



2025 PRESIDENTIAL SEARCH PROFILE

PRESIDENT.DMACC.EDU

THE NEXT ERA OF LEADERSHIP

Des Moines Area Community College (DMACC) stands at a pivotal moment in its distinguished history. As higher education navigates a period of unprecedented change, DMACC seeks a President and CEO – only the fifth in its nearly 60-year history – who will champion student success while building upon the institution’s legacy of innovation and community partnership.

DMACC invites qualified candidates to learn more about its rich history of serving Central Iowans and to apply for the opportunity to steward the College through its next exciting phase.



ABOUT DMACC

MISSION

DMACC provides quality, affordable, student-centered education and training to empower our diverse communities and to serve as a catalyst for economic development.

VISION

DMACC's vision is to improve the quality of life for our students, support our communities, and cultivate a prosperous Iowa.

VALUES

- ▶ Accessible Learning: DMACC provides accessible and affordable life-long learning opportunities.
- ▶ Diversity & Inclusion: DMACC embraces the differences of individuals, champions mutual respect, and provides enriching environments for growth and understanding.
- ▶ Quality & Excellence: DMACC delivers high-quality instruction and services utilizing standards of excellence, ethics, and professionalism.
- ▶ Service: DMACC educates, supports, and provides resources to develop skills and talent for a competitive workforce.
- ▶ Engagement: DMACC fosters partnerships in and with the businesses and communities we serve.



A LEGACY OF ENRICHING LIVES

DMACC's legacy of dramatically widening access to education for Central Iowans started almost immediately after the College began on March 18, 1966, as a vocational and technical learning center in metro Des Moines.

Today DMACC is Iowa's largest and most diverse community college, serving a district that encompasses 6,560 square miles—11 percent of the land area of the state—and is home to 20 percent of Iowa's population.

Since DMACC's founding in 1966, the courses, locations, technologies and facilities have all changed, yet DMACC has remained true to its founding purpose: maintaining relationships that continue to help connect students of all ages, backgrounds, interests and abilities with the life-improving power of education.

ABOUT DMACC

SIX CAMPUSES:

- » Ankeny
- » Boone
- » Carroll
- » Newton
- » Urban/Des Moines
- » West Des Moines

SEVEN LEARNING CENTERS:

- » Ames Center
- » Capitol Center
- » Evelyn K. Davis Center for Working Families
- » Perry Center
- » Southridge Center
- » Templeton Center
- » Transportation Institute

26 OF OUR
PROGRAMS
ARE FULLY ACCREDITED



More than any other community college in Iowa

DMACC FOOTPRINT:

2,300,000 sq. feet among



62 Buildings set on 6 Campuses and 7 Learning Centers across Central Iowa.

\$\$ DMACC has invested over \$100 million in new and renovated facilities in the past 10 years

DISTRICT:

6,560 sq. miles over all or part of a 22-county region



27.3% OF DEGREE-SEEKING STUDENTS ARE STUDENTS OF COLOR

DMACC IS ACCREDITED BY THE HIGHER LEARNING COMMISSION

(hlcommission.org), an institutional accreditation agency recognized by the U.S. Department of Education.



DMACC IS A GUIDED PATHWAYS INSTITUTION

DMACC SERVES MORE THAN

Credit Students
34,000

Continuing Education Students
21,000

High School Students
17,000



DMACC EMPLOYS APPROXIMATELY 2,000 STAFF AND 1,000 FACULTY.



DMACC HAS THE LOWEST TUITION AND FEES OF ANY COLLEGE OR UNIVERSITY IN THE STATE OF IOWA



95%

of DMACC graduates are employed, continuing their education, or in military service

95%

of DMACC graduates stay in Iowa

ABOUT THE POSITION

POSITION SUMMARY

The President serves as the chief executive officer of the College and is responsible for providing visionary, strategic, and operational leadership to fulfill the institution's mission. Reporting directly to the Board of Directors, the President executes board policies, oversees all academic and administrative functions, and leads the development and implementation of long-range plans that align with student, workforce, and community needs. The President communicates a clear and compelling institutional vision, delegates authority appropriately, and ensures alignment between strategic goals and operational execution. This role ensures sound fiscal management, guides campus operations and infrastructure planning, and advances a high-performing and inclusive culture through effective organizational leadership. The President stays informed about evolving trends in higher education, ensures institutional compliance with accreditation and regulatory standards, and serves as the College's primary spokesperson. In partnership with the College Foundation and community stakeholders, the President supports advancement and advocacy efforts that promote access, innovation, and long-term institutional sustainability.



ABOUT THE POSITION

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. GOVERNANCE & BOARD RELATIONS

- ▶ Executing all policies the Board establishes and acting as its executive officer.
- ▶ Recommending Board approval of the College calendar, tuition, and academic fees.
- ▶ Executing and signing all Board-approved communications and legal documents.
- ▶ Acting as the Board agent entering into contracts consistent with Board policies and procedures.
- ▶ Performing duties required by law, assigned by the Board, or deemed necessary to the College's best interest.
- ▶ Setting institutional priorities and allocating resources through transparent, inclusive decision-making.

2. ACADEMIC AND STRATEGIC LEADERSHIP

- ▶ Directing College philosophy, objectives, and program goals.
- ▶ Leading long-range planning and academic strategy aligned with student and workforce needs.
- ▶ Overseeing instructional programs, student services, accreditation, and continuous improvement.
- ▶ Leading institutional accreditation efforts and ensuring compliance with accrediting bodies.
- ▶ Advancing student access, achievement, and completion through inclusive, data-informed initiatives.
- ▶ Staying current on higher education trends and applying insights to strategy and planning.

3. HUMAN RESOURCES & ORGANIZATIONAL DEVELOPMENT

- ▶ Determining and addressing staffing needs, recruitment, and development.
- ▶ Recommending personnel actions and approving performance evaluation systems.
- ▶ Recognizing outstanding faculty and staff contributions.
- ▶ Fostering a respectful, high-morale culture through inclusive leadership.
- ▶ Responding proactively to employee concerns through collaborative dialogue.
- ▶ Supporting innovation and idea development through encouragement and external funding pursuit.
- ▶ Delegating authority effectively while ensuring leadership accountability.

ABOUT THE POSITION

ESSENTIAL DUTIES AND RESPONSIBILITIES

4. FINANCE, FACILITIES & OPERATIONS

- ▶ Prioritizing facilities and equipment needs and overseeing capital planning.
- ▶ Leading operating and capital budget development and approval.
- ▶ Establishing College operations rates, including facility use fees.
- ▶ Overseeing the integration of technology in instruction, administration, and planning.
- ▶ Advocating for public funding and appropriations aligned with strategic needs.
- ▶ Expanding funding through grants, contracts, and philanthropy.
- ▶ Guiding construction and facility maintenance through innovative financial strategies.
- ▶ Ensuring responsible fiscal management to support institutional effectiveness.

5. COMPLIANCE & ADMINISTRATIVE OVERSIGHT

- ▶ Ensuring effective systems for records management and institutional documentation.
- ▶ Overseeing compliance with state, federal, and accreditation reporting requirements.

6. COMMUNICATIONS, COMMUNITY ENGAGEMENT & ADVANCEMENT

- ▶ Communicating effectively with internal stakeholders and representing their concerns to the Board.
- ▶ Overseeing College publications and public information to enhance awareness and transparency.
- ▶ Representing the College with agencies, associations, K-12 systems, and higher education institutions.
- ▶ Representing the College and the DMACC Foundation by soliciting financial contributions and volunteer support, participating in community affairs, promoting state and federal legislation benefiting community colleges, and leading the development of community relations programs. Advancing initiatives that serve community needs and expand institutional visibility.
- ▶ Building regional partnerships with business, industry, and education partners.
- ▶ Maintaining a visible, engaged, and accessible presidential presence in the community.

ABOUT THE POSITION

REQUIRED QUALIFICATIONS

- ▶ An advanced degree from a regionally accredited institution, along with demonstrated executive leadership experience, including senior-level administration in education (in a post-secondary institution preferred).
- ▶ Proven experience leading a comprehensive, multi-campus institution, with a deep understanding of the distinct needs of diverse locations, communities, and student populations.
- ▶ A record of academic leadership, including oversight of instructional programs, accreditation processes, student learning outcomes, and faculty engagement, with a demonstrated commitment to equitable student access, retention, and completion.
- ▶ A strong commitment to regional economic vitality through workforce and community partnerships, positioning the College as a leader in skill development and employer collaboration.
- ▶ Broad expertise in institutional operations, including budgeting, facilities planning, program development, and personnel management, with the ability to analyze financial data and effectively steward human and capital resources.
- ▶ Demonstrated success in public policy advocacy and community engagement, including representing the College with elected officials, state and federal agencies, accrediting bodies, and key external stakeholders.
- ▶ A collaborative leadership style with the ability to build consensus, delegate effectively, engage diverse constituencies, support inclusive workplace culture, and maintain constructive relationships with employee groups, including organized labor.
- ▶ A track record of innovation and entrepreneurial thinking, including securing alternative revenue sources, championing the strategic use of educational technology, and leading digital transformation aligned with the College's mission, vision, and strategic goals.
- ▶ Demonstrated ability to lead organizational change, build institutional trust, and foster transparent, collaborative cultures through effective communication and shared decision-making.

PREFERRED QUALIFICATIONS

- ▶ Prior experience as a college president in a community college or comparable higher education setting.
- ▶ Experience working with or reporting to an elected or appointed governing board, with demonstrated political acumen and the ability to navigate complex public-sector environments.
- ▶ Fundraising, advancement, or foundation leadership experience, including cultivating donor relationships and supporting capital campaigns or scholarship initiatives.
- ▶ Familiarity with Iowa's education system, community college governance, and legislative processes, or a demonstrated ability to quickly learn and adapt to state-specific policy and funding environments.
- ▶ Experience engaging with organized labor or employee groups through interest-based bargaining, collaborative governance models, or other employee relations strategies.
- ▶ Teaching or direct student engagement experience, and a strong understanding of academic culture, faculty roles, and student success strategies.

COMMUNITY VISION

Through extensive consultation with hundreds of faculty, staff, students, and community stakeholders, a clear vision has emerged for the leadership qualities and focus areas that will guide DMACC into its next chapter.

- ▶ **A Student-Centered Leader.** The DMACC community seeks a president who places student success at the center of every decision. More than achieving enrollment targets or graduation rates, it requires a deep commitment to ensuring that every student has access to transformative educational experiences. They will champion innovative student services while strengthening the bridges between high school and college through expanded internships, apprenticeships, and concurrent enrollment opportunities.
- ▶ **Visible and Engaged Leadership.** DMACC's large geographic footprint demands a president who embraces the responsibility of making meaningful connections with faculty, staff, students, and the broader constituencies served by each Campus. This authentic relationship-building strengthens the bonds between the institution and its communities. The successful candidate will be comfortable navigating both urban and rural environments, understanding the distinct needs of diverse populations while maintaining a unified institutional vision.
- ▶ **Collaborative Governance and Transparent Communication.** The next president will be expected to practice shared governance that meaningfully engages faculty, staff, and students. This collaborative approach requires excellent communication skills – the ability to listen actively, speak clearly about institutional priorities, and maintain transparency around key changes and strategic directions. The ideal candidate will have experience working effectively with governing boards, demonstrating political acumen while maintaining the integrity and excellent mission focus.
- ▶ **Workforce Development and Community Partnership.** DMACC's role as a workforce development leader requires a president who understands the evolving needs of Iowa's economy and can build strategic partnerships with businesses, agriculture, healthcare, and technology sectors. The ideal candidate recognizes diverse student aspirations, championing career and technical education while maintaining strong transfer programs. They will be skilled at developing and maintaining industry partnerships that provide students with real-world experience while meeting regional workforce needs and adapting to educational shifts throughout Iowa.

COMMUNITY VISION

- ▶ **Innovation and Future Readiness.** The DMACC community seeks a president who embraces innovation, particularly in online learning, artificial intelligence integration, and emerging technologies. This forward-thinking approach must be balanced with sound financial stewardship and strategic planning that ensures long-term institutional sustainability. The successful candidate will lead efforts to modernize facilities and operations while maintaining the personal touch that defines community college education. They will be comfortable with digital transformation while understanding that technology serves student learning rather than replacing human connection.
- ▶ **Advocacy and External Relations.** In an increasingly challenging political environment, DMACC needs a president who can effectively advocate at state and federal levels while building and maintaining community support. The ideal candidate will navigate complex political landscapes while defending the value of community colleges and public education. They will have demonstrated success in fundraising and advancement activities, including cultivating donor relationships and supporting capital campaigns that enhance facilities, technology, and student scholarships.
- ▶ **A Vision for Institutional Excellence.** The DMACC community envisions a president who combines vision with action, tradition with innovation, and strategic thinking with compassionate leadership. This individual will lead with integrity, humility, and emotional intelligence while maintaining the courage to make difficult decisions in service of student success. They will be skilled at managing organizational change, building institutional trust, and fostering collaborative cultures that engage diverse constituencies in pursuit of common goals.

HOW TO APPLY

Des Moines Area Community College, working with its search consultant, Dr. Larry Ebbers, invites qualified candidates to apply for this position beginning on July 15, 2025 and continuing until the position is filled. Please submit a curriculum vitae or résumé, a letter of application of no more than two pages, and names and cell phone numbers for five references.

Priority consideration will be given to candidates who apply on or before Friday, August 29, 2025.

To apply online, visit jobs.dmacc.edu. For more information about the search process, including the timeline and members of the screening and search committees, visit president.dmacc.edu.

For more information or to offer recommendations or nominations:

Dr. Larry Ebbers	Kevin Halterman
Search Consultant	Chair, Presidential Search Committee
lebbers@iastate.edu	President, DMACC Board of Directors
(515) 290-9854	presidentsearch@dmacc.edu

SEARCH CONSULTANT

Larry Ebbers, PhD., has spent his career shaping the future of higher education. In addition to a 50-year tenure at Iowa State University, Ebbers is known for founding key programs like the Leader Institute for a New Century (LINC), and the Iowa Community College Leadership Institute (ICCLI), both which have prepared countless community college administrators for leadership roles. His expertise and his dedication has made a significant impact nationwide.



Nondiscrimination Statement

Des Moines Area Community College shall not engage in nor allow discrimination covered by law against any person, group or organization. This includes in its programs, activities, employment practices, or hiring practices, and harassment or discrimination based on race, color, national origin, creed, religion, sex, sexual orientation, gender identity, age, disability, genetic information (in employment), and actual or potential parental, family or marital status. Veteran status in educational programs, activities, employment practices, or admission procedures is also included to the extent covered by law.

Individuals who believe they have been discriminated against may file a complaint through the College Discrimination Complaint Procedure. Complaint forms may be obtained from the Executive Campus Dean's office, the Executive Academic Deans' office, the Judicial Officer, or the EEO/AA Officer, Human Resources. ADA questions and concerns may be directed to the Section 504/ADA Coordinator at 2006 S Ankeny Blvd, Bldg 6, Ankeny, IA 50023, phone 515-964-6857, dso@dmacc.edu. Title IX questions and concerns may be directed to the Title IX Coordinator at 2006 S Ankeny, Blvd, Bldg 1, Ankeny, IA 50023, phone 515-964-6222, jalleyne@dmacc.edu. Questions or complaints about this policy may be directed to the Director of the Office of Civil Rights, U.S. Department of Education, John C. Kluczynski Federal Building, 230 S. Dearborn Street, 37th Floor, Chicago, IL 60604-7204, phone 312/730-1576, fax 312-730-1576, TDD 800-877-8339, email OCR.Chicago@ed.gov.

DMACC CAMPUSES



ANKENY CAMPUS

Established in 1968, Ankeny is the largest DMACC campus. The Iowa Culinary Institute™ (ICI) building, a state-of-the-art Health Sciences building, an operational wind turbine, and the FFA Enrichment Center have allowed for increased and expanded programming. The Trail Point Aquatics & Wellness Center features an eight-lane swimming pool and other training amenities. With activities, clubs, intramurals, the campus newspaper, concerts and other entertainment, something exciting is always happening on the Ankeny Campus.

The city of Ankeny is located just north of Des Moines. With a population of more than 75,000, it is the metro's largest suburb. It is a rapidly growing and vibrant place to live, work, and play. It was recently ranked 14th in the Most Livable Small U.S. City study.

BOONE CAMPUS

A large number of Boone Campus students go on to earn a bachelor's degree, and there are many great two-year programs here as well, including Nursing, Accounting, and Fitness/Exercise Management. Research opportunities exist here, or enter into one of our many academic transfer partnerships. In addition, the Student Activity Center provides high-quality, up-to-date facilities available for study and recreation. The Borgen Square Apartments provide occupancy for 208 Boone students. DMACC's intercollegiate athletic programs are also located in Boone.

Boone, a city of over 12,000 residents, holds a proud legacy tied to the railroad industry and enjoys picturesque natural surroundings, including the notable Boone & Scenic Valley Railroad. It combines rural tranquility with convenient access to larger metropolitan areas, including nearby Ames, home to DMACC's Hunziker Center and Iowa State University. DMACC's VanKirk Career Academy is located in Perry, about 40 minutes away.



DMACC CAMPUSES



CARROLL CAMPUS

The Carroll Campus serves the northwestern sector of DMACC's district. A variety of opportunities are available at Carroll including both day and evening courses, many of which transfer to four-year colleges. Additionally, Carroll provides short-term training programs in fields such as CNA, LPN, EMT, and Welding, all designed for quick entry into the workforce. For aspiring nurses, DMACC nursing graduates are highly sought after by healthcare facilities across the state. In addition to the LPN program, students also have the opportunity to earn their associate degree of nursing (ADN/RN) and beyond. DMACC's Templeton, Iowa location is a short drive away.

Carroll, population 10,000, provides a mix of small-town charm with modern amenities. It is a thriving regional center known for its strong agricultural economy, with advanced manufacturing and healthcare among its other top employers.

NEWTON CAMPUS

Opportunity defines the Newton Campus, where students can take Liberal Arts courses to transfer to a four-year institution, or pursue specialized training in Baking and Pastry Arts, Electrical Trades, Nursing, and Welding. Small class sizes keep the Newton Campus personal and welcoming to all students. The Career Academy at Newton campus offers programming to Jasper County high school students in subjects including Auto Collision, Baking and Pastry Arts, Business, Criminal Justice, Health Occupations, Teacher Education, and Welding.

Newton, with a population of nearly 16,000, sits approximately 30 minutes east of Des Moines. Iowa City, home to the University of Iowa, is also within easy driving distance. The Newton Legacy Plaza Greenspace is the centerpiece of the Newton Campus and provides a space to foster community and create connections. Every year the Iowa Speedway attracts racing fans and concert goers from near and far, acting as a major engine for economic growth and community development.



DMACC CAMPUSES



URBAN / DES MOINES CAMPUS

The six-acre Urban/Des Moines Campus is located in a park-like setting on the north edge of downtown Des Moines. With students from 65 countries, the Urban Campus is one of the most culturally diverse in Iowa. Our Student Life and STEM Center is a beautiful open-air building that offers students a perfect workspace and learning environment. The Urban Campus offers students an opportunity to build social networks, develop leadership skills, and foster cultural understanding. The Urban/Des Moines Campus also has strong ties to downtown Des Moines companies and healthcare providers. Also located in Des Moines are DMACC's Capitol Center, Southridge Center, Evelyn K. Davis Center for Working Families, and new Transportation Institute.

Des Moines is Iowa's capital and largest city, with more than 200,000 residents and a metro area topping 750,000. Des Moines has a growing arts and cultural scene, a lively farmers' market, minor league sports teams, and the reputation of a family-friendly city with a low cost of living.

WEST DES MOINES CAMPUS

In addition to being known for its innovative instruction and small class sizes, the West Des Moines Campus offers professors who incorporate cutting-edge technology into the classroom. Students can complete their two-year liberal arts degrees entirely on campus as well as online. West Campus also houses DMACC's renowned Animation Rich Media, Network Technology, and Web Development programs.

West Des Moines, another large Des Moines suburb with a population of 72,000, is a major employment hub, especially for the insurance and financial industries. Its balance of urban and suburban living, as well as ample retail and entertainment opportunities, has made it recognized as a top city for young professionals.





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