



University of Colorado  
Colorado Springs

University of Colorado Colorado Springs

Chancellor

# **Position Profile**



# The Opportunity

The University of Colorado Colorado Springs (UCCS) Chancellor is the chief executive and academic officer of the campus. As such, the Chancellor is responsible for the leadership and direction of the campus and its strategic relationship with the broader Colorado Springs community. The Chancellor should be aware of trends in higher education to provide dynamic leadership in the development, promotion, and implementation of a vision for the campus that is consistent with its mission and the ongoing development of its central relationship with the community. The Chancellor reports to the President of the University of Colorado.





## Position Duties and Responsibilities

- › Provides intellectual leadership that cultivates a community of excellent teaching, research, scholarship, leadership, creative work, and is responsible for the administration of the academic, business, administrative, student support and alumni programs of the Colorado Springs campus.
- › Works collaboratively with faculty, staff, and student shared governance groups to promote shared governance and to seek input on major decisions.
- › Supervises six vice chancellors and two other positions who comprise the Cabinet (leadership team), along with two other non-Cabinet members.
- › Manages campus resources—financial, human, and physical—in a manner that promotes the mission and vision of the campus and university.
- › Leads initiatives that improve access for undergraduate, graduate, and professional students, including online offerings.
- › Ensures a respectful, safe, welcoming, and inclusive environment for all members of the campus community while embracing diversity in all its forms to ensure that UCCS reflects the rich diversity of Colorado.
- › Works to elevate entrepreneurial and innovative initiatives and build on the many successful community relationships in private, public, and nonprofit partnerships already underway.
- › Focuses on the goal of making the University of Colorado Colorado Springs a vital asset to Southern Colorado and the entire state and builds relationships in Southern Colorado and Colorado’s rural communities.

- › Engages with the Colorado Springs military community and supports campus initiatives in the cyber and national security space.
- › Promotes improvement of the recruitment, retention, and graduation rates of undergraduate, graduate, resident, non-resident, and international students.
- › Works to elevate and close retention and graduation gaps between students from under-represented communities and the total student population.
- › Champions the performance and reputation of academic and non-academic campus programs.
- › Establishes significant external relationships on behalf of the campus, including having primary responsibility for alumni, local, military, business, media, and community relations and fundraising activities.
- › Assists the System Office of Government Relations in promoting the campus with state and federal officials.
- › Collaborates with the System Office and the chancellors of the other campuses in the University of Colorado system.
- › Works to effectively convene and facilitate the collective minds and will of campus constituents to set and achieve strategic priorities.
- › Demonstrates resilience and the courage to act – to make tough decisions even in the face of incomplete information or conflicting perspectives.
- › Contributes to the development and communication of the University's mission, priorities, and goals.
- › Manages the development of strategic plans and institutional policies regarding all aspects of life at the campus, including sensitivity and responsiveness to alumni and local citizenry, and their elected officials.



# Qualifications

- › Doctoral degree, equivalent terminal degree, or equivalent combination of education and professional experience.
- › Deep experience in the administration of large and complex organizations, demonstrating the ability to plan, develop, advance, and implement strategic goals, policies and program initiatives that require management of financial, human, and capital resources over short and long periods.
- › Knowledge of the academic mission of teaching, discovery, and service with a commitment to academic freedom, free expression, faculty tenure, and shared governance.
- › A demonstrated commitment to fostering an inclusive and welcoming culture that embraces diversity in all its forms and promotes equity and inclusion in all aspects of college life, including teaching, research, and community engagement.
- › Proven leadership in forging private and public partnerships and in developing relationships and obtaining significant resources from corporate, foundation, non-profit, and other private entities.
- › Excellent interpersonal and communication skills, with the ability to engage and collaborate with diverse stakeholders.
- › Ability to develop strategies to attract and retain a high quality high-quality, diverse faculty, staff, and student body.
- › Ability to proactively identify and respond to the most critical workforce needs of the region.
- › Ability to collaborate with a full range of external constituents, such as alumni, donors, members of the community, media, government officials and leaders in the private and nonprofit sectors.





- › Appreciation of, and ability to sustain and grow partnerships with, military stakeholders in the region.
- › Demonstrated commitment to develop and foster an innovative and entrepreneurial culture.
- › Commitment to organizational change to address challenges and anticipate future needs to prepare for the changing landscape in higher education.
- › Ability to develop and implement strategies to assure graduates and employees are both technically competent and analytically prepared.
- › Commitment to open and transparent communication with campus community.
- › Demonstrated resiliency – ability to persevere and relate well to those who struggle.
- › Ability to work with others from different areas and backgrounds towards a common goal by sharing knowledge and strategy and maintaining consistent communication with diverse stakeholders.
- › Demonstrated effectiveness in solving problems in a timely fashion.
- › Commitment to teamwork and the ability to work as part of an executive team in a large and complex university system or comparable organization.
- › Demonstrated high moral and ethical standards.
- › Ability to navigate effectively in a political climate.



# The Organization and Its Mission

UCCS is one of four campuses in the University of Colorado system (link: <https://www.cu.edu/>) and is home to about 8,900 undergraduate and 1,800 plus graduate students. We have a strong focus on fueling student success by creating, using, and maintaining a multitude of different offices and programs. UCCS is constantly focused on preparing our students for future success, and we understand that every employee on our campus has a significant effect on that focus. Find quick facts about our students, academic programs, and more information about UCCS, click [here](#).

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# Mission Statement

*The Colorado Springs campus of the University of Colorado shall be a comprehensive baccalaureate and specialized graduate research university with selective admission standards.*

*The Colorado Springs campus shall offer liberal arts and sciences, business, engineering, health sciences, and teacher preparation undergraduate degree programs, and a selected number of masters and doctoral degree programs.*

# Vision

*UCCS, a premier comprehensive undergraduate and specialized graduate research university, provides students with academically rigorous and life-enriching experiences in a vibrant university community. We advance knowledge, integrate student learning with the spirit of discovery, and broaden access to higher education for the benefit of southern Colorado, the state, nation, and world.*



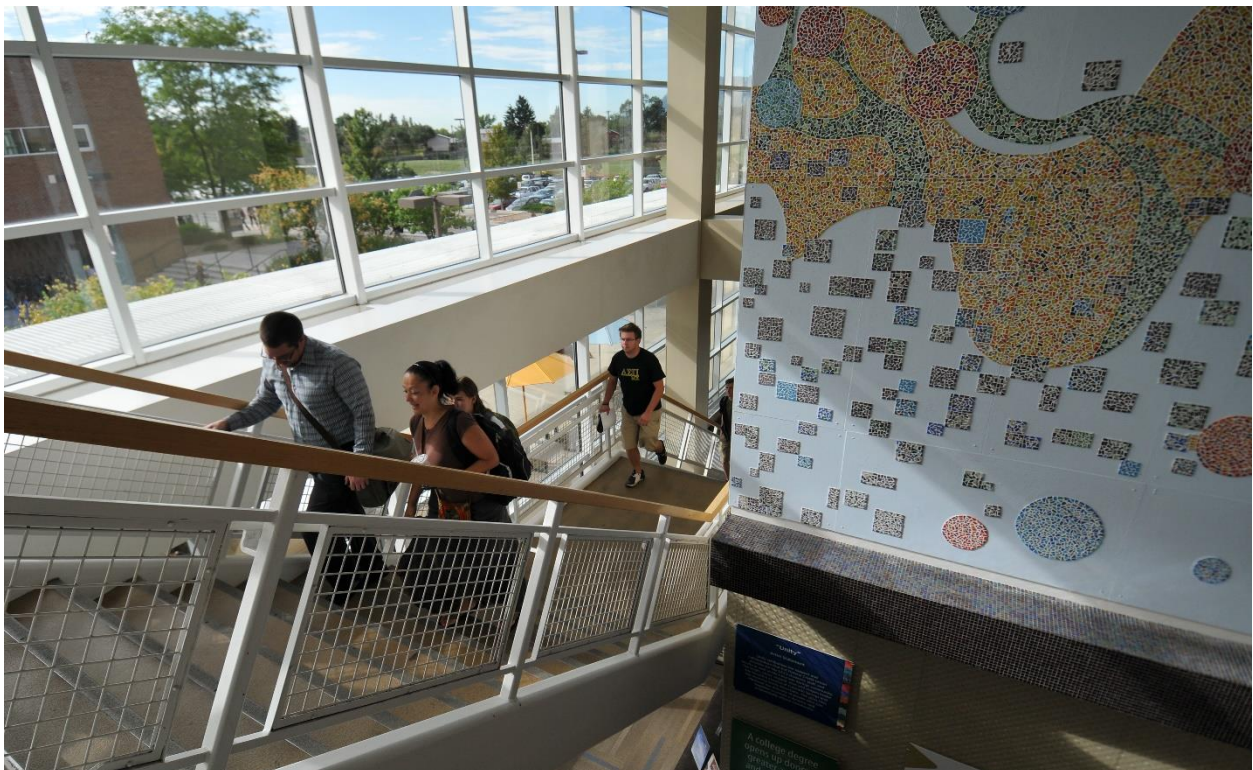


# About UCCS

From our beginning 58 years ago as a small commuter campus founded to support a growing technical workforce in the region, UCCS has grown into a respected Colorado university with 11,000+ students, 1,150 faculty, and 800 staff. We provide high-quality education through six schools and colleges offering over 53 undergraduate and 54 graduate degrees and opportunities for students from the U.S. and 80+ nations. In 2019, UCCS was classified as a "High Research Activity" university by the Carnegie Foundation. We take pride in being the only higher education institution in Southern Colorado that explicitly includes research as part of its mission.

Twenty percent of UCCS students are military affiliated and UCCS has consistently been ranked a "Military Friendly" university by Military Times' "Best College," and a "Top College & University" by Military Advanced Education and Transition. With a student body that is 34% diverse and a 16 to 1 student-to-faculty ratio, UCCS confers over 2,400 degrees every year.

UCCS is guided by our [2030 Strategic Plan](#) and its seven core strategies: Learning, Engagement, and Belonging; Retention and Graduation; Research and Creative Excellence; Financial Strength; Deliberate Investment; Distinctive Programs; and Partnership and Outreach.



# About the University of Colorado System

UCCS is part of the University of Colorado System (CU), a public research university system with multiple campuses serving Colorado, the nation, and the world through its high-quality education, professional training, public service, innovative research, and state-of-the-art health care. CU plays a profound role in the lives of individuals, businesses, and communities throughout Colorado, across the country and in the world. More than half a million alumni are leaders in business, science, the arts, health care and their communities, and they are joined by 17,000 new graduates each year.

CU is comprised of four campuses: the Colorado Springs Campus, Denver Campus, Anschutz Medical Campus, and Boulder Campus. CU also has a Central System Administration office in Denver and a separate Foundation that manages a growing endowment supported by alumni relations and development activities at each campus.

CU employs 36,000 faculty and staff, has an enrollment of 66,000 students, and operates with an annual budget of approximately \$5.9 billion. CU is among the five largest employers in the state, provides a \$13.3 billion impact to the economy of Colorado, and has fostered 200 start-up companies in the past 25 years.

CU Boulder has produced five Nobel Prize winners in Physics and Chemistry, boasts 20 astronauts, and is first among public universities in NASA research funding. The largest academic health sciences campus in the Rocky Mountain region, CU Anschutz encompasses six health professional schools, over 60 centers and institutes, and two nationally ranked partner hospitals and is a leader in groundbreaking discoveries in cancer, Alzheimer's disease, diabetes, Down syndrome, mental health and more. CU Denver is the state's premier public urban research university, offering more than 100-degree programs in seven schools and colleges and across a spectrum of bachelor's, master's, doctoral, and professional and continuing education options.

For more information on the scope and scale of CU and its campuses, visit our [website](#). For more information about working at UCCS, click here: <https://hr.uccs.edu/work-at-uccs>.

# The City of Colorado Springs

The city of Colorado Springs was ranked the ninth Best Place to Live by [U.S. News & World Report](#) in 2023. It is also known as Olympic City USA and rests at the base of Pikes Peak. Additionally, Pikes Peak is the inspiration for the song “America the Beautiful” and a must-see for residents and visitors alike. With a mild climate and 247 days of sunshine each year, the Springs boasts some of the state’s best recreation opportunities. Find out more about living in Colorado Springs through the Visit Colorado Springs page: <https://www.visitcos.com/>.





# Nomination & Application Process



# Compensation & Benefits

## Salary Range

The salary range is \$395,000 – \$435,000. There is also a housing allowance and car allowance with the Chancellor role.

## Health, Dental & Life

The CU Health Plan provides excellent health care coverage choices. More details to be found on the [Comprehensive Benefits Guide](#).

## Retirement

Multiple retirement planning options, including a mandatory 401(a) plan where CU contributes 10% of your gross pay and CU employees contribute 5%, subject to IRS contribution limits. Plus, voluntary participation in 401k or 403b plans and a 457 deferred compensation plan.

## Leave Accruals and Holiday Schedule

Full-time University Staff are eligible to receive up to 22 working days of paid vacation and up to 15 working days of sick time per year. The amount of vacation and sick time starts accruing immediately when you begin working at CU. Staff are also eligible for up to 12 paid holidays per year.

## Tuition Benefit

CU offers tuition benefits to employees of the university. This benefit allows eligible full-time employees to take up to 9 credit hours tuition-free per year. The employee may also transfer their credits to an eligible dependent.

For more information about UCCS benefits, please visit [UCCS Advantage](#).

# How to Apply

Jim Johnsen, Tracey Weldon, and Lauren McCaghren with Greenwood Asher & Associates® are assisting UCCS in this search. Applications and nominations are now being accepted. Inquiries, nominations, and application materials should be directed to Greenwood Asher & Associates. Application materials should include:

- › A letter of interest that clearly states the applicant’s qualifications for the position
- › A current resumé/curriculum vitae

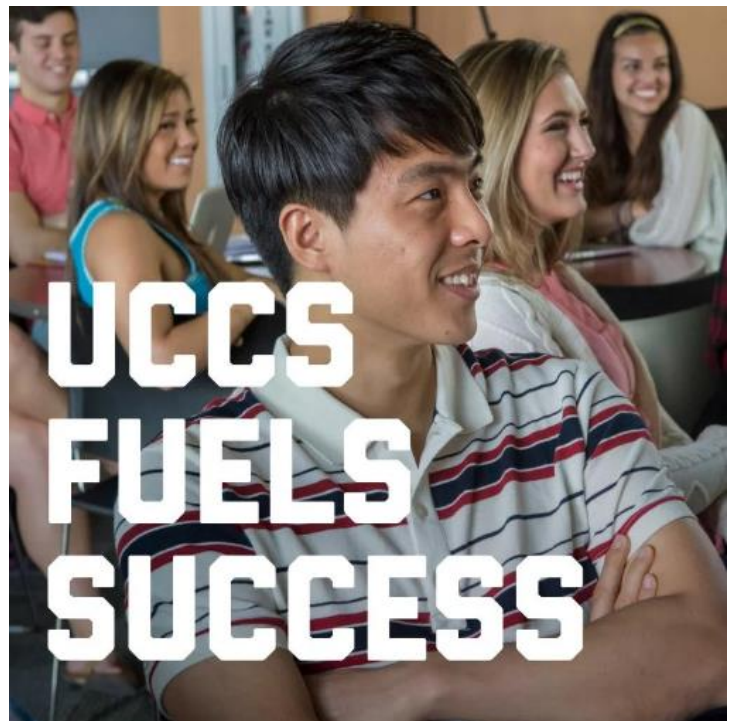
We strongly encourage submitting application materials as PDF attachments. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

## Please direct inquiries, nominations, and application materials to:

Jim Johnsen  
[jimjohnsen@greenwoodsearch.com](mailto:jimjohnsen@greenwoodsearch.com)

Tracey Weldon  
[traceyweldon@greenwoodsearch.com](mailto:traceyweldon@greenwoodsearch.com)

Lauren McCaghren  
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The University of Colorado does not discriminate on the basis of race, color, national origin, sex, age, pregnancy, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, political affiliation, or political philosophy. All qualified individuals are encouraged to apply.