



Kenai Peninsula College

UNIVERSITY *of* ALASKA ANCHORAGE

Director

University of Alaska Anchorage (UAA) invites nominations and applications for the position of Director of Kenai Peninsula College (KPC).

A leading community campus of the University of Alaska Anchorage, Kenai Peninsula College is poised for continued growth, innovation, and service to its community under the leadership of the new Director. Succeeding Director Gary Turner, the next Director will continue to champion this dynamic campus, serving as its lead spokesperson and advocate within the local community, the region, the broader UAA system, and the state. The incoming Director will uphold KPC's strong connection to its community and will forge new partnerships that provide support for both the College and local industry. The Director will leverage the many strengths of the College, including its excellent academic program, exemplary distance learning approach, beautiful location, and unique residential opportunities, in order to ensure that the College remains strong in the years to come.

To succeed in this role, the incoming Director must be a demonstrated leader in community education with a passion for supporting students, faculty, and staff in a close-knit academic community. She/he/they should be an excellent communicator, able to build lasting relationships with everyone in the KPC community, including those in local and regional industry. This person should also be able to navigate the complexities of working within a multi-campus University as well as a large public system, demonstrating the capacity to serve as an ambassador and bring a strong voice to conversations around budget and community campus engagement and collaboration within the system.

ABOUT THE COLLEGE

Kenai Peninsula College supports the dynamic Kenai Peninsula community and demonstrates its commitment to excellence in education, training, and life-long learning by offering accessible opportunities in a supportive, close-knit environment. KPC is a system of two campuses, the Kenai River Campus in Soldotna and the Kachemak Bay Campus in Homer, and extension sites in Seward and Anchorage. Situated along the Kenai River and surrounded by beautiful mountains and thriving wildlife, KPC offers a curriculum that covers a wide variety of degrees and certificates in traditional disciplines and specialized programs which focus on the needs of regional industry.

KPC's offerings include two-year Associates of Arts and Associates of Applied Science degrees as well as courses leading to occupational certifications and UAA baccalaureate degrees. The program mix in recent years has included: Accounting, Alaska Native Studies, Anthropology, Art, Biology, Business, Certified Nurse Aide Preparation, Chemistry, Communication, Corrections, Early Childhood Development, Elementary Education, English, Occupational Endorsement Certificates, Firefighter I Preparation, Fisheries Technology, General Studies, History, Human Services, Instrumentation, Marine Biology, Mathematics, Medical Imaging, Natural Sciences, Nursing, Paramedic, Process Technology, Psychology, and Welding Technology.

Additionally, KPC also offers a number of special programs that embrace the distinctive qualities of the Kenai Peninsula and engage members of the community in rich, place-based educational activities. These unique offerings include:

- KBC Kachemak Bay Writers' Conference
- KBC Semester by the Bay
- KPC Showcase
- KRC Kenai Fishing Academy (currently suspended)
- KRC Kenai River Guide Academy
- Dena'ina Language
- KPC Historical Photo Repository

In addition to a rich campus experience, KPC offers a substantial portion of its courses online. Students can earn an Associate of Arts, Corrections Certificate, and Corrections Occupational Endorsement Certificate entirely online. KPC is committed to helping students succeed by ensuring that a variety of services and resources are available to every learner, regardless of location or life situation.

Throughout its many years of serving the community, KPC has enjoyed strong relationships with local organizations and leadership. The Kenai Peninsula College Council serves as the public advisory body for the entire college, and the KBC Advisory Board serves the Kachemak Bay Campus. Members of the KPC Council and KBC Advisory Board are chosen to provide representation from all sectors of the Kenai Peninsula.

Kenai Peninsula College currently serves approximately 2400 students. Last year it awarded over 39 GEDs and 134 degrees and certificates. The College is led by more than 300 employees, including: 33 FT faculty, 70 FT and PT staff, over 120 adjunct faculty, 36 temporary staff, and approximately 40 student employees per semester. KPC's FY19 budget was \$16.3M, with \$10.5M allocated to payroll.

HISTORY OF KPC

In 1963, the city of Kenai, a first-class city formed only three years after Alaska became a state, was required to be responsible for providing basic educational services for residents. The Kenai City School District selected a high school English teacher, Clayton Brockel, to direct the evening Adult Basic Education courses that were held in the Kenai City schools. The first courses offered were college algebra, college freshman English, elementary physical education, and elementary science education.

In the summer of 1964, University of Alaska President William Wood notified the Superintendent of the Kenai City School District, via telegram, that the UA Board of Regents had unanimously approved the request to form Kenai Peninsula Community College.

Clayton Brockel began his tenure as KPC's first director in a part-time capacity only in the evenings. A year later he became a half-time employee, and in 1966 he was consumed with the full-time task of putting the Peninsula's first college together. For the first three years, Brockel's office was his briefcase. He convinced Kenai Central High School to let him use a small closet as his first office.

In order to garner support for the developing college, Brockel spent most of his time traveling the Peninsula talking to everyone he could about the benefits the College would bring. His mobile administrative office was his 1963 Chevy sedan, known as Ol' Blue. Anywhere a class was needed on the Peninsula, Brockel involved the new college in setting it up, finding an instructor to teach it, publicizing it, and securing a location for it.

The College continued to grow, offering 16 classes in Kenai, Seward, and Homer, serving around 200 students in 1966. By 1975, what is now known as KPC's Kenai River Campus came into being with three buildings, a staff of 13 full-time and 29 part-time professionals and eight classified employees, including coordinators for the college in Seward and Homer. The land where the Kenai River Campus is located was donated by Clarence and Anna Goodrich.

KPC's first degree, an Associate of Arts, was awarded in 1971 to Jack Hummel.

The Kachemak Bay Campus, originally known as the Homer Branch, offered classes coordinated by Clayton Brockel from the beginning. In 1976, Gail Ammerman earned the first Associate of Arts degree conferred in Homer. Ammerman became the coordinator at the Homer Branch and continues serving the college in her role as Advisory Board and College Council member. The Kachemak Bay Campus first occupied rented space in 1982 and saw its first three graduates in 1984.

The College has also offered courses in Seward from the beginning and has now established the Resurrection Bay Extension Site, offering both community interest and general education required courses. The RBES has office space inside Seward High School and a full-time coordinator.

ABOUT UAA

The University of Alaska Anchorage is a multi-campus university that serves almost 18,000 students each year, 91 percent of whom hail from Alaska. UAA is the largest university in the state and one of three universities in the University of Alaska Statewide System. For a young institution, UAA has an extremely complex history. The present university was created in 1987 following a statewide reorganization that merged a university with several community colleges. These institutions have offered educational opportunities to the communities of southcentral Alaska since the 1950s. In addition to the Anchorage campus, UAA is also comprised of Kenai Peninsula College, Matanuska Susitna College, Kodiak College, and Prince William Sound College, all located in some of the most beautiful places in Alaska.

With almost 1,200 faculty teaching across all campuses, UAA offers instruction ranging from adult education to graduate and professional education, serving both traditional and non-traditional students. The Anchorage campus offers a full complement of programs and courses, including in high-demand fields such as engineering, health, business and education, as well as in the liberal arts and sciences. UAA career and technical education programs are closely aligned with Alaska's core industries, such as aviation, oil, and gas. Many courses are designed with flexibility to accommodate students who work or have a family, and the campus houses a range of student success and support centers. The UAA campus has an award-winning library that serves both UAA and the neighboring private Alaska Pacific University.

UAA is accredited by the Northwest Commission of Colleges and Universities (NWCCU). Many individual academic programs have additional specialized accreditation from professional associations and other external entities. UAA is classified by the Carnegie Foundation for the Advancement of Teaching as a public Master's Colleges & Universities: Larger Programs, with a special classification for Community Engagement. Distinctive educational opportunities include undergraduate research, national and international exchanges, and study abroad programs. This year, Victory Media designated UAA a Military Friendly School for the eighth consecutive year. For FY20 (ended June 2020), revenues were \$271.9 million, with state appropriations accounting for 41%, tuition and fees 26%, a combination of auxiliaries, gifts and other sources 15%, and restricted grants and contracts 18%.

The mission of UAA is to discover and disseminate knowledge through teaching, research, engagement, and creative expression. This mission recognizes the University's commitment to instruction at a number of academic levels, success of all students regardless of their higher education goals, and service to the diverse peoples and communities of the state. It honors the community college and the baccalaureate, graduate, and research roots of the institution.

In December of 2020, the new Strategic Plan, UAA 2025, was launched. The plan includes 5 high level aspirations and corresponding institutional goals. Each college and unit will develop implementation tactics and strategies over the coming months.

With the announcement of the governor's budget proposal in February, 2019, the UA system entered into an agreement with the governor for a series of substantial budget cuts over a 3-year period. The final year of the agreement is AY21-22. Experience leading budget reductions, restructuring and change management will be necessary.

DIVERSITY, EQUITY, AND INCLUSION

UAA serves over 2000 Alaska Natives, American Indian, and Native Hawaiian/Pacific Islander students. UAA graduates over 250 Alaska Natives/American Indian students each year in over 25 degree programs. The Anchorage, Mat-Su, Kenai, Kodiak, and Prince William Sound campuses are located on the traditional homelands of the Dena'ina and Ahtna Athabascan, Alutiiq/Sugpiaq, and Eyak peoples.

UAA recognizes and values the diversity of its unique location in Southcentral Alaska. Anchorage is sometimes affectionately called "Alaska's largest village" and has been identified as the city with the highest

percentage of Alaska Natives and American Indians in the United States. UAA offers a variety of Alaska Native programs, services, and opportunities. UAA honors diverse experiences and perspectives — including differences in ideas, religion, gender, gender identity, sexual orientation, ethnicity, race, culture, nationality, age, disability, veteran and socioeconomic status — and endeavors to create welcoming and inclusive learning environments where all are treated with respect. UAA strives to support its unique and diverse community by employing faculty who come from a myriad of different backgrounds.

UAA initiated a process to create a Diversity Action and Inclusion Plan (DAIP) in 2016. In 2020, the first Chief Diversity Officer was hired, and in early 2021, the position of Executive Director for Native Education and Engagement will be filled as well. These two Cabinet-level positions will work together to revise and implement the DAIP. The goal is to create an approach that integrates all voices and constituencies in order to promote a platform for Diversity and Inclusion at UAA. The plan strives to emphasize social inclusion and equity through purposeful involvement and engagement of the full range of campus and community stakeholders. These efforts are designed to contribute to and enhance the rich, diverse and inclusive environment at UAA where all are welcome and encourage to thrive.

At UAA, valuing diversity is integral to excellence. Diversity maximizes potential for creativity, innovation, educational excellence, and outstanding service to our communities.

LOCATION AND LOCAL CULTURE

The Kenai River Campus is situated on 309 acres along the banks of the beautiful Kenai River in Soldotna, the seat of the Kenai Peninsula Borough and home to a population of approximately 4,000, including many members of local Alaska Native communities. The area is known for its wildlife splendor, mountain viewscapes, world-class fishing and hunting, hiking, canoe trails, and winter outdoor adventure. And yet, Anchorage, Alaska's largest city, is just a 2.5-hour drive or 20-minute flight away.

THE DIRECTOR

The Kenai Peninsula College Director is the senior administrative officer and is responsible for the day-to-day operation of the College in coordination with the University of Alaska Anchorage and the University of Alaska system. Reporting to the UAA Provost, the Director must work closely with the Chancellor, Vice Chancellors, and Deans. The College Director is the senior administrative officer of Kenai Peninsula College responsible for the following:

- Understanding and advocating for the best interests of Kenai Peninsula College within the University system and at the local and state government levels.
- Facilitating the development and implementation of the College's strategic planning process and evaluating the plan's goals and objectives to ensure alignment with those of the University.

- Promoting a productive academic and service environment.
- Recruiting, developing, and evaluating staff.
- Coordinating recruitment of full-time faculty members with appropriate academic departments of the University, conducting annual faculty evaluations, and participating in faculty reviews for tenure, promotion, post-tenure, and emeritus status.
- In collaboration with appropriate academic departments of the University, providing consistent high-quality educational opportunities through planning, implementing, monitoring and evaluating instructional programs to meet the varied community needs for academic, vocational, adult continuing education, professional development, and personal enrichment education.
- Serving as chief advocate for the College in articulating needs and services, both internally and externally, and providing budget request input to UAA and administering the KPC budget.
- Participating as a member of the University management team in setting strategic direction and advocating for the College.
- Coordinating and communicating short- and long-range plans for best use of resources.
- Promoting the College as an active participant in the area's workforce and economic development.
- Promoting the College as a principal contributor to the quality of life in the community.
- Serving as liaison between the University of Alaska campuses, departments, programs, governmental bodies and businesses.
- Collaborating closely with other UAA campuses to include Mat-Su College, Kodiak College, and Prince William Sound College.
- Serving on the University of Alaska Community Campus Directors Council.
- Working effectively and collaboratively with members of multiple bargaining units.

DESIRED QUALIFICATIONS AND CHARACTERISTICS

A master's degree from a regionally accredited institution is required along with three to five years of administrative leadership experience, including program planning, budget management, and the development and management of personnel.

A doctorate (or equivalent terminal degree) is preferred. Administrative leadership experience in higher education/post-secondary setting is strongly preferred. Successful applicants must provide official transcripts documenting academic credentials required for the position as a condition of employment.

In addition to a demonstrated record of successful leadership, the next Director must bring:

- Knowledge of, and commitment to, the community college mission and student success through the scholarship of teaching and learning, and professional development.
- Exemplary ability to be accessible, interact and work effectively with faculty and staff, students, advisory committees, and administration in a collegial and multicultural environment.
- Collaborative, participatory, and consensus-based leadership and decision-making style with a successful track record, strong communication skills, vision, and integrity.
- Strong commitment to shared governance, faculty development, cross-cultural communication, and cultural diversity.
- Ability to manage and effectively allocate college personnel, fiscal resources, and assets.
- Ability to align organizational mission, structures, and resources with the college strategic plan.
- Awareness of the variety of technologies used in education and administration.
- Experience with, or knowledge of, post-secondary accreditation and assessment processes.
- Commitment to excellence in student performance, teaching, and public service.
- Ability to organize for productivity and responsibility with the enthusiasm and vision to lead the College into the future.
- Willingness to self-assess performance regularly using feedback, reflection, goal setting, and evaluation.
- Ability to represent the campus in the local community, in the broader educational community, at various levels of government, and as a model of higher education.
- Ability to build partnerships with other campuses and the university community to further the mission of both Kenai Peninsula College and the University of Alaska Anchorage.
- Demonstrated effective interaction with organizations and agencies at the community, state and national levels, including collaboration and partnerships with K-12, advisory boards, business/industries, government, and public and private agencies.
- Significant experience advocating for employees and organizations and significant documented success in acquisition of external funding.

APPLICATION PROCESS

The search committee for the Director of Kenai Peninsula College will begin accepting nominations and reviewing applications immediately. Requested application materials include a letter of interest, curriculum vitae, and professional reference list. References will not be called without explicit permission. This position is anticipated to begin in the summer of 2021. Although applications will be welcomed until a new Director of Kenai Peninsula College is selected, for best consideration, all candidates should submit materials by February 1, 2021 to the following address: UAADirectorKenai@storbecksearch.com

For more information about Kenai Peninsula College, please visit <https://kpc.alaska.edu/>.

The University of Alaska Anchorage is being assisted in this search by [Storbeck Search](#). For additional information, please contact:



R. Thomas Fitch, Partner
Julia Patton, Senior Associate
Storbeck Search
UAADirectorKenai@storbecksearch.com

We especially encourage applications from candidates who understand the diversity present in Alaska, our local community and student body, and who will enhance and promote engagement with other cultures.

UA is an AA/EO employer and educational institution and prohibits illegal discrimination against any individual: www.alaska.edu/nondiscrimination.