Vice Chancellor Search

The **Community College System of New Hampshire (CCSNH)**, the public statewide community college system of the state, invites applications and nominations for the next **Vice Chancellor (VC)** of the System. Under the direction of the Chancellor, the VC ensures that CCSNH fulfills its mission as a well-coordinated system of public community colleges. The VC's role comprises unique responsibilities, particularly focused on developing and driving key intra-system collaboration that supports increased access, student success, and operational effectiveness. The Vice Chancellor serves as a member of the CCSNH leadership team and as an ex-officio member of the CCSNH Board of Trustees. The successful candidate will be a transparent, accountable, and collaborative leader who can lead change.

The Position: The Vice Chancellor works collaboratively to ensure the seamless integration of academic, student, and administrative policies and procedures across the System. The VC also serves as the System's chief liaison to the Colleges' academic and student affairs functions and is responsible for executing CCSNH's strategic priorities by providing leadership and coordination for key initiatives that expand access, improve retention, ensure a seamless experience for students in accessing the resources of the system, and improve business practice consistency and operational effectiveness. The VC works collaboratively to identify and integrate evidence-based practices and approaches for coordinated program delivery, enrollment management, and student support across CCSNH. This position will also help optimize alignment of academic and student services resources as well as the use of technology to support modern, consistent, and high-quality programs and services. Additionally, the VC ensures that academic, enrollment management, student support, and student affairs policies are consistent throughout the system and that those policies foster student success. The VC also assists the Chancellor in coordinating programs and services with other federal, state, and local entities and represents CCSNH with external constituents as designated. This position directly supervises the System Directors of Early College/Dual Enrollment and Workforce Development, Institutional Research, the Faculty Fellow, the TES Coordinator, the System Director of Financial Aid, and other staff as assigned. In the absence of the Chancellor, the VC acts on their behalf.

Other specific responsibilities and duties include the following:

- Advise the Chancellor, Board of Trustees, College Presidents, CCSNH administrators, and other personnel on strategic, organizational, and planning matters;

- Coordinate the development, implementation, and ongoing assessment of the CCSNH Strategic Plan in collaboration with the Senior Leadership Team, Board of Trustees, and Institutional Research Team;
- Lead initiatives related to shared academic programs that increase student access, improve course availability, and optimize course scheduling and section management in collaboration with the college Vice Presidents;
- Lead ongoing efforts for course equivalency and alignment of course numbers, descriptions, and coding across CCSNH;
- Oversee and advance systemwide transfer initiatives, including the use of transfer evaluation and course equivalency tools, to improve internal student mobility and transfer efficiency;
- Lead efforts to strengthen transfer pathways between CCSNH, the University System of New Hampshire (USNH), and other educational partners;
- Create opportunities that foster innovative teaching and learning practices in collaboration with faculty and Vice Presidents of Academic Affairs;
- Support the Director of Workforce Development in coordinating initiatives including sharing curriculum and programs, meeting regional workforce needs, and aligning workforce and academic pathway programs where appropriate;
- Partner with the colleges to review enrollment management and student support functions as well as identify opportunities and implement initiatives that improve student outcomes;
- Collaborate with the Vice Presidents for Enrollment Management and other stakeholders to implement data-informed and evidence-based practices that support academic achievement and student success, including educational reforms, onboarding and advising models, and enrollment strategies;
- Manage relationships and partnerships with national organizations that support academic innovation, student success, and enrollment management initiatives;
- Oversee the systemwide institutional research function and provide collaborative leadership for data analytics, performance metrics, dashboards, reporting, and accreditation support;
- Use data and performance indicators to evaluate program effectiveness and recommend strategies for continuous improvement;
- Collaborate with the New Hampshire Department of Education to strengthen pathways for secondary students entering CCSNH, with the Department of Employment Security to support employment pathway efforts and data analysis, with Military and Veterans Services focusing on recruitment through Credit for Prior Learning (CPL), and other agencies and organizations as directed by the Chancellor;
- Promote seamless transitions from high school to CCSNH, including clear pathways from Early College programs, Career and Technical Education Centers, and traditional high schools to CCSNH colleges;
- Represent CCSNH on boards, commissions, committees, teams, and external organizations as assigned by the Chancellor, and represent the Chancellor when appropriate;

- Ensure compliance with all applicable System, college, state, and federal policies, regulations, and requirements;
- Perform other duties as assigned by the Chancellor and act on the Chancellor's behalf when required.

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 three 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, who range from early college through individuals looking to build on skills or continue lifelong learning, is exemplified across all seven colleges.

Through these seven colleges and their affiliated academic centers, CCSNH provides educational access and opportunity to approximately 25,000 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 steadily in recent years, and the System leads New England in graduation rates for community colleges. CCSNH employs nearly 1,500 full- and part-time faculty and staff and has an operating budget of approximately $130 million.

The mission of CCSNH is to provide residents with affordable, accessible, high-quality 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 of furthering the educational, professional, and personal success of its students; training a skilled workforce for the state's businesses; and being an integral part of evolving a strong New Hampshire economy. In the coming years, CCSNH will play a vital role in GO-NORTH, New Hampshire's commitment to rural healthcare transformation. Similarly, CCSNH is already a key educational and workforce partner in the state's emerging regenerative medicine industry.

To learn more about the Community College System of New Hampshire, please visit 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 nominated by the Governor and confirmed by the NH Executive Council.

Qualifications: The successful candidate will possess seven years of progressively responsible administrative experience and demonstrated achievement through leadership in education or business. Other desired qualifications include high ethical standards and a dedication to openness, transparency, and community; deep commitment to and understanding of the mission of community colleges; the ability to be a catalyst for innovation; and the ability to be a persuasive negotiator, facilitator, and collaborator. The next VC will be an advocate for students and will demonstrate the ability to relate to and interact with students. Additionally, the next VC will be an accountable and authentic leader who has the best interests of CCSNH and its people at heart; a collaborative partner and project manager with a demonstrated track record of success and a proven ability to implement change and execute on vision and planning; an outcomes-focused leader fluent in financial and student success metrics; and a skilled manager of people and resources who builds trust, encourages creativity and innovation, is optimistic and positive, and perseveres in the face of challenges. The VC will also demonstrate resilience and flexibility in the face of unexpected constraints. Ideally, the next VC will understand the needs of the business community and be able to engage the participation of external stakeholders and develop strategic partnerships with a broad range of organizations. The next VC should also understand the impact of changing technologies on higher education. Experience working within a multi-college system is ideal. Experience working with transfer issues is also desirable. A master's degree is required; a doctorate is preferred. Relevant additional or alternate experience and/or education may be considered. The next Vice Chancellor must be or must become a New Hampshire resident, per NH RSA 188-F:4.VI.

Location: CCSNH's headquarters is located in Concord, New Hampshire's state capital. The Chancellor's office is located in the 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." due 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. Statewide 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.

Salary: $180,000 - $205,000

Application: Interested candidates should submit only a cover letter and resumé/CV to RPA Inc. at *CCSNHViceChancellor@rpainc.org*. For a confidential discussion about this opportunity or to make a nomination, please contact Isaac Karaffa, Vice President and Senior Consultant, or Dana John Cohick, President, at the email address above.

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.

www.rpainc.org