

**STATE OF CONNECTICUT  
BOARD OF REGENTS FOR HIGHER EDUCATION  
CT STATE COLLEGES AND UNIVERSITIES**

**Job Title:**            **Campus CEO**  
**FLSA Status:**        Exempt  
**Salary Grade:**       Executive 1  
**Effective Date:**     July 1, 2018

CSCU Community College System:

The Board of Regents for Higher Education (BOR) and the CT State Colleges and Universities (CSCU) are undertaking a major reorganization of Connecticut’s community college system. The BOR and CSCU plan to consolidate the 12, independently administered community colleges into a singly accredited institution by 2023. This consolidated institution with 12 campuses statewide will provide credit and non-credit programs to more than 80,000 students in rural, suburban and urban communities. This bold plan to establish an academically integrated institution will provide Connecticut students with an affordable, accessible, high-quality education that meets their personal goals and the community-based workforce needs of our state. A structural change of this magnitude will ensure a sustainable future for the community college system.

Implementing such a monumental transformation will involve aligning college curricula statewide to support high-quality educational programs and seamless transfer; implementing initiatives such as Guided Pathways to improve and increase student enrollment, retention, completion, and career readiness; centralizing administrative functions; and sharing resources across campuses. The new consolidated institution will be administered by a regionalized leadership team, of which the Campus CEO will be a key position. The BOR and CSCU seek leaders for this transformational change to position the campuses, their students and graduates, and Connecticut for a secure and vibrant future.

Job Summary:

Jointly reporting to the CSCU President and their respective Regional President, the Campus CEO is the lead campus administrator and serves as the on-site operational leader, providing guidance on developing and implementing strategic plans, as well as providing input on budgetary, enrollment, academic, and related matters. In 2023, with the establishment of a singly accredited institution, the Campus CEOs will report solely to their respective Regional President.

The Campus CEO will provide critical focus and expertise on institution-wide continuous improvement in all identified areas of performance, operational oversight of campus functions, maintenance of a sound infrastructure, and promotion of a safe and comfortable environment for teaching and learning. In addition, the Campus CEO must be knowledgeable of all facets of campus functions, adept at

collaboration in a highly-matrixed organization and able to identify opportunities for improving operational excellence and providing an exceptional student learning experience.

#### Supervision Exercised:

Current direct reports include the campus Deans of Academic Affairs, Student Affairs and Administrative Services as well as other staff when necessary.

#### Essential Duties:

1. Oversee general management and leadership of campus operations including managing and allocating resources to achieve overall plans and objectives.
2. Connect the institutional strategy of achieving high levels of student access and success with the operations of administrative and academic units.
3. Identify gaps in student outcomes based on factors such as race, ethnicity, and gender and mobilize the campus to improve results.
4. Lead the campus to achieve significantly improved results in student outcomes by implementing well-designed institutional changes at scale, and ensuring efforts are sustained over the long term.
5. Raise revenue and resources that support student access and success; act as campus spokesperson and donor liaison to support the fundraising efforts of the campus foundations.
6. Engage with campus stakeholders to understand their concerns and needs to discern opportunities for improvements.
7. Ensure that the campus has staff that is qualified, trained, and motivated to perform the responsibilities set forth in their respective position descriptions; monitor the efficient and effective performance of all campus employees.
8. Motivate, coach, and develop those individuals across the organization involved in leading or executing operational excellence or continuous improvement objectives.
9. Analyze and implement solutions across the campus to identify and eliminate waste, reduce costs, promote educational excellence, and improve the student experience.
10. Monitor performance and provide in-depth and timely management commentary on operational excellence results and lead the debate on any corrective measures and other control processes.
11. Related duties as required.

#### Leadership Competencies:

1. Experienced administrator in a college or system.
2. Strong working knowledge and depth of understanding of most areas in a college or university, specifically of the factors that affect net revenues.
3. Outstanding and proven leadership and interpersonal capabilities; ability to collaborate broadly across all levels of the organization to achieve results.
4. Demonstrates a deep commitment to student access and success.
5. Self-motivated team player with the ability to handle multiple work-streams and ad-hoc tasks simultaneously.
6. Critical thinker, ability to understand complex processes and willing to ask tough questions and challenge status quo.

7. Experienced in a highly involved union setting.
8. Knowledge and understanding of institutional policies and procedures and the regulatory environment within which they operate.
9. Deep understanding of the strategic needs of the community.
10. Knowledge and understanding of current educational trends, issues and challenges for community colleges.
11. Ability to raise funds from private, state, and national sources and to articulate to external audiences the value of supporting higher education institutions.
12. Exceptional interpersonal skills and the ability to interact effectively with academic leadership, faculty, community leadership, and funding agencies.
13. Adept at gaining agreement on necessary change and motivating and overseeing change management.
14. Expressed values consistent with the mission of the system and high ethical standards.

Qualifications:

Minimum qualifications include a terminal degree plus five (5) years of experience leading multi-functional teams in higher education setting or an organization of similar complexity. Also required is a well-rounded understanding of ways to increase efficiency, reduce costs, and improve the quality of education and student success. Preference for candidates with experience in higher education in Connecticut.

Equivalent education and experience that meet the minimum qualifications for the position may be considered.