



Approved January 29, 2026

Western Iowa Tech Community College, Sioux City, Iowa

The Board of Directors of Western Iowa Tech Community College (WITCC) invites nominations and applications for the position of President. Western Iowa Tech Community College seeks a President with a deep commitment to our purpose as a technical and transfer community college as well as our Values of Transformation, Engagement, Community, and Harmony.

About Western Iowa Tech Community College

Western Iowa Tech Community College is a publicly supported comprehensive community college with a focus on technical programs serving the Iowa counties of Cherokee, Crawford, Ida, Monona, Plymouth, and Woodbury, which have a combined population of about 180,000. The main campus resides in Sioux City, Iowa, with outreach campuses in Cherokee and Denison, with additional centers in Le Mars and Mapleton.

A nine-member [Board of Directors](#) provides governance for Western Iowa Tech Community College. The board members are elected from the nine districts in the six-county service area. The College is institutionally accredited by the [Higher Learning Commission as well as other specialized accreditation](#) and is regulated by the [Iowa State Department of Education](#). The college enrolls approximately 7,000 (2024-2025 AY) students in combined credit and non-credit programs and issues approximately 1,800 credit credentials resulting in the college standing as the #1 credential awarding college in Iowa. Additionally, WITCC has a 57% combined overall graduation + transfer out rate within the 150% "normal time." See [Iowa Student Outcomes Data](#) and [National Center for Education Statistics IPEDS](#).

The College was organized in August 1966 and created as an area vocational-technical school as provided in Chapter 280A of the [Iowa Code](#). The first Board of Directors was chosen at a special school election on November 2, 1966. The first classes began on January 27, 1967, when Western Iowa Tech Community College, then known as Western Iowa Tech, accepted responsibility for one vocational and two technical postsecondary programs then operated by the Sioux City Community Schools. By fall term of 1967, 17 full-time programs were in operation. At that time, Western Iowa Tech Community College also assumed direction of all adult basic, high school completion, high school equivalency certificate and occupationally oriented adult educational programs, which resulted in a total enrollment of 230.

By 1970, enrollment totaled 510 and a permanent campus was established on a 143-acre site at 4647 Stone Avenue. The first building was completed and occupied during the 1970-71 school year. In November 1972, ground was broken for another, adjacent building. Through the years, the campus expanded including residence halls, as enrollment continued to grow. Through community partnerships, the College constructed and opened the Denison Campus in 1993. In 1996, through community partnerships, the College constructed and opened the Cherokee Campus and Conference Center. In 2000, fall credit enrollment totaled 4,365. Online classes were first offered in 2002 providing a whole new, convenient platform for learning.



In 2015, the campus and the student experience were infused with technology. Each student was provided a laptop loaded with curriculum-specific software. Students were given internet connectivity 24/7 and the Sioux City, Denison, and Cherokee campuses became interconnected with virtual classrooms. In 2017, 2019, and 2022, Western Iowa Tech was recognized as an Apple Distinguished School three times for its innovative uses of technology. WITCC has also been recognized as one of 10 Most Innovative Digital Community Colleges in the country by Center for Digital Education and was awarded the Innovation and Excellence Award by Corporate Livewire. The College is well known both nationally and internationally for the Beta Zeta Mu Chapter of Phi Theta Kappa. Beta Zeta Mu is one of the most decorated chapters in the nation. Students have earned numerous accolades, including the Most Distinguished Chapter Award, PTK's highest honor. To create a safe and welcoming learning environment, the College added additional support services including an on-campus health clinic, food pantry, mother's room, sensory room, and additional mental health services. In 2023, Western Iowa Tech started an athletics program with Esports, men's basketball, women's volleyball, and men's and women's soccer. At the same time, the college rebranded, adopting a new "W" logo and school colors.

Mission, Vision, Values, Guiding Principles

In 2023 and 2024 respectively, the college developed a new mission and vision statements:

Mission: We elevate our diverse learners and strengthen our communities through inclusive and innovative education.

Vision: Unwavering commitment to the personalized success of every student, every employee, every time.

The College seeks to demonstrate its mission and vision through implementation of its Values and Guiding Principles in all it does including embedded throughout its academic programs.

Values:

- **Transformation:** Better Lives. Transforming lives through quality education and commitment to community.
- **Engagement:** Better Learning. Engaging individual learning enhanced by technology and real-world experiences.
- **Community:** Better Together. Joining our collective strengths to drive innovation and progress.
- **Harmony:** Everyone Better. Embracing a diverse and inclusive environment which welcomes, respects, and values all.

Guiding Principles embedded in all programs and services:

- **Student Learning** - We value the personal, intellectual and occupational growth of our students.
- **Quality** - We are committed to quality instruction and services to maximize student success and employer satisfaction.
- **Access** - We provide access to the College by addressing student needs related to time, location and cost.



- Diversity - We respect individual differences and strive to meet the needs in our diverse communities.
- Lifelong Learning - We promote lifelong learning for personal and professional development.
- Academic Freedom - We are dedicated to the free exchange of ideas and information which promotes our growth as an educational institution.
- Shared Governance - We believe in shared governance and encourage our employees and students to contribute to the development of the College.
- Efficiency and Effectiveness - We are committed to continuous improvement and fiscal responsibility within our educational programs and College services.
- Dedication - We value a workplace which promotes mutual respect and cooperation between the College and the employees.
- Professional Integrity - We are committed to the high standards of ethics and integrity in our relationships, our professional activities and the performance of our duties.

The College has a robust fiscal management process which resulted in WITCC receiving an unmodified opinion during its most recent audit, the highest rating possible with no internal control issues. WITCC has funding of close to \$40 million general fund operating revenue comprised of tuition & fees (47%), state funding (33%), property taxes (6%), and other revenue (14%). Information regarding the 2024 WITCC revenue and expenditures may be found in the [President's Annual Report page 25](#). The College also has a supporting foundation that is focused on scholarships for students and contributed \$1.1 million in student scholarships in the last academic year.

The next President of Western Iowa Tech Community College will be deeply engaged in and committed to the region and will be an energetic, passionate, transparent, strong communicator, and collaborator. The next President will be an active listener, skilled leader in change management while able to make informed decisions, academic leader committed to recognizing that industry partnership, technical programs, and successful transfer go hand-in-hand, and a champion for a student-focused culture. The next President serves as a visible spokesperson who works as a partner with the Board of Directors in a responsive, transparent, accountable, and collaborative manner. The successful candidate will address the following opportunities and challenges:

Opportunities & Challenges:

- Foster the College's mission, vision, values, and guiding principles among the Board of Directors, administrators, staff, faculty, and students to increase shared understanding and commitment to student success and completion. Demonstrate commitment to these aspects in all actions.
- Collaborate with faculty, staff, K-12 partners, and community partners to increase enrollment by strengthening strategic enrollment management, showcasing WITCC successes, expanding student access, and increasing student retention and goal attainment including high school dual/concurrent students. Identify and serve new student populations, particularly adult learners and student athletes, through targeted outreach, innovative programs, clear academic pathways, technology, and partnerships.
- Further develop the athletic program through strategic planning including targeted recruitment for local, statewide, national, and international student athletes. Focus on engaging regional and statewide high



school athletes while developing local support and creating a positive image around athletics as a community interest.

- Develop strategies for appropriately integrating and leveraging artificial intelligence in academic and student support programs. Support the College in continuing to identify and integrate appropriate modern technology to support student success and completion while increasing the effectiveness and efficiency of college operations.
- Promote a positive image of WITCC within the communities served by acknowledging the need for improvement and showcasing student success throughout the service area. Focus on transparency and providing public information in a timely and accessible manner.
- Position WITCC as a regional/state leader, strengthening alliances with the community, local business and industry, school districts, universities, military, and elected officials to meet educational, cultural, workforce, and economic opportunities. Build, maintain, and grow regional public and private partnerships.
- Lead transitional change in support of WITCC's Strategic Priorities using effective change management techniques with a focus on long-term stability of the College. Facilitate effective processes that engage administrators, staff, faculty, and students in organizational development, decision-making, and change.
- Demonstrate commitment to evidence-based practices by utilizing data to make informed decisions, celebrate successes, and communicate priorities. Set clear expectations and implement consistent processes across administrators, staff, and faculty. Set performance expectations, provide a cycle of feedback, and establish accountability measures that focus on continuous improvement.
- Establish a culture of unity through cross-campus communication, active listening, consultation, and collaboration. Create a foundation of trust, transparency, and respect, inspiring and developing faculty, staff, students, and stakeholders to work together to address the College's and community's challenges and opportunities.
- Work with the Board of Directors, administrators, faculty, and staff to create a financially resilient institution and a culture of fiscal responsibility. Address financial challenges and statewide funding system challenges through advocacy and collaboration with the Board of Directors, government partners, foundation, and others.
- Work with the legislators, Iowa Department of Education, Community Colleges for Iowa, faculty, staff, and community to address infrastructure needs and to implement and execute the long-term campus master plan including support for capital outlay.
- Work with the Board of Directors, faculty, staff, students, and the community to fully implement the 2024-2027 Strategic Priorities to Advance Completion, Close the Gaps, and Transform the Culture. Plan for the sunset of the current Strategic Priorities and lead the creation of a fully developed Strategic Plan in 2026 for 2027-2031.

Experience, Skills, and Leadership Characteristics:

- A humanistic, approachable, honest, and innovative leader who works collaboratively with the Board of Directors, Executive Council, College leadership and inspires faculty, staff, and students to be empowered to take calculated risks for overall institutional and student success.



- A visionary, strategic, and present leader who demonstrates integrity with a willingness to learn and who recognizes and identifies opportunities for college teams to act within a shared governance framework. A track record of setting measurable goals, assessing progress, adapting to changing conditions, and using data to make informed decisions for the benefit of students, faculty, staff, and the communities.
- A leader with a demonstrated ability to create and maintain effective working relationships including demonstrated success of and commitment to shared, participative, and consultative governance and decision-making in academic institutions. Demonstrates successful implementation of transparent and consistent processes across institutional operations.
- A leader with the ability to foster teamwork and collaboration across the College with effective delegation skills while holding employees to unbiased professional expectations for their respective roles. Experience in promoting College employee appreciation and career pathways to recruit and retain employees including salary, benefits, and professional development and growth opportunities.
- A leader who understands the roles and functions of a technical community college including the diverse student populations such as traditional, returning or adult learners, concurrent/dual high school, working, veterans and active military, formerly incarcerated, and those with family responsibilities.
- A leader with experience cultivating educational, civic, and business partnerships among external stakeholders such as tribal and local governments, K-12 school districts and charter schools, home schoolers, other higher education institutions, military, and business and economic development entities to meet the changing needs of the region's business, industry, and employment partners.
- A leader committed to student support services including mental health and wellness, substance abuse awareness, and basic needs such as clothing/food security.
- A leader dedicated to excellence in education with demonstrated success working collaboratively with a governing board, advising the board on key issues, and collaborating with the Board of Directors to realize a vision for the College's future. Experienced in supporting access to college information through technology for the Board of Directors and the public.
- An astute financial manager with successful budgetary experience managing large, complex, and challenging budgets including experience financing, implementing, and overseeing capital projects. Demonstrated success in aligning budget allocation with institutional mission and priorities.
- An experienced leader in institutional advancement and working with a foundation, who connects with the legislature, state and federal government, and college district taxpayers as well as business and community members to generate support for student access and success.
- A leader with experience providing oversight for institutional, programmatic, and/or specialized accreditation.
- A visionary leader with proven success in supporting the development and execution of the College strategic plan.

Minimum Qualifications:

- Master's degree from an accredited institution is required with an earned doctorate strongly preferred.



**Western Iowa Tech
Community College**

- Extensive administrative experience with 5-7 years of progressive responsibility in higher education. Preference strongly preferred in community colleges with substantial technical programs.
- Experience managing complex organizations, budgets, and campus operations.
- Classroom teaching experience and/or student services experience strongly preferred.

The successful candidate must meet all employment requirements for Western Iowa Tech Community College and all state and federal compliance requirements. All finalists will be subject to a comprehensive background check and a robust referencing process that will include verification of work history and transcripts.