Position Specification

FEBRUARY 2017

University of Colorado
Colorado Springs

Chancellor

University of Colorado Colorado Springs

POSITION TITLE: Chancellor

REPORTING TO: CU President

LOCATION: Colorado Springs, Colorado

THE UNIVERSITY: ***University of Colorado Colorado Springs***
https://www.uccs.edu/

The University of Colorado is a public research university with four campuses: the University of Colorado Boulder, the University of Colorado Colorado Springs, the University of Colorado Denver and the University of Colorado Anschutz Medical Campus. With more than 63,000 degree seeking students and an additional 8,000 taking courses for credit, over 3,500 tenured/tenure track faculty and an additional 1,800 full-time non-tenure track instructors, CU is the largest institution of higher education in Colorado and has an annual budget of $3.82 billion. CU researchers attracted more than $924 million in sponsored research funding in fiscal year 2015-16. Academic prestige is evidenced by the university's 5 Nobel laureates, 9 MacArthur "genius" Fellows, 20 astronauts and 19 Rhodes Scholars. For more information about the entire CU system, go to www.cu.edu.

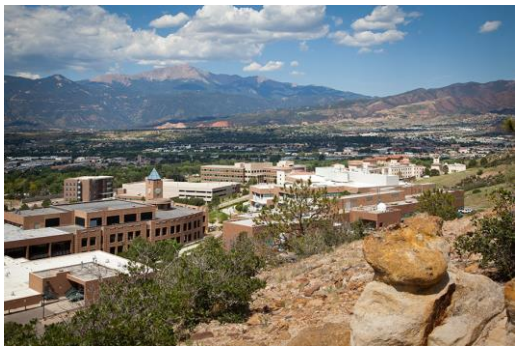
The Campuses

CU Boulder - Situated at the foot of the Rockies, CU Boulder is famed for having one of the most beautiful campuses in the world. It is also one of 34 U.S. public institutions belonging to the prestigious Association of American Universities (AAU) and is the only AAU member in the Rocky Mountain region. CU Boulder enrolls approximately 32,000 students, 82 percent undergraduate and 18 percent graduate students. Nearly two-thirds are Colorado residents. CU-Boulder has more than 1,100 tenure and tenure track faculty; more than 98 percent hold a doctorate or other terminal degree. CU-Boulder offers 32 different concurrent bachelor's/master's degree programs and is renowned globally for its programs in the sciences, engineering, business, law, arts, humanities, education, music, and other disciplines. For more information, see: www.colorado.edu.

CU Denver - As Colorado's only public urban research university, CU Denver educates a diverse student body through quality academics, ambitious research and creative work, and civic engagement in the city we call home. Graduates gain the powerful combination of immersive classroom and real-world experiences that are in demand today, while the city benefits from well-educated, top talent and a new generation of knowledge that fuels the future of Denver the region.
CU Denver educates more than 14,000 students at its comprehensive campus in downtown Denver and offers more than 100 programs in 8 schools and colleges at the undergraduate, graduate, doctoral and professional levels, including some that rank among the nation's best. Through partnerships with business and industry, public schools and local governments and other community outreach programs, the university is an integral part of the Denver metro area and Colorado. For more information, see: www.ucdenver.edu

CU Anschutz Medical Campus - A state-of-the-art academic health center, CU Anschutz Medical Campus is globally recognized for its research, teaching and clinical programs in medicine, dentistry, pharmacy, public health, physical therapy and nursing. CU Anschutz Medical Campus is also home to University of Colorado Hospital Authority, Children's Hospital Colorado, and a new, under-construction, VA Hospital. Contiguous to the campus is a 184-acre biosciences research park, modeled after successful medical research parks across the country. Located in Aurora, eight miles from downtown Denver, the Anschutz campus offers programs in the Graduate School, School of Dental Medicine, School of Medicine, College of Nursing, Skaggs School of Pharmacy and Pharmaceutical Sciences, and the Colorado School of Public Health. For more information, see: www.ucdenver.edu/anschutz.

UCCS - The University of Colorado Colorado Springs (UCCS) campus offers 45 bachelor's degrees, 22 master's, and five doctoral degree programs. US News & World Report: America's Best Colleges has ranked UCCS 9th among Western region public universities, and has given national ranking to several other undergraduate and graduate programs. UCCS has a fast-growing student body of over 12,000 on-campus students during the fall 2016 semester, a 6.2% increase over the previous year and a record-high enrollment. Additionally, there are more than 3,000 students enrolled in online courses. Almost one-third of the student body are Pell Grant recipients and more than 30% self-identify as minorities. The campus employs more than 1,500 faculty and staff and has an annual budget of $262 million.



The UCCS campus is in Colorado Springs. Home to Pikes Peak, Garden of the Gods, and Palmer Park, Colorado Springs has a mild climate and plenty of sunshine that creates an ideal environment for some of the state's best recreation opportunities. UCCS, a leader in forging public and private partnerships, will house and support a new National Cybersecurity Center that is poised to be the country's foremost authority on cybersecurity research and development, training and education. The city is also known for its robust high-tech and sports industries. Home to the U.S. Air Force Academy and four military bases, Colorado Springs is steeped in military history. Additionally, Colorado Springs is home to the U.S. Olympic Training Center, the U.S. Olympic Committee (USOC) and dozens of national sports federations nearby, making it a popular destination for many world-class athletes.

UCCS Facts and Figures

Accessible

- 2016 Enrollment
- 12,000+ fall 2016 on-campus students, +6.2% (record-high enrollment)
- 3,000+ students enrolled in online courses
- 32% Pell Grant recipients
- 31% of all students are minority; 35% of freshman class

Among fastest growing universities in the state

- Fall 2016 Graduate Student Enrollment:
- 1,808 graduate students
- More than 2,000 military veterans, active military, and family members
- 25 U.S. Olympic hopeful athletes attend UCCS

Success

- About one-third of UCCS undergraduates come from families considered low-income
- About half of all UCCS freshmen earn degrees in six years
- To finance their educations, UCCS students borrow, on average, $16,780, one-third less than the national average
- UCCS students repay their federal student loans. The UCCS student loan default rate, the best in Colorado, is 2.9% compared to a national rate of 13.7%

High-Quality

- UCCS offers 45 bachelor's, 22 master's, and five doctoral degree programs
- *US News & World Report: America's Best Colleges*
    - Ninth among Western regional public universities
    - Nationally ranked undergraduate business and engineering programs
    - Nationally ranked graduate programs in nursing, business and public affairs
- *GI Jobs*: Military Friendly (top 20% of colleges and universities)

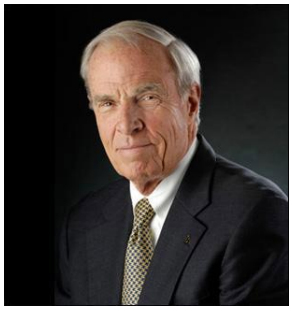
For more information about UCCS, see: www.uccs.edu

History

The history of the University of Colorado dates back to the earliest days of Colorado and precedes the creation of the state. At its first session in 1861, the Colorado territorial legislature passed an act providing for the creation of a university in Boulder. To establish the university, the legislature appropriated $15,000, which was matched by Boulder residents. However, the formal founding was delayed for another 15 years by the Civil War. When Colorado became the 38th state in the Union in 1876, the university was declared an institution of the state, and the Board of Regents of the University of Colorado was established under Colorado's State Constitution as its governing authority.

The University of Colorado Colorado Springs has a rich history as a site and campus. Many millennia before any students arrived, a small group of ancestral American Indians set up camp overlooking an arroyo on the west edge of what is now the campus. Remains from approximately 30 sites used by Plains Indians from about 100 A.D. to 1400 A.D. dot the campus grounds. The cultural heritage of the area is witnessed not only architecturally and in diverse ecological phenomena, but also in the significant prehistoric archeological components observable throughout the campus acreage. The campus was founded on the site of the former Cragmor Tuberculosis Sanitarium, which was donated to the university in 1965. The daily discarded artifacts of Cragmor Sanitarium life - medicine bottles, crumbling foundations, and broken dishes are intertwined with artifacts from the prehistory of the region. For more about the history of UCCS please see www.uccs.edu/about/history.html

CU President Bruce D. Benson



Bruce D. Benson became president of the University of Colorado in March 2008. Since taking the helm of his alma mater, Benson has enhanced CU's standing as one of the nation's leading public universities, advancing the economy, health and culture of Colorado and beyond. He is the longest-serving CU president in more than half a century.

During Benson's tenure, CU's research funding has reached record levels (including the most recent, $924 million in 2015-16), supporting the university's research strengths in biotechnology, health care, energy, and aerospace engineering, among others. He has led efforts to promote cross-campus collaboration that have resulted in cooperative academic programs and research initiatives, most notably CU's Biofrontiers Institute, led by Nobel laureate Tom Cech.

CU has seen its six best fundraising years (including a record $384.5 million in 2015-16) under his leadership. Benson and his wife, Marcy, chaired CU's $1.5 billion Creating Futures fundraising campaign, which exceeded its goal in November 2013. The campaign, the largest in university history, supported scholarships, academic enhancements (endowed faculty positions, programs), research projects and capital improvements across CU's campuses.

Benson has guided efforts to successfully institute operational efficiencies, cut bureaucracy and improve business practices at the university. CU has secured legislation in the Colorado General Assembly that has allowed it to save millions annually in areas such as procurement, insurance and construction. He has also established a number of public-private partnerships to make the university more entrepreneurial and meet the needs of businesses in Colorado and across the country.

He oversees a system with four campuses (Boulder, Colorado Springs, Denver, Anschutz Medical Campus in Aurora) with some 73,000 students. CU has more than 30,000 employees. The university's annual budget is $3.82 billion.

Before becoming CU's president, Benson had already made his mark in business, politics, philanthropy, education and civic endeavors. He founded Benson Mineral Group in 1965, a year after earning his bachelor's degree in Geology from CU. Throughout his business career, he has also been involved in banking, real estate, cable television and restaurants.

He has consistently been active in a variety of educational, civic and political endeavors. He was the Republican nominee for Colorado governor in 1994. Benson has received many honors recognizing his leadership in a variety of endeavors, but two are particularly notable: CU in 2004 granted him an Honorary Doctorate of Humane Letters, and in February 2009 he was named to the Colorado Business Hall of Fame.

Benson has three children and 10 grandchildren. He was born July 4, 1938, in Chicago.

Academics

At UCCS, the primary focus is student success. UCCS helps students learn and grow and prepare them for the career they've dreamed about. It does so by continually improving the quality and variety of degree programs offered, hiring and retaining the best faculty and providing support and resources to students that will help them get the most out of their studies.

Variety

UCCS offers 45 bachelor's degrees, 22 master's degrees and 5 doctoral programs. UCCS offers degrees that are in demand by today's employers, including programs in Business, Nursing, Health Sciences, Education, Public Affairs, Liberal Arts and Engineering.

Quality

The key to student success is quality academics, where UCCS shines brightest. *US News & World Report* ranked UCCS ninth among Western regional universities and in the first tier among all public and private Western regional universities.

Student Resources

The other key to helping students succeed is making sure they have the right resources available. UCCS offers two innovative support tools - The Office of First Year Experience and The Centers for Academic Excellence. The Office of First Year Experience provides services and support for freshmen and transfer students to help make the transition easier and ensure their college career gets off to a strong start. The five Centers for Academic Excellence (communication, language, science, math and writing) use the principles of collaborative learning, individualized assistance and the intelligent use of technology to help students solve problems, master important skills and reach their full potential.

Mission, Vision and Values

Mission
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 master's 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. UCCS advances knowledge, integrates student learning with the spirit of discovery and broadens access to higher education for the benefit of southern Colorado, the state, nation and world.

Core Values
UCCS sees these values of excellence as its guiding principles:

Student Focus
UCCS values students and never forgets that students are the reason for being. UCCS considers students and student outcomes in all the decision making. UCCS provides a supportive environment in order to create lasting and significant educational experiences for every student.

Integration
UCCS values integration of teaching with research and creative work. Scholarship enriches teaching and teaching enriches scholarship. UCCS sees these activities as interdependent, allowing for synergies that benefit students, faculty and all members of the university community.

Innovation
UCCS values innovation and an entrepreneurial spirit. UCCS students are creative problem solvers in the classroom, in research and in campus operations. UCCS students are catalysts for economic, social and cultural changes in their communities. UCCS provides opportunities for community members to develop the skills of innovation and creative expression.

Collaboration
UCCS values collaboration and teamwork as absolutely necessary for success in today's world. UCCS models collaboration in its research, teaching and campus operations. UCCS actively seeks opportunities to collaborate, build partnerships and engage with external organizations.

Inclusive Diversity
UCCS values inclusive diversity as a foundation for teaching and scholarship that prepares students, faculty, staff and community members for both local and global multicultural realities. UCCS provides an open, safe and supportive campus environment based on mutual respect, engagement and learning for everyone including those from the full spectrum of backgrounds, social identities, abilities, cultures, perspectives and university roles.

Dynamic Responsible Growth
UCCS values dynamic growth while continuing to be fiscally responsible, academically sound and environmentally sustainable. UCCS meets the future with energy, enthusiasm and a commitment to retaining a close, interconnected campus community.

Integrity
UCCS values integrity and expects ethical behavior from each member of the campus community in all interactions. UCCS builds an environment where UCCS community members treat each other with respect and appreciate each other's contributions.

CHANCELLOR - SCOPE AND RESPONSIBILITIES

The UCCS chancellor is the chief executive and academic officer of the campus and reports to the President of the University of Colorado. As such, the chancellor is responsible for the leadership and direction of the campus. The chancellor should be sufficiently aware of trends in higher education in order to provide dynamic leadership in the development and promotion of a vision for the campus—a vision that is consistent with the university's educational goals that strive to better prepare students for work, world and beyond.

The vision for the Colorado Springs campus is:

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.

Key areas of responsibility:

Working with President Benson and other key stakeholders, the chancellor will:

- Provide intellectual leadership that promotes excellence in teaching, research, scholarship, service, leadership and creative work and be responsible for the administration of academic, administrative, student support and alumni programs of the Colorado Springs campus. Understand that research and teaching excellence, together with service and public engagement, are at the very heart of the university.

- Work collaboratively with faculty, staff and student governance groups to promote shared governance and to seek input on major decisions.

- Be responsible for managing campus resources—financial, human and physical—in a manner that is consistent with the mission and vision of the campus and university.

- Provide leadership and be responsible for establishing significant external relationships on behalf of the campus, including having primary responsibility for fundraising activities, city, state and federal relations, and alumni, business and community relations.

- As one of the four chancellors reporting to the President of the university, contribute to the development and communication for the university's mission, priorities and goals.

- As a senior officer of the university, contribute to the development of strategic plans and institutional policies regarding all aspects of life at the university, including sensitivity and responsiveness to alumni and local citizenry and their elected officials.

OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP

- Be a visionary and charismatic leader of the highest integrity committed to UCCS's mission, values and community. Drive the momentum in enrollment management, external funding, public-private partnerships and innovative initiatives and programs critical to the continued economic and cultural growth of the community.

- Bring a sharpened focus on quality, retention, persistence and graduation through the implementation of strategies that engage faculty, administrators and students alike in the shared goal of student preparedness, learning and success.

- Promote UCCS's reputation for innovation, student service and community economic development and be a champion for the UCCS campus in the context of CU's greater, multi-campus system.

PROFESSIONAL EXPERIENCE AND PERSONAL ATTRIBUTES

Required Candidate Qualifications

- Doctorate degree or equivalent terminal degree.
- Demonstrated excellence in research, teaching and service at an accredited institution of higher education.
- Minimum of 15 years experience in the administration of large and complex organizations with expertise in financial management.
- Possess high moral and ethical standards; and can build a culture of trust and transparency.
- Ability to navigate in a political climate effectively.
- Demonstrated excellence in institutional leadership and resource management and development.
- Superior communicator with demonstrated ability to work effectively with all levels of faculty, staff, students and the campus community.
- Demonstrated ability to work effectively with a full range of external constituents, including alumni, donors, members of the media, legislators, other government officials and leaders in the private sector.
- Represent campus in public forums around critical student and community issues with the ability to manage the communications effectively and honestly.
- Demonstrated commitment to teamwork and the ability to work collaboratively as part of an executive team in a large and complex university system or comparable organization.

Desirable Candidate Characteristics

- Recognition for developing and implementing strategies to assure students, graduates and employees are both technically competent and analytically prepared and poised for success.
- Ability to lead improvement of academic and research performance and reputation; particular emphasis on retention and graduation rates for students and the ability to grow the research enterprise.
- Record of recruiting and developing high-quality academic administrators, faculty and staff.
- Record of leadership in promoting equity and increasing diversity in all its forms.
- Ability to plan, develop, advance and implement complex strategic goals, policies and program initiatives that require management of financial, human and capital resources over short and long periods.
- Demonstrated ability to develop relationships and obtain significant resources from state, federal, corporate, foundation and private entities.
- Demonstrated record of efficiently and effectively solving problems.
- Leader in forging private and public partnerships.
- Ability to improve the performance and reputation of campus athletic teams and arts and wellness programs.

Note: Exceptional candidates with unique experience and background outside of these requirements may be considered.

PROCEDURE FOR CANDIDACY:

Please direct all nominations and application materials to: **UCCSChancellor@dhrinternational.com**

OR REACH OUT DIRECTLY TO CONSULTANTS LEADING THIS ENGAGEMENT:

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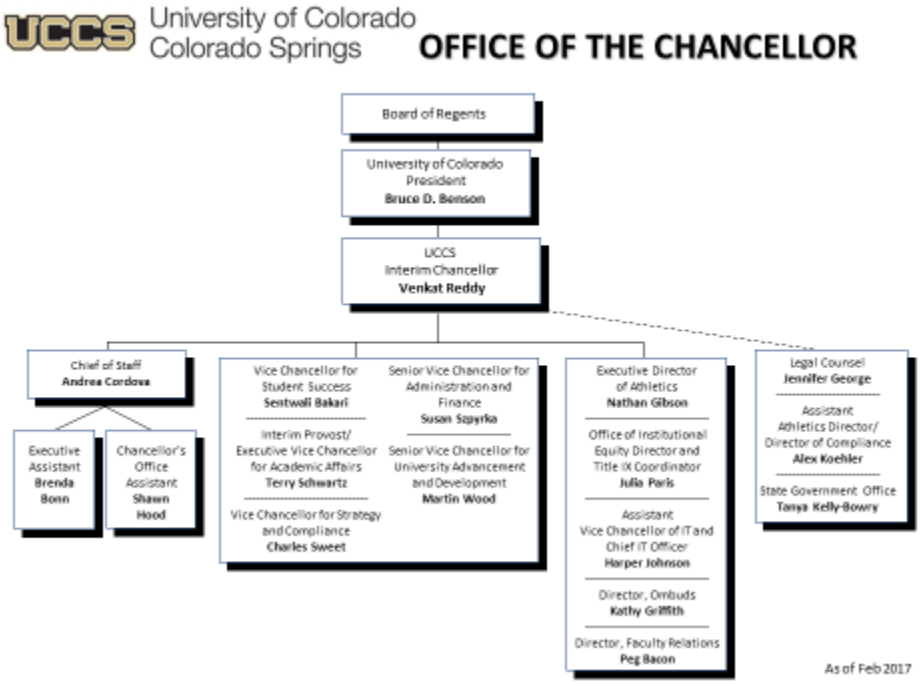
The University of Colorado Colorado Springs is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or protected veteran status. UCCS is committed to excellence through diversity and strives to establish a climate that welcomes, celebrates, and promotes respect for the contributions of all students and employees

APPENDIX I


UCCS University of Colorado Colorado Springs
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University of Colorado President Bruce D. Benson
UCCS Interim Chancellor Venkat Reddy
Chief of Staff Andrea Cordova
Executive Assistant Brenda Bonn
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As of Feb 2017