

President

Location: Independence, Kansas

Type: Full-Time, 12-Month, Exempt

Salary: \$120,000 - \$160,000 with an excellent benefits package

Reports To: Board of Trustees

Position Overview

The Board of Trustees of **Independence Community College (ICC)** invites nominations and applications for the position of **President**. The College seeks an accomplished, collaborative, and visionary leader who will embrace the community-centered mission of ICC and inspire innovation, transparency, and excellence across all facets of the institution.

Located in the heart of Southeast Kansas, Independence Community College is a proud, rural-serving institution dedicated to transforming lives through education, workforce development, and community engagement. ICC combines academic rigor with personal support—serving as both a pathway to opportunity and a hub of civic, cultural, and economic vitality for the region.

About the College

Founded in 1925, ICC serves students through a vibrant mix of academic transfer programs, career and technical education, and continuing education opportunities. The College is accredited by the Higher Learning Commission (HLC) and operates under the Standard Pathway, reaffirmed in 2021.

ICC offers a wide range of programs in arts and sciences, business, healthcare, and technical education, including stackable credentials and associate degrees designed to prepare students for transfer or direct entry into the workforce. Through partnerships with area high schools, universities, and employers, ICC continues to expand access to higher education and promote lifelong learning across its service area.

With a student-first culture and strong community roots, ICC's faculty and staff take pride in knowing students by name and in helping them succeed—academically, professionally, and personally.

The Opportunity

The next President of Independence Community College will provide visionary and servant leadership, guiding the institution through its next era of growth and transformation. The President serves as the Chief Executive Officer of the College and reports directly to the Board of Trustees.

The ideal candidate will be a forward-thinking and student-centered leader who can:

- Inspire collaboration and shared governance across all levels of the College.
- Strengthen enrollment, retention, and completion through innovation and partnership.
- Lead strategic planning, budgeting, and operational effectiveness with transparency and accountability.
- Foster workforce development partnerships that align programs with regional and state economic priorities.
- Advance inclusive excellence and a campus culture of belonging.

- Champion the value of public higher education and actively represent ICC in community, regional, and state forums.
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Institutional Priorities

Student Success & Enrollment Growth

The President will champion initiatives that promote equitable access, student persistence, and academic achievement. Strengthening recruitment pipelines with high schools, enhancing concurrent and dual-credit partnerships, and deepening engagement with local employers will be central to this work.

Operational & Financial Stewardship

The successful candidate will bring strong fiscal management and strategic planning experience. They will guide multi-year budgeting, oversee facilities and technology improvements, ensure compliance with state and federal regulations, and manage vendor contracts with efficiency and integrity.

Community Engagement & Partnerships

As ICC's most visible ambassador, the President will actively engage with civic, business, and educational leaders throughout Southeast Kansas. The President will represent ICC in workforce initiatives, community development efforts, and regional collaborations—ensuring ICC remains a trusted partner and catalyst for progress.

Academic Excellence & Institutional Growth

The President will strengthen relationships with the Kansas Board of Regents, four-year universities, and local K–12 districts. They will support innovative academic programs, uphold accreditation standards, and advance a culture of continuous improvement.

Athletics & Student Life

ICC's rich tradition of athletics contributes significantly to institutional identity and community pride. The President will ensure these programs align with academic goals, compliance requirements, and the College's broader mission of student development.

Required Qualifications

- An earned Master's degree (or higher) from an accredited institution.
 - Proven record of executive leadership, preferably within a community college or public higher education environment.
 - Demonstrated success in enrollment management, strategic planning, financial leadership, and operational oversight.
 - Strong knowledge of local governance and coordinated institutions processes and regulatory compliance.
 - Evidence of collaborative leadership, transparency, and a deep commitment to servant leadership and student success.
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Compensation

Compensation will be based on experience and qualifications within the range of \$120,000 - \$160,000 annually. ICC offers a comprehensive fringe benefits program.

Application Process

To ensure full consideration, application materials must be submitted no later than January 16, 2026.

A complete application should include:

- 1) A letter of interest specifically addressing how the applicant's background and experience align with the qualifications and leadership characteristics described in this profile.
- 2) A current resume or curriculum vitae.
- 3) Complete transcripts of all college-level coursework (unofficial copies are acceptable for the initial application; official transcripts will be required for finalists).
- 4) The names, email addresses, phone numbers and professional titles of at least five (5) professional references. References will not be contacted without prior authorization from the candidate.

Application materials should be submitted [here](#).

About Independence and Southeast Kansas

Nestled in the rolling hills of Southeast Kansas, the City of Independence is a welcoming and vibrant community that values education, family, and civic pride. The area offers small-town charm, strong schools, and a cost of living that supports an exceptional quality of life. Rich in culture and history, Independence hosts community festivals, recreational opportunities, and a thriving arts scene—making it an ideal location for a college deeply integrated with its community.

As a rural-serving institution deeply integrated into the life of its community, Independence Community College benefits from strong local partnerships and a supportive regional network. To uphold this close community connection and ensure active visibility and engagement, the President of Independence Community College is required to reside within the ICC taxing district (northern Montgomery County, Kansas) within six months of appointment.

Equal Opportunity

Independence Community College is an Equal Employment Opportunity institution and provides reasonable accommodation throughout the application and interview process.