



Vice Provost

Search Profile

2024



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## Executive Summary

Bellevue College is seeking a strategic and experienced leader to serve as its Vice Provost (VP).

Reporting to the Provost and Vice President of Academic Affairs, the Vice Provost oversees the quality and integrity of Bellevue College's academic offerings. The Vice Provost will serve as a key leader within Academic Affairs, providing direction, support, and acting as the backup to the Provost. The Vice Provost leads efforts in academic program development, ensuring alignment with the college's mission to promote student achievement, teaching excellence, and equity.

The Vice Provost supervises academic operations, academic supports, curriculum and assessment, grants, institutional effectiveness/research, and the Center of Excellence for Information & Computing Technology, while supporting divisional deans in their leadership roles. Additionally, they will lead major initiatives such as Title III, Achieving the Dream (ATD), and Guided Pathways. Leading a team of exempt and classified staff, the Vice Provost's role is highly visible and demanding, requiring regular interaction with all levels of the college community—from students and faculty to senior administration. The position ensures that academic programs meet the diverse needs of students while contributing to the social, cultural, and economic vitality of the region.

The Division of Academic Affairs at Bellevue College is dedicated to fostering an inclusive, student-centered, and innovative learning environment. Academic Affairs comprises the following academic divisions: Arts & Humanities; Health Sciences, Education, and Wellness Institute; Business, Technology and Continuing Education; Science; Social Science and Connected Learning. The academic mission is supported by a dedicated faculty of over 750 members that provide instruction across degree and certificate programs as well as non-credit programs and offerings. Guided by the commitment to teaching excellence, equity, and social justice, academic affairs collaborates across the institution to deliver accessible and transformative academic programs. The division prioritizes student success and advocates for historically marginalized groups, ensuring that policies and practices reflect our values of equity, integrity, and service leadership. Through partnership with faculty, staff, and the broader community, they will be expected to strive to empower students to create a more just and equitable world.

Bellevue College is a diverse student-centered, comprehensive and innovative college, committed to teaching excellence that advances the life-long educational development of its students while strengthening the economic, social and cultural life of its diverse community. Bellevue College is located just 10 miles east of Seattle where we serve a student population of 20,000, with over 57% students of color, and over 1,300 international students. The college promotes student success by providing high-quality, flexible, accessible educational programs and services; advancing pluralism, inclusion and global awareness; and acting as a catalyst and collaborator for a vibrant region.

This role requires a master's degree from an accredited institution of higher education in an instructional discipline of the College, educational administration, or a related field; doctorate or terminal degree is preferred, ideally in an appropriate and relevant field of study. The ideal candidate will have administrative and academic leadership experience from within higher education that shows increasing complexity and progressively responsible duties. Additionally, experience within the Washington community and technical college system is preferred.

The next Vice Provost will be a steadfast advocate for diversity, equity, inclusion, and belonging across all dimensions of the college. This person will have a demonstrated record of success championing leadership efforts that advance racial equity and foster a culture of belonging that advances racial, social, and economic justice. This person will have a demonstrated commitment to and track record of promoting and supporting the trajectory of students and the careers of individuals from historically excluded and underrepresented populations. The next Vice Provost will be self-motivated, proactive, resourceful, adept at building relationships, empathetic, a servant leader, and service-oriented with a keen focus on the organization they serve.

For more information on the search process and how to nominate, express interest, or apply, please see the section on the Search Process.

## Role & Responsibilities



Reporting to the Provost and Vice President of Academic Affairs, the Vice Provost has overall responsibility for overseeing academic departments as well as the Grants Office, Effectiveness, Research and Analytics, and the Center of Excellence for Information & Computing Technology. Additionally, they will lead major initiatives such as Title III, Achieving the Dream (ATD), and Guided Pathways. The Vice Provost will serve as a key leader

within Academic Affairs, providing direction, support, and acting as the backup to the Provost. The VP provides leadership for and supervision of full-time, permanent, and temporary staff.

The VP works collaboratively with leadership across the institution to ensure alignment with and creative approaches to key academic and college priorities, initiatives, and opportunities.

This position is responsible for the following essential functions:

*Leadership in Academic Affairs*

- Lead the academic division in advancing innovation, adaptability, and equity, ensuring academic programs are responsive to the evolving needs of a diverse student population.
- Manages daily administration, direct reports, and leads contingency planning, supporting staff development within Academic Affairs.
- Supervise academic operations, including scheduling, faculty contracts, room assignments, and ensuring compliance with the Collective Bargaining Agreement (CBA), while maintaining a focus on enhancing instructional quality.
- Ensure that equity and inclusion are foundational in all aspects of academic affairs, from hiring practices and curriculum development to student engagement and faculty support.
- Lead the integration of technology in academic programs, focusing on expanding online, hybrid, and digital learning environments that meet the evolving needs of students and faculty.
- Drive the strategic alignment of budgets, resources, and academic initiatives to support forward-thinking, student-centered goals that prioritize accessibility, diversity, and equity.
- Prepares budgets, monitors expenditures, and ensures compliance with state and institutional requirements.
- Oversee grants and external funding opportunities, focusing on securing resources that support new academic ventures and strengthen the college's position as a leader in higher education.
- Cultivate a collaborative, inclusive environment across academic teams, fostering professional growth and leadership development with a commitment to creating a more equitable institution.
- Spearhead transformative college-wide academic initiatives, anticipating future challenges and opportunities to position the institution as a catalyst for social change, student success, and community engagement.
- Manages curriculum delivery, compliance, and diverse learning modalities, overseeing regular program assessments.
- Provide leadership in crisis management, ensuring academic continuity and the implementation of contingency plans in response to unforeseen disruptions.
- Foster innovation in academic programming to ensure it is responsive to the diverse needs of students, promoting engagement, retention, and success.

*Strategic Planning and Enrollment Management*

- Lead the development and implementation of enrollment management strategies that reflect the institution's goals for student access, diversity, and success. Ensure the annual and quarterly class schedules meet the diverse educational needs of students.
- Collaborate with the Provost and key stakeholders to support the development and execution of the college's strategic plan, ensuring alignment with Bellevue College's mission, vision, and long-term goals.
- Collaborate across divisions to ensure a comprehensive approach to student success and institutional goals. Implements success programs, monitors performance, and ensures equitable access to resources, collaborating with Student Affairs.
- Analyze and report on student enrollment patterns, demographic shifts, and other relevant data to inform strategic decision-making and program offerings.
- Executes initiatives, manages enrollment targets, scheduling, and data analysis, and collaborates on accreditation processes and strategic data collection.
- Utilize data analytics to drive decision-making and assess program outcomes, ensuring alignment with institutional goals for student success, retention, and resource management.
- Work closely with academic divisions to ensure that academic scheduling supports optimal resource use, student retention, and state funding requirements.
- Ensure that all strategic planning and enrollment management activities promote equity, access, and inclusion, particularly for historically marginalized and underrepresented student populations.
- Oversee the continuous assessment and improvement of academic program delivery, responding to enrollment trends and evolving student needs.

*Faculty Affairs*

- Oversees faculty hiring, evaluation, development, and tenure-track mentorship, contributing to long-term faculty leadership development with the college's strategic goals and mission of promoting student success and equity.
- Lead efforts to increase faculty diversity by implementing inclusive hiring practices and fostering a culture that supports the recruitment and retention of faculty from historically underrepresented groups.
- Support faculty development initiatives that promote professional growth, innovation in teaching, and the adoption of equity-focused pedagogical practices.
- Oversee the tenure process, ensuring adherence to college policies and the Collective Bargaining Agreement (CBA) while fostering an authentic and supportive environment for faculty undergoing the tenure review process.
- Implement faculty evaluation processes that encourage continuous improvement and accountability, aligning faculty performance with institutional goals for teaching excellence and student success.

- Collaborate with academic leadership to ensure that faculty support college-wide initiatives such as Guided Pathways and Achieving the Dream (ATD), contributing to broader student success and equity outcomes.
- Support faculty in professional growth opportunities, including leadership development, research initiatives, and innovative teaching practices.

#### *Accreditation and Compliance*

- Manages daily accreditation processes, data collection, and continuous improvement assessments, ensuring compliance.
- Provide leadership in supporting the work of the Accreditation Liaison Officer (ALO), ensuring that the college's institutional accreditation efforts comply with all relevant standards and requirements.
- Collaborate with those responsible for program-level accreditation, including workforce programs, and provide guidance in securing and maintaining NACEP accreditation for College in the High School.
- Lead efforts to align academic programs, curricula, and assessment practices with accreditation standards, promoting continuous improvement and accountability across Academic Affairs.
- Monitor compliance with evolving accreditation standards, particularly those related to diversity, equity, and inclusion, ensuring that the institution's practices meet required benchmarks.
- Manages risk and coordinates with Effectiveness, Research and Analytics on data and assessment activities.
- Support faculty and academic leadership to ensure that assessment data and program evaluations inform academic improvements and meet accreditation criteria for both institutional and program-level accreditation.
- Play a key role in preparing for site visits, external audits, and reviews by accreditation bodies, ensuring that Bellevue College's academic programs consistently meet or exceed standards, both at the institutional and program levels.

#### *Community and External Relations*

- Foster strong partnerships with community organizations, industry leaders, and educational institutions to support the development of academic programs that meet the needs of students and the broader region.
- Represent Bellevue College in academic and professional forums, serving as a key advocate for the institution within the Washington State Community and Technical College system and beyond.
- Collaborate with external stakeholders to identify opportunities for new academic initiatives, workforce partnerships, and grants that align with the college's strategic goals and mission of equity and inclusion.
- Engage with community organizations to promote Bellevue College's academic offerings, ensuring that the institution is seen as a partner and leader in addressing regional educational and workforce needs.
- Work closely with faculty, student affairs, and academic leadership to ensure that external partnerships contribute to the success of key initiatives, such as Guided Pathways and Achieving the Dream (ATD).

The following college leadership positions report into the Division, reporting directly to the Vice Provost:

- Executive Director of Effectiveness, Research and Analytics
- Director of Grants Development
- Director of Academic Operations
- Dean of Connected Learning
- Dean of Assessment & Curriculum
- Director of the Center of Excellence
- Director of Title III

The Vice Provost is an active participant in the following committees and teams:

- Academic Affairs Leadership
- Academic & Student Affairs Leadership
- Provost Team
- Labor Management Committee
- Tenure Review Committee
- Sabbatical
- Program Review Committee
- Curriculum Committee
- BC Pathways (ATD & Guided Pathways)

Additional information on Bellevue College's current organizational structure can be accessed here: [Organizational Chart](#).

This person will be a demonstrated and experienced leader who will advance the following agenda items in collaboration with the college's senior leadership team and campus community:

**Lead implementation and operationalization of visioning and planning activities**

The next Vice Provost will lead the implementation and operationalization of unifying visioning and planning activities which build upon the College's distinct strengths, values, and identity while also exploring its key differentiators. The College is presently developing a comprehensive strategic plan that will guide the College's activities in the years ahead. This work will include helping the campus community understand the evolving higher education landscape and Bellevue College's role within it, both now and in the future. To this end, the next Vice Provost will be a strategic and experienced leader that can help the campus advance innovative ideas and encourage the community to act in a collaborative, collegial, and transparent manner.



**Manage programmatic growth while continuing financial sustainability**

Through examining key differentiators and understanding the evolving higher education landscape, the next Vice Provost will collaborate with the Provost and Vice President of Academic Affairs to develop programmatic offerings that anticipate and meet students' future needs. The next Vice Provost will partner with the Provost and senior leadership team to strategically align the various



divisions, departments, and offices within Academic Affairs to ensure they maximize their effectiveness in fulfilling their mission, given available resources. Bellevue College has benefited from a strong financial position and its financial sustainability has been and will continue to be central to its mission in support of the community.

**Foster and support diversity, equity, and inclusion initiatives**

Diversity, equity, and inclusion is a top priority universally across the campus and much of the discourse at Bellevue College is communicated through the lenses of diversity, equity, and inclusion. However, there is a sense that more work can be done to live out these priorities through actions, especially in improving educational access, hiring faculty and staff from diverse backgrounds, and supporting historically excluded and underrepresented students. To support these actions, Bellevue College has a vibrant and active Office of Diversity, Equity and Inclusion working with campus partners to eliminate systemic disparities across the college. The next Vice Provost will work closely with the Vice President for Diversity, Equity and Inclusion on this work and be seen as an informed and active sponsor of these values.

**Contribute to maximizing student success, retention, and enrollment**

The next Vice Provost will be joining Bellevue College during an important time of change and development of its organizational structure. This leader will be joining the campus alongside several new institutional leaders. The next Vice Provost will partner closely with the senior leadership team to expand vital initiatives to maximize student success, retention, and enrollment. This work will build upon a strong foundation at Bellevue College which is seen as a beacon for student success through the determined work of faculty and staff. The next Vice Provost will be a steadfast leader in removing barriers to student success and achieving desired and equitable student outcomes. Additionally, this person will be comfortable and forward-thinking regarding innovation and change management within higher education.



### Advance faculty development as part of institutional mission

Bellevue College has long benefited from a faculty that has been extraordinarily committed to students and their success. Like many campuses, faculty have experienced significant change in recent years, including multiple leadership transitions and responding to the pandemic. These factors have helped illuminate the opportunity to further support and develop

faculty as they complete mission critical work with students. The next Vice Provost will understand the array of faculty needs and act in collaboration with the academic deans to ensure that everyone is valued, appreciated, and properly supported. This leader will understand the clear and significant link between faculty success and student success.

## Qualifications & Qualities

Bellevue College seeks a strategic and visionary Vice Provost to help lead its campus and community into the future.

The next Vice Provost should embody many of the following professional qualifications and personal qualities:

- Academic:* A master's degree from an accredited institution of higher education in an instructional discipline of the College, educational administration, or a related field is required; a doctorate or terminal degree from an accredited institution, preferably in higher education administration, educational leadership, or a related field is preferred. Advanced coursework or formal training in higher education administration, policy, or leadership, demonstrating a deep understanding of the challenges and opportunities within academic leadership is preferred.
- Experience:* Administrative and academic leadership experience from within higher education that shows increasing complexity and progressively responsible duties. Hands-on experience in teaching, instructional design, or academic program leadership at the post-secondary level, with a preference for candidates who have experience engaging diverse student populations. Experience within the Washington community and technical college (SBCTC) system and experience using ctcLink for institutional operations and decision-making is preferred. Serving as an Accreditation Liaison Officer or equivalent, with a deep understanding of accreditation processes and compliance standards is preferred. Proven success in writing and managing large federal grants, with experience ensuring compliance and alignment with institutional priorities is preferred.

- *Leadership:* Proven experience in high-level educational administration, managing complex units, leading strategic initiatives, and driving organizational innovation, ideally with a focus on equity and inclusion. Demonstrated experience serving at the Associate Vice President (AVP) or Vice President (VP) level in an academic institution, with a proven track record of leading successful, large-scale initiatives is preferred. Work experience leading and managing faculty and staff through significant change is preferred in the context of the evolving higher education landscape. Proven track record in recruitment, development, and retention of talented faculty and staff with the skills to attract top talent and the ability to create an environment for personal and professional success for faculty and staff. Demonstrated knowledge of and commitment to advancing the mission, goals, and objectives of an institution.
- *Management:* A servant leader and team builder who can provide mentorship and inspire and energize a team. Experience that demonstrates skills in supervision, budgeting, policy development, financial management, strategic planning, and coordination skills essential for creating a dynamic institutional team. Experience managing organizational change and implementing innovative strategies at a high level, particularly in large, diverse institutions.
- *Student Success:* Proven leadership in creating or directing programs and systems to enhance completion and student success. Experience in innovative approaches to learning and student support (as well as the framework of Achieving the Dream and the principles of Guided Pathways) is preferred.
- *Diversity, Equity, Inclusion:* A steadfast advocate for diversity, equity, inclusion, and belonging across all dimensions of the college. A demonstrated commitment to and track record of promoting and supporting the trajectory of students and the careers of individuals from historically excluded and underrepresented populations.
- *Cultural Competence:* Demonstrated success in maintaining a high level of cultural competence and a commitment to racial equity in the workplace and educational environment.
- *Strategy:* A demonstrated ability to set a clear vision for academic affairs and to work collaboratively in diverse communities. Experienced in strategic thinking and planning, overseeing resource allocation, goal development, ensuring alignment with institutional goals, and plan implementation skills. Demonstrated ability to plan, prioritize, organize, innovate, and oversee complex work processes, process improvements, and projects.
- *Technology and Innovation:* Experience leading and experimenting with technology-driven initiatives or educational innovations, particularly those

focused on online and hybrid learning environments as well as artificial intelligence and emerging technologies.

- *Resourcefulness:* An ability to manage a broad, complex, and demanding portfolio with limited resources. The ideal candidate will be a creative leader who is able to take reasonable risks, make difficult decisions, and communicate them effectively across all groups.
- *Collaboration:* A collaborative approach with the ability to facilitate trust and growth across internal and external constituencies. Ability to work effectively in cross-departmental teams, fostering collaboration with external partners and community stakeholders to support institutional goals. A collegial and self-assured team player who can mobilize individuals and teams with a strong track record as a contributing and collegial member in the community.
- *Communication:* An empathetic and collaborative communicator who can build and maintain trust quickly and inspire others by presenting credible visions of the future to all stakeholder groups.
- *Integrity and Accountability:* A leader with the highest level of ethics and integrity, someone that sets high expectations, and holds themselves and others accountable for following through on commitments.
- *Interpersonal skills:* Exemplary skills as demonstrated by being self-motivated, proactive, resourceful, adept at building relationships, empathetic, a servant leader, and service-oriented with a keen focus on the organization they serve.

## Search Process & Appointment

Bellevue College invites nominations, expressions of interest, and applications as part of the search for their next Vice Provost. Please visit the link [Submissions](#) to submit a nomination, inquiry, and/or apply for the position.

### *Application Process*

For full consideration, candidates should visit the link “Submissions” above, and complete the following steps by Monday, March 3, 2025. Applications received after that date may be considered until the position is filled.

1. Select “Apply” and complete the brief online application form.
2. Follow the directions to submit the following documents:
  - a. a letter of interest outlining their experience relative to the role and the description of the position;
  - b. a resume or curriculum vitae;
  - c. a diversity statement of no more than two (2) pages that describes and provides specific examples of how their educational and/or

professional experiences, background, or philosophy demonstrate their commitment to diversity, equity, and inclusion, and how these prepare them to contribute to Bellevue College.

3. Additional information regarding references and due diligence will be requested from semi-finalists and finalists later in the process.
4. Prior to the start of employment, a full background check (including identity, degree verification, criminal records check, media check, and sexual misconduct check) will be conducted. Information from the background check will not necessarily preclude employment but will be considered in determining the applicant's suitability and competence to perform in the position.

### *Timing*

Candidate recruitment will occur until an appointment is made. We anticipate that semi-finalists and finalists will be interviewed beginning in April 2025. The start date for the position will be negotiated with the candidate of choice, but the college is anticipating the next Vice Provost will begin their work no later than July 1, 2025.

### *Compensation & Benefits*

The anticipated annual salary range for the position is \$128,154/year - \$192,231/year. Typically, the new hire starts no higher than \$160,000 based on the Bellevue College Exempt salary schedule. The final annual salary will be commensurate with the successful candidate's qualifications and related experience. This position is eligible for relocation allowance.

A generous [benefits package](#) is offered through Washington State plans that includes multiple medical, dental, life and disability coverage choices for employees and dependents; choices of retirement and deferred compensation plans; paid holidays, sick, and vacation plans; transit program, reduced tuition, employee discounts and memberships, etc.

*Bellevue College is an Equal Opportunity Employer in accordance with applicable federal and state laws and regulations. Bellevue College does not discriminate on the basis of race or ethnicity; creed; color; national origin; sex; marital status; sexual orientation; age; religion; genetic information; the presence of any sensory, mental, or physical disability; or veteran status in educational programs and activities which it operates. Bellevue College is prohibited from discriminating in such a manner by college policy and by state and federal law. All college personnel and persons, vendors, and organizations with whom the college does business are required to comply with applicable federal and state statutes and regulations designed to promote affirmative action and equal opportunity.*



## About Bellevue College



Bellevue College is a diverse student-centered, comprehensive, and innovative college, committed to teaching excellence that advances the life-long educational development of its students while strengthening the economic, social, and cultural life of its diverse community. Bellevue College is located just 10 miles east of Seattle and serves a student population of nearly 20,000, with over 57% students of color and nearly 1,300 international students.

The college promotes student success by providing high-quality, flexible, accessible educational programs and services; advancing racial equity, inclusion, and global awareness; and acting as a catalyst and collaborator for a vibrant region.

Bellevue College strives to create a vibrant and inclusive campus community that supports a diverse student body, faculty, and staff. As an essential part of the institution's mission and goals, diversity, equity, and inclusion are promoted and fostered in all aspects of college life. By enriching student life through leadership opportunities, personal learning, and cultural experiences, Bellevue College is committed to building an inclusive and diverse campus community that fosters creativity, innovation, and student success.

For more information on Bellevue College's awards and achievements, please visit: [Awards and Achievements](#).

## Facts & Figures

### *About Bellevue College*

- Founded in 1966
- Public (state-assisted)
- Open-access and community-based
- Coeducational

### *2023-2024 Enrollment*

- Students: 19,781
- Fall Students Enrolled for Credit: 12,315

### *Demographics*

- The average age of BC credit students is 27.5; the median age is 22.
- Full-time students: 51% (taking 12 or more credits)

### *International Enrollment*

- International students (all visa types) enrolled in credit classes: 1,322
- Enrollment from 71 countries

### *Student Body Race/Ethnicity*

- American Indian or Alaska Native: <1%
- Asian: 30%
- Black or African American: 5%
- Latina, Latino, or Hispanic: 12%
- Native Hawaiian or other Pacific Islander: <1%
- White: 36%
- Two or more races: 8%
- Undisclosed: 7%

### *Employees*

- Total employees: 1,402
  - Faculty: 757
    - Full-time faculty: 216
    - Part-time faculty: 541
  - Staff: 645

### *Employee Race/Ethnicity*

- American Indian or Alaska Native: <1%
- Asian: 17%
- Black or African American: 5%
- Latina, Latino, Latinx, or Hispanic: 5%
- Native Hawaiian or other Pacific Islander: <1%
- White: 58%
- Two or more races: 6%
- Undisclosed: 8%

### *Academic Calendar*

- Quarterly (summer, fall, winter, spring)
- Academic year runs July through June

### *Award Levels*

- Bachelor's Degree
- Associate Degree
- Professional/Technical Degrees
- Certificates

### *Academic Divisions*

- Arts & Humanities
- Health Sciences, Education, and Wellness Institute (HSEWI)
- School of Business and Technology
- Science
- Social Science
- Connected Learning Division
  - Academic Success Center
  - First-Year Seminar
  - Interactive eLearning
  - Library Media Center
  - Occupational & Life Skills
  - RISE Learning Institute

### *Degrees & Certificates*

- Transfer associate degree programs: 9
- Non-transfer associate degree programs: 2
- Bachelor's degrees: 15
- Professional-technical degrees: 22
- Certificate career-preparation programs: 66

### *Additional For-Credit Programs*

- Basic Education for Adults
- Dual Credit Programs
- Parent Education
- Workforce Development

### *Non-Credit Programs*

- Community Education
  - Art and Design
  - Personal Enrichment
  - World Languages
  - Retirees (TELOS)
  - Teen Program
- Tombolo Institute
  - Business
  - Technology
  - Healthcare
  - Corporate Training

### *Highest-Enrolled Programs*

- Associate of Arts & Sciences (AAS) Direct Transfer Agreement
- Associate of Arts in Business (AA) Direct Transfer Agreement
- Associate in Science - Transfer (AS-T) Track 1
- Associate in Nursing (AAS-T)
- Associate in Science - Transfer (AS-T) Track 2

### Facilities

- Main campus – 100 acres in southeast Bellevue
  - 18 total buildings (totaling 982,000 square feet)
  - 12 academic buildings (totaling 735,500 square feet of classroom and instructional space)
  - 1 residence hall (including 400 beds in a mix of studios, 2 bedroom and 4 bedroom apartments)
- Multiple sports facilities (including fitness center, challenge course, gymnasium, baseball field, soccer fields, and softball field)
- 300-seat Carlson Theatre and 80-seat Stopgap Studio Theatre
- Certified as a Level 1 Arboretum in 2022 (by ArbNet)

## Core Values and Mission

### Core Values

We, the Board of Trustees, faculty, staff and administration of Bellevue College, place students at the center of all we do and support and promote the excellence of their efforts. We affirm and embody pluralism, value collaboration and shared decision making, and honor creativity and innovation. We consider it our duty to anticipate changing demands in education and welcome the opportunity to shape its future. We acknowledge our responsibility to society and embrace the belief that widespread access to excellent post-secondary education is the cornerstone of a democratic society.

### Mission

Bellevue College is a student-centered, comprehensive and innovative college, committed to teaching excellence, that advances the life-long educational development of its students while strengthening the economic, social and cultural life of its diverse community. The college promotes student success by providing high-quality, flexible, accessible educational programs and services; advancing pluralism, inclusion and global awareness; and acting as a catalyst and collaborator for a vibrant region.



## Core Themes

Bellevue College's four core themes collectively express the mission of the college. The college has established objectives, indicators, and measures of achievement in order to continuously assess mission fulfillment.



For more information, please see: [Core Themes, Objectives, Indicators, and Measures of Achievement](#).

### *Student Success*

Bellevue College supports the success of all students in meeting their educational goals through its commitments to open access learning; a portfolio of appropriate and well-chosen educational programs, services, and activities; and ongoing attention to student persistence and educational attainment.

### *Teaching and Learning Excellence*

Bellevue College prepares and enables excellence in teaching and learning through its commitments to ensure relevance, responsiveness, and inclusiveness of curriculum; to maintain an effective teaching environment by supporting the teaching and professional achievement of all faculty; to provide for the accessibility of quality learning support services; and to monitor the academic and professional success of all students.

### *College Life and Culture*

Bellevue College values a learning and working environment through its commitments to support a campus environment that is diverse, inclusive, open, safe, and accessible; to model a college community that affirms and embodies racial equity and values collaboration and shared decision making; and to honor and practice sustainability, creativity and innovation.

### *Community Engagement and Enrichment*

Bellevue College strives to be a leader and partner in building a strong and vibrant region through its commitments to collaborate with businesses, industries, local school districts, primary transfer institutions, alumni, donors, and governmental and social services organizations to develop and refine educational programs that prepare individuals for academic success, employment, and lifelong learning; and to provide programs and space for use by the community at large.

## **Student Success**

### *Achieving the Dream*

In 2017, Bellevue College joined the Achieving the Dream (ATD) network. ATD provides a national framework to recognize and eliminate systemic barriers to student success by guiding institutional change and nurturing a culture focused on student success. As a member, Bellevue College has access to leadership and data coaches who will help the college improve the availability and use of data to develop programs that will improve graduation rates for all students. For more information, please visit: [Achieving the Dream \(ATD\)](#).

Based on the ATD's [Institutional Capacity Assessment Tool \(ICAT\)](#), an integrated, institution-wide approach to student success called [Guided Pathways](#) was adopted. These include three workgroups comprised of members from across the college whose mission is to work on specific student success priorities.

*BC Pathways*

The BC Pathways program develops career and academic pathways for students including structured exploratory experiences for undecided students. For more information, please visit: [BC Pathways](#).

*Integrated Student Supports (ISS)*

ISS coordinates and systematizes student support efforts campus-wide to help students identify their education and career plan and provide proactive and frequent supports until they finish. For more information, please visit: [Integrated Student Supports](#).

*Faculty Professional Development (FPD)*

The Faculty Professional Development group ensures students are taught by skilled instructors who are equipped with effective research-based tools and culturally-responsive practices to help close equity gaps and increase student success. For more information, please visit: [Faculty Professional Development](#).

ATD embraces the principle of “systemic change” as the college works to implement and sustain holistic changes that improve student outcomes. By

helping students make more informed choices about what courses to take (BC Pathways), providing the targeted support they need (ISS), and developing effective, equity-focused tools for faculty to incorporate into their classrooms (FPD), this work will help close equity gaps and help students achieve their academic and career goals.

## Accreditation

Bellevue College is accredited as a baccalaureate degree-granting institution by the Northwest Commission on Colleges and Universities (NWCCU), a regional accrediting body recognized by the U.S. Department of Education. NWCCU accreditation was most recently reaffirmed in 2019. For more information, please visit: [Northwest Commission on Colleges and Universities](#).

## Leadership and Governance

Bellevue College is led by visionary, innovative, and service-oriented leaders in both their [Board of Trustees](#) and [senior leadership team](#), and both work in close collaboration with the President.

The Board of Trustees is composed of six members, appointed by the Governor of Washington and confirmed by the Senate. Five of the members serve a five-year term and the student member serves a one-year term.

Legal power and responsibility for the operation of Bellevue College rest with the Board of Trustees. The Board of Trustees is an agency of the state and derives its authority as described in [RCW 28B.50.100](#). It is the responsibility of the Board of Trustees to establish policy and to evaluate the total college program.

*David May, Ph.D.*  
*President*

Dr. David May began his tenure as President at Bellevue College on July 1, 2023.

A Pacific Northwest native, Dr. May is in his third decade as an educator and leader in higher education in the state of Washington. Dr. May has focused his career on student success and regional partnerships. Holding a doctorate in political science from Washington State University, Dr. May is an expert in the area of Supreme Court politics. He is passionate about the role of higher education in producing responsible and engaged citizens and as an engine of social mobility.



Recognizing the critical role of public higher education as a point of access, opportunity, and excellence, Dr. May continues to focus on expanding educational opportunities for the entire range of diverse students that make up our region and our state.

In his time off, Dr. May spends time with his wife, daughter, and their dog Roscoe. He enjoys travel with his family and year-round outdoor activities including biking, hiking, and backcountry skiing.

*Jessica Clark, Ph.D.*  
*Provost and Vice President of Academic Affairs*

Dr. Jessica Clark has been serving as provost and Vice President of Academic Affairs at Bellevue College since May 2024.

Prior to her arrival at Bellevue College, she worked as an executive educational strategist and has served as the Vice President of the Instruction Office at Walla Walla Community College and Vice President of Learning and Student Services at Northland Pioneer College.



Dr. Clark spent two years at Walla Walla Community College. While there, she oversaw the Instruction division as the college's chief instruction officer, and she was the college's accreditation liaison officer to the Northwest Commission on Colleges and Universities. She contributed to a 12% increase in enrollment and secured accreditation through the Northwest Commission on Colleges and Universities. She also led major improvements to the college's Corrections Education, Academic Transfer, Workforce Transfer and Trades, Access and Opportunity Division, and Nursing and Allied Health departments.

At Northland Pioneer College in Arizona, where she spent just under two years, Clark served as the chief academic officer, chief student affairs officer, Title IX coordinator and Clery administrator. In that role, she created the Division of Instructional Innovation — a new academic division, and she facilitated an opportunity for no-cost college course offerings for local high school partners, among other accomplishments. Clark worked as the division chair of Social Sciences and Education at Western Wyoming Community College and as a Dakota Memories Oral History project coordinator at North Dakota State University. She has 11 years of experience teaching history and political science as a faculty member.

Among several certifications, Clark holds a bachelor's degree in history from Central Washington University, a master's degree and Ph.D. in history both from North Dakota State University, and a post-doctoral graduate certificate in higher education leadership from the University of Wyoming.