



## **Vice President, Chief Academic Officer (VP, CAO) Position Profile**

Durham Technical Community College announces a national search for its next Vice President, Chief Academic Officer (VP, CAO). With the recent adoption of its 2021-2026 Strategic Plan, Durham Tech is prioritizing its twin goals of accelerating student success and supporting community prosperity. Opportunities to contribute to this important and substantial work await the VP, CAO.

The successful candidate will serve as an executive leader of the College and will provide oversight and support for Academics and Guided Career Pathways. The VP, CAO will join a committed, student-focused College community and will be expected to foster and maintain collaborative partnerships to promote student success and completion. The VP, CAO will value and advocate for the dignity and engagement of people from all backgrounds and will develop and mentor faculty and staff to ensure a mutually beneficial experience.

### **Opportunities and Challenges for Leadership**

Durham Tech provides pathways to academic excellence by defining, aligning, and assessing clear student learning outcomes that prepare students for work-based learning opportunities, university transfer, and seamless job placement. The College seeks an experienced and dynamic academic professional with a record of successful leadership and innovation. The Vice President, Chief Academic Officer (VP, CAO) will bring a thorough understanding and commitment to the philosophy, mission, and purpose of the North Carolina Community College System and will possess the ability to build relationships and work collaboratively within the College and the broader community.

### **Teaching and Learning Practice**

Durham Tech continues to pursue innovation in teaching and learning practice, including incorporating state-of-the-art technology to enhance the teaching and learning environment and creating more opportunities for experiential and work-based learning. The VP, CAO will guide faculty and staff in the continued development of new pedagogies as well as forward-looking programs and initiatives.

The VP, CAO will also direct and support the ongoing assessment of programs to evaluate the currency and effectiveness of academic offerings in achieving student success outcomes.

### **Student Success, Equity, and Diversity**

Durham Tech has a long-standing commitment to student success and equity and a history of seeking out and implementing evidence-based approaches to improving student outcomes. The College has embraced national reform initiatives and “best in class” innovations prioritizing student-centered pedagogy, including equitable policies and practices in online environments. The VP, CAO will lead efforts to improve enrollment, persistence, completion, transfer, and post-college employment metrics by focusing on closing equity gaps and committing to continuous academic and institutional improvement.

### **Program Excellence and Innovation**

Durham Tech aspires to be a teaching and learning environment that promotes ongoing and productive communication and collaboration across the College and the region. The VP, CAO will collaborate with colleagues, Durham and Orange county schools, and industry to expand the range of viable and innovative programs and initiatives.

### **Leadership in the Community and the Region**

Durham Tech enjoys many long-standing and mutually beneficial partnerships with public schools, colleges and universities, and community organizations. The College also recognizes the importance of engaging business leaders in discussions about career and professional development opportunities, including work-based learning activities and internships. The VP, CAO will work to cultivate, strengthen, and expand community collaborations and will encourage faculty and staff to leverage these partnerships to provide additional pathways to student success and to assert Durham Tech as a leader in workforce development.

### **Core Duties and Responsibilities**

The Vice President, Chief Academic Officer (VP, CAO) provides the strategic vision and senior leadership for Academics and Guided Career Pathways; works collaboratively with peers/colleagues, local industry partners, public schools, government, and community organizations; and provides executive-level support to the President and the Board of Trustees.

The VP, CAO is responsible for leading the development of innovative programs that address the region's educational and workforce development needs; advancing student access, success, and completion through instructional initiatives and collaborative strategies; strategic planning, oversight, execution, assessment, and continuous improvement of instructional programs; and ensuring the alignment of instructional programs to achieve institutional goals and objectives.

### **Credentials and Experience**

Durham Tech seeks candidates with the following qualifications:

- A terminal degree in a discipline appropriate to higher education leadership; or a master's degree in a discipline appropriate to higher education leadership and additional graduate work in higher education, community college leadership, education, or a related education field;
- A minimum of five years senior experience in instructional leadership in higher education; and
- Demonstrated teaching experience in a postsecondary setting.

### **Attributes, Skills, and Abilities**

Successful candidates also will possess the following:

- An understanding of and commitment to the mission and values of Durham Technical Community College and the North Carolina College System;

- A commitment to the concept and philosophy of a student-centered college focused on student success and completion;
- A proven ability to develop and articulate a vision for creating, transforming, and sustaining high quality educational programs to support the social and economic mobility of students; and an ability to motivate faculty and staff to achieve that vision;
- Demonstrated experience in leading substantive change during a time of tremendous transformation and disruption in higher education;
- A proven ability to build and retain strong teams and to establish external partnerships with community leaders to address current and emerging educational and workforce development needs;
- A proven ability to establish and maintain strong, collaborative relationships with peers to achieve shared goals and promote a common vision;
- Excellent interpersonal skills and the ability to effectively engage with the College and broader community;
- Highly effective communication skills that connect with diverse audiences and foster trust, openness, and respect;
- Strong critical thinking, problem solving, and decision-making skills to analyze issues, identify alternative solutions, anticipate consequences of proposed actions, and execute recommendations to support goals;
- Demonstrated experience in effective budget development and management to support operations and address resource needs;
- A proven ability and commitment to developing a culture of diversity, equity, and inclusion and providing a strategic direction to implement equity and anti-racism initiatives that address barriers to student success;
- Demonstrated experience in and sensitivity to addressing the educational needs and challenges of at-risk and nontraditional students, including minorities, students from low-income backgrounds, adult learners, international students, and first-generation-in-college students;
- A commitment to the professional development of highly qualified and professionally diverse faculty, including full-time and adjunct instructors; and
- Personal and professional integrity and the ability to maintain trust and confidentiality.

## Nominations and Applications

The search committee will begin a review of applications in early November and will continue its work until an appointment is made. All applications must be received by November 19, 2021 to be considered. Candidates must provide the following:

- A letter of interest stating how the candidate's experiences and qualifications connect with the required/preferred characteristics and priorities expressed in this position profile. The letter should also include a statement of the candidate's contributions to diversity, equity, and inclusion;
- A curriculum vitae/resume; and
- Five professional references with email addresses, telephone numbers, and a description of the candidate's professional relationship with each reference listed (references will not be contacted without prior written authorization from the applicant).

Applications and nominations should be sent electronically (PDF or MS Word)  
to: [DurhamTechCAO@agbsearch.com](mailto:DurhamTechCAO@agbsearch.com)

Durham Technical Community College is being assisted by:

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Durham Tech is an Affirmative Action, Equal Opportunity, ADA, Section 504 Institution and does not discriminate on the basis of race, sex, color, age, religion, national origin, or disability. In our classrooms and campus work areas, we believe in giving everyone the opportunity to succeed, and we are committed to creating a climate that is safe and welcoming for all.