Applications invited for the position of President
The Western Interstate Commission for Higher Education (WICHE) and its 16 member states and territories work collaboratively to expand educational access and excellence for all citizens of the West. By promoting innovation, cooperation, resource-sharing, and sound public policy among its members and their institutions, WICHE strengthens higher education’s contributions to the region’s social, economic, cultural, and civic life. WICHE’s student access programs, policy analysis and research services, cooperative for educational technologies (WCET), and behavioral health unit work to find answers to the most critical questions facing higher education in the West today and tomorrow. WICHE is the only Western organization that focuses exclusively on higher education issues involving finance, innovation, workforce, accountability, and student access and success.

Three governor-appointed Commissioners from each member state and territory comprise the Commission, which includes membership from Alaska, Arizona, California, Colorado, Hawai‘i, Idaho, Montana, Nevada, New Mexico, North Dakota, Oregon, South Dakota, Utah, Washington, Wyoming, the Commonwealth of the Northern Mariana Islands, and Guam (the first two of the U.S. Pacific territories and freely associated states to participate). Each member state/territory pays annual dues of $153,000, which supports WICHE’s core activities and represents about a third of the organization’s operating budget. Grants from foundations and corporations, federal support, fees for participation in unique activities, and other external funding leverage state investments by more than a two-to-one ratio, maximizing the return on taxpayer dollars invested in WICHE.

WICHE was established in 1953 as the Western Regional Education Compact upon approval by the Congress of the United States, as required by Article I, Section 10, of the Constitution, and signed into law by the President of the United States in August 1953. The organization is recognized as a 501(c)(3) tax-exempt organization.

WICHE has a long-term commitment to diversity throughout its organizational structure, internal relationships, program activities, and relationships with external constituencies. The organization strives to hire, support, and promote diverse personnel at all levels.

For more information about WICHE please visit our web site at www.wiche.edu. A WICHE overview brochure, Six Decades of Partnering in the West, can be found at https://wiche.edu/pub/wiche-six-decades-partnering-in-west. WICHE’s current Workplan can be found at https://www.wiche.edu/pub/wiche-workplan-fy-2019.
WICHE’sEnvirons

WICHE’s offices are located in Boulder, Colo. We share office and conferencing space at the State Higher Education Policy Center (SHEPC), an attractive and contemporary facility co-owned by WICHE, SHEEO (the State Higher Education Executive Officers), and NCHEMS (the National Center for Higher Education Management Systems). WICHE’s Boulder location, in the foothills of the Rockies, is 30 minutes from downtown Denver and 45 minutes from Denver International Airport. The Western region served by WICHE includes some of the most magnificent geography of the United States – from the mountains, to the prairies, to the oceans white with foam (as go the lyrics to *America the Beautiful*, inspired by the view from Pikes Peak, just 75 miles from WICHE’s office). The Denver/Boulder area is rich in educational, cultural, sporting, and individual enrichment opportunities. All but two of WICHE’s six past chief executive officers have enjoyed their job enough to stay until they retired.

The President’s Position

WICHE’s president serves as the chief executive officer of the organization and at the pleasure of the 48-member WICHE commission. As the chief executive, the president administers the agency under programmatic and fiscal policy guidelines established by the Commission. The business of the Commission is conducted at semi-annual meetings and, between those meetings, by the executive committee and the officers of the Commission.

The president must be both an exceptional manager and leader.

As a manager, the president oversees an exceptionally talented staff of approximately 70 professionals, organized into five operating units – Policy Analysis and Research, Programs and Services, the WICHE Cooperative for Educational Technology (WCET), Behavioral Health, and Administrative Services. To operate effectively requires that these staff work collaboratively, thus the president must foster and support teamwork throughout the organization. The president, working with the staff, presents an annual workplan to the Commission for its approval and then has responsibility for assuring that the work produced to accomplish this work plan is of exceptional quality and relevance to higher education in the West.

As an educational leader, the president must work collaboratively with the leadership of other regional and national organizations involved with higher education. Key to success in this venue is working with the governors and legislative leaders (and their
staff) throughout the West, with state and institutional leaders of higher education, and with federal legislative and executive branch leaders. To be successful in working with these individuals, the president must be perceived as being able to work well with individuals with quite divergent philosophical and political perspectives. Because a substantial share of the budget for WICHE comes from external sources other than state dues, the president must also work successfully in seeking financial support from foundations, corporations, and federal and state agencies.

The Candidate Profile

The person best qualified for the presidency of WICHE will be a recognized leader of higher education, but one who is recognized more for her or his vision of the future than solely for past accomplishments. This person will not only need to understand the policy and practice issues and opportunities facing American higher education, but must demonstrate a particular interest in and affinity for the unique nature of the West: its higher education, politics, culture, and pride.

More specifically, this person must demonstrate:

• Strong management acumen, appropriate to managing within a nonprofit organizational environment, including working with an engaged governing board and an eclectic and diverse staff.

• Strong leadership skills, including an understanding of and appreciation for working with state and federal government, and the comfort with and savvy to engage a wide variety of external constituencies in partnership with WICHE.

• Knowledge of both the practice and policy issues and opportunities of greatest importance to the West.

• The ability to think creatively and to communicate clearly, effectively, and candidly both in writing and in public presentations, and to tailor these efforts to various audiences, but particularly to lay and political folk.

• An aggressive commitment to equity and diversity, both within the WICHE staff, and within the policy and practice work of the organization.

• The exceptional interpersonal skills necessary to accomplish all of the above.

• Success working with foundations and government organizations.

• An advanced degree demonstrating WICHE’s enduring commitment to the value of higher education, preferably at the doctoral level.

• Willingness and ability to travel regularly.
Compensation and Benefits

**Compensation:** The president serves at the pleasure of the Commission, thus the Commission establishes the salary and benefits for the president, in line with an overall compensation structure for all WICHE staff, and consistent with the experience and qualifications of the selected candidate. Salary will be competitive in the market and dependent on experience and qualifications.

**Retirement:** WICHE participates in the TIAA-CREF retirement programs through a federal 403(b) retirement instrument. WICHE matches two dollars for each one dollar employee contribution, up to a combined contribution of 15 percent, not to exceed the aggregate amount allowed by the federal government for 403(b) plans.

**Additional Benefits:** A generous benefits package includes health, dental, disability, and life insurance; annual observance of 11 holidays, 22 days paid vacation and personal leave, and 12 days sick leave; relocation expenses; and other lesser benefits.

Applying for the Position

WICHE encourages qualified individuals who are interested in the position to apply by providing to the WICHE Presidential Search Committee a letter indicating both your interest in and qualifications for the position, a resumé, and references that can attest to your ability to serve as president of the organization. The search committee will begin reviewing applications of interest on Oct. 5, 2018.

Please provide this information via email to:

WICHEPresident@WhelessPartners.com

*WICHE is an Equal Opportunity Employer: Gender/Minority/Veterans/Disabled*