

**School Name:** Central New Mexico Community College  
**Position:** President



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Albuquerque, NM 87106  
<https://www.cnm.edu/>

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The Governing Board of Central New Mexico Community College (CNM) in Albuquerque, N.M., has announced its official search for the next President of the College. The new President will take over the leadership of a highly successful, well-respected, financially sound community college; the President will also continue to advance CNM’s tradition of innovation, service and excellence.

The President is the chief executive officer, working with the Governing Board and College administration to lead CNM, the state’s largest and most comprehensive community college, as well as the largest New Mexico higher education institution in terms of undergraduate enrollment. The President reports to the Governing Board consisting of seven members elected by district to staggered four-year terms. Dr. Katharine Winograd, the College’s fifth president, will retire by June 2020 after 13 years of distinguished service as CNM President.

## COLLEGE OVERVIEW:

Founded in 1964 as Albuquerque Technical Vocational Institute, a locally supported vocational school, the College was accredited by the North Central Association of Colleges and Schools (now the Higher Learning Commission) in 1978. Degree-granting power was approved by the New Mexico Legislature in 1986, signaling the College’s transformation into a comprehensive community college. CNM currently offers Associate of Arts, Associate of Science and Associate of Applied Science degrees, as well as many certificate programs and non-credit certifications and licensures.

In recent U.S. Department of Education statistics, CNM ranked No. 1 in the nation among all two-year colleges for the number of associate degrees and certificates awarded to both Hispanics and Native Americans. CNM ranked No. 2 in total associate degrees and certificates awarded. CNM served more than 35,000 students during the 2018-19 academic year – there were 22,278 students taking credit classes in the 2018 Fall Term. CNM also served 18,000 individuals in non-credit workforce training, industry testing for credentials/licensures, and adult basic education. CNM’s student body reflects the diversity of the community it serves. CNM is both a Hispanic Serving Institution and a Native American Serving Institution.

Within the last two years, CNM was recognized by both the Secretary of New Mexico Department of Veterans Affairs and the Deputy Secretary as being the Gold Standard of Veterans Service Centers in the State of New Mexico. CNM serves over 1,000 Veterans who receive Federal education benefits. In addition, Veterans, spouses, and their children, receive scholarships awarded by the Department of Veteran Affairs. Active duty students receive tuition assistance from the Department of Defense.

In every year of its existence, College & Career High School (CCHS) has earned an “A” rating in the New Mexico Public Education Department’s school grading report. In 2018, CCHS scored second highest in the state among all public high schools and third highest when charter schools were included.

CNM is committed to diversity and inclusion which extends to the age of students through its commitment to dual credit. The College expanded that commitment in fall 2013, when CNM and Albuquerque Public Schools (APS) partnered to launch CCHS on CNM’s Main Campus. CCHS students typically spend half of their day taking APS classes, and the other half taking CNM classes that count for both college credit and high school elective credit. Many CCHS students graduate from the high school with a CNM associate degree and enough college credits to enter a university as a junior. The Native American Community Academy (NACA) is an APS charter high school that shares a newly opened building on Main Campus with CCHS. This partnership provides an opportunity for NACA students to take college-level courses to earn high school elective credit and college credit. Tuition and textbooks for CNM dual credit classes are free to high school students.

In 2014, CNM started CNM Ingenuity, Inc., a non-profit 501(c)3 organization created under the New Mexico Research Park Act. CNMI supports a new approach to education that provides accelerated educational and training opportunities in key workforce areas, wrap-around support for aspiring entrepreneurs, and cooperative ventures that foster economic development and job creation in the region. Through CNMI, the College is providing a new higher education environment that helps spur economic growth in New Mexico. National higher education publication “Education Dive” named CNM the 2018 “Innovator of the Year” for becoming the first community college in the country to issue digital diplomas to graduates through blockchain technology, an effort driven by CNMI.

The CNM Foundation is the College’s second 501(c)3 organization. The Foundation has provided more than \$30 million dollars in program support and distributed more than 32,000 scholarship awards to support students. Currently, the Foundation is in the final stages of a \$20 million by 2020 campaign for the college. CNM formed the Foundation 30 years ago to leverage private funding resources and opportunities to support the college.

CNM also plays a significant role in the community as the caretaker, administrator, and champion for the highly respected New Mexico Ethics in Business Awards. The Awards are a partnership with the University of New Mexico School of Business and citizens across the state that serve on nominating and selection committees. In addition, CNM started the New Mexico Leadership Summit in 2018, a program that is already one of the most popular professional development opportunities for New Mexico’s leaders.

## CNM FINANCES:

CNM operates on an annual budget with a fiscal year beginning on July 1. However, the budget and resource allocation process is a multi-year activity which assures that funding from all sources is continuously consistent with long-range policies, programmatic goals and specific

campus roles and objectives of the College. The budget process is based on criteria established by the New Mexico Higher Education Department for the purpose of ensuring consistency in the development and reporting of budget information among institutions of higher education.

CNM's major sources of operating revenue are state appropriations (43%), local mill levy (39%) and tuition and fees (18%). Effective Fiscal Year 2013, the HED implemented a performance-based funding formula model which now serves to distribute state appropriations to institutions of higher education in New Mexico.

Due to declining state revenues, the New Mexico higher education system experienced an overall decrease in state appropriations of 5.4% for Fiscal Year 2018. However, due to CNM's overall strong performance under the outcomes-based state funding formula, CNM was able to limit its state appropriations funding decrease to only 0.5%.

CNM's Strategic Direction, focusing primarily on student success and student completion, has had a positive impact on the growth of college general fund appropriations. Increases in student performance are reflected in increased state funding until FY17, where strong student performance mitigated statewide reductions for public colleges and universities.

The college budget is developed with input from the College and is guided by financial policies approved by the CNM Governing Board. The budget plan incorporates modest increases to tuition and fees, continued expectation of declining state appropriations and leveled property values generating a flat local mill levy revenue stream.

Additionally, CNM has strategically sought diversified revenue streams and reduced administrative costs. Due to college-wide cost reduction efforts, CNM's Fiscal Year 2018 unrestricted net position increased by \$6.8 million or 16% without recognition of GASB 68 and GASB 75.

CNM is in sound financial health and fiscally responsible. In July 2018, Moody's Investors Services, Inc. reaffirmed CNM's credit rating as Aa1. In August 2018, Standard and Poor's Corporation reaffirmed CNM's AA+ rating. CNM's well-managed cash balances and strong budgetary management contribute to and are indicators of a positive financial direction and strong, stable management.

### [Quick Facts](#)

### **CAMPUS PROFILE(S):**

CNM has nine locations for easy student access across CNM's District, including five campuses. The campuses are located in each quadrant of Albuquerque, and one in Rio Rancho. The campuses include Main Campus near downtown Albuquerque and the University of New Mexico; the Joseph M. Montoya Campus in the Northeast Heights; the Westside Campus; the South Valley Campus; and the Rio Rancho Campus. The College also offers programs and services at the Advanced Technology Center, the Workforce Training Center, the STEMulus Center, and the FUSE Makerspace. Each of the campuses has had recent upgrades to facilities, technology and signage. The largest classroom building, which is located on Main Campus, will reopen after a major renovation is completed during the 2019-20 academic year. In addition, a new Education

Collaborative building will open on Main Campus in August 2019. This building represents a new and exciting collaboration among CNM, Albuquerque Public Schools (APS) and the Native American Community Academy (NACA) charter school. The College & Career High School (CCHS), a highly successful dual-credit high school that's operated through a partnership between CNM and APS, will be located in the new building, as will CNM's Teacher Education programs and NACA's high school students.

## MISSION, VISION, AND VALUES

### Vision:

Changing Lives, Building Community

### Mission:

Be a Leader in Education and Training

### Core Values:

- Be Caring
- Be Inspiring
- Be Connected
- Be Ethical
- Be Courageous
- Be Exceptional

### 2016-2020 Strategic Direction

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## OPPORTUNITY OVERVIEW:

### The position:

#### *Responsibilities*

CNM's Governing Board, administration, faculty and staff have historically worked hand-in-hand to reach new heights of success while strengthening the reputation and profile of the institution in New Mexico and nationwide. The President, guided by the College's values, will provide visionary leadership to keep the College at the forefront of innovation in a rapidly changing higher education landscape.

The CNM President must be passionate about community college education and the vital role it plays in strengthening the quality of life in the State of New Mexico. The President must also continually strive to eliminate barriers to college access, success and graduation. She/he must respect and value diversity in a culturally vibrant, socio-economically diverse and resilient state.

In addition, the CNM President will:

- Serve as the face of the College and represent CNM with the highest level of integrity.
- Internally and externally, provide or exhibit leadership with positive energy, strong ethics and strategic foresight.

- Develop and implement plans for increasing student access, enrollment, retention, graduation and career-readiness.
- Provide leadership in the direction and management of an almost \$300 million budget for maximum student outcomes.
- Develop and maintain channels of transparent communication with CNM employees.
- Encourage caring, openness and teamwork among faculty, staff, the Governing Board and the community.
- Assist the seven elected Governing Board members in fulfilling their statutory role as a policy-making group and as individual representatives of their districts in the community.
- Serve as chief interpreter of the needs of the students and the communities CNM serves, as well as promote the development and implementation of needed programs and services.
- Advance CNM's relationships with the New Mexico Legislature, the Governor's Office, governmental agencies, and civic leaders.
- Advance CNM's partnerships with pre-K-12 school districts, universities and fellow community colleges.
- Advance CNM's partnerships and support of local business and industry, and economic development groups and leaders.
- Expand opportunities for public-private partnerships.
- Grow CNM's reputation as the community's college and articulate the interconnectedness of student success and economic development.
- Implement strategies to grow long-term planning that positions CNM to excel and evolve as a community college leader.
- Acquire and maintain state-of-the-art technology for students and instruction.
- Anticipate the need for new programs, new modes of learning and new initiatives, and plan for their timely implementation to keep the College on the leading edge of higher education.
- Provide leadership to CNM's Executive Team to expand and improve physical facilities and technology.
- Ensure CNM's outstanding tradition of fiscal responsibility and stewardship of public funds.
- Assure compliance with college, state and federal regulations, and requirements of accreditation agencies.
- Provide administrative direction in the development and initiation of college policies and procedures.
- Oversee the preparation of the annual college budget that reflects the strategic goals and priorities of CNM and direct operations of the College within the provisions of the budget once the Governing Board approves it.
- Supervise, coordinate and evaluate the general activities of all college administrators, and delegate to them such authority and responsibility as is required to perform their assigned duties.
- Keep the Board informed as to college initiatives in their respective Districts as well as CNM initiatives as a whole; offer professional advice to the Board on items requiring

Board action with recommendations based on thorough analysis and sound educational principles and gather as many employee and external points of view, issues, and options as needed for fully informed Board decisions.

### *Desirable Characteristics*

The President will be a leader who:

- Is passionate about the uplifting, life-changing power of an innovative, agile, equitable and comprehensive community college.
- Understands the critically important role CNM serves as the leading community college in New Mexico – for students, families, the community and the economy.
- Embraces the culture of CNM and is comfortable and willing to be highly visible, approachable, friendly and active at the College and in the community.
- Is open and receptive to the tremendous wealth of knowledge and talent that exists among the Governing Board, administration, faculty and staff at CNM.
- Is excited about the many opportunities to build relationships and partnerships that help increase opportunities for students to thrive and succeed while delivering a high-quality workforce that supports economic growth.
- Is able to relate and empathize with the challenges of low-income and at-risk students, and to be committed to delivering support services that help students overcome obstacles and succeed.
- Serves as a role model at the College and in the community, and inspires by demonstrating high standards of performance, caring ways, compassion, respectfulness and integrity.
- Embraces and promotes CNM’s Vision, Mission and Values.
- Is excited to engage with students and hear about their experiences, challenges and successes.

## CHALLENGES & OPPORTUNITIES:

CNM is geographically situated in the center of the State of New Mexico. The boundaries encompass all of the City of Albuquerque and the Villages of Tijeras, Los Ranchos de Albuquerque, Corrales and the City of Rio Rancho. The college district covers 1,325 square miles and has an estimated population of 764,000.

The area within the CNM District is part of the Albuquerque Metropolitan Statistical Area (MSA), including the counties of Bernalillo, Sandoval and Valencia. The Albuquerque MSA represents the largest commercial and industrial center in the State of New Mexico.

CNM has been an integral part of the central New Mexico area for over 50 years, contributing significantly to the economic and social well-being of businesses and citizens. Historically, defense-related industries have contributed significantly to the surrounding economy, however, economic diversification has increased in recent years. In the private sector, Albuquerque MSA has experienced a period of employment growth from industries such as ClientLogic, T-Mobile,

Verizon Wireless, Sitel, LAVU, and Sandia and Route 66 Casinos. The area has also seen significant growth in healthcare related activity as well as three year over year increases in film industry direct spend and number of film projects. In addition, Albuquerque has the third-highest concentration of high-tech activity after Boulder, CO and San Jose, CA.

CNM continues to sustain impressive outcomes despite state budget cuts, a sluggish economy and trends showing declining enrolments for higher education in New Mexico and nationwide. Community members continue to view CNM as the most affordable and effective way to improve their job prospects.

### Required experience / skills:

#### Required Qualifications

- A master's degree from an accredited college or university.
- Significant experience in an executive leadership position in a higher education environment.
- A demonstrated ability to work effectively with multi-cultural populations and accomplishments that support diversity, cultural understanding and inclusion in the workplace or educational environment.
- Political astuteness with demonstrated skills and an understanding of, and sensitivity to, the workings with federal, state, local, and tribal governments.
- Demonstrated success in planning, organizational and personnel management, financial management, budgeting and collective bargaining.

#### Preferred Characteristics

- A doctorate or terminal degree from an accredited college or university.
- A record of accomplishments in community college education.
- Demonstrated experience working with a Governing Board/Board of Trustees, faculty, staff, community members and state leaders.
- Teaching experience.
- Experience with academic course programs, career technical education, workforce training, and/or economic development.

## APPLICATION PROCESS:

Please direct inquiries and nominations to the College's search consultant:

Angela Provart, President, Pauly Group, Inc.  
3901 Wood Duck Drive, Suite E  
Springfield, IL 62711  
Phone: 217-241-5400  
Fax: 217-241-5401  
E-mail: [aprovart@paullygroup.com](mailto:aprovart@paullygroup.com)

Please submit electronically to [aprovart@paullygroup.com](mailto:aprovart@paullygroup.com) the following application documents as Adobe Acrobat or MS Word attachments: (1) a cover letter that ***addresses the required qualifications and preferred characteristics***; (2) a current résumé; and (3) names and contact information of ***five*** professional references.

The committee will begin review of applications immediately. Applications will be accepted until the position is filled, with materials submitted by **Monday, September 23, 2019** receiving priority consideration. All applications are confidential and references will not be contacted without the expressed authorization of the applicant. Please note the names of finalists will become a matter of public record.

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**Central New Mexico Community College**  
*is an Equal Opportunity, Access, Affirmative Action Employer and Educator.*