

Randy Weber, Ed.D.

- **Senior executive with fourteen years of experience as college-wide leader** in student affairs, finance and administrative services, enrollment, and institutional effectiveness
- **Direct experience implementing strategic plan initiatives** resulting in improved student access, equity, completion, and success ultimately leading to 50% increase in graduation rates
- **Enrollment leader** who has managed enrollment growth from 12th to 7th largest headcount in the state
- **Facilitated work with college trustees** to set and accomplish college-wide policies and goals
- **Experience leading facilities master plan efforts** with \$110M+ focus on student engagement and future educational needs
- **Serve as institutional representative** regularly in matters related to civic and governmental affairs
- **Noted for shifting institutional culture** toward focus on student success and outcomes leading to significantly outperforming national average on Ruffalo Noel-Levitz Student Satisfaction Inventory
- **Aspen Presidential Fellowship Alumnus- Cohort 2:** Grew mindset for diversity, equity & inclusion strategies and outcomes

Career History

JOHNSON COUNTY COMMUNITY COLLEGE: OVERLAND PARK, KS (2015-PRESENT)

Executive Vice President, Chief Student Success & Strategy Officer (12/20-Present)

Interim Executive Vice President, Finance & Administrative Services (7/19-5/21)

Vice President of Student Success & Engagement/Chief Student Affairs Officer (2/15-12/20)

Johnson County Community College (JCCC) is a comprehensive community college serving over 27,000 credit students and 25,000 non-credit students annually; approximately 3,000 employees; \$220 million operating and capital budget; founding board member of League for Innovation in Community Colleges; host of the National Higher Education Benchmark Institute; national leader in multiple campus initiatives.

- Senior student personnel officer of the college (Student Affairs and Enrollment Services)
- Provide leadership for division of Institutional Effectiveness (Institutional Research, Assessment, Accreditation, National Higher Education Benchmarking Institute)
- JCCC's board representative to the League for Innovation in Community Colleges
- Had oversight for: Chief Finance Officer, Information Services (IT), Business Services, Facilities, Police Department, General Counsel
- Provided leadership support for development of college's annual budget
- Guide strategic enrollment efforts to manage ideal institutional student profile

Selected Accomplishments

- Implementation of JCCC Pathways project with increased measures of student GPAs and retention
- Increased graduation rates for first-time full-time students by 50% over three-year span
- Strategic plan development with focus on student success and valuing employees
- Collaborated with institutional leaders to develop \$110M+ facilities master plan focused on transforming the first floor of campus for student engagement, centralized learning resource centers, increased career program facilities and improved front door. Led final stages of implementation
- Facilitated development of \$44M science labs renovation
- Creation of informed choice model utilizing predictive analytics and student engagement behaviors
- Negotiated \$3M+ facilities usage agreement with BNSF to host national training activities
- Led successful COVID response and Return to Campus efforts providing safe learning and work environment resulting in zero COVID clusters associated with campus activity

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PIKES PEAK COMMUNITY COLLEGE: COLORADO SPRINGS, CO (2012-2015)

Vice President for Enrollment Services/Chief Student Services Officer

Pikes Peak Community College (PPCC) is an urban, multi-campus college serving over 20,000 students annually on campus, in high schools and remotely; over 1,150 total employees; second largest college in 13-school Colorado Community College system; total budget over \$70 million; named a “Best for Vets” college.

- Led divisions of Enrollment Services Centers, Financial Aid, Career Planning & Advising, Institutional Research, Dean of Students and Child Development Centers
- Served as Institutional HLC Accreditation Liaison Officer (ALO)
- Worked with VP for Instruction removing barriers to student enrollment process
- Worked with VP for Finance on budget and facilities issues

Selected Accomplishments

- Development of annual strategic plan focus goals on new student experience, persistence, and improved institutional effectiveness
- Worked with Colorado Community College System office to improve enrollment processes for both Pikes Peak students and all other students within the system
- Used information system expertise to identify efficiencies in new student enrollment process
- Served as Accreditation Liaison Officer with HLC
- Developed streamlined processes to enhance transfer and articulation
- Lead hearing officer for Title IX, Code of Conduct, and other compliance matters
- Created annual staff development day in summer to promote employee engagement and recognition
- Implemented award-winning academic advising with focus on career, transfer and undecided students

ALLEN COMMUNITY COLLEGE: IOLA, KS (2004-2012)

Vice President for Student Affairs/Athletic Director (10/07-6/12)

Director of Admissions/Marketing (2/04-10/07)

Interim Athletic Director (7/04-2/06)

Allen Community College (ACC) is a rural, residential college serving over 4,000 students annually; one of nineteen locally governed community colleges in Kansas; total budget over \$15 million; recognized as early leader in online education.

- Led Student Life, Financial Aid, Registrar, Admissions, Marketing and Counseling/Advising
- Administered programs of varsity athletics in compliance with the Jayhawk conference and the NJCAA
- Developed annual recruiting plan for students
- Led Marketing Committee and reported to president on all marketing related issues

Selected Accomplishments

- Fastest growing community college in the state for over five years
- Effective fundraising efforts to increase scholarships and improve athletic facilities
- Built new residence halls to support enrollment growth
- Implemented new branding and logo campaign to improve awareness in target market
- Developed community relations efforts between student-athletes and local community
- Increased enrollments for on-campus, dual-credit, and online enrollments
- Integrated data evaluation strategies into strategic planning process

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WASHBURN UNIVERSITY: TOPEKA, KS (2003-2004)

Statewide 2+2 PLAN and Transfer Coordinator

LAWRENCE PUBLIC SCHOOLS: LAWRENCE, KS (2002-2003)

Paraeducator- New York Elementary (while earning master's degree)

ALLEN COMMUNITY COLLEGE: IOLA, KS (2000-2002)

Student Activities Coordinator/Admissions Counselor/Head Softball Coach/Asst. WBB Coach

Adjunct Instructor- Developmental Math

Teaching Experience

BAKER UNIVERSITY- SCHOOL OF GRADUATE AND PROF. STUDIES: OP, KS (2019-PRESENT)

Adjunct Instructor- Doctoral course in Student Affairs & Enrollment Management

Member of master's program advisory committee

ALLEN COMMUNITY COLLEGE- (2001-2002)

Adjunct Instructor- Developmental math

Professional Affiliations

**AMERICAN ASSOCIATION OF COLLEGIATE REGISTRARS AND ADMISSIONS OFFICERS
(AACRAO) (2018-PRESENT)**

Strategic Enrollment Management Senior Consultant

Kansas Chief Student Affairs Administrators (KCSAA)

Rocky Mountain Association of Collegiate Registrars and Admissions Officers (RMACRAO)

Kansas Association of Collegiate Registrars and Admissions Officers (KACRAO)

Service & Representation

Professional

League for Innovation in the Community College- Board Representative 2017-Current

KC Scholars advisory member, 2018-Current

AACRAO task force on *Comprehensive Learner Records*, 2017-2019

Higher Learning Commission *Student Success Pilot Project*, 2017-2018

SEM advisory member, AACRAO 2016-Current

Chair, KCSAA 2011-2012

Community

Transitional-aged youth- Johnson County United Community Services

Board Member- YMCA

Board Member (Treasurer)-THRIVE Allen County

Board Member-Allen County Young Professionals

Advisory Board Member-City of Iola Recreation

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Selected Publications, Presentations & Events

- “Taking a Nonlinear Path to an Institutional Leadership Position,” League’s Innovations Conference, Virtual, March 2021 (with Karen Miller).
- “Removing Policy/Procedural Barriers for Increased Access and Student Success,” AACRAO SEM, Dallas, TX, November 2019 (with Karen Miller).
- “Transforming Lives: Telling Our Story Through Graduate Salaries,” League for Innovation Project Highlight, July 2019 (with John Clayton).
- “Change Minds, Behaviors, and Outcomes Through Effective Leadership,” League for Innovation Leadership Abstracts, March 2019.
- Facilitator at Innovations 2018 Vice President’s Track “Culture and Innovation: Breaking the Silos”, League’s Innovations conference, National Harbor, MD, March 2018.
- “Leveraging Predictive Analytics to Develop an Informed Choice Model,” League’s Innovations Conference, National Harbor, MD, March 2018 (with John Clayton).
- “One Chance at a First Impression: Using Marketing Tools and Strategies to Build Enrollment,” AACRAO SEM, Phoenix, AZ, November 2017 (with Chris Gray).
- “How to Make your Institution Stronger Using Your Benchmark Data,” AACRAO SEM, San Antonio, TX, November 2016.
- “Guided Pathways: Promise for the Future of Student Success at Two-Year Colleges and Their Implications for Four-Year Institutions,” AACRAO SEM, San Antonio, TX, November 2016 (with Karen Miller and William Serratta).
- “Developing a Community College Advising Model Focused on Tracking and Retention,” AACRAO SEM, Los Angeles, CA, October 2014.

Leadership Development

Aspen Presidential Fellowship- 2017-18
Leadership Overland Park- Spring 2017
AACRAO SEM Executive Symposium- Fall 2014
League for Innovation’s Executive Leadership Institute- Fall 2013
Disney Business Excellence- Fall 2013
Jenzabar Leadership Institute- Spring 2011

Education

A.S., Barton County Community College, Great Bend, KS
B.S.E., University of Kansas, Lawrence, KS
M.S.E., University of Kansas, Lawrence, KS
Ed. D., Baker University, Overland Park, KS

Nobody cares how much you know, until they know how much you care.

-Teddy Roosevelt

It is amazing what one can accomplish if one does not care who gets the credit.

-John Dove Isaacs