



Vice President, Information Services and Chief Information Officer

JOHNSON COUNTY COMMUNITY COLLEGE

EFL Associates, Inc.

A CBIZ COMPANY | 700 W. 47TH STREET #1100, KANSAS CITY, MO 64112
816-945-5400 | [HTTPS://EFLASSOCIATES.CBIZ.COM](https://eFLASSOCIATES.CBIZ.COM) | SWALDRON@EFLASSOCIATES.COM



Johnson County Community College (JCCC) invites applications from, and nominations of, innovative, visionary and inspiring leaders for the position of Vice President Information Services & Chief Information Officer.

ABOUT JCCC

[Johnson County Community College \(JCCC\)](#) is a comprehensive, public, two-year institution of higher education. The main campus is located on 234 acres in Overland Park, Kansas. JCCC is the state's third largest institution of higher education and the largest of the nineteen community colleges in the state of Kansas, educating approximately 35,000 students.



Established in 1969, JCCC is dedicated to transforming lives and strengthening communities through learning and has enjoyed a national reputation for educational excellence and student success for more than 50 years. JCCC is dedicated to smaller class sizes, more resources, a thriving campus culture, competitive tuition rates, and extracurricular experiences that transcend the norm.



Johnson County Community College offers undergraduate credit courses in nearly 50 one- and two-year career degree and certificate programs. JCCC also has agreements in place with more than 25 regional colleges and universities to make transferring easier. The Continuing Education division offers courses and certificate programs that equip today's workforce for tomorrow's challenges, as well as life and leisure programs that encourage lifelong learning.

JCCC brings the best in arts and culture to Johnson County, Kansas. With nearly 175 annual events, the [Midwest Trust Center](#) is one of the largest multidisciplinary performing arts series in the region. And the [Nerman Museum of Contemporary Art](#) is a major cultural center and the only museum in Kansas dedicated to contemporary art. In the past 10 years, the Nerman Museum has opened approximately 100 exhibitions and hosted one million visitors.

At JCCC, students have the opportunity to participate in more than 80 [clubs and organizations](#) that satisfy a wide variety of interests. Additionally, they offer seven competitive [athletic programs](#) that are highly regarded throughout the region and country. Students can even take their educational aspirations abroad and participate in one of many [Study Abroad programs](#).

JCCC is committed to maintaining an innovative, flexible and functional campus, which is why the largest [campus transformation project](#) in its history is underway. We recently completed construction of two new buildings – a Career and Technical Education facility and a Fine Arts & Design Studio – to better prepare students for the future. Other enhancements include updates to the Student Center, the renovation and expansion of the Arts and Technology and Welding Laboratory buildings, and a \$40 million project to renovate science labs and classrooms.

With a commitment to diversity, JCCC delivers a cohesive, campus-wide support system for its student body, which includes nontraditional, military-affiliated, veteran, immigrant, international, and first-generation college students. The student body reflects the growing racial and ethnic diversity of the county. JCCC is a recognized regional and national leader integrating sustainability into both physical campus operations and classroom curriculum. The JCCC Cavalier athletes compete in the Kansas Jayhawk Conference of the National Junior College Athletic Association. In recent years these student athletes have captured 11 national championships.

MISSION, VISION AND VALUES

Mission

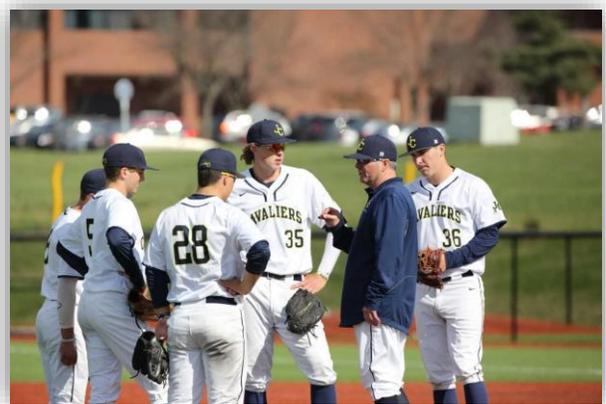
JCCC inspires learning to transform lives and strengthen communities.

Vision

JCCC will be a national leader through educational excellence and innovation.

Values

- **Integrity:** We hold ourselves accountable for decisions and actions.
- **Collaboration:** We respect diversity of thought in building a culture of collaboration.
- **Responsiveness:** We respond to the needs of our students and communities through relevant offerings.
- **Leadership:** We pursue leadership roles in our communities and higher education.



JCCC HAS RECENTLY BEEN RECOGNIZED AS THE...

- #1 in Kansas and #8 Best Community College in America (Niche, 2019)
- #7 in America's Best Employers by State (Forbes, 2019)
- #9 ranked in the U.S. for Study Abroad participation (Institute of International Education, 2018)
- Second-highest community college nationwide for receiving Gilman Scholarships
- #7 Safest Educational Institution in the Nation (ADT, 2018)
- First Chef Apprenticeship program to earn accreditation from the American Culinary Federation Educational Institute
- 2018 Culinary team named United States national champion
- First college to offer a ***Pediatric Neurodiagnostic Technology*** program in the U.S.



COLLEGE LEADERSHIP



Andrew (Andy) W. Bowne, Ed.D. – President

Dr. Bowne (rhymes with town) joined JCCC on July 1, 2020, having served as senior vice president and chief operating officer of Ivy Tech Community College (Indiana) that includes 18 campuses statewide. His prior leadership positions include serving as chancellor of Ivy Tech's East Central and Richmond Regions and Associate Vice President for College Advancement/Executive Director of the Grand Rapids Community College Foundation.

Bowne earned both his doctor of education and master's degrees from Western Michigan University with concentrations in Human Resource Development. His bachelor's degree, also from WMU, is in Geography/Urban & Regional Planning.

CABINET MEMBERS

The President's Cabinet of collaborative leaders is committed to the college's core values of integrity, collaboration, responsiveness, and leadership. The team includes:

- **Dr. L. Michael McCloud**, Executive Vice President Academic Affairs/Chief Academic Officer
- **Dr. Randy Weber**, Executive Vice President Student Success/Chief Strategy Officer
- **Mike Neal**, Executive Vice President/Chief Operating Officer
- **Dr. Leslie Hardin**, Vice President Human Resources
- **Elisa Waldman**, Vice President Workplace Development and Continuing Education
- **Chris Gray**, Vice President for Strategic Communications & Marketing
- **Kate Allen**, Vice President College Advancement & Government Affairs
- **Del Lovitt**, Interim Vice President/Chief Information Officer
- **Kelsey Nazar**, General Counsel
- **Rachel Lierz**, Associate Vice President/Chief Financial Officer
- **John Clayton**, Executive Director for Institutional Effectiveness, Research & Planning
- **Justin McDaid**, Executive Director of Audit
- **Terri Schlicht**, Executive Assistant to the President and Board of Trustees

OVERLAND PARK/JOHNSON COUNTY



As a cornerstone of the Johnson County community for over 50 years, JCCC strives to bring the best educational, arts, youth and job training opportunities to the heart of the county. Like our campus, [Overland Park](#) has grown to meet the needs of the county, thanks to careful planning and strong leadership. It has become home to 192,000 residents and proven to be one of the area's most popular places for dining and recreation. Based on economics, housing, amenities, infrastructure, demographics, social and civic capital, education and health care, credible sources consistently name Overland Park as one of the nation's best places to raise a family, the best real estate market and one of the healthiest cities in the U.S. for families. Consumers Advocate put Overland Park in the top 10 of its list of Most Educated Cities and Money magazine named it one of the Best Places to Live in 2018.

The second-largest city in Kansas, Overland Park continues to grow without losing its hometown feel. Public school districts ([Blue Valley](#), [Shawnee Mission](#), [Olathe](#), and [Spring Hill](#)) are ranked for their high graduation rates. National headquarters and regional hubs help keep unemployment low. Reasonable home prices and above average median family incomes keep the cost of living below national averages. With 72 parks and more than 1,800 acres of open space, Overland Park is an active community that serves all ages of its population well with a vibrant downtown; weekly farmers' markets, concerts and events; and public sports venues to keep residents active.

- Committed to supporting public education, Pre-K to higher ed
- The Best Real Estate Market and one of the Healthiest Cities in the U.S. for Families
- Consumers Advocate put Overland Park in the top 10 of its list of Most Educated Cities
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THE KC METRO AREA

Greater Kansas City has likewise earned a reputation for being one of the best places to live and work in the nation. The approximately 1.8 million residents enjoy an affordable cost of living, safe neighborhoods, short commutes, and renowned schools. Named one of the “Top 50 Best Places for Business and Careers” by *Forbes*, Kansas City offers a vibrant community of professionals working in areas of entrepreneurship, innovation, higher education, and technology. Kansas City was also recently named the “Coolest City in America” by the *Huffington Post* (<http://www.huffingtonpost.com>).

Kansas City is alive with art, dance, theater, eclectic local attractions, international events,



and music of all kinds, including jazz, for which Kansas City is famous. Kansas City has three major league athletic teams, including the Super Bowl Champion Chiefs, the World Series Champion Royals, and the Sporting KC soccer team, all of which play in remodeled or new stadium facilities.

Relevant websites that provide meaningful information about the region are as follows:

- City of Kansas City, Missouri www.kcmo.gov
- Kansas City Convention & Visitors Association www.visitkc.com
- Kansas City Star Newspaper www.kansascity.com



THE VICE PRESIDENT & CIO

The Vice President Information Services & Chief Information Officer will be the visionary leader of the college's ongoing commitment to support and promote the strategic use of information technology and the Project Management Office that advances the overall mission of the College. Reporting to the Executive Vice President/Chief Operating Officer, the CIO will lead and manage the Information Services Division, including academic and administrative computing, networking, support services, classroom and instructional technology, programming services and telecommunications. This position serves as the principal technology leader for the college providing the vision and leadership for developing and implementing information technology strategies and initiatives college wide. The CIO is responsible for anticipating and maintaining a vision for the future technology needs at Johnson County Community College and for recommending strategies, priorities, and projects that best serve to achieve the College's strategic goals and objectives.

ESSENTIAL FUNCTIONS

Collaborates among the college's academic and administrative constituents to establish a clear technology vision aligned with the mission, vision, and values of Johnson County Community College; provides leadership in the development and implementation of long and short-term strategic direction for information technology services, gauges and anticipates the diverse needs of the college and monitors trends and innovations in the industry to meet those needs.

- Ensures IT data security, risk management, disaster recovery and business continuity planning processes are in place and receive regular review for currency and adequacy.
- Exercises diligent evaluation and careful budgetary management; analyzes the costs, value, and risks of information technology.
- Optimizes technology resources software, hardware, staff and spending to deliver the best value and highest returns on investment to the college.
- Develops and organizes technology talent that is structured to efficiently deliver services across the organization.
- Works with the student body and student affairs professionals to advance the student experience with creative technology integration in areas where students live, work, and play.
- Leads the effort to ensure current technology is used to its fullest and new technology and platforms improve the experience and efficiencies of the campus; develops and enforces IT best practices across the campus.

LEADERSHIP COMPETENCIES

PEOPLE MANAGEMENT

Identifies strengths and weaknesses, evaluates workloads, and splits tasks among team members accordingly; accurately identifies and responds to the expression of feelings to prevent conflict and accelerate relationships to assist employees to gain the psychological safety needed to thrive in the workplace; clearly defines subordinate roles and responsibilities; establishes common ground while also nurturing individual talents, meaningfully connecting teammates in ways that encourage further interaction; sets standards for communication and models those behaviors; leads by example.

OPERATIONS MANAGEMENT

Directs and guides operations in alignment with the College's overall mission, vision and values; ensures the execution of efficient processes to maximize the College's resources.

VISIONARY AND INNOVATIVE STRATEGIC LEADERSHIP

Balances the day-to-day with future plans; creates better processes and solutions and motivates others to do the same; creates teams that support strategic initiatives and propels them forward; effectively communicates strategies internally and externally; creates a culture to support strategies and provides mechanisms to implement them; fosters buy-in and enthusiasm with employees.

QUALIFICATIONS

REQUIRED

- Master's degree in Information Technology, Computer Science, Management Information Systems, Business or other relevant field is expected; and
- 10 or more years' of technology management along with a high level of proven business acumen.

PREFERRED

- Demonstrated success of being a visionary;
- Outstanding Executive Presence;
- Superb Political Acumen;
- Demonstrated abilities of being able to work effectively with senior leaders and boards;
- Track record of DEI (developing and leading diverse teams and strong commitment to DEI);
- Passion for technology and how it serves customers and make institutions/businesses better;
- Strategic Intellect – demonstrated ability to determine a clear vision for an organization, as well as recognizing and understanding the emerging trends and patterns of the industry;
- Executive Management – prior executive management experience consistent with the job description;

- Workforce Leadership – led large IS organizations (100+ employees);
- External Skills – has been involved in the community in various ways; and
- Legal/Regulatory Compliance & Risk Mitigation – strong track record of effective strategic risk management in the IS space and appreciation for how the legal and regulatory environment can impact an organization.

COMPENSATION

The compensation package will be competitive and market-based, corresponding to the experience level and qualifications of the candidate. A full range of [employee benefits](#) is offered.



Johnson County Community College welcomes the application of any qualified candidate and does not discriminate on the basis of race, color, age, sex, creed, marital status, ethnic origin, disability or veteran status. JCCC provides a range of services for persons with disabilities.

APPLICATION & NOMINATION PROCESS



EFL Associates (<https://eflassociates.cbiz.com>), an executive search firm, is assisting JCCC with its search for this important leadership position. All calls and inquiries should be made through the search firm. Nominations and applications will be held in strict confidence and candidates will remain confidential until the final stage of the search, at which time the express permission of finalists will be obtained before making their candidacy public.

APPLICATION PROCESS

- **STEP 1:** Complete a brief online application (2-3 minutes):
<https://www.surveymonkey.com/r/JCCCVPCIO>
- **STEP 2:** Send us your résumé or curriculum vitae:
 - Send in **PDF format** please
 - Send to ApplyHigherEd@eflassociates.com
 - Email subject line should read ***JCCC VP & CIO Application Materials***

KEY DATES

- Application deadline is November 19, 2021.
- Semi-Finalist Interviews are tentatively scheduled for December 13-14.
- Campus Interviews are tentatively scheduled for Week of January 2, 2022.
- The desired start date is February 2022, but is negotiable

CONFIDENTIAL INQUIRIES:

Steve Waldron, JD
Managing Director, Higher Education Practice
816-945-5423 (direct)
swaldron@eflassociates.com

APPLICATION QUESTIONS & NOMINATIONS

If you would like to provide a nomination, please email all pertinent information (including an email address and phone number of the nominee) to:

Ms. Michelle Peterson
Senior Recruiter, Higher Education Practice
816-945-5404 (direct)
Michelle.Peterson@eflassociates.com



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