



UNIVERSITY *of* ALASKA ANCHORAGE™

Director of Kodiak College

Position Profile

The Opportunity

University of Alaska Anchorage (UAA) invites nominations and applications for the position of Director of Kodiak College (KoC). Joining KoC at this pivotal time for the college and the University, the incoming Director will have the opportunity to inspire and lead a campus that is integral to the Kodiak community, offering educational programs and resources that reflect and support the unique character and needs of the of people within the town of Kodiak, the region, and the state.

A leading voice and local presence, the next Director of Kodiak College will not only serve as a UAA ambassador to the Kodiak community, she/he/they will collaboratively engage with all leaders and members of the broader UAA network. Under the vision and creativity of the new Director, KoC will build its connectivity to the University's main campus in Anchorage and three other community campuses and extension sites. KoC will also leverage its own strengths and the University's broad array of programs and resources to support the goals of the college, UAA, and the system.

To successfully lead Kodiak College forward, the next Director must be a highly engaged visionary and collaborative leader who is eager to take part in a diverse, close-knit local community. She/he/they must bring demonstrated leadership and deep experience in areas of strategic planning, budgeting, community engagement, advocacy, and academic program development. She/he/they must be passionate about the role of community education in furthering the promise and potential of each student and demonstrate tireless advocacy for its broader impact at the state and national levels.

About Kodiak College

A community campus of the University of Alaska Anchorage, Kodiak College began offering classes in 1968 and is located on Kodiak Island (the second largest island in the U.S. after Hawaii), 250 air miles from Anchorage, Alaska. It is situated on a beautifully wooded 44-acre campus within the city of Kodiak in an area of spectacular unspoiled beauty and wilderness.

Kodiak is a commercial fishing town, consistently ranking in the top five fishing ports in the nation by volume and value. The Kodiak community is diverse, with over 14 languages spoken on the

island. It is home to Alaskan Natives, including members of the Alutiiq community, and a large Filipino and Hispanic Latino population. The town of Kodiak is one of eight communities on Kodiak Island, comprising a borough of approximately 13,500 residents. Kodiak can be accessed by either plane or ship, with regularly scheduled service by Alaska Airlines, Ravn Alaska airline, and the Alaska Marine Highway System.

More information about Kodiak can be found [here](#).

Academic Offerings

Kodiak College serves a student body of about 650 students taking 2600 credit hours each semester. The college has 12 full-time faculty, 20 professional staff, two student workers and about 25 adjuncts each semester. More than 65 classes are offered at varying times during the day and evenings during Fall, Spring, and Summer semesters.

KoC is fully accredited as a unit of the University of Alaska Anchorage by the Northwest Commission on Colleges and Universities and credits earned are University of Alaska Anchorage credits. The College offers a UAA certificate in early childhood education and supports UAS bachelor's degrees in elementary education and special education that can be earned on-site. A UAA bachelor's degree in nursing began in fall semester 2018. Associate degree programs include an associate of arts, general program, and associate of applied science degrees in general business, accounting, and technology with a welding emphasis. A one-year undergraduate certificate in welding is also offered. Occupational Endorsement Certificates are available in the Alutiiq language, office foundations, office support, and medical office coding. The certified nursing assistant course is also offered each spring semester. KoC also has a growing Maritime Workforce Development program that currently offers workshops and training opportunities in marine-related skills (e.g. vessel systems, DC electrical, outboard repair and maintenance). The department anticipates program expansion to include credited coursework and OEC development in maritime-related fields. The college also offers Adult Education, English as a Second Language courses, and a wide variety of community education courses for personal growth enrichment.

In addition to traditional on-campus courses, there are a variety of alternative course formats including web-based, self-paced, and synchronous internet courses. Academic, vocational, recreational, and personal enrichment courses provide a wide array of choices for KoC students. The campus also provides outreach services to the largest U.S. Coast Guard base in the country, Alaska Native organizations, Kodiak Senior Center, local schools, and the seven rural villages on Kodiak.

Campus classrooms and laboratories are equipped with video conferencing capabilities, a library linked with UAA and national databases, as well as more than 25,000 resources on site. The Learning Center and Adult Education lab are staffed by professional tutors and have quiet computer-equipped study spaces. Recent campus renovations and integration of modern technology facilitate successful implementation of programs as well as create an inviting gathering space for students in the Campus Center.

At Kodiak College, coordination with other agencies enhances programs of instruction. Specialized courses and workshops are provided in cooperation with other local organizations and centers,

including Kodiak Area Native Association, Kodiak Seafood and Marine Science Center, National Oceanographic and Atmospheric Administration, U.S. Coast Guard, Women's Resource and Crisis Center, Chamber of Commerce, and others. Partnership with the Kodiak Island Borough School District, which is home to approximately 2200 preK-12 students, includes concurrent enrollment and professional development of staff and teachers as well as collaboration with the district on the planned Middle College.

The University of Alaska Anchorage

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. In 2017, Victory Media designated UAA a Military Friendly School for the eighth consecutive year. Fiscal year 2019 revenues were \$292.7 million, with state appropriations accounting for 41%, tuition and fees 26%, a combination of auxiliaries, gifts and other sources 16%, and restricted grants and contracts 17%.

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.

As the University comes to the end of its [UAA2020](#) strategic planning process and looks ahead to the future, UAA is poised for continued excellence and commitment to student, staff, and faculty excellence at all levels.

With the announcement of the governor's budget proposal in February, 2019, the UA system faced a serious budget cut in FY2019-2020. Experience leading budget reductions, restructuring and change management will be necessary.

Diversity at UAA

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 Plan in 2016. UAA recognizes the significance of having a Diversity and Inclusion Action Plan, and believes that it will have positive impacts for the University and the community. Alaska has a rich multi-cultural base and our University’s student body reflects this. 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 will strive 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.

University Leadership – Chancellor Sandeen

Dr. Cathy Sandeen is an educational leader who is committed to providing opportunity for more Alaskans to earn degrees and credentials through strategic innovation. She began serving as chancellor of the University of Alaska Anchorage in September 2018.

UAA’s core missions are excellence, student success and workforce development. With campuses in Anchorage, Homer, Kodiak, Palmer, Soldotna, and Valdez, as well as Middle Colleges for high

school students in Anchorage, Palmer, and Eagle River, UAA is Alaska's largest postsecondary institution.

Prior to joining the University of Alaska system, Sandeen was chancellor of the University of Wisconsin Colleges and UW-Extension for four years. As vice president for education attainment and innovation at the American Council on Education, she led ACE's nationwide effort to increase post-secondary educational attainment.

She also held leadership positions in the University of California system including at UCLA, Santa Cruz, and San Francisco.

Sandeen earned a Ph.D. in communication from the University of Utah and a Master of Business Administration degree from the UCLA Anderson School of Management. She was named an American Council on Education Fellow in 2010-11.

A prolific writer and speaker, Sandeen has published and presented widely on the issues surrounding educational innovation and nontraditional students.

The Director

The Kodiak College Director is the senior administrative officer for the campus and is responsible for the day-to-day operation of the college in coordination with the University of Alaska Anchorage and across the University of Alaska. The college has an operating budget of approximately \$5 million. Reporting to the UAA Chancellor and working closely with the UAA Provost, Vice Chancellors, and Deans, the College Director is the senior administrative officer of Kodiak College responsible for the following:

- Understanding and advocating for the best interests of Kodiak College within the context of the University system and local and state government;
- Facilitating the development and implementation of the college's strategic planning process and evaluating the plan's goals and objectives;
- Promoting a productive academic and service environment;
- Recruiting and evaluating faculty and staff and providing professional development opportunities;
- Providing consistent high-quality educational opportunities;
- 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 KoC 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, building and strengthening relationships with local partners such as the local school district, the U.S. Coast Guard, and others;
- Promoting the college as a principal contributor in the quality of life in the community;
- Serving as liaison between the University of Alaska campuses, departments, programs, governmental bodies and businesses;
- Serving on the University of Alaska Community Campus Directors Council;
- Working effectively and collaboratively with members of multiple bargaining units; and
- Working effectively and collaboratively with other UAA community campus college directors at Kenai Peninsula College, Mat-Su College, and Prince William Sound College as well as deans and directors on the Anchorage campus.

Qualifications and Experience

A master's degree from a regionally accredited institution is required. A doctorate (or equivalent terminal degree) is preferred and may be accepted in lieu of a master's degree. Successful applicants must provide official transcripts documenting academic credentials required for the position as a condition of employment. Administrative leadership experience in higher education/post-secondary setting is strongly preferred.

The next Director of Kodiak College must demonstrate a positive attitude and strong desire to immerse in the Kodiak community. She/he/they must possess the highest personal and professional integrity and a strong sense of humor.

Additional knowledge, skills, and abilities required for this position are:

- Administrative leadership experience, including program planning, budget management, development, management of personnel and change management;
- Knowledge of and commitment to the community college mission and student success through the scholarship of teaching and learning, professional development training/retraining;
- 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;
- A track record of strong leadership, strong communication skills, vision, and integrity;
- Ability to make difficult budget decisions and work in an environment of constricted resources;
- Strong commitment to shared governance, faculty development, cross-cultural communication, and cultural diversity;

- Ability to align organizational mission, structures, and resources with the college strategic plan;
- Awareness of the technology used in education and administration and knowledge of distance delivery technology;
- 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 and a 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 Kodiak College;
- 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; and
- Significant experience advocating for employees and organizations and significant documented success in acquisition of external funding.

Information for Candidates

This position is anticipated to begin in the summer of 2020. The salary and benefits will be competitive. For best consideration, please send all nominations, inquiries and expressions of interest in confidence electronically, by March 1, 2020 to:

Tom Fitch, Partner
 Julia Patton, Senior Associate
 Storbeck/Pimentel & Associates, LP
UAAKodiakDirector@storbecksearch.com

The University of Alaska is an affirmative action/equal opportunity employer and educational institution. The University of Alaska does not discriminate on the basis of race, religion, color, national origin, citizenship, age, sex, physical or mental disability, status as a protected veteran, marital status, changes in marital status, pregnancy, childbirth or related medical conditions, parenthood, sexual orientation, gender identity, political affiliation or belief, genetic information, or other legally protected status. The University's commitment to nondiscrimination, including against sex discrimination, applies to students, employees, and applicants for admission and employment. Contact information, applicable laws, and complaint procedures are included on UA's statement of nondiscrimination available at www.alaska.edu/nondiscrimination.