



POSITION PROFILE
President
July 2021

In partnership with Summit Search Solutions, Inc.



ABOUT THE COLLEGE OF WESTERN IDAHO

The College of Western Idaho (CWI) is located in the vibrant Southwest Idaho region. The region is experiencing rapid population growth as employment opportunities – ranging from agriculture to high tech business and industry – combine with an outstanding quality of life to attract new residents. CWI is not only Idaho’s largest community college, it is also one of the fastest-growing colleges in the nation. Enrollment has grown from 18,000 students to almost 30,000 students in the past five years. Over 21,000 students were enrolled in credit-bearing courses in fiscal year 2020. Another 8,000 non-credit students completed basic skills and workforce development studies.

Created by a supermajority of voters in Ada and Canyon counties on May 22, 2007, CWI is the only public community college dedicated to serving western Idaho and to improving the community’s economic well-being. CWI offers a full range of academic and career-technical courses leading to Associate of Arts, Science, or Applied Science degrees; technical degrees; and targeted workforce skill certificates. CWI also offers basic skills education, ESL and GED preparation, dual credit for high school students, and fast-track career training for working professionals. Students can choose from day, evening, and weekend classes offered at a variety of campus locations throughout western Idaho or online. To learn more about CWI, please visit: <https://cwi.edu/>

Mission Statement: “The College of Western Idaho expands learning and life opportunities, encourages individual advancement, contributes to Idaho’s economic growth, strengthens community prosperity, and develops leaders.”

Vision: “By 2040, the College of Western Idaho will be a best-in-class, comprehensive community college that will influence individual achievement and the intellectual and economic prosperity of Western Idaho. By providing a broad range of highly accessible learning opportunities, this Vision will be realized through the College’s Presence, Practice, and Impact.”

Values:



A 2018 study highlights CWI’s significant contributions and economic impact on the region.

Strategic plan: [Click here](#) to view the College’s Strategic Plan.

Accreditation: The College of Western Idaho was granted accreditation by the Northwest Commission on Colleges and Universities (NWCCU) in 2016.

Location: Rimmed by the Boise foothills to the north and the Owyhee range to the southwest, CWI is in the Treasure Valley which has been recognized nationally as a great place to live, work, and receive an education. CWI provides services throughout the Treasure Valley, with its main campus situated in Nampa and a center in Boise.



CWI *empowers students to be bold!*

CWI STUDENT BODY

As the College of Western Idaho navigates the COVID-19 pandemic, it continues to adapt to the ever-changing environment. CWI has introduced new course options, allowing for added flexibility and choices to meet students' needs, while delivering exceptional instruction via: Traditional Online, Face-to-Face, Hybrid, HyFlex, and Synchronous Online.

Fiscal Year 2020 Enrollment

Total Students Served Annually: **29,673**

21,539

Credit Students (Fiscal Year 2020)

Academic Transfer: **8,288**
Dual Credit: **12,098**
Career & Technical: **1,153**

8,134

Noncredit Students (Fiscal Year 2020)

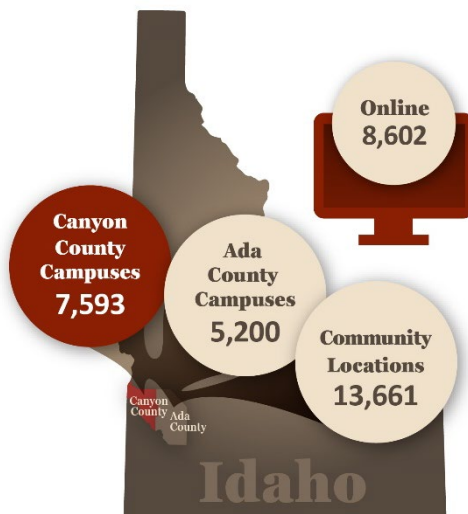
Basic Skills Education: **2,108**
Workforce Development: **6,026**

Ethnicity	Credit	Basic Skills Education	Percentage
American Indian	195	20	1%
Asian	433	214	3%
Black or African American	344	242	2%
Hawaiian/Pacific Islander	62	8	0%
Hispanic	3,505	852	18%
Multi-Racial	658	76	3%
Non-Resident Alien	120	—	1%
Not Reported	1,578	—	7%
White	14,809	696	65%

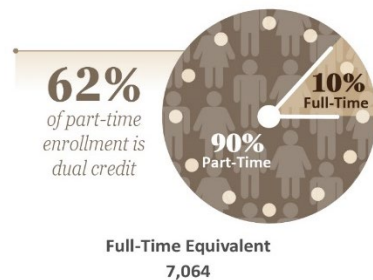
Number of Programs



Students Served by Location



Part-Time vs. Full-Time



6%
Increase in dual credit enrollment

For more CWI facts at-a-glance, click here: <https://cwi.edu/info/facts-glance>



THE OPPORTUNITY

President

The College of Western Idaho (CWI) seeks an innovative and experienced educational leader for the position of president. The president will provide energetic and visionary leadership for a fast-growing and complex institution that serves a dynamic and prosperous region. Working with the Trustees of CWI, the College's faculty and staff, and with key stakeholder groups, the president will create a comprehensive strategic plan for the College and oversee its effective implementation.

ESSENTIAL FUNCTIONS

The president:

- Is the chief executive officer of the College of Western Idaho, reporting directly to the Board of Trustees.
- Provides leadership and oversight for all aspects of the College, including academics, finance, planning, information technology, student affairs, enrollment, facilities and technology, advancement, and other key areas.
- Leads a collaborative strategic planning process, monitors progress and creates accountability for the strategic plan's execution, and communicates with key stakeholders about the status of key strategic objectives.
- Demonstrates an open, engaging leadership style that fosters effective shared governance within the College and invites input from and interaction with external stakeholders in the region.
- Works actively to understand the educational needs of the region and to foster effective partnerships with area businesses and organizations, supporting their workforce needs while advancing the career preparation goals of CWI students.
- Champions a student-focused vision of educational opportunity for all and is committed to effectively serving the broad spectrum of communities and population groups that live and work in southwest Idaho and across the state.
- Is a regional leader and an effective advocate, sharing the message of the value and importance of CWI, building positive relationships with the voters and taxpayers of Ada and Canyon Counties, school districts, business and industry, other community colleges, universities, members of the State Board of Education, elected officials, accrediting agencies, and other entities.
- Is the principal spokesperson for the College, partnering with the Board of Trustees to communicate about the College's mission, programs, and service to the region and the state.

KEY ATTRIBUTES

The president will be:

- An inspiring and trusted leader, with a straightforward and transparent approach to shared governance.
- Committed to excellence in teaching and learning, supporting faculty development, innovative use of technology in instruction, and services that foster student engagement and success.
- Collaborative. Fostering partnerships with businesses, economic development organizations, chambers of commerce, school districts, and committed to establishing, maintaining, and strengthening cooperative relationships with other institutions of higher education in the region.
- Entrepreneurial. Able to discern and seize opportunities to develop *new* programs and to support growth and improvement of *current* programs that meet and exceed the needs of students and employers.
- Financially astute and skillful in marshaling and deploying financial resources to meet the College's goals. Focused on financial stability and sustainability.
- A strong communicator, a visible champion of the College and its impact. A leader who respects, understands, and works responsively with the wide variety of organizations, groups, and communities the College serves.
- Tech-savvy and committed to effective use of the College's facilities and technological assets to help students overcome barriers and achieve their educational and career goals.
- Focused on leading with facts, utilizing a data-informed approach to making institutional decisions, and driving a culture of assessment that fosters student success at the College and career success after graduation.

KEY OPPORTUNITIES

- CWI is one of the fastest-growing colleges in the country and has enjoyed sustained positive enrollment and revenue outcomes. The College is in a region that is projected to experience sustained economic and population growth.
- The next president will join a nimble and innovative organization that is eager for the next step in its development. The College has an accomplished and cohesive executive team.
- Strong economic growth is driving opportunities for public-private partnerships for the College and businesses. Financial reserves are healthy and will help support new initiatives.
- The College's current strategic plan sunsets in June 2022, providing the new president an early opportunity to lead in the development of the next strategic plan. The post-COVID period provides a unique context in which the College can evaluate its operations, use of technology, and support for students.
- The College's outstanding student learning outcomes provide the basis for a positive working relationship with the Idaho State Board of Education, other state agencies, and the state legislature.
- Recent surveys of employee engagement and morale show that the College's people are strongly committed to its success.
- The Treasure Valley offers an outstanding quality of life, combining opportunities for outdoor recreation with the amenities of a growing urban area.

NOTABLE CHALLENGES FOR THE PRESIDENT AND THE COLLEGE

- The College's facilities, which are distributed across the Treasure Valley service area, lack focal points for student interaction, spaces for activities that support student development, and spaces to support community engagement.
- While anticipated enrollment growth will put additional pressure on available instructional and student support space, voters have recently declined to fund additional facilities for the College with additional taxpayer dollars. Alternative means of financing needed facilities will need to be explored.
- The rapid growth of the Treasure Valley region is leading to increases in the cost of living, creating challenges for hiring and retaining employees.

QUALIFICATIONS

Competitive candidates will have:

- A minimum of a master's degree; candidates should detail post-graduate professional development, training, or experiences in leadership, management, and career and technical education.
- Five (5) years of successful experience in a senior leadership position that demonstrates aptitude/preparation for leading the College of Western Idaho, including knowledge and skill in:
 - strategic planning;
 - partnerships and collaboration with business and industry;
 - community relations;
 - budgeting and finance;
 - information technology;
 - marketing and enrollment management; and
 - academic affairs.
- Strong strategic thinking skills coupled with an accessible, visible, and flexible management style that achieves key outcomes for the College and the community.
- Excellent communication skills and the ability to work well with people from all walks of life.
- An interest in connecting with CWI students and supporting them.
- Passion to be a champion for the College and for educational opportunity.



Underlying symbolic connections to the outdoors and nature informed both the logo design and color palette.



CWI Unveils Bold New Branding

College of Western Idaho (CWI) is excited to announce the introduction of a **bold**, new brand consisting of an updated logo mark and colors as well as a mascot. Established nearly 13 years ago, the CWI brand has served as a visual representation of the College's mission to expand learning and life opportunities, encourage individual advancement, contribute to Idaho's economic growth, strengthen community prosperity, and develop leaders.

A strong brand sets CWI apart differentiating it from other higher education institutions, keeping it visible and top-of-mind. **The refreshed brand communicates the College's fearless commitment to its core themes including student success, instructional and inclusive excellence, and community connections.**

CWI's new brand will be rolled out in phases with full, campus-wide rollout by Fall 2021.



Early input gathered during the brand refresh has guided the direction of the new logo which boasts a clean design with a bold and modern edge. Characteristics and attributes of quality, friendliness, and innovation, among others, are conveyed throughout the new logo design. The west-pointing compass arrow below the W represents movement, direction, and connection while paying homage to the compass from the original logo design. The word 'Western' is emphasized in the word mark highlighting the 10-county service area the College serves and more clearly distinguishing its identity from other institutions across the state.

PROCEDURE FOR CANDIDACY

Confidential review of applications will begin immediately and continue until the position is filled; parties who apply by September 12, 2021 will be given first consideration. Please submit a PDF version of your resume and a letter of interest explaining your suitability for this position. To apply online, go to <https://theapplicantmanager.com/jobs?pos=su236>

For more information or to offer recommendations:

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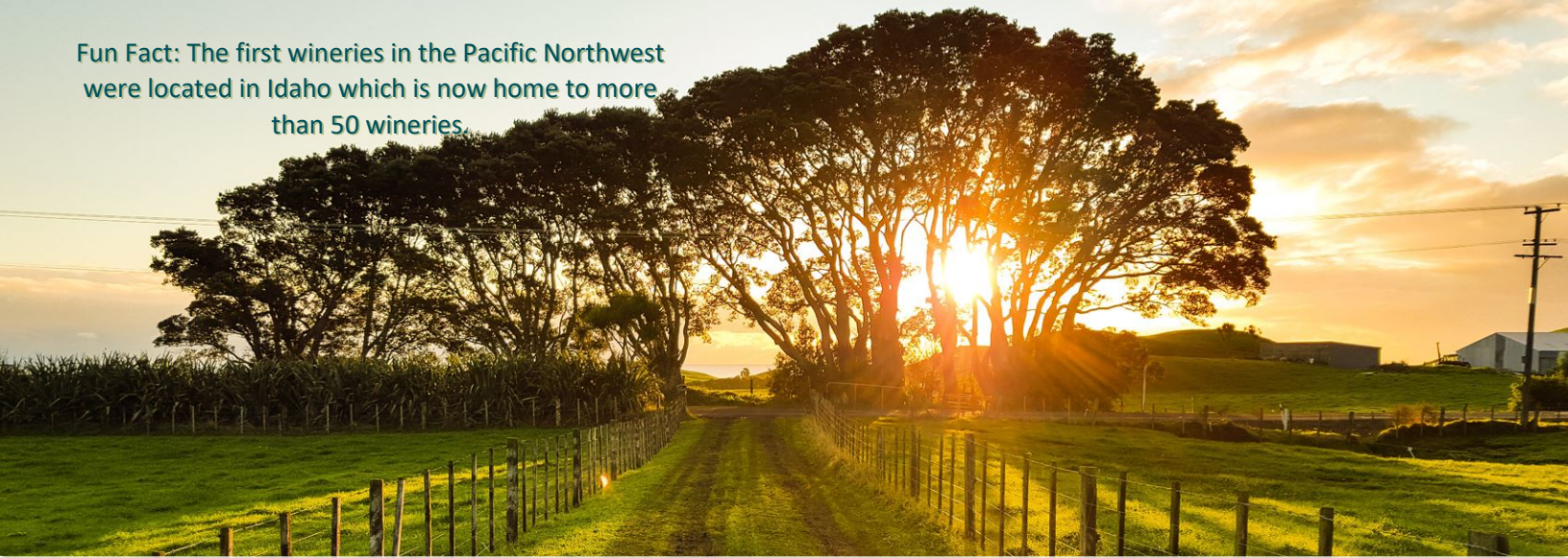
dmerriman@summitsearchsolutions.com

The College of Western Idaho is committed to providing equal employment opportunity for all persons without regard to race, color, religion, sex, age, national origin, disability, veteran status, gender identity, sexual orientation, or any other applicable legally protected status. Qualified veterans will receive preference in accordance with state and federal laws and regulations. Persons needing accommodations during the application process may contact Human Resources at 208-562-3287 or hr@cwidaho.cc.



Summit Search Solutions, Inc. is a boutique executive search firm dedicated to serving the education and nonprofit sectors nationwide. Summit has a team of experienced recruiting consultants in strategic locations across the country including California, Colorado, Delaware, Kansas, New York, and North Carolina.

Fun Fact: The first wineries in the Pacific Northwest were located in Idaho which is now home to more than 50 wineries.



NAMPA, BOISE, AND SOUTHWEST IDAHO

The Treasure Valley in Southwest Idaho offers a phenomenal lifestyle in the picturesque mountain ranges, thick forests, and invigorating rivers of the Western United States. Located at the convergence of six rivers as they drain into the Snake River, Treasure Valley is ripe with stunning viewpoints and some of the best opportunities for adventure in the country. Whether it is the vibrant cultural and recreational opportunities or the friendly people, low cost of living, and four-season climate – the Treasure Valley affords a quality of life that rivals virtually any other place in the nation. Visit www.visitsouthwestidaho.org to learn more.

A growing regional economy has attracted a thriving mix of high tech, agribusiness, and manufacturing businesses along with a young, educated workforce to support them. Learn more about the area's communities, schools, housing, and economic opportunities from the Boise Valley Economic Partnership, www.bvep.org.

Nampa, home to CWI, is located in the valley and enjoys a mild climate year-round with 210 sunny days on average. In Nampa you can do more than live and work, you will thrive in an environment rich in endless natural beauty, local history, culture, and economic well-being. Located just minutes from Boise, Nampa brings metropolitan amenities together with a relaxed pace of life and a true sense of community spirit. Nampa also offers the finest in small-city charm with big-time fun. Historic downtown Nampa is anchored by Library Square, a walkable, preserved historic area home to the Train Depot Museum, Wall Street Plaza, Lloyd's Square Park, Nampa Public Library, the Nampa Farmer's Market, restaurants, art galleries, one-of-a-kind shops, and live entertainment venues. Explore at www.cityofnampa.us.

Boise is located just 20 miles away from Nampa and has been listed as #20 in Best Places to Live by **U.S. News and World Report** within the United States. It is truly a city dedicated to sustaining the harmony between nature and culture. Nicknamed the "City of Trees," Boise is the state's largest and the capital city, which is culturally rich and has recreational opportunities galore, friendly down-to-earth people, beautiful scenery, mild climate, good jobs, affordable cost of living, and a quality of life that can't be beaten. For more information about Boise see: www.cityofboise.org

