CLOVER PARK
TECHNICAL COLLEGE



SEARCH PROFILE

PRESIDENT

CLOVER PARK
TECHNICAL COLLEGE

CPTC seeks a president who will build on the college's momentum expanding opportunity for students and strengthening the college's role as a leading workforce and economic development partner. The Board of Trustees invites inquiries, nominations and applications for the position of President of Clover Park Technical College.



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Presidential Profile

Strategic goals for expanding access, strengthening operations, supporting employees, and growing regional economic impact.

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ABOUT CPTC

THE OPPORTUNITY: PRESIDENT OF CLOVER PARK TECHNICAL COLLEGE

CPTC is a regionally accredited public institution through Northwest Commission of Colleges and Universities. Its 7-year visit was conducted in 2021. CPTC provides access and serves its students and community with a complete education pathway. CPTC offers Adult Basic Education, English as a Second Language, multiple high school diploma options, dual enrollment, associate and bachelor's degrees, certificate, apprenticeship and workforce programs in more than 40 career fields across three campuses. CPTC is known for hands-on, career-connected instruction and small class sizes that keeps learning personal. CPTC is invested in the professional development of faculty and staff and is committed to the newly formed Teaching and Learning Center established in 2020.

With an annual budget of approximately $70 million, more than 500 faculty and staff serve 9,000 students each year. The college serves a diverse student body, including: 29% White, 24% Hispanic/Latino, 17% African American, 9% Multiracial, 7% Asian, 1.5% Native American/Pacific Islander,

“Committed to equitable access, CPTC prepares students for high-wage, high-demand careers.”

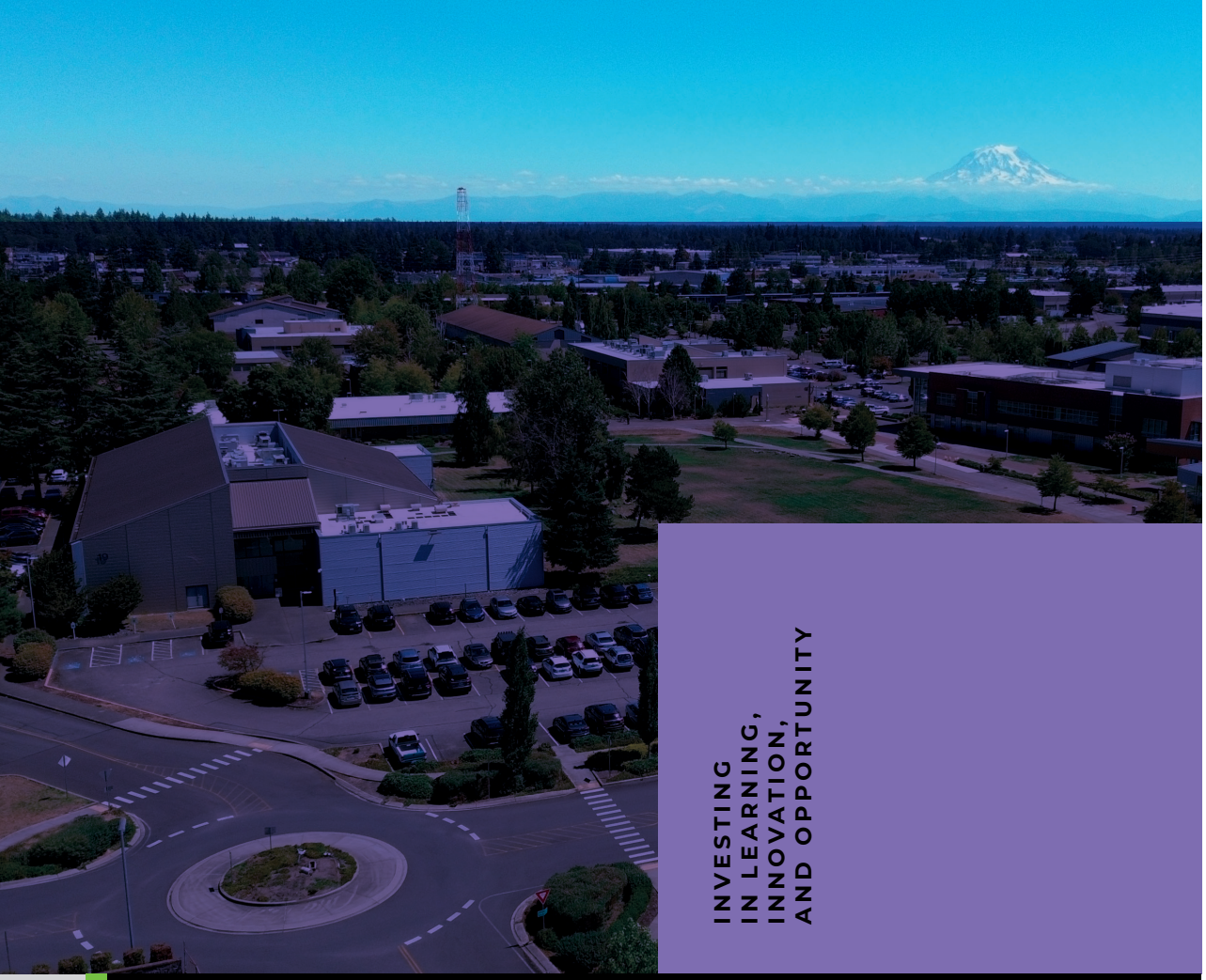
1% American Indian/Alaska Native, not reported (13%). The median age of a CPTC student is 27. CPTC is an emerging Hispanic Serving Institution.

Over the past 5 years, the college has experienced one of the highest enrollment increases in the Washington State Community and Technical College system. Enrollment has increased 73% and exceeds pre-COVID numbers. Adult Basic Education and English as Second Language enrollment has increased 144%. The top 8 languages after English that are spoken in Pierce County are Spanish, Korean, Ukrainian, Vietnamese, Tagalog, Samoan, Khmer, and Russian. CPTC’s fall-to-fall retention of 57% and the three-year completion rate of 42% exceeds the state average. The college has been recognized as an Achieving the Dream Leader College for sustained improvements in equity and student success. CPTC is also engaged in national partnerships with Aspen’s Unlocking Opportunity and State Higher Education Executive Officers (SHEEO) Credit for Prior Learning network, both supporting the college’s commitment to strengthen the wage of every



program and increase student return on investment. These and other initiatives align with the strategic plan.

As part of its strategic plan, the college developed CARES strategic goals, (Community of Care, Access, Retention and Completion, Employment and Sustainability). CPTC is committed to providing equitable access, improving completion and ensuring that graduates enter high wage, high demand careers. The college’s strategic plan is scheduled to be assessed in 2027-2028.



INVESTING IN LEARNING, INNOVATION, AND OPPORTUNITY

LOCATION AND COMMUNITY

CPTC provides education and services at three main sites in Pierce County, Washington as well as multiple community partner sites.

Lakewood Campus - the college's primary instructional site and administrative home

South Hill Aviation Campus (Puyallup) - home to CPTC's aviation programs.

Eastside Training Center (Tacoma) - opened in 2025 to expand access to technical education for East Tacoma residents and strengthen workforce pathway in historically underserved communities.

Lakewood, WA is a diverse community and sits in the heart of the South Sound, minutes from Joint Base Lewis-McChord (one of the largest military installations on the West Coast), providing CPTC with a natural role for serving veterans, military spouses and transitioning service members. The college is located a short drive from downtown Tacoma and less than an hour from Seattle and Olympia, offering easy access to the state capitol, regional employers, entertainment, theatres and professional sports.

The city is known for a wide range of urban and outdoor amenities, from easy access to the Puget Sound waterfront and beautiful lakes to neighboring mountain ranges. The main campus has a stunning view of the

iconic Mt. Rainier, an hour's drive away. Mount Rainier offers world-class hiking and exploration with wildflower meadows, ancient forests, and an abundance of wildlife. Pierce County is known for a vibrant arts and maritime culture and major military and shipping infrastructure. The county offers distinctive neighborhoods, world class museums, historic theatres, public art, neighborhood restaurants and a nationally recognized parks system that offers 5,500 acres of diverse pacific northwest landscapes. Tacoma's celebrated glass art adds creativity to the everyday landscape.

Higher Education Context

CPTC is actively engaged in the Washington State Board for Community and Technical Colleges, a 34 community and technical college system. CPTC is one of five technical colleges in Washington State. Pierce County offers a uniquely rich and diverse higher education ecosystem. CPTC is one of four community and technical colleges serving the region, along with Bates Technical College, Tacoma Community College and Pierce College District. The county is also home to the University of Washington Tacoma, Pacific Lutheran University and the University of Puget Sound, creating a broad network of educational pathways for students. The value, competitiveness, and impact of CPTC relies on robust industry partnerships that respond to workforce needs.


Lakewood Campus


South Hill Aviation Campus



Eastside Training Center



PRESIDENTIAL PROFILE

A LEADERSHIP OPPORTUNITY IN THE SOUTH SOUND

PRIORITIES

The next college president will:

- Continue to build on CPTC's momentum and success, increasing equitable access, retention, completion and economic mobility for all students.
- Foster a sense of unity through cross campus communication and collaboration. Create a foundation of trust and transparency, inspiring faculty staff, and students to work together to address the college's and community's challenges and opportunities.
- Ensure a financially resilient college, navigate possible state budget reductions with strategic clarity while protecting enrollment, student services and academic quality, and aligning resources with the college's strategic plan. This includes navigating a new state allocation model and continued state and federal legislative advocacy.
- Continue to build on the college's progress embedding Equity, Diversity and Inclusion (EDI) throughout the campus. Continue to advance equitable access, student success, sense of belonging, and a culture where all students and employees thrive.
- Grow the commitment and investment in all faculty and staff professional development opportunities.
- Continue to increase enrollment growth by expanding innovative programs and diversifying class schedules and delivery options that align curriculum with industry needs and ensure that students gain the skills needed.
- Expand opportunity for our diverse current and future community. This includes investment in the Eastside Training Center, becoming a Hispanic Serving Institution, and using Adult Basic Education as a pathway to higher education and employment.
- Contribute to Pierce County regional economic development by collaborating with local education and business leaders to address economic partnerships, economic challenges, workforce and demographic changes, population shifts and to increase opportunities for all students, communicating the value of a technical education.
- Raise resources and cultivate donor relationships to support student success and provide state-of-the-art facilities that reflect industry standards. Lead the new capital campaign for Eastside Training Center.

IDEAL CHARACTERISTICS

- Exceptional communicator and collaborator who is visible and active on campus and throughout the external community, bringing people and departments together to develop shared priorities.
- Understands the complex student experience at each stage from outreach to completion.
- Evidence-based commitment to equity, diversity and inclusion, with a record of measurable institutional and community outcomes.
- Fiscally astute business leader with successful budgetary experience managing large and complex budgets. An understanding of the complex dynamics of a technical college and comfortable with multi-year budgets and data driven decisions.
- Encourages a teaching and learning environment that centers pedagogy and values professional development for themselves and employees.
- Guided by ethics, integrity and honesty with a record of transparency and inclusiveness. Experience fostering a culture where employees are valued and empowered to achieve college goals.
- Strategic, results-oriented leader who recognizes and creates opportunities. A record of setting measurable goals, assessing progress and using data to make informed decisions that benefit the college.
- Understands the complex dynamics of technical colleges - one with experience leading shared governance, accreditation, and change management.
- Sets clear expectations and holds themselves and others accountable to shared commitment, making difficult decisions with empathy and dignity.
- Experience engaging with a board of trustees and collective bargaining.
- Entrepreneurial fundraiser who has generated financial and in-kind support from government, industry partners and community members to support student success and college priorities.
- Effective advocate for the college, both regionally and statewide, who increases the college's visibility and support from state and national legislators.

QUALIFICATIONS

Minimum Qualifications:

- Master's degree from a regionally accredited institution of higher education.
- 5 years of progressively responsible senior leadership experience in higher education or workforce development.
- Direct experience with multi-year budget management, during years of growth and contraction.
- Demonstrated record of advancing student access, completion and equitable outcomes.
- Professional higher education work experience.
- Demonstrated success in fostering an inclusive campus environment for students and employees of all backgrounds.

Preferred Qualifications:

- Doctorate degree from a regionally accredited institution of higher education.
- Experience specific to technical or community college including their funding and legal environment.
- Experience with fundraising, capital projects, and program development or expansion.
- Experience constructively working in a unionized environment.

For more information, confidential inquiries, or to submit a nomination, please contact:

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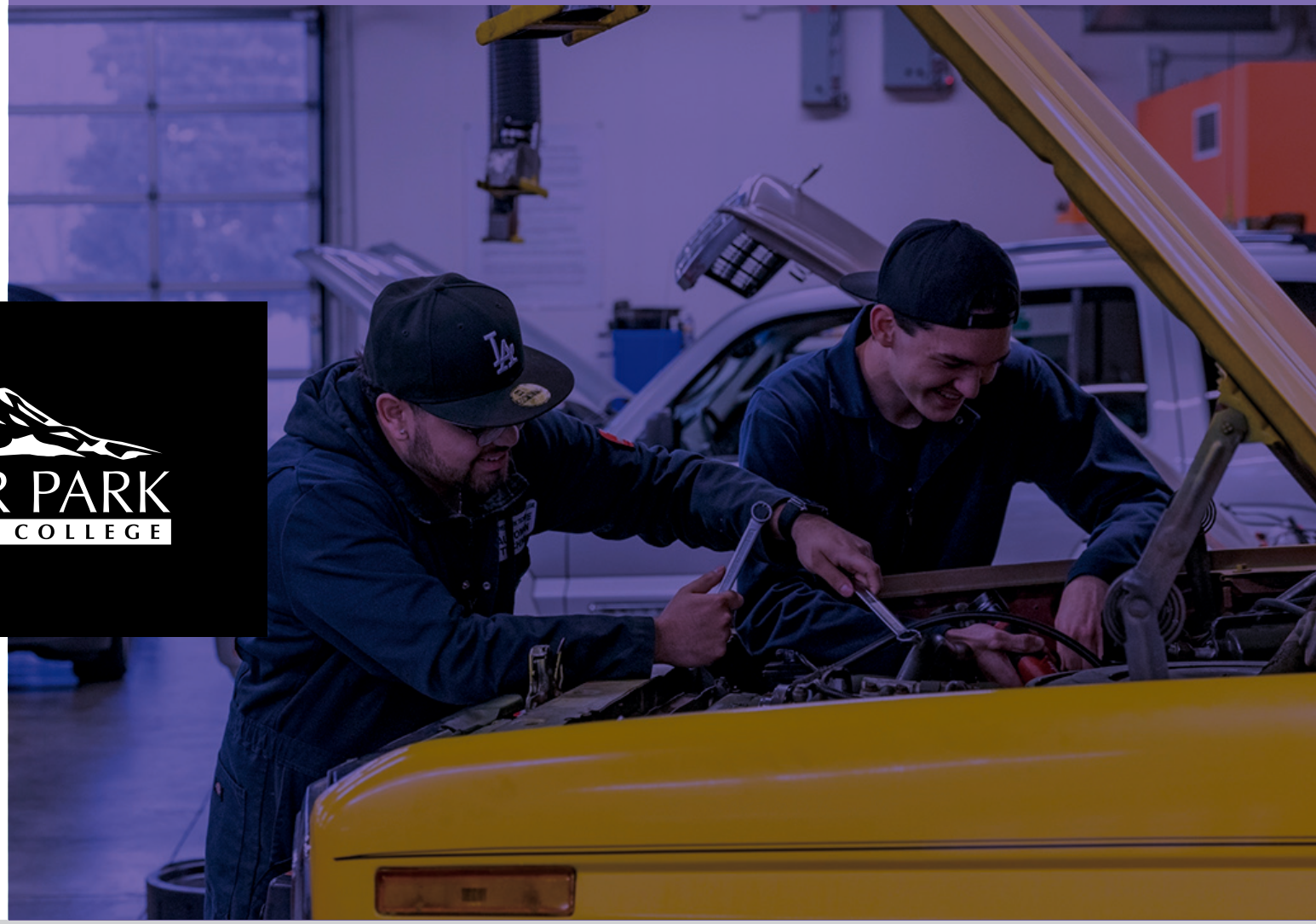

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Clover Park Technical College does not discriminate on the basis of race, color, national origin, age, perceived or actual physical or mental disability, pregnancy, genetic information, sex, sexual orientation, gender identity, marital status, creed, religion, honorably discharged veteran or military status, or use of a trained guide dog or service animal. For inquiries please contact Title IX coordinator Demetria Orthouse, Director of Human Resources, 253-589-6039, Demetria.Orthouse@cptc.edu; or Section 504/disability coordinator Sarah Addington, Assistant Director of Student Disability Services, 253-589-5755, sarah.addington@cptc.edu. All offices are located in Building 17, 4500 Steilacoom Blvd SW, Lakewood, WA 98499.