

# Salt Lake Community College

The logo for Salt Lake Community College features three interlocking, stylized loops in blue, orange, and red, positioned to the right of the college's name.

## POSITION PROFILE

# Provost of Academic Affairs

## 2024

This search is managed in partnership with Summit Search Solutions, Inc.





Salt Lake Community College (SLCC) seeks a dynamic, effective, and forward-thinking leader to serve as its next Provost of Academic Affairs. The Provost will have an exceptional opportunity to collaborate with the President in transforming the College to better serve the Salt Lake region and beyond.

SLCC celebrates 76 years of supporting Utah's economy and helping students from all backgrounds achieve their dreams.





## MISSION

Salt Lake Community College is your community college. We engage and support students in educational pathways leading to successful transfer and meaningful employment.

## VISION

Salt Lake Community College will be a model for inclusive and transformative education, strengthening the communities we serve through the success of our students.

## VALUES

**Collaboration.** We believe we're better when we work together.

**Community.** We partner with our community in the transformative, public good of educating students.

**Inclusivity.** We seek to cultivate an environment of respect and empathy, advanced by diverse cultures and perspectives.

**Integrity.** We do the right things for the right reasons.

**Innovation.** We value fresh thinking and encourage the energy of new ideas and initiatives.

**Learning.** We learn as a college by building outstanding educational experiences for students and by supporting faculty and staff in their professional development.

**Trust.** We build trust by working together in good faith and goodwill to fulfill the College's mission.

## ABOUT SALT LAKE COMMUNITY COLLEGE

[Salt Lake Community College](#) (SLCC) has come a long way since its founding as a small technical college 76 years ago. SLCC now serves tens of thousands of students at 8 SLCC locations and online throughout Salt Lake County.

As an emerging Hispanic-Serving Institution (HSI), SLCC leads the state with the highest enrollment of students from the Latinx/a/o community which represents a commitment and affirmation of its dedication to becoming a model for inclusive and transformative education.

SLCC serves its students by offering programs with highly transferable credits and at affordable cost. Flexibility, choice, and job relevance are hallmarks of the SLCC educational experience. Highly qualified and engaged faculty, assisted by academic and career advisors, provide the academic support that students need.

SLCC is accredited by the Northwest Commission on Colleges and Universities (NWCCU).

## SLCC BY THE NUMBERS

- 47% of SLCC students are the first in their family to attend college
- 70% of students transfer to a 4-year institution
- Average class size is 19 students
- The median age of SLCC students is 22 years
- 78% of students work while studying at SLCC
- Students choose from over 100 programs of study
- The College serves over 50,000 students each year
- SLCC has the most diverse student body in Utah
- SLCC consistently ranks in the top 10 in the US for associate degrees awarded
- 81% of students leave SLCC with no student debt

## RECENT KEY MILESTONES

- |      |  |
|------|--|
| 2019 | ➤ Dream Center opens to support undocumented students.   |
| 2022 | ➤ The Northwest Commission on Colleges and Universities (NWCCU) reaffirmed the institution's accreditation status. |
|      | ➤ The College achieves emerging Hispanic Serving Institution status.   |
| 2023 | ➤ SLCC celebrates 75 years.  |
| 2024 | ➤ <a href="#">Dr. Greg Peterson</a> is named the 9 <sup>th</sup> president.  |



## LEADERSHIP FOR SLCC'S FUTURE

SLCC is a comprehensive community college that includes a distinct technical college. It works as an educational collaborator, with a unique mission to be a bridge between high schools and Utah's four-year and research universities. The College also links students and their training to the needs of the community's employers. SLCC is constantly evolving to meet the changing needs of students and the community.



The Provost will be joining SLCC at a pivotal time, partnering with the College's new **President, Dr. Greg Peterson**, who was selected to lead Utah's largest two-year higher education institution in April 2024. Throughout Dr. Peterson's tenure in higher education, he has demonstrated his commitment to the community college mission of providing all students with access to and success in higher education and in life.

A first-generation community college student himself, Dr. Peterson has launched many initiatives focused on student learning and success. He led college promise programs at several two-year institutions and pioneered the nation's first associate degree programs in artificial intelligence and machine learning. Dr. Peterson has a strong track record of establishing partnerships with community and industry leaders to strengthen workforce pipelines, enabling students to translate their education into family-sustaining careers. Additionally, Dr. Peterson has led efforts to improve the rate of community college student transfer to four-year and research universities. In 2024, the U.S. Department of Education recognized his work in this area. Most notably, at one institution Dr. Peterson oversaw a 45% increase in transfers for Native American students, a 39% increase for Black students, and a 13% increase for Latinx students.

President Peterson is active in several national education organizations. He serves on the governing board of the Hispanic Association of Colleges and Universities (HACU) and the Excelencia in Education's Presidents for Latino Student Success. He also currently volunteers his time to the American Association of Community College's Commission on Institutional Infrastructure and Transformation and previously served on its Commission on Economic and Workforce Development.

Before taking the helm at SLCC, Dr. Peterson was the President of Chandler-Gilbert Community College in Arizona. He holds a doctorate in educational administration with an emphasis in community college leadership from the University of Texas at Austin; a master's degree in postsecondary, adult, and continuing education from Portland State University; and a bachelor's degree in English from Brigham Young University.

## PLANNING FOR THE FUTURE

Salt Lake Community College is Utah's largest two-year college with 50,000 students, proudly educating the state's most diverse student body in eight areas of study at eight locations and online. Almost half of our students are first in their family to attend college, and over 24% are from Hispanic/Latinx communities. As we work toward becoming a Hispanic Serving Institution, we deepen our commitment to inclusive and transformative education.

To learn more about trends shaping SLCC's future and the College's responsive strategic plan, click here: <https://www.slcc.edu/Plan/index.aspx#trends> and here: <https://www.slcc.edu/Plan/index.aspx#compete>

Salt Lake Community College is a part of the [Utah System of Higher Education](#) governed by the [Utah Board of Higher Education](#). SLCC is institutionally governed by the [SLCC Board of Trustees](#), the SLCC President, and the [SLCC Executive Cabinet](#).





## ABOUT THE POSITION

The Provost of Academic Affairs (the College's chief academic officer) serves as the second in charge at Salt Lake Community College. The Provost collaborates closely with the President as a member of the executive leadership team that advances the mission, vision, and values of the College.

The Provost is a champion for student learning and success; a transformational leader with the ability to manage change within a large, complex organization; a collaborative leader with the ability to break down silos and foster shared goals and teamwork; a strategic leader with the ability to make data-informed decisions and navigate the local, state and national higher education landscape; a seasoned leader with familiarity of academic systems, structures and culture; and a caring leader with great integrity and self-awareness.

## KEY RESPONSIBILITIES

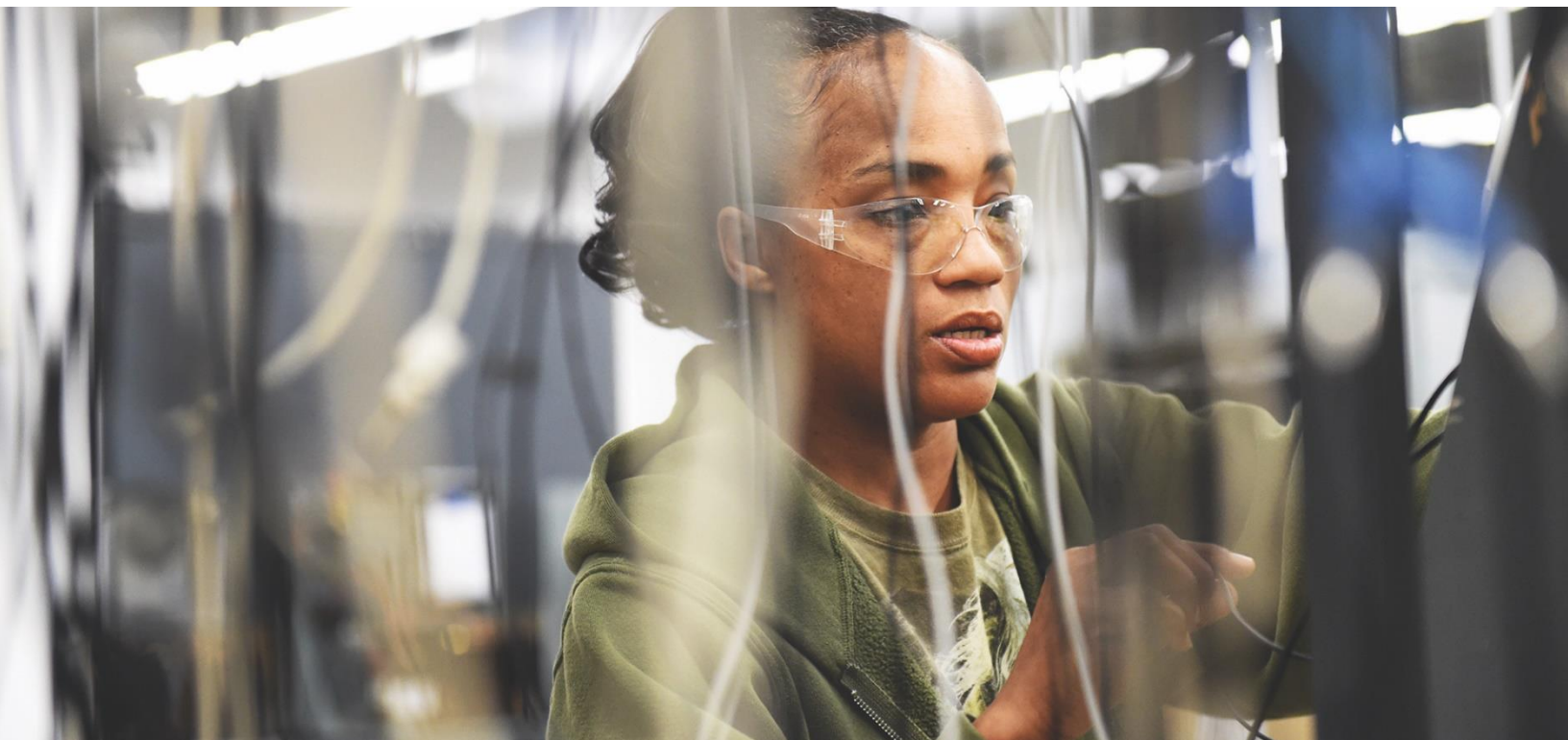
The Provost at Salt Lake Community College is responsible for:

- **Administrative leadership.** Provides leadership, stewardship, vision and strategic direction, development, and implementation of the College's academic departments and programs. Also serves as the chief advocate for student learning and for faculty, and for all academic issues of the administration while also supervising college deans and the Vice President of Salt Lake Technical College.
- **Academic focus.** Oversees the academic focus and student performance metrics for the College, including undergraduate and technical programs.
- **Academic planning.** Guides academic planning and evaluation, including program development and assessment, faculty recruitment, and curriculum and academic pathways development.
- **Budgeting.** Develops and manages the academic affairs budget and participates in the College's overall budget.
- **Enrollment management.** Works with colleagues to ensure strong enrollment numbers, graduation rates, and post-completion outcomes.
- **Academic appointments.** Recommends academic appointments, tenure, and promotions to the president.
- **Research and scholarship.** Oversees the conduct of research and scholarship within the community college context.
- **Community outreach.** Assists in initiatives at the Utah State Legislature at the direction of the President and represents the President as needed at the local, state, and national level. Serves on College, Utah System of Higher Education, and other community committees.

## JOB DUTIES

- Provides executive leadership to all academic affairs departments and programs, the Vice President of Salt Lake Technical College, Deans, faculty, and staff to help meet the College's goals and objectives.
- Assures compliance with all accreditation standards, including Northwest Commission on Colleges and Universities (NWCCU) and specialized accredited bodies.
- Oversees the College's educational programs, including concurrent enrollment, transfer programs, and workforce development.
- Responsible for fostering innovation and leading change efforts focused on measurable change in improving student learning and success outcomes through collaboration and integrative practices.
- Works with faculty and staff to create and sustain professional development opportunities, recognition, and incentives to support and enhance student success.
- Provides leadership for student learning outcomes and assessment activities.

- Promotes collaboration and positive problem solving, both with the Division and throughout the College.
- Coordinates all personnel matters within the context of college personnel policies.
- Assists in the preparation of relevant College documents such as the catalog, class schedule, brochures, etc.
- Oversees policies and procedures related to faculty working conditions.
- Oversees operational processes and procedures such as teaching assignments, class and room schedules, class changes, etc., for both full-time and part-time faculty.
- Participates in hiring and evaluation of both full-time and part-time faculty and staff as specified under college policies and procedures.
- Ensures maintained inventory of current course syllabi and the monitoring of the development of new and revised syllabi.
- Oversees the maintenance of necessary records such as program and class enrollments, completions, equipment inventory, placements, transfer data, etc.
- Oversees the assessment and review of existing programs and the development and implementation of new curricula, job and cooperative education placement, and other learning partnerships.
- Provides leadership to ensure curricula consistency and quality relevance to meet the needs of students and the community through coordination of faculty, staff, the CTE Advisory Committee, community/business program advisory committees, the State Board of Regents, the public school district, and the State Board of Education.
- Coordinates the instructional budgeting process in collaboration with Business Services to provide for quality and accountability through the acquisition, enhancement, allocation, and reallocation of limited resources across ever increasing departmental needs and evolving student interests and choices.
- Serves as a member of the President's Executive Cabinet, guiding the collective work of the vice presidents to provide strategic planning and direction for Salt Lake Community College.
- Leads and sustains a culture that is collaborative, student focused, and transparent.
- Provides leadership to promote an inclusive and diverse teaching and learning environment that serves all students and meets College goals and objectives.
- Provides leadership for cooperation between K-16 partners and business and industry leaders to create clear pathways for students.
- Interprets and implements College policy to resolve faculty, staff and student concerns and problems.
- Meets with departments within the division on a regular basis to ensure coordination, communication, and dissemination of information.
- Other duties as assigned. This position is considered at will.





## KNOWLEDGE, SKILLS, AND ABILITIES

- Possesses understanding, experience, and commitment to a comprehensive community college philosophy including supporting the student experience for a diverse student body, career and technical education, general transfer education, developmental education, curricula development, learning theories and practices, and credit and non-credit programming.
- Able to work with faculty and other College leadership in a participatory style and team setting, providing for a successful teaching and learning experience for students and faculty.
- Sensitive to the importance of collaborative relationships with faculty and staff.
- Experienced with fostering and supporting high impact practices and innovative teaching to improve learning outcomes.
- Knowledgeable about and supportive of distance education, blended study courses, and instructional technology in the classroom.
- Able to lead efforts to develop and deliver culturally responsive curriculum in diverse learning environments.
- Skilled in planning, development, and execution of key metrics, administrative leadership, budget preparation, and personnel management.
- Demonstrated ability to oversee complex projects and to guide people-centric change management efforts.
- Committed to working in a collaborative manner with Student Services, Business Services, Institutional Advancement, and other areas of the College while remaining centered on student learning and success, building partnerships both internally and externally.
- Experienced in strategic enrollment management.
- Knowledgeable about learning resources, computer systems, and advanced learning technologies.
- Experienced as a teacher in a college environment.
- Effective oral and written communicator.

## MINIMUM QUALIFICATIONS

- Earned Master's degree from a regionally accredited institution.
- Five years of paid, progressively responsible, higher education administrative experience. This experience should include evidence of significant budget and personnel management responsibilities.
- Documented success in higher education teaching, including knowledge of learning outcomes assessment.

## PREFERRED QUALIFICATIONS

- Earned Doctorate degree; documented success in full-time, higher education teaching experience; experience working in large, complex, multi-location institution.

## WHY CONSIDER THE OPPORTUNITY?

**Dynamic Community College.** Salt Lake Community College is a dynamic and impactful institution that is serving Salt Lake's most diverse student body through effective instruction in career-relevant fields.

**High-Performing.** The institution is seeking a transformative and strategic leader ready to work collaboratively with all stakeholders to take SLCC to new heights.

**Location.** The Salt Lake area offers a lively mix of city life and nearby natural beauty. The greater Salt Lake City metropolitan area has grown to a population of over one million people. The region's growing diversity fuels a lively and diverse cultural scene.

**Compensation and Benefits.** Highly competitive salary and benefits package.





## HOW TO APPLY

Salt Lake Community College, in consultation with Summit Search Solutions, Inc., will begin a confidential review of application materials immediately and continue until the position is filled; **parties who apply by February 1, 2025, will be given first consideration.** Please submit a CV/resume and letter of interest upon application. All applications and nominations will be held in confidence.

To apply online, go to: <https://theapplicantmanager.com/jobs?pos=su437>

### For more information or to offer recommendations or nominations:

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*It is the policy of Salt Lake Community College to comply with all federal, state, and local authorities requiring nondiscrimination, including, but not limited to Title VI and VII of the Civil Rights Act of 1964, Executive Order No. 11246, 45 CFR Part 90, the Civil Rights Restoration Act of 1987, Title IX of the Education Amendments of 1972, The Americans with Disabilities Act of 1990 (ADA), the Age Discrimination Act of 1975, Genetic Information Nondiscrimination Act of 2008, and Utah's Executive Order, issued December 13, 2006.*

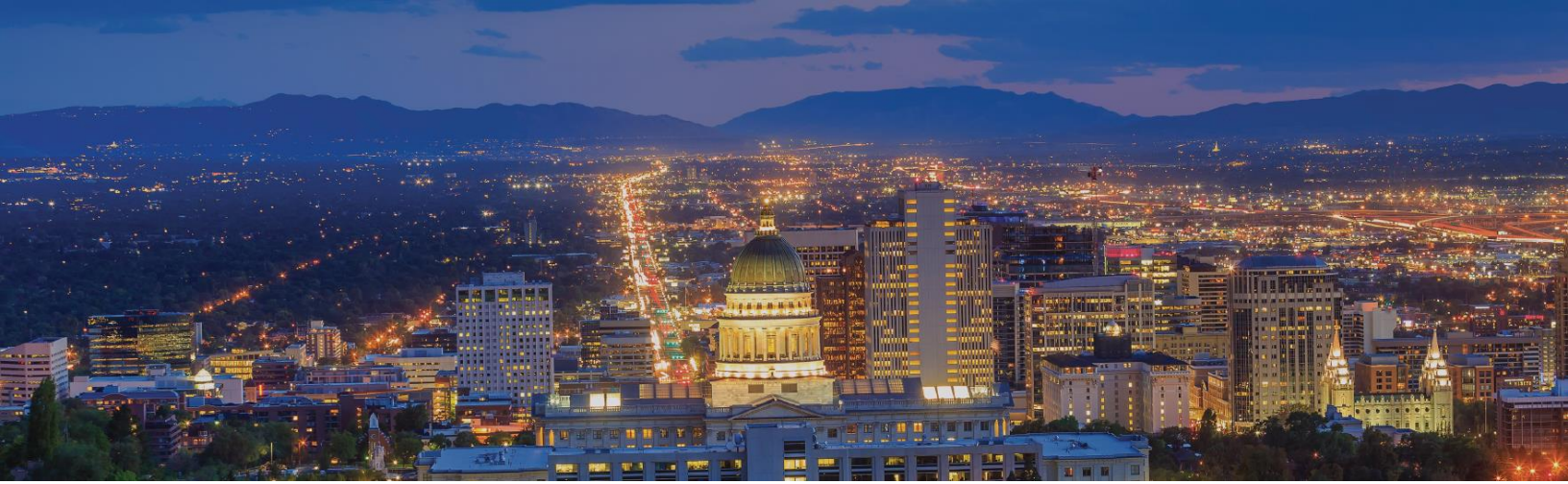
*The College is fully committed to policies of equal employment and nondiscrimination and works to prevent any form of exclusion from participation in, denial of benefits of, or subject any individual to discrimination, harassment, or prejudicial treatment on the basis of race, color, national origin, age, sex, sexual orientation, gender identity, genetic information, disability, religion, protected veteran status, expression of political or personal beliefs outside of the workplace, or any other status protected under applicable federal, state, or local law.*



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







## ABOUT SALT LAKE CITY, UTAH

Salt Lake City (SLC) offers a spectacular mix of city life and nearby natural solitude, with plenty of family-friendly activities throughout Utah's four lovely seasons. Utah's capital city has an increasingly diverse population of approximately 199,700 (over 1M in the greater metropolitan area) and has become a welcoming destination city for refugees, fostering an exceptional variety of diverse community cultural events.

Visitors are greeted by warm, friendly people, clean streets, and a relaxed but active atmosphere. Walkable and bike-friendly neighborhoods lend to the safe, small-town feel of one of the 50 largest metropolitan markets in the U.S.

### EXPLORE THE OUTDOORS, MUSIC, ART and SATISFY THE FOODIE IN YOU

Utah is home to five stunning national parks and five national monuments, with six more national parks within a day's drive of SLC. While Utah's ski resorts boast the "greatest snow on earth" in the winter, many also offer a range of fun summer activities, including family movie nights, thrilling zip lines, decadent spa services, scenic tram rides, hikes through fields of wildflowers, and brunch with breathtaking views. Hundreds of miles of hiking and biking trails are easily accessible. Quiet alpine lakes, beautiful aspen forests, and unbeatable views from mountain peaks reward hikers of all skill levels.

Utah has a rich tradition of film, music, and art that draws in and inspires people from around the world. While the internationally acclaimed Sundance Film Festival is based in Park City, many Sundance films are also screened in downtown Salt Lake City during the annual event. Two independent Salt Lake City theaters bring back many Sundance films throughout the year, along with many other documentaries and international films.

Ballet West, the Utah Symphony, Utah Opera, and the Utah Shakespeare Festival are just a few of the performing arts treasures of the state. Salt Lake City hosts multiple outdoor concert series every summer, as well as a multi-day arts festival and monthly gallery strolls. Professional, Broadway-caliber live theater is readily available at the Eccles Theater – an exciting new performing arts center in downtown Salt Lake – and at a number of the city's playhouses.

Salt Lake City's many concert venues host some of today's hottest names in music, as well as local talent bound to go big. Affordable performances by musicians in all genres guarantee something for everyone.

Utah is consistently praised for its remarkable local food scene, as well as its award-winning craft breweries and distilleries. Quaint coffee shops and inventive and locally sourced cuisine, impressive beer bars, creative restaurateurs, and thoughtful sommeliers have earned Salt Lake City a place in the hearts of foodies around the country. Much of the food is locally sourced at bustling farmers markets in the summer, featuring a variety of local produce, grains, protein, and crafts.

So, you can see why many call SLC their home where they love to live, work and play!







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