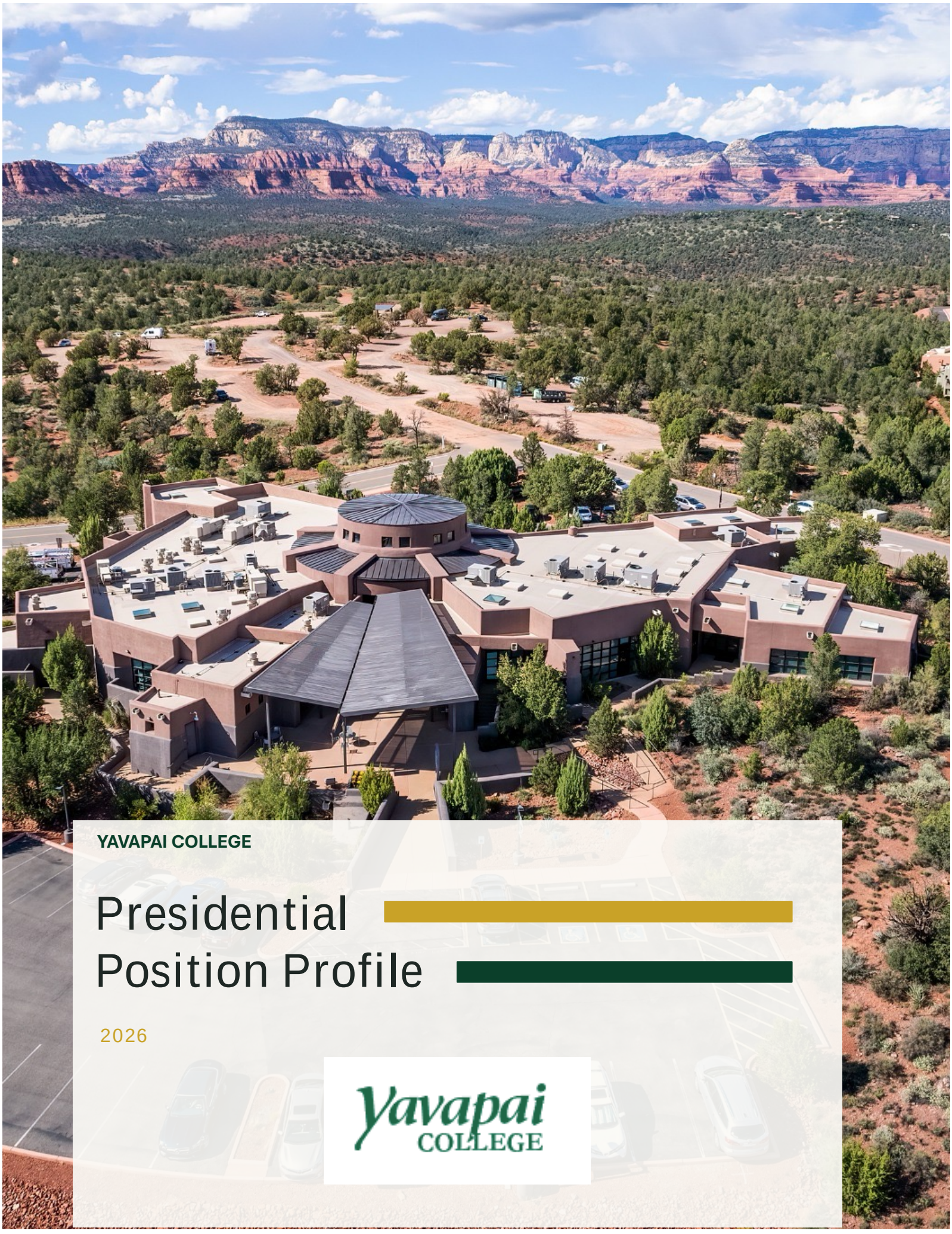


YAVAPAI COLLEGE

Presidential Position Profile

2026

Yavapai COLLEGE

PRESCOTT CAMPUS

The Opportunity

Yavapai College invites applications and nominations for its next President, offering an exceptional opportunity to lead an innovative, comprehensive community college that serves one of Arizona's most distinctive and dynamic regions.

For six decades, Yavapai College has expanded educational access, strengthened communities, developed talent for the regional workforce and created pathways to opportunity throughout Yavapai County. The College enters its next chapter with considerable strengths: talented and deeply committed faculty and staff, an experienced leadership team, a solid financial foundation, highly regarded academic and workforce programs, broad community partnerships and a culture willing to challenge convention and explore what is possible.

> *"This is not an opportunity to reinvent Yavapai College. It is an invitation to understand what makes YC distinctive, champion what is strong, candidly address what can be better, and lead an ambitious institution into its next chapter."*

Yavapai College is not an institution standing still. Its reach extends across career and technical education, transfer pathways, workforce development, dual and concurrent enrollment, baccalaureate degrees, online education, lifelong learning, the arts and an expanding intercollegiate athletics program. The College continues to explore new technologies, delivery models and partnerships while investing in programs and infrastructure designed to meet emerging student, workforce and community needs.

FOCUS. EXECUTION. IMPACT.

This leadership transition presents an opportunity to build upon that momentum with greater focus, disciplined execution and measurable impact. Important work is already underway. The opportunity ahead is to strategically determine where YC can make the greatest difference, align people and resources around clear priorities, and ensure innovation translates into meaningful outcomes for students and communities throughout Yavapai County.

Equally important is the opportunity to strengthen confidence and connection across the institution and throughout Yavapai County. YC serves communities with distinct identities, economies and expectations.

Success will require a leader who listens with genuine curiosity, understands those differences, communicates with candor and clarity, and builds productive relationships across the College, with the District Governing Board, and throughout the region.

This is not an opportunity to reinvent Yavapai College. It is an invitation to understand what makes YC distinctive, champion what is strong, candidly address what can be better, and lead an ambitious institution into its next chapter.

About Yavapai College

Established in 1966, Yavapai College is a comprehensive community college serving the residents of Yavapai County, Arizona. The College's service district is geographically expansive and larger than several states, encompassing communities with distinctly different identities, economies and educational needs.

Through campuses and centers across the county, Yavapai College provides accessible educational pathways for traditional and nontraditional students alike: students beginning their college education; high school students earning college credit; adults developing new skills or changing careers; university-bound transfer students; working professionals; and individuals preparing for high-demand occupations.

PRESCOTT CAMPUS

The College offers transfer education, career and technical education, workforce development, dual and concurrent enrollment, selected baccalaureate degrees, online education, lifelong learning and cultural and community programming. Its distinctive programs and partnerships, including an accelerated three-year baccalaureate degree program, reflect the character and economy of the region while connecting students to meaningful educational and career opportunities.

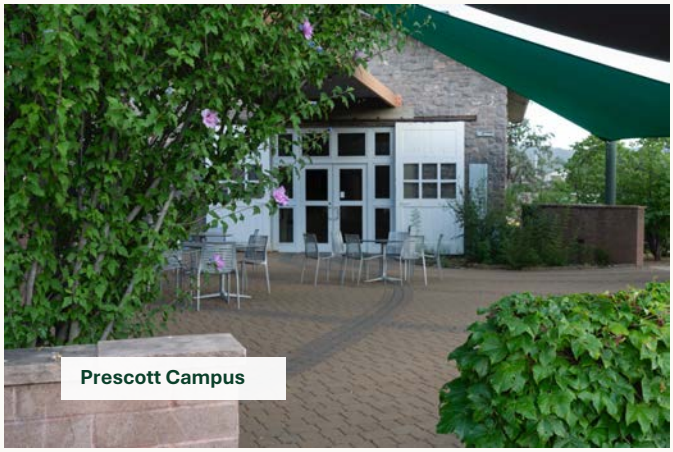
Yavapai College's reach extends throughout the communities it serves. Partnerships with K–12 education, employers, healthcare organizations, business and industry, civic organizations and economic development leaders extend the College's impact beyond its campuses. Its career and technical education and workforce programs play an important role in regional economic vitality, while the Yavapai College Performing Arts Center and other cultural and lifelong-learning offerings enrich the quality of life throughout the county.

Yavapai County in view

Through campuses and centers across the county, Yavapai College provides accessible educational pathways for traditional and nontraditional students alike.

CHINO VALLEY

PRESCOTT VALLEY


Prescott Campus

SEDONA CENTER

VERDE VALLEY

> *"YC serves communities with distinct identities, economies and expectations."*

Distinctive programs. Regional character.

Athletics is also entering an important new chapter. Yavapai College has applied for membership in the National Association of Intercollegiate Athletics (NAIA) through the Great Southwest Athletic Conference (GSAC), reflecting the College's continued evolution as a comprehensive institution serving students through academic, workforce, cultural and co-curricular experiences. The anticipated transition expands opportunities for student-athletes while also creating important considerations for enrollment, academic programming, housing, facilities and the broader student experience.

Innovation has become part of the College's identity. Yavapai College has demonstrated a willingness to challenge traditional models, explore new credentials and delivery methods, embrace emerging technologies and respond creatively to changing student and workforce needs. Preserving that entrepreneurial spirit while ensuring innovation remains purposeful, sustainable and demonstrably connected to student and community outcomes will be an important dimension of the presidency.

The Presidency

Reporting to the elected Yavapai College District (5 member) Governing Board, the President serves as Chief Executive Officer and provides strategic, academic, operational and external leadership for the College.

This is a consequential and highly visible position in the community. Internally, it requires the ability to translate vision into clear institutional priorities; make thoughtful, sometimes difficult decisions; empower a talented leadership team; engage meaningfully with faculty and staff; and create the conditions for people throughout YC to do their best work.

The incoming President will also assume leadership at an important point in the College's accreditation cycle, with Yavapai College's Higher Learning Commission Assurance Review occurring in February 2027. Familiarity with accreditation processes and readiness to support institutional preparedness and provide informed leadership through the review will be important from the outset.

> *"This is a consequential and highly visible position in the community."*

Externally, the role is equally significant. Yavapai College is an educational institution, major employer, workforce partner, cultural resource and contributor to regional economic vitality. The President is expected to be deeply engaged throughout the county and across Arizona developing influential relationships with educational partners, business and industry, healthcare, civic and economic development leaders, elected officials, donors and community organizations.

The presidency also requires a sophisticated understanding of public governance. The President is the Governing Board's sole employee and must cultivate a relationship characterized by trust, transparency, timely communication and respect for the respective roles of governance and administration. Differing perspectives are inherent in an elected Board environment; the successful President will navigate them with confidence, judgment and political acuity while keeping the institution focused on its mission.

Leadership Priorities and Opportunities

STRATEGY, CREATIVITY AND SUCCESS

From Innovation to Impact

Innovation is firmly embedded in Yavapai College's culture. That entrepreneurial spirit has enabled YC to move quickly, explore new models and respond creatively to changing educational and workforce needs.

The next chapter calls for disciplined innovation: establishing clear priorities, completing and evaluating significant work already underway, aligning resources with the highest-impact opportunities, and using meaningful data to determine what should grow, what should evolve and, when appropriate, what should conclude.

Significant initiatives already underway including expanded baccalaureate pathways, technology modernization, housing and the College’s anticipated transition into NAIA/GSAC athletics, bring exciting opportunities while also requiring thoughtful sequencing, resource alignment and disciplined execution.

YC's capacity for innovation should remain a competitive strength. The opportunity is to couple it with greater focus and execution ensuring that new ideas and existing initiatives are sustainable, appropriately resourced and demonstrably improving outcomes for students and communities.

Build Confidence, Connection and Shared Purpose

Leadership transition creates an important opportunity to strengthen trust and connection across Yavapai College.

Authentic engagement with faculty, staff and students, coupled with transparency around institutional direction and the rationale behind decisions will be important. YC's participatory governance culture values involvement and dialogue; equally important are clarity, accountability and follow-through.

The same intentionality is needed in the relationship with the District Governing Board. A productive Board-President partnership requires open communication, mutual respect, sound judgment and the ability to navigate differing perspectives without allowing disagreement to distract from the College's mission.

Success will be reflected not simply in whether people were heard, but whether they understand where YC is going, why it matters and how their work contributes to getting there.

"Authentic engagement with faculty, staff and students, ...clarity, accountability and follow-through."

Lead a College Inseparable from Its Communities

Yavapai College's future is intrinsically connected to the future of the communities it serves. Its expansive service district encompasses communities with different identities, economic conditions, workforce needs and expectations of their college. That complexity requires more than visibility; it calls for intentional, sustained external leadership.

The President must understand the educational and economic landscape of Yavapai County and cultivate strong relationships with K–12 systems, postsecondary partners, employers, healthcare organizations, chambers of commerce, workforce and economic development organizations, tribal communities, elected officials and civic leaders. Particularly important will be connecting YC's academic and workforce capabilities to emerging regional needs and opportunities.

The role also carries influence beyond Yavapai County. Arizona's community colleges operate within an increasingly interconnected legislative, workforce and higher education environment, creating opportunities for collaboration, advocacy and statewide leadership.

> *"That complexity requires more than visibility; it calls for intentional, sustained external leadership."*

Make Strategic Choices for a Sustainable Future

YC has both the opportunity and responsibility to make thoughtful choices about where it can have the greatest impact.

Changing enrollment markets, specialized program costs, workforce needs, technology, facilities, housing and Arizona's public-sector financial environment require sophisticated institutional and financial stewardship. Academic portfolio decisions must balance mission and access with quality, demand, outcomes and sustainability.

Effective leadership will require an enterprise-wide perspective, with an understanding how academic strategy, enrollment, workforce development, talent, facilities, technology and financial resources influence one another.

The objective is not retrenchment. It is strategic capacity: preserving the financial and organizational flexibility necessary to invest confidently in the opportunities that matter most to Yavapai College, its students and the diverse communities it serves throughout the county.

> *"The objective is not retrenchment. It is strategic capacity."*

Champion Students and the People Who Serve Them

YC's ability to innovate and evolve rests upon talented faculty, staff and leaders who care deeply about the College and its students.

Strong presidential leadership will recognize that institutional progress does not require replacing what already works. It requires understanding the culture, identifying and developing talent, empowering capable leaders, removing barriers, creating accountability and ensuring people have the clarity and resources necessary to succeed.

Students remain the measure against which the work ultimately matters. YC serves an unusually broad spectrum of learners from high school students earning college credit and students pursuing transfer or bachelor's degrees to adult learners, career and technical students, online learners and individuals seeking new skills for an evolving workforce.

> *Across that breadth of mission, the ultimate measure remains deceptively simple: Are we making a meaningful difference for students?*

The Leader We Seek

Yavapai College seeks an accomplished leader with the intellect, emotional intelligence and executive presence to lead a complex institution in a highly visible environment. The successful candidate will combine visionary leadership with strategic discipline, curiosity with sound judgment, confidence with humility, and decisiveness with a genuine willingness to listen.

This individual will be comfortable with complexity and capable of making difficult decisions without creating unnecessary division. Political acuity, impartiality, resilience and sound judgment are essential, as is the ability to engage constructively with people whose perspectives may differ significantly from one's own.

A strong communicator and relationship builder, the President must be equally credible in conversation with faculty and students, the Governing Board, business and industry leaders, elected officials and community partners. Authenticity, transparency and follow-through will matter more than personal prominence.

YC also seeks an executive who knows how to lead through others. The successful candidate will recognize and develop talent, empower capable leaders, encourage thoughtful challenge and differing perspectives, establish accountability and create clarity around priorities and outcomes.

> *Above all, this should be a leader whose ambition is principally for Yavapai College—its students, its people and the communities it serves.*

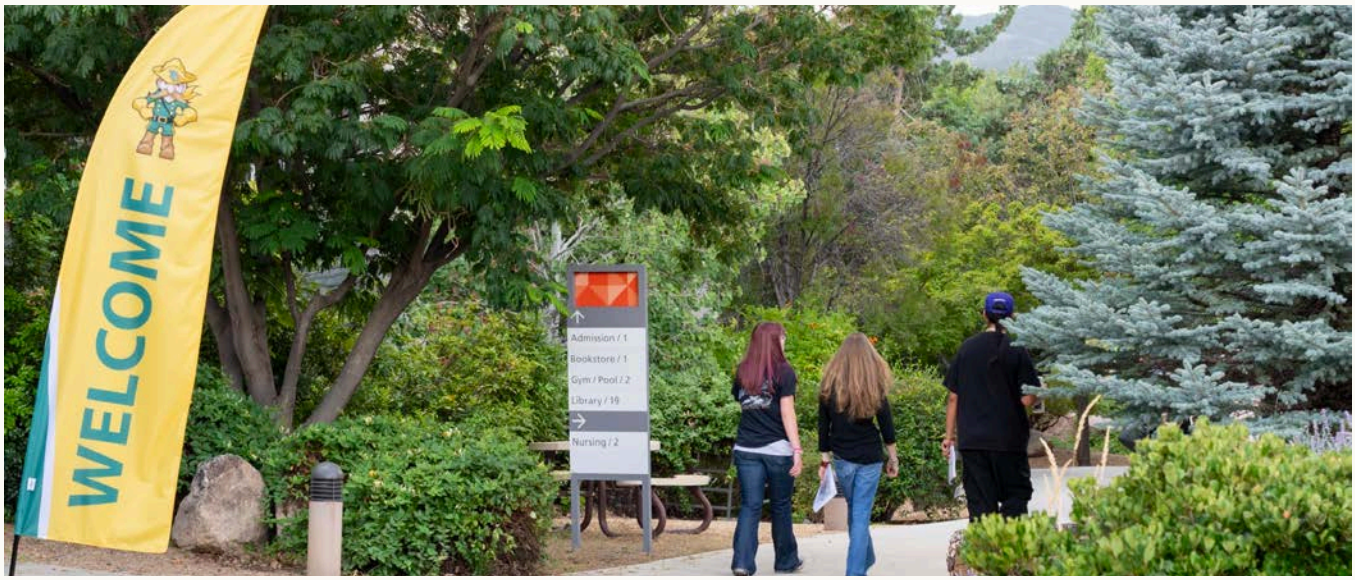
Qualifications & Experience

Minimum Requirements

- An earned master's degree from a regionally accredited institution.
- Six (6) years of significant, progressively responsible executive leadership experience at the vice president level or above in higher education.
- Demonstrated experience in strategic planning, organizational leadership and implementation.
- Significant experience managing complex budgets and allocating resources strategically.
- Demonstrated success developing and leading high-performing teams.
- Experience working effectively with governing boards and/or multiple stakeholder constituencies.

In addition to meeting the minimum qualifications established for the position, highly competitive candidates will demonstrate the following desired qualifications:

- An earned doctorate or other terminal degree.
- Significant executive leadership experience within a comprehensive community college or similarly complex higher education environment.
- Presidential, chancellor, provost, executive vice president or comparable senior executive leadership experience.
- A record of translating strategy into focused priorities, successful execution and measurable outcomes.
- Experience working effectively with governing boards, including a sound understanding of the distinction between governance and administration.
- Significant financial and operational acumen, including strategic resource allocation, long-range planning and responsible stewardship.
- Demonstrated success evaluating programs, investments and emerging opportunities through the lenses of mission, student and community need, outcomes and sustainability.
- Experience developing, empowering and holding accountable high-performing executive teams while sustaining employee engagement and organizational culture.
- A record of building productive relationships with faculty, staff and other internal constituencies within a collaborative or participatory governance environment.
- Demonstrated success cultivating external partnerships with business and industry, K–12 education, government, workforce and economic development organizations, donors and community leaders.
- A strong understanding of enrollment, student success and the evolving markets served by comprehensive community colleges.
- Experience with workforce and career and technical education and an understanding of the community college's role as an economic-development partner.
- Experience leading within a multi-campus or geographically dispersed organization.
- Experience cultivating philanthropic relationships and working effectively with a college foundation.
- Demonstrated understanding of institutional accreditation, including experience with regional accreditation processes, and the evolving regulatory and public-policy environment affecting higher education.
- Demonstrated proficiency with and willingness to embrace artificial intelligence and emerging technologies, coupled with the judgment to evaluate their strategic, educational, operational and ethical implications for higher education.



How to Apply

The Yavapai College District Governing Board and Presidential Search Committee invite applications and nominations for the position of President of Yavapai College.

All inquiries, nominations, referrals and applications will be treated confidentially and should be directed to Cizek Associates, Inc.

Application Deadline: October 11, 2026

While the position will remain open until filled, materials received by this date are guaranteed full consideration.

A complete application includes:

- Letter of interest demonstrating alignment with the Presidential Position Profile;
- Résumé or curriculum vitae; and
- Minimum of six (6) professional references

Search Consultant:
Sheila Lehker, President
Cizek Associates, Inc.
602-553-1066
ycpresident@cizekassociates.com

CIZEK ASSOCIATES, INC.
National Retained Executive Search & Leadership Development Consultants