



Kellogg Community College  
450 North Avenue  
Battle Creek, MI 49017-3397  
269.965.3931  
<https://www.kellogg.edu/>

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**School Name:** Kellogg Community College

**Position:** President

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## COLLEGE OVERVIEW

*"Education offers the greatest opportunity for really improving one generation over another"*  
W.K. Kellogg. This quote resides at the front entrance of the main campus to remind everyone of the true purpose of the College and its role in the community.

Kellogg Community College was founded in 1956 by the Battle Creek Board of Education. In 1970, voters created an area-wide college district supported by local tax dollars. KCC, which has sites in Battle Creek, [Albion](#), [Coldwater](#), [Hastings](#), and in the [Fort Custer Industrial Park](#), offers 59 pre-professional transfer curricula; 35 associate degree programs; 28 certificate programs; six categories of professional certifications; and a variety of short-term, non-credit courses. Kellogg Community College serves approximately 8,400 students annually via five campuses, customized training and online coursework.

The College was fully reaccredited by the [Higher Learning Commission](#) of the North Central Association of Colleges and Schools most recently in 2012.

The KCC service district covers Barry, Branch and Calhoun counties in south central Michigan. The tax district includes most of Calhoun County and small portions of Barry, Branch, Hillsdale, Kalamazoo and St. Joseph counties. KCC, a nonprofit institution, is governed by a publicly elected [Board of Trustees](#), which sets policy and budgeting priorities.

## MISSION

"We are dedicated to providing accessible, high-quality education to enrich our community and the lives of individual learners."

### [Core Components of Mission](#)

- We engage students in learning experiences that lead to enhanced employability and successful transfer to other educational institutions.

- We develop students who can think critically, communicate effectively, and demonstrate global awareness.
- We partner with the communities we serve to support economic vitality and stability through the development of a skilled local workforce.
- We provide the educational resources and student services that promote, support, and enhance student success.
- We advocate lifelong learning for all members of the community, providing local residents with educational and cultural opportunities that result in personal growth and development.

### Vision

Kellogg Community College will be recognized as a premier institution of higher education, having achieved excellence through innovation, quality instruction, a culture of continuous improvement, and learner-centered decision making. Working together across the College, we support an environment that values:

- Student success through collaboration, cooperation, and academic rigor
- Positive relationships with students, employers, our staff, and the community
- Diversity
- Quality and continuous improvement
- Innovation, creativity, and flexibility
- Personal and professional integrity, and accountability
- Staff development

### Equity Statement

At Kellogg Community College, we are committed to creating an inclusive environment where we foster respect for others and our differences, support cultural understanding, demonstrate ethical behavior and champion social justice. We will accomplish this by:

- Deepening our understanding of diversity, equity and inclusion through learning, engagement with others and personal reflection;
- Valuing the lived experiences and perspectives of others while nurturing and understanding the differences between us;
- Rejecting all forms of prejudice, discrimination and racism; and
- Advancing integrity, justice and civility among and between us.

### Values Statement

The following are the essential and enduring values we hold which form the foundation on which we perform our work and conduct ourselves.

#### ***We believe:***

- That **students come first**. Our decisions and actions should focus on impacting student access, learning, development, achievement, and success.
- In **excellence in teaching and service**. We have a passion for quality and we set and model high standards for our students, faculty, staff, and administrators.

- In **diversity and equity**. We recognize and support the importance of providing an education and environment that promotes the uniqueness of students, faculty, staff, and the communities we serve.
- That **ethics and integrity** are paramount in all actions and communications. We hold ourselves responsible for academic and personal honesty, fairness, and respect for others in our learning and working environment.
- That **partnerships** within the college and local communities allow us to grow our knowledge, expand our reach, and strengthen our impact on those we serve.
- That **innovation** allows us to be creative and progressive with our programs and processes. We aspire to be flexible, adaptive and risk-takers in order to improve.
- Through **leadership and empowerment** we achieve personal and professional growth. We embrace openness in communication and strive to make data-informed decisions in a collaborative framework.
- That effective and respectful **stewardship of resources** insures the health and sustainability of the institution over the long term.

## ABOUT THE AREA

Battle Creek, Michigan, enjoys a modest cost of living, a moderate climate and a vitality that permeates education, arts, culture and recreation. Battle Creek area residents enjoy an area abundant with fresh lakes and parks including several large and small residential lakes. Battle Creek's 26-mile Linear Park winds throughout the city for family strolls, rigorous jogs, or bicycling in a scenic setting. Softball and baseball in the summer and cross-country and downhill skiing are available in the city and nearby. Boating, kayaking, swimming, and fishing are only minutes away throughout the city. Binder Park Zoo, The Kingman Natural History Museum, Leila Arboretum, and the local Barn Theatre offer educational and fun experiences. Elsewhere in Battle Creek, carefully preserved sites honor the city's rich historical contributions including the birthplace of breakfast cereal (home of the original John Kellogg Health Sanitarium) and the community's critical role in the Underground Railroad (final residence of Sojourner Truth and the establishment of the Seventh Day Adventist Church).

Innovative and nationally-recognized educational and training programs prepare Battle Creek residents for its breakfast food processing, world-class auto parts supply, Department of Defense support, and dynamic aviation and aerospace industries. The world-class Fort Custer Industrial Park hosts businesses from the United States, Japan, Germany, Austria, and Denmark.

Battle Creek gets your feet tapping to weekly summer music festivals and outdoor entertainment. The city is also home to Michigan's oldest Symphony. When you need the rush of a large city, Grand Rapids, Detroit, and Chicago are within a two hour drive of the city.

While the College's main campus is in Battle Creek, the College also serves many vital communities, each with their own attractions, including Marshall, known for its historic charm, distinguished downtown, and small town appeal. Albion prides itself on the strength and the unity of purpose of its ethnically diverse community and is home to long standing businesses and the distinguished Albion College. Rich in culture, while offering a wealth of outdoor recreational opportunities, Coldwater combines a modern, urban attitude with a warm, hometown charm

that appeals to residents and tourists alike. And Hastings, centrally located between multiple larger cities, provides both a wooded countryside as well as manufacturing and other businesses.

## OPPORTUNITY OVERVIEW

With the retirement of President Mark O’Connell, the Board of Trustees seeks a leader with a strong sense of integrity and the ability to make and honor commitments honestly. An enthusiastic and transparent communication style is necessary to continue the positive culture at the College. In addition, a tremendous academic sense and understanding of business operations is a need expressed by the Board. Lastly, the Board seeks a passionate leader with a deep commitment to serve the students, staff, faculty, and the external community.

## MINIMUM REQUIREMENTS

- Master’s Degree is required, Doctorate preferred
- Significant administrative experience in higher education, preferably at a community college

## PREFERRED CHARACTERISTICS

- Classroom teaching is preferred

### High Level of Emotional Intelligence

- The next President will have the ability to relate to people of all levels within the organization, including the 8,400 students. It is important to the college the President walk the halls and interact with students, faculty and staff. Kellogg Community College has made great strides in their stated mission of equity and inclusion. The President must further lead the charge with sincere appreciation of the necessity for diversity, equity and inclusion at all levels of the College and external community.

### Leadership and Communication Skills

- Well versed with academic culture and pedagogy
- History of thorough and transparent communication processes
- Flexible and adaptable yet, consistent, engaging, and charismatic leadership style
- Effective Board leadership; communication and relationship building skills
- A strong sense of equity and inclusion
- Future and innovation focused, yet realistic and pragmatic approach

### External Focus

- Experience in fundraising and securing local funding grants
- Experience in working with State Senators and Representatives on higher educational issues including testifying before sub-committees preferred
- Experience with strong collaboration models with local K12 school systems/districts
- Positive community presence and citizenship for the college
- Innovative and creative fundraising and collaboration skills

### Operational Leadership

- Experience with leading the accreditation process

- College-wide leadership in academic program review and development
- Background in Performance Based funding
- Demonstrated experience in efforts to improve Student Outcomes
- Demonstrated understanding and commitment to a Culture of Assessment
- Technologically savvy

## Position Description Questionnaire

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### APPLICATION PROCESS

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

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

Please submit electronically to [aprovar@paulygroup.com](mailto:aprovar@paulygroup.com) the following documents as MS Word or Adobe Acrobat attachments: (1) a cover letter that **addresses the Opportunity Overview**; (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.

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#### *Equal Opportunity*

*Kellogg Community College is an equal opportunity educator and employer and does not discriminate on the basis of national or ethnic origin, ethnicity, race, ancestry, color, sex (sex or gender, affiliation, expression or orientation), marital/family status, age, physical or mental ability or attributes, genetic information, political affiliation, veterans status, religion or any other characteristic covered by law in its admission policy, educational programs, activities or employment policies.*



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