



COMMUNITY COLLEGE  
system of New Hampshire

## Chancellor Search

The Board of Trustees for the **Community College System of New Hampshire (CCSNH)**, the public statewide community college system of the state of New Hampshire, invites applications for the next **Chancellor of the System**. The successful candidate will be an innovative, collaborative, and passionate administrator; an engaged community partner; and a thought leader across the system, state, and nation.

**The Position:** Reporting to the CCSNH Board of Trustees, the Chancellor serves as the chief executive officer of the Community College System, responsible for policy development, fiscal and administrative oversight, centralized accountability, statewide community relations, and legislative advocacy. The Chancellor is a prominent and visible leader in the state and has oversight of each of the presidents of the seven colleges within the System. As the top administrator, the Chancellor is ultimately responsible for the quality of education and services provided to CCSNH's students and oversees responsibilities related to the operational and strategic management of the System. The Chancellor will inspire faculty, students, and staff to work together around a shared vision for the future of CCSNH, to achieve new levels of operational and instructional excellence as the System moves toward post-pandemic opportunities. As an external advocate, the Chancellor must develop appropriate coalitions; promote community college higher education; engage in statewide education finance debates; and build strong working relationships and partnerships with government, business and industry, and other educational institutions (both public and private) to create seamless pathways and opportunities for students.

**The System:** In 1945, a public post-secondary system of two-year colleges was established in New Hampshire to provide trade and vocational training, with admissions preference given to veterans as they were demobilized after WWII. Today, CCSNH is a vital civic and economic engine for the state of New Hampshire. The Community College System consists of seven independent two-year colleges and five academic centers: Great Bay Community College, Lakes Region Community College, Manchester Community College, Nashua Community College, River Valley Community College, White Mountains Community College, and NHTI, Concord's Community College. Each college is served by its own president, has its own advisory board, and is independently accredited by the New England Commission on Higher Education. Faculty and staff devotion to students is exemplified across all seven colleges. Ninety-nine percent of the population of the state lives within 25 miles of one of the colleges or their affiliated learning centers. Through these seven independent colleges and their affiliated academic centers, CCSNH provides educational access and opportunity for more than 26,000 learners annually throughout the state, offering more than 200 associate degrees, professional training, short-term certificate programs, workforce development, and transfer pathways to four-year degrees and the University System. CCSNH's graduation rate has increased by 10% in the last five years, and the System leads New England in graduation rates for

community colleges. CCSNH employs nearly 2,000 full and part-time faculty and staff and has an operating budget of approximately \$120 million.

The mission of CCSNH is to provide residents with affordable, accessible education and training that aligns with the needs of New Hampshire's businesses and communities, delivered through an innovative, efficient, and collaborative system of colleges. CCSNH is dedicated to and has a successful history with furthering the educational, professional, and personal success of its students; training a skilled workforce for the state's businesses; and promoting a strong New Hampshire economy. In recent years, CCSNH has helped increase the overall income and spending power of graduates by more than \$1 billion annually by producing a more skilled workforce.

To strengthen New Hampshire's future economy, CCSNH has introduced the 65 by 25 goal to help ensure that 65 percent of adults 25 and older will have some form of post-secondary education, from certificates to advanced degrees, by 2025. To learn more about the Community College System of New Hampshire please visit [www.ccsnh.edu](http://www.ccsnh.edu).

**Governance:** CCSNH is governed by the Board of Trustees, which sets strategic goals for the System and provides oversight at the policy level for the colleges within the System. The CCSNH Board of Trustees is designed to be broadly representative of the NH communities and industry sectors that CCSNH serves. Members are drawn from business & industry, education, healthcare, law enforcement, career and technical education, the mechanical trades, technology, CCSNH employees, students and alumni, the community service sector, and the public. The 24 voting members of the Board are appointed by the Governor and confirmed by the NH Executive Council.

**Qualifications:** The successful candidate must possess a history as a progressively responsible and effective leader, administrator, and fiscal manager, with a demonstrated record of innovative and collaborative leadership, vision setting and achievement, strategic planning, and policy setting. The next Chancellor will be a highly committed, transformational leader who will guide the system at this time of uncertainty but also a time of tremendous opportunity. The Chancellor will lead by example, fostering a culture that is student-centered. As the chief ambassador for CCSNH, the Chancellor will strengthen partnerships and relationships with local and state government, alumni, area businesses, industry, and other educational institutions and organizations. Candidates for the position should have a track record of success in internal management, strategic planning, finance and administration, as well as a commitment to community outreach and to supporting diversity. The next Chancellor will need to be a charismatic listener who can build enthusiasm around a vision for the future of the system. Experience in the administration of large, complex organizations is required, including working within a multi-campus system or similarly complex industry. Experience in or knowledge of collaborative union settings is preferred. An earned doctorate is preferred; individuals with extensive business leadership experience and an advanced degree in the business field will also be considered. The Chancellor must be a respectful manager, a relentless advocate for students, and a convincing, credible leader of an organization dedicated to excellence in learning and service.

**Location:** CCSNH's headquarters is located in Concord, New Hampshire's state capital. The Chancellor's office is located in a main administration building on the campus of NHTI, Concord's Community College. New Hampshire is a unique state, encompassing a small but diverse geography stretching from the White Mountains and the Canadian border in the North to the suburbs of Boston in the south. Bordered on the east and west by Maine and Vermont, the state has a sizable rural population as well as small but cosmopolitan cities such as Manchester, Concord, and Nashua. The state is home to approximately 1.3 million residents. New Hampshire is notable for its remarkably civic culture as well as the high quality of life it affords its residents. The state is routinely ranked as the "most livable state in the U.S." owed to its impressive natural beauty, various recreational and cultural opportunities, as well as other quality of life indicators such as low crime and negligible traffic. The state has a strong culture of independence exemplified by the official motto, "Live Free or Die." The state levies no personal income tax nor general sales tax. The state also holds a special place in the national and international consciousness for its quadrennial, "first in the nation" presidential primary. Residents take their civic responsibility seriously, and the level of engagement is impressive. Granite Staters pride themselves on being both broadminded and practical. The size of the state along with the culture creates an environment that is uncommon in the U.S. Residents are on a first name basis with their elected officials and civic leaders. State-wide offices including the governorship are contested every two years. The bicameral legislative body, called the General Court, is essentially a volunteer legislature consisting of the House of Representatives and the Senate. The House of Representatives is the third-largest legislative body in the English-speaking world with 400 members. New Hampshire is a state that enables a high level of personal engagement of its civic leaders.

**Application:** Interested candidates should submit only a cover letter and resumé/CV to RPA Inc. at [CCSNH@rpainc.org](mailto:CCSNH@rpainc.org). For a confidential discussion about this opportunity or to make a nomination, please contact Kira Heath, Search Manager; Amanda O'Donnell, Vice President and Senior Consultant; or Dana John Cohick, President, at [CCSNH@rpainc.org](mailto:CCSNH@rpainc.org). The first review of candidates will begin on February 19, 2021, and first round interviews will commence thereafter.

*The Community College System of New Hampshire does not discriminate in the administration of its employment practices on the basis of race, color, religion, national origin, age, sex, disability, gender identity and expression, genetic information, veteran status, sexual orientation, or marital status.*

