthen Trust & Culture**
 - Continue to foster transparent, collaborative and ethical leadership.
 - Continue to prioritize equity and shared governance.
 - Promote belonging and recognition across all roles.
2. **Champion Student Success**
 - Prioritize access, retention and completion for all students.
 - Balance support for transfer and technical/workforce programs.
 - Expand holistic student supports and services.

3. **Expand Workforce & Community Impact**

- Deepen partnerships with employers, K-12 districts and higher education institutions.
- Advance apprenticeships, CTE and non-credit programs.
- Position GRCC as a driver of regional economic development.

4. **Lead Innovation in Teaching & Technology**

- Advance teaching excellence and faculty development.
- Integrate meaningful and productive emerging technologies in instruction and operations.
- Anticipate future educational and workforce trends.

5. **Strengthen Equity & Inclusion**

- Embed diversity, equity and inclusion in institutional practices and outcomes.
- Champion equity at local, state and national levels.
- Remove barriers for underrepresented students.

6. **Ensure Operational Excellence & Sustainability**

- Maintain financial health and manage risk.
- Advance the facilities master plan and sustainability initiatives.
- Streamline administrative processes for efficiency and transparency.

Desired Leadership Traits

Our next president will be a transformational, equity-centered leader who acts, innovates, and inspires across the College and community. The Board seeks someone who demonstrates:

- Visionary, bold and strategic leadership rooted in the community college mission.
- A proven record of executive leadership with measurable outcomes.
- Student-centered and inclusive approaches engaging students, faculty, staff and partners.
- Skill in relationship-building across diverse constituencies.
- Financial and entrepreneurial acumen with success in securing public grants and philanthropic support, and building partnerships with public and private funders.
- Cultural competence and a steadfast commitment to diversity, equity and inclusion.
- Capacity to balance innovation with operational excellence and practical execution.

Campus Community Focus Areas

The next president will strengthen GRCC's culture of transparency, collaboration and efficiency by:

1. **Enhancing Information Sharing** - Strengthening communication channels to keep students, faculty, and staff informed and aligned.
2. **Streamlining Decision-Making** – Empowering faculty and department leaders with clear delegation and accountability.
3. **Optimizing Organizational Structure** – Ensuring well-defined roles, streamlined processes, and responsiveness to diverse needs.
4. **Enhancing Administrative Processes** - Improving transparency and accessibility in workflows to reduce barriers.

5. **Promoting Ethical Communication** - Leading by example to foster honesty, respect, and open communication with all stakeholders.

GRCC seeks a visionary leader who embodies these values and is ready to lead to ensure the college remains an accessible, innovative and student-centered institution.



Minimum and Preferred Qualifications

Minimum:

- Doctorate from a regionally accredited institution.
- Significant, progressively responsible senior-level leadership in higher education administration or an organization of comparable complexity.

Preferred:

- Community college leadership experience.
- Collective bargaining experience.
- Teaching experience is a plus.

About Grand Rapids Community College

For 111 years, GRCC has provided affordable, accessible education to learners of all ages. GRCC offers academic pathways leading to degrees, certificates, transfer opportunities and in-demand career skills through courses delivered across multiple campuses — downtown Grand Rapids and Holland — as well as online, hybrid and weekend formats.

Courses are organized across five academic schools:

- School of Liberal Arts
- School of Health Sciences
- School of STEM
- School of Business and Industry
- School of Workforce Training

GRCC provides more than 140 degree and certificate programs, complemented by robust non-credit job training programs in healthcare, manufacturing, public sector and IT industries. These

short-term programs, developed with local employers, prepare students for high-demand fields with credentials and certifications that meet workforce needs.

Students benefit from small class sizes — an average of fewer than 25 students — and personalized support services, including academic advising, tutoring, disability and occupational support, bilingual services and holistic resources such as food assistance.

Recognized nationally for excellence in transfer education and workforce development, GRCC supports thousands of students each year in achieving their goals. The college participates in Achieving the Dream, reinforcing its commitment to equity-centered teaching and student success. GRCC maintains accreditation through the Higher Learning Commission (HLC) and holds specialized accreditations across several programs, including Associate Degree Nursing, Practical Nursing, Automotive Technology, Baking and Pastry Arts, Child Development, Child Development - Early Childhood, Criminal Justice Corrections, Criminal Justice Sheriff's Corrections Academy, Culinary Arts, Dental Assisting, Dental Hygiene, Middle College, Police Academy, Medical Assistant, Music, Neurodiagnostic Technology, Occupational Therapy Assistant, Radiologic Technology and Visual Arts.



Student Fast Facts (2024-2025)

Total Students Served:

18,098 students took credit classes

5,919 students completed workforce training courses

23.9% full-time / 76.15 part-time

Student Residence:

- Kent County (KISD): 70%
- Other Michigan County: 28%
- Out-of-State: 2%

56% female / 43% male / 1% prefer not to say

Average age: 24

34% of students are 25 or older

61% of students are age 18-24

5% of students are under age 18

Race/ethnicity

- 57.7% Caucasian
- 19.9% Hispanic/Latino/Latina
- 11.2% Black/African American
- 4.3% Multiple (2+)
- 3.9% Asian/Pacific Islander
- 2.4% Unknown
- 0.6% American Indian/Alaskan



Locations and Facilities

- Main Campus (Downtown Grand Rapids) and DeVos Campus (in the Heritage Hill neighborhood).
- Leslie E. Tassell MTEC (Michigan Technical Education Center) for workforce training.
- Lakeshore Campus, a state-of-the-art facility opened in 2021 in Holland, MI (Ottawa County).
- Early/Middle College Program sites that offer dual enrollment courses at area high schools.

Academic Excellence and Innovation

- Premier transfer institution, supporting over 4,000 students transferring annually.
- Achieving the Dream (ATD) participant, demonstrating a strong commitment to equity-centered teaching and learning.
- 17:1 student-faculty ratio supporting personalized learning.

Teaching and Learning Innovation

The Center for Teaching, Learning, and Distance Education (TLDE) supports continuous faculty development and excellence in classroom and online teaching.

Facilities Master Plan

In 2020, GRCC completed a comprehensive Campus Master Plan to align strategic goals with intentional investment in facilities, sustainability and growth over the next two decades.

Financial Strength and Philanthropy

- The Grants Department manages over \$29.9 million in sponsored projects (FY 2024-25).
- GRCC Foundation assets exceed \$43 million, providing \$1.3 million annually in scholarships and student support (FY 2024-25).

Governance

GRCC is governed by a seven-member Board of Trustees, elected at-large in biennial elections. Trustees operate under a policy governance model, focusing on mission, vision, values and the strategic priorities of the College.

Vibrant Community Life

Grand Rapids is Michigan's second largest city and offers an outstanding quality of life with vibrant arts, dining, recreation and cultural amenities. The city has earned national recognition as:

- #1 Best Place to Raise a Family (Rocket Homes)
- #7 Most Affordable Place to Live (Rocket Mortgage)
- #13 Best Quality of Life (U.S. News & World Report)
- #17 Best Foodie City (WalletHub)

Located just 30 minutes from Lake Michigan's beaches, Grand Rapids combines urban energy with easy access to outdoor adventure. It is a hub for healthcare, education, manufacturing and innovation, and remains a thriving, diverse community ideally suited for the next GRCC president to call home.



Method of Application (Nominations and Applications)

Grand Rapids Community College offers its next president the opportunity to lead a uniquely student-focused academic community, building upon an exceptional legacy to shape an even more dynamic future. Applicants must hold a terminal degree from a regionally accredited institution of higher education and possess substantial leadership experience. Salary will be competitive and commensurate with experience.

To ensure full consideration, application materials must be submitted no later than October 22, 2025.

A complete application should include:

- A letter of interest (no more than four pages) specifically addressing how the applicant's background and experience align with the qualifications and leadership characteristics described in this profile;
- A current resume or curriculum vitae;
- The names, email addresses, phone numbers and professional titles of at least five references. References will not be contacted without prior authorization from the candidate.

All applications and nominations will be handled with strict confidentiality.

The search is being assisted by Academic Search. Nominations and applications should be sent electronically (MS Word or PDF Format) to GRCCPresident@academicsearch.org.

Grand Rapids Community College creates an inclusive learning and working environment that recognizes the value and dignity of each person. It is the policy and practice of GRCC to provide equal educational and employment opportunities regardless of age, race, color, religion, marital status, sex/gender, pregnancy, sexual orientation, gender identity, gender expression, height, weight, national origin, disability, political affiliation, familial status, veteran status or genetics in all programs, activities, services, employment and advancement including admissions to, access to, treatment in, or compensation in employment as required by state and federal law. GRCC is committed to reviewing all aspects of GRCC programs, activities, services and employment, including recruitment, selection, retention and promotion to identify and eliminate barriers in order to prevent discrimination on the basis of the listed protected characteristics. The college will not tolerate any form of retaliation against any person for bringing charges of discrimination or participating in an investigation. Further information may be obtained from the EEO Office or the Office of General Counsel, 143 Bostwick Avenue NE, Grand Rapids, MI 49503-3295.