HUDSON COUNTY COMMUNITY COLLEGE

Hudson County Community College Presidential Search

2026-27 Position Prospectus

Presidential Search

Hudson County Community College (HCCC) is a comprehensive community college located in the most ethnically diverse and dynamic area of the United States.

Reflecting the vibrancy, resilience, and determination of its residents and its history, HCCC and the Board of Trustees invite applications and nominations of all highly qualified individuals to serve as the College's next President, who will build upon more than five decades of growth, expansion, quality, and excellence.

About Hudson County Community College

Hudson County Community College has built a legacy of fostering academic and career success by creating innovative, student- and community-centered programs and by nurturing partnerships. Founded as a "contract" college in 1974, HCCC has transformed from a one-building institution to a comprehensive, award-winning college with three fully accredited, state-of-the-art campuses located in Hudson County, NJ: the primary Journal Square campus in Jersey City; the full-service North Hudson campus in Union City; and the Secaucus Center on the Frank J. Gargiulo Campus of Hudson County Schools of Technology. Hudson County has been the gateway to opportunity since the nation's founding. Situated across the Hudson River from New York City, with the Statue of Liberty in full view from the Journal Square campus, a hallmark of HCCC is its service to immigrants and the descendants of immigrants.

With an unduplicated headcount of more than 20,000 students, HCCC is the largest of Hudson County's four higher education institutions. The College's students are 45% Hispanic, 4% Asian, 6% Black/African American, and 14% White/Caucasian; about 83% of HCCC students receive scholarships and financial assistance. HCCC is a designated Hispanic-Serving Institution.

The College's more than 600 full- and part-time faculty reflect a range of diverse backgrounds and are highly regarded for their credentials and their commitment to helping students excel. HCCC offers more than 80 degree and certificate programs in multiple modalities and flexible schedules to meet the needs of students, who are often working, caregivers, and/or balancing many life responsibilities and challenges. Classes are offered on-ground during the day, evening, and weekend as well as remotely and online. HCCC's Culinary Arts program is ranked sixth in the U.S. by Best Choice Schools. HCCC nursing graduates have a NCLEX pass rate of 86.4%. HCCC's Hudson Online offers 27 fully online degree programs.

The College is dedicated to student success and upward mobility. The Hudson Helps Resource Center provides wraparound services that address students' needs outside the classroom, including support for food and housing insecurity, mental health counseling, connections to social services, and case management. The national award-winning Hudson Scholars Program has served more than 6,700 students who persist at rates up to 30% higher than non-participating students. HCCC workforce development programs are considered blueprints for training in New Jersey. The HCCC Early College program includes agreements with 20 high schools, through which students can simultaneously earn high school diplomas and associate degrees.

HCCC has been recognized with awards and honors from many organizations: Achieving the Dream, American Association of Community Colleges, Association of Community Colleges Trustees, Hispanic Association of Colleges and Universities, Insight Into Academia, The League for Innovation in the Community College, National Institute for Staff and Organizational Development, New Jersey Council of County Colleges, New Jersey Business & Industry Association, Phi Theta Kappa International Honor Society, and others.

HCCC's proposed operating budget for FY 2027 is $95,157,381, which reflects a 5% increase over the 2026 operating expenses.

Hudson County Community College continues to serve and reflect the vibrancy, resilience, and determination of Hudson County residents. HCCC students coined the College's tagline, "Hudson Is Home" and often refer to classmates, faculty, and staff as family.

Mission, Vision, and Values

Mission

Hudson County Community College provides its diverse communities with inclusive, high-quality educational programs and services that promote student success and upward social and economic mobility.

Vision

As one of the nation's leading and most diverse urban community colleges, we aspire to offer consistently best-practice, transformative educational and economic opportunities for our students and all residents of Hudson County.

Values

Hudson County Community College is committed to these values:

Holistic Services
Understanding through Data
Diversity, Equity, and Inclusion
Student Success
Open to All
National Distinction

Collaboration and Engagement
Academic Excellence
Responsible Stewardship of Resources
Ethical Behavior, Integrity, and Transparency
Support of Innovation and Leadership

Faculty & Staff

The faculty and staff at Hudson County Community College play an essential role in delivering the College's academic programs, supporting student success, and managing its day-to-day operations. The College's workforce includes professors, associate and assistant professors, instructors, academic administrators, student services professionals, and operational staff who work together to support students throughout their educational journeys.

HCCC's faculty represent a broad range of academic disciplines, including the humanities and social sciences, science, technology, engineering and mathematics (STEM), business, culinary arts, hospitality, nursing, and health professions. Faculty members teach courses, develop curricula, advise students, coordinate academic programs, and help prepare students for transfer to four-year institutions or entry into the workforce. The College also employs instructors and specialists in English as a Second Language (ESL) and Academic Foundations English and mathematics, helping students strengthen the skills needed for college-level study.

In addition to its teaching faculty, HCCC employs a wide range of staff members who provide academic advising, admissions and enrollment assistance, financial aid counseling, library services, tutoring and student success support, career and transfer guidance, and technology assistance. Administrative and operational employees also oversee areas such as finance, human resources, facilities, campus safety, communications, and institutional planning. Together, these teams help ensure that students have access to the resources and services needed to progress toward their academic and career goals.

HCCC also emphasizes employee development, inclusion, and professional growth. Through its Office of Human Resources and Faculty and Staff Development initiatives, the College supports professional learning, employee recognition, wellness, and workplace engagement. The College's most recent 2024-2029 Strategic Plan highlights continued investment in employee development and inclusive teaching practices, reflecting the College's commitment to strengthening its workforce and creating a supportive learning environment for its diverse student population.

Academic Pathways & Learning Opportunities

HCCC offers a broad range of educational opportunities designed to support students at different stages of their academic and professional journeys. Its offerings include degree and certificate programs, specialized academic initiatives, noncredit courses, workforce training, and fully online learning options. Together, these programs serve traditional college students, working adults, high school students, career changers, and community members seeking personal or professional development.

This educational model combines traditional college academics with flexible, career-oriented, and community-based learning. Academic Pathways provide the foundation for earning degrees and certificates and transferring to four-year institutions. Special Programs offer targeted academic experiences and support, while Continuing Education helps learners develop skills and pursue interests outside traditional degree programs. Workforce Development connects training to employment and business needs, and Hudson Online extends access to college-level education through flexible digital delivery.

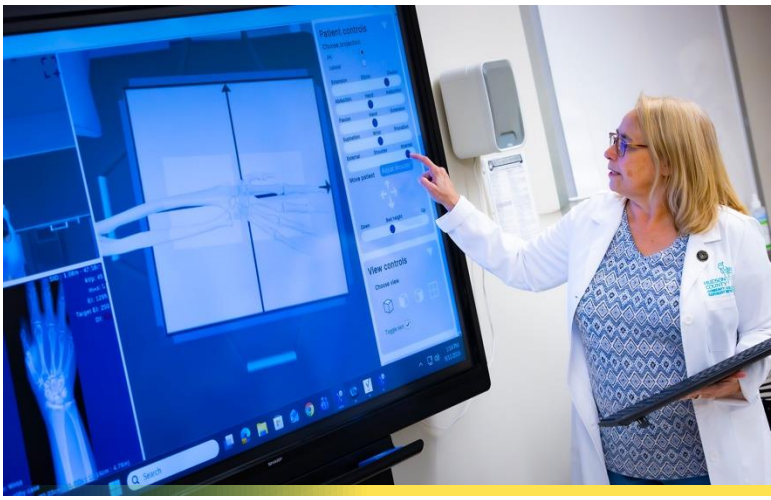
Academic Pathways

HCCC organizes its academic offerings around defined pathways that help students prepare for careers, pursue further education, or build foundational academic skills. Students can explore associate degrees, academic and proficiency certificates, and programs that align with transfer opportunities to four-year colleges and universities.

The College's four primary schools:

- **School of Business, Culinary Arts, and Hospitality Management**
- **School of Humanities and Social Sciences**
- **School of Nursing and Health Professions**
- **School of Science, Technology, Engineering, and Mathematics (STEM)**

Additional offerings include Academic Foundations in English and Mathematics, English as a Second Language (ESL), Early College opportunities for high school students, and transfer pathways. This structure supports learners with different levels of academic preparation and helps connect their coursework with longer-term educational and career goals.



Special Programs

HCCC's Special Programs provide additional academic experiences and targeted support for students with particular interests, goals, or learning needs.

- **ACCESS Program:** Supports students with intellectual and developmental disabilities as they build academic, social, and independent-living skills and prepare for further education or employment.
- **Honors Program:** Offers opportunities for academically motivated students to pursue a more challenging and enriched college experience.
- **Learning Communities:** Connects students through collaborative learning experiences designed to strengthen engagement and academic success.
- **Northern New Jersey Bridges to Baccalaureate (NNJ-B2B):** Supports students pursuing pathways toward bachelor's degrees, particularly in science-related fields.

These programs complement the College's standard academic offerings by creating opportunities for additional support, deeper engagement, and more focused educational experiences.

Workforce Development

HCCC's Workforce Development division focuses on connecting education and training with employment opportunities and regional economic needs. It works with employers, businesses, community organizations, and individuals to develop job-ready skills, support career advancement, and strengthen the local workforce.

Key initiatives include:

- **Apprenticeship Programs:** Opportunities to develop occupational skills through structured training and practical experience.
- **Hudson for Business:** Customized training and professional development services for businesses and organizations.
- **Industry Certificate and Degree Programs:** Career-oriented education and credentials in areas that include healthcare, advanced manufacturing, technology, finance, and supply chain management.

- **Specialized Training Initiatives:** Programs such as the NJ Film Academy, Shipyard Workforce Training Program, and The Trucking Business Academy.
- **Veterans Programs and ACCESS:** Additional resources and pathways that help specific populations pursue education, training, and employment.

Workforce Development emphasizes practical skills, industry-recognized credentials, employer partnerships, and pathways into employment. It complements traditional academic programs by addressing the needs of employers and individuals seeking more direct routes to career entry or advancement.

Continuing Education

HCCC's Continuing Education division serves individuals who want to learn new skills, explore personal interests, update professional credentials, or develop a business without necessarily enrolling in a degree program. Its offerings are primarily noncredit and are available in in-person, hybrid, and online formats.

The division also offers selected certification and licensing preparation programs, workshops, seminars, and seasonal youth programs. Its flexibility makes Continuing Education particularly relevant to working professionals, adult learners, and community members who want to pursue learning on a schedule or for a purpose different from a traditional college degree.

Hudson Online

Hudson Online is HCCC's online learning option, designed to make college education more accessible to students who need flexibility because of work, family responsibilities, distance, or other commitments. The College emphasizes that online students receive the same dedicated faculty, academic quality, and student support as students in its traditional programs.

Its offerings include fully online associate degrees and certificates across several areas. HCCC also offers individual courses and programs that can be completed partially online. Its online learning model includes flexible coursework without regularly scheduled class meeting times for its asynchronous courses, along with resources such as tutoring, technical support, academic advising, counseling, and career coaching.

Degree & Certificate Programs

- Accounting A.S.
- Accounting, Certificate
- Addictions Counseling Proficiency Certificate
- Advanced Manufacturing (ADM) Woodwork Option, A.A.S.
- Advanced Manufacturing A.A.S.
- Baking & Pastry Arts, Certificate
- Biology (Science & Mathematics) A.S.
- Biotechnology (Science & Mathematics) A.S.
- Business (Liberal Arts) A.A.
- Business Administration - Cannabis Studies Option, A.S.
- Business Administration A.S.
- Cannabis Business Agent Proficiency Certificate
- Cannabis Business Management, Certificate
- Chemistry (Science & Mathematics) A.S.
- Community Healthcare Navigator, Proficiency Certificate
- Computer Forensics Proficiency Certificate
- Computer Science (Cybersecurity Option) A.S.
- Computer Science A.S. (B.A.)
- Computer Science A.S. (B.S.)
- Computer Technology A.A.S.
- Construction Administration, Proficiency Certificate
- Construction Management, Certificate
- Construction Technology, Proficiency Certificate
- Criminal Justice - (Homeland Security) A.S.
- Criminal Justice A.S.
- Culinary Arts (Baking) Proficiency Certificate
- Culinary Arts (Cold Food) Proficiency Certificate
- Culinary Arts (Hot Food) Proficiency Certificate
- Culinary Arts A.A.S.
- Culinary Arts Certificate
- Culinary Arts, Baking and Pastry Option, A.A.S.
- Culinary Business Innovation, Certificate
- Cybersecurity Academic, Certificate
- Digital Art and Design Certificate
- Digital Art and Design Proficiency Certificate
- ESL Proficiency Certificate
- Early Childhood Education (Liberal Arts) A.A.
- Early Childhood Education A.A.S.
- Education (Elementary/Secondary - Liberal Arts) A.A.
- Education (Special Education - Liberal Arts) A.A.
- Electronics Engineering Technology A.A.S.
- Engineering Science A.S.
- English (Communication Studies Option) A.A.
- English A.A.
- Environmental Studies A.S.
- Ethical Hacking Proficiency Certificate
- Exercise Science A.S.
- Health Science A.A.S.
- Health Science, Proficiency Certificate
- Health Services (Public Health Option) A.S.
- Health Services A.S.
- History (Liberal Arts) A.A.
- Human Services (Addictions Counseling) A.S.
- Human Services-Social Justice Advocacy Option, A.S.
- Human Services/Pre-Social Work A.S.
- Infant/Toddler Education (Liberal Arts) A.A.
- Liberal Arts - General A.A.
- Mathematics (Science & Mathematics) A.S.
- Medical Assisting A.A.S.
- Medical Billing and Coding Certificate
- Medical Science - Pre Professional A.S.
- Medical Sciences - Pre Professional-Pre Nursing Option A.S.
- Nursing A.S.
- Paramedic Science A.A.S.
- Personal Fitness Trainer, Proficiency Certificate
- Pharmacy Technician Certificate
- Physics (Science & Mathematics) A.S.
- Practical Nursing Certificate
- Prof. Dev. Cert. in Preschool Child Dev. Assoc. (CDA)
- Psychology (Liberal Arts) A.A.
- Radiography A.S.
- Science and Mathematics - General A.S.
- Social Justice Advocacy Proficiency Certificate
- Social Services (Human Services) A.A.S.
- Social Services Certificate
- Sociology (Liberal Arts) A.A.
- Studio Arts (Computer Arts Option) A.F.A.
- Studio Arts A.F.A.
- Technical Studies A.A.S.
- Theatre Arts (Liberal Arts) A.A.
- Transportation, Logistics, and Distribution Certificate

Student Life

Student life at HCCC is designed to complement classroom learning through social engagement, cultural activities, academic enrichment, leadership development, and community involvement. The College's Office of Student Life and Leadership coordinates opportunities for students to build connections, explore their interests, develop professional skills, and contribute to the campus community.

The College hosts more than 300 events each year, supports more than 30 student-led clubs, and offers seven honor societies. Its programming emphasizes educational, cultural, social, and personal growth, with opportunities for students at different stages of their academic journeys.

Honor Societies

HCCC has seven honor societies that recognize academic achievement and provide opportunities for leadership, scholarship, professional development, and service. These organizations help students deepen their academic interests and connect with peers who share a commitment to achievement.

Honor Societies include: Phi Theta Kappa, National Society of Leadership and Success, Alpha Sigma Lambda, Alpha Alpha Alpha (Tri-Alpha), Sigma Kappa Delta, American Chemical Society, and Psi Beta.

Student Government

The Student Government Association (SGA) provides a formal way for students to participate in campus governance and advocate for the student body. It works with College administration to communicate student concerns, contribute ideas, and improve the overall college experience.

The SGA also supports collaboration among student organizations through two key activities:

- **Inter-Club Council:** Monthly meetings bring club leaders together to discuss budgets, organizational progress, upcoming activities, and opportunities for joint programming.
- **Student town halls:** Monthly meetings provide updates about the College, share useful information, and give students a forum to raise questions and concerns.

Leadership Opportunities

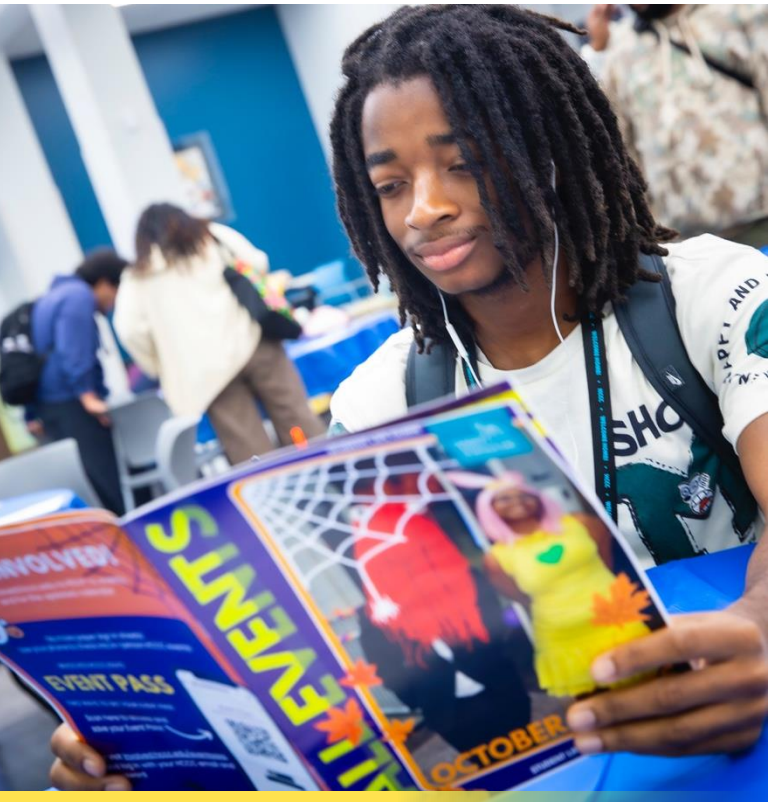
HCCC offers several leadership opportunities intended to help students build transferable skills for future employment, further education, and civic participation. Leadership is not limited to elected positions; students can also gain experience through campus employment, organized programming, and student publications.

- **Peer Leaders:** A part-time student employment program in which students assist with New Student Orientation and work with areas of Student Affairs and Enrollment, including enrollment and advising.
- **Student Passport Program:** An online, eight-week leadership program focused on cultural competence, reflection, and personal growth.
- **Student Programming Board:** A student-led organization that plans educational seminars, workshops, social gatherings, and community service activities.
- **Leadership through clubs and honor societies:** Students can develop experience in event planning, public speaking, budgeting, collaboration, and team leadership by serving as officers or taking on organizational responsibilities.

Clubs & Organizations

HCCC offers a broad range of student-led clubs and organizations that reflect students' varied academic interests, cultural backgrounds, career goals, and personal passions. Students can participate in existing organizations or explore the process of establishing a new club based on their interests. These organizations allow students to connect outside the classroom, organize activities, pursue shared interests, and gain experience in collaboration and event planning. HCCC also encourages students to propose new clubs when additional interests emerge.

- **Academic and career-focused clubs:** The STEM Club, Chemistry Club, Society of Physics Students, Nursing Club, Business and Accounting Club, Criminal Justice Club, and Teacher Education Club provide opportunities to explore academic subjects and build connections with peers who share similar professional goals.
- **Arts, media, and recreation:** The Art and Design Club, Film Club, Gaming Club, and Stary Eye Dance Team offer creative outlets, opportunities for collaboration, and informal social connections.
- **Cultural and identity-based organizations:** The Arab Student Association, KULTURA Club, The Latin Society, LGBTQ+ Club, and HCCC Dreamers provide opportunities to celebrate cultural heritage, foster understanding, and build supportive communities.
- **Community and advocacy organizations:** Active Minds promotes mental health awareness, It's On Us raises awareness about sexual assault prevention, and the PACDEI Student Action Group supports diversity, equity, and inclusion initiatives.
- **Language and communication:** The ESL Club helps students who speak English as a second language practice communication skills and develop confidence, leadership, and teamwork abilities.



Campus Activities & Events

HCCC's calendar includes more than 300 events annually, giving students opportunities to meet classmates, participate in campus traditions, explore new interests, and engage with the broader community. Activities span educational, cultural, social, and leadership programming.

The Student Programming Board plays an important role in organizing events, often collaborating with clubs and other College organizations. Programming includes workshops, educational seminars, social gatherings, and community service activities. Student organizations also arrange activities tied to their particular interests, such as cultural celebrations, film screenings, literary discussions, and academic enrichment.

The College promotes an inclusive campus environment in which students from different backgrounds can build relationships and participate in shared experiences.

Student Publication

The Orator, HCCC's student newspaper, provides an outlet for students interested in journalism, creative writing, photography, and visual art. Students can contribute perspectives on College issues, community events, world affairs, health, music, poetry, and other topics. It offers practical experience in writing, editing, reporting, and creative communication.

Athletics

In Fall 2026, HCCC launched an Athletics Program in conjunction with brand-new athletic facilities in the Center for Student Success. The new facilities include a full-sized gymnasium, walking track, fitness center, and athletic training facility. The Office of Athletics opened in 2025 with the hiring of a Director of Athletics and will continue to build staff.

In coordination with the completion of the Center for Student Success, several athletics teams are planned to begin operations. Men's and women's basketball began competition in the Fall of 2026, and men's and women's volleyball will begin competition in the Fall of 2027. All athletics teams will compete as NJCAA Division III programs within Region 19 and the Garden State Athletic Conference.

College Leadership & Governance

Board of Trustees

Hudson County Community College is governed by its Board of Trustees. The Board of Trustees consists of the County Superintendent of Schools and ten persons, eight of whom are appointed by the appointing authority of the County with the advice and consent of the Board of Commissioners, and at least two of whom are appointed by the Governor. Trustees maintain their Trustee status until they are reappointed or replaced by the appointing authority.

The President of the College serves as an ex-officio member of the Board of Trustees without vote. In addition, the student body elects one representative from the graduating class to serve as a non-voting member on the Board of Trustees for a term of one year.

Trustees are the stewards of the College and as such are responsible for monitoring its performance relative to compliance with statutes, service to students and the community, and performance relative to comparable institutions.

President's Cabinet

The President's Cabinet is comprised of the President, Vice Presidents of each office, and other college leaders appointed by the President. The Cabinet advances the mission of the College by assisting in the daily administration and operation of the College. The Cabinet meets bi-weekly.

All College Council

The Council advances the mission of the College by fostering communication within the College community to provide an open platform for meaningful participation in the governance process. HCCC practices in a participatory governance structure in which all constituents are invited to participate in creating, reviewing, and revising College policies and procedures.

HCCC Foundation

The HCCC Foundation was instituted in 1997 to provide scholarships to deserving students and seed money for the College's development. It has since raised more than $4 million and assisted thousands of students. Fundraising activities, including an annual golf outing, dining events, and other special events, help generate resources for scholarships and College initiatives. Major areas of support include:

Student Scholarships and Financial Assistance

Scholarships are one of the Foundation's primary priorities. It provides need-based and merit-based awards to eligible students, helping reduce the financial burden of tuition, books, and other educational expenses. In the 2024–2025 academic year, the Foundation awarded $233,000 in scholarships to 143 HCCC students.

Innovative Academic Programs and Faculty Development

The Foundation provides seed funding for new and innovative College initiatives, including programs such as Hudson Scholars. It also supports faculty and staff development through funding and stipends that help strengthen teaching, learning, and student support.

College Growth and Student Basic Needs

Philanthropic contributions help fund the College's physical expansion and provide resources for students facing challenges beyond the classroom. Through support for Hudson Helps, the Foundation helps connect members of the HCCC community with information and resources addressing essential needs and barriers to student success.

Arts, Culture, and Community Enrichment

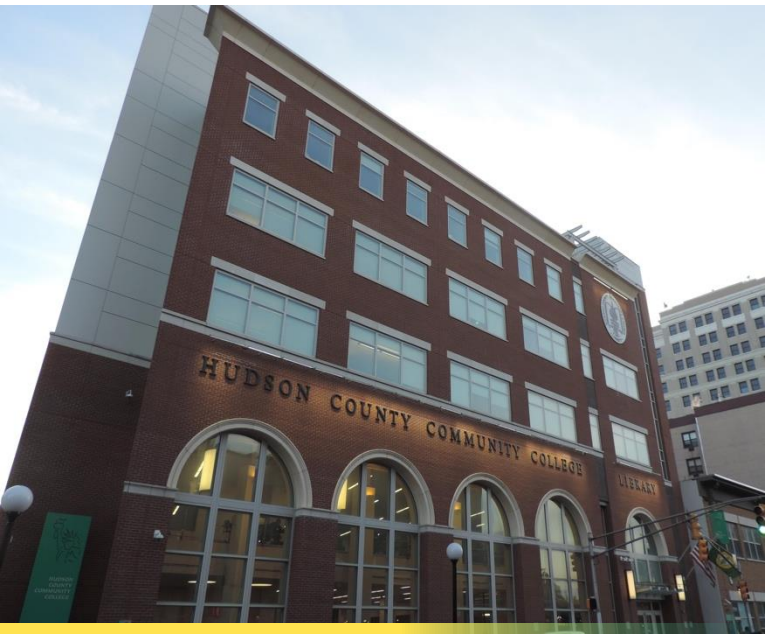
The HCCC Foundation Art Collection was created in 2006 and now has grown to more than 1,800 works. Displayed throughout College buildings, the collection enriches campus life, provides opportunities for students to engage with art, and promotes artists and cultural experiences within the community.

Campus & Facilities

Hudson County Community College operates three campus locations in Hudson County, New Jersey: the Journal Square Campus in Jersey City, the North Hudson Campus in Union City, and the Secaucus Center in Secaucus. Each location serves the educational needs of its surrounding community, with facilities designed to support academic instruction, student services, and career preparation.

Journal Square Campus, Jersey City

The Journal Square Campus is HCCC's primary campus and the center of its academic and administrative operations. Located in the historic and rapidly developing Journal Square neighborhood of Jersey City, it comprises nearly a dozen buildings spread throughout the surrounding area. The campus offers a comprehensive college experience, combining academic programs, student support services, specialized instructional facilities, and spaces for student life. Its proximity to the Journal Square PATH Transportation Center provides convenient connections to other parts of New Jersey and New York City.

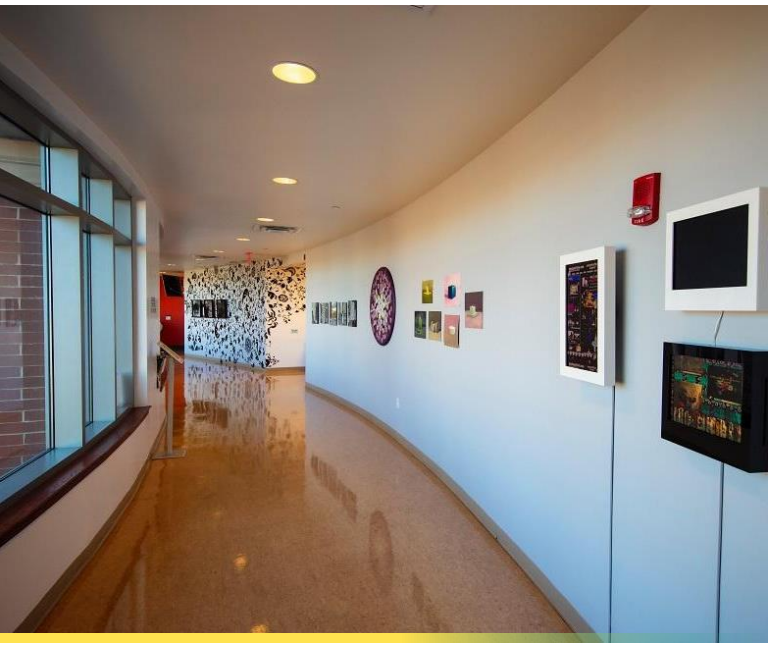


Facilities:

- **Gabert Library:** A major academic and student resource featuring library services, classrooms, group study spaces, a café, a meditation room, a Makerspace, and the Benjamin J. Dineen III and Dennis C. Hull Gallery.
- **STEM Building:** A dedicated facility supporting science, technology, engineering, and mathematics education, with specialized learning and instructional spaces.
- **Culinary Arts Institute and Culinary Conference Center:** A prominent facility for culinary and hospitality education, with professional kitchens and instructional labs. The conference center also offers banquet rooms, meeting spaces, and event facilities.
- **Student Center:** A central gathering place for student engagement, with dining and lounge areas, student organization spaces, and offices supporting student life.
- **Nursing and Health Professions Building (Cundari Center):** A dedicated location for nursing and health-related academic programs.

North Hudson Campus, Union City

Located at 4800 Kennedy Boulevard in Union City, the North Hudson Campus offers a convenient, integrated college environment in a single seven-story building. Designed to provide a full campus experience within one facility, it serves students in northern Hudson County with academic programs, student support services, and spaces for learning and community engagement. The campus is directly accessible from the Bergenline Avenue light rail station via a glass-enclosed pedestrian bridge.



Facilities:

- **Modern classrooms and laboratories:** Smart classrooms, computer labs, language labs, and science laboratories support a variety of academic disciplines.
- **Library and academic support services:** The campus houses a library, tutoring services, and resources to assist students with their coursework.
- **Enrollment and student services center:** Students can access services such as financial aid, academic advisement, testing, and student accounts in one location.
- **Art Concourse and creative spaces:** Dedicated arts spaces support artistic expression, while facilities for film and music studies accommodate creative and media-related learning.
- **Student lounge and cyber café:** Informal spaces where students can study, socialize, and connect with classmates.
- **Outdoor courtyard and rooftop terrace:** These spaces provide areas for relaxation, gathering, and enjoying views of the surrounding area.

Secaucus Center, Secaucus

Located at One High Tech Way in Secaucus, the Secaucus Center operates on the Frank J. Gargiulo Campus of the Hudson County Schools of Technology (HCST). Rather than being a standalone HCCC campus, it is part of a partnership that provides college-level educational opportunities within a larger technical and vocational education setting. The location serves high school students through HCCC's Early College program and offers college courses to the general public, including evening classes. Courses include general education subjects and classes that can count toward HCCC's Liberal Arts and Business Administration degrees.

Facilities:

- **Technology-rich classrooms:** The larger HCST campus features 70 classrooms designed to support contemporary academic and technical instruction.
- **Broadcasting studio:** A studio with a functional control room supports media production and broadcasting activities.
- **Black box theatre:** A 120-seat performance space designed for theatrical presentations and other events.
- **Hydroponic garden:** A specialized growing facility that offers opportunities to explore innovative agricultural methods.
- **Sustainable building features:** Green roofs, wind turbines, and geothermal heating demonstrate environmentally conscious building design.
- **Convenient transportation and parking:** The site offers free parking and is within walking distance of Secaucus Junction train station.

Location

Hudson County, New Jersey offers a unique blend of opportunity, diversity, and accessibility in the heart of one of the nation's most dynamic regions. Located directly across the Hudson River from New York City, the county provides convenient access to the economic, cultural, and professional resources of the greater metropolitan area. An extensive transportation network, including rail, ferry, bus, highway, and airport connections, makes regional and international travel exceptionally convenient. The county's diverse population contributes to a vibrant community rich in global perspectives, cultures, and traditions. Residents enjoy an array of arts, entertainment, dining, and cultural experiences that reflect the character and creativity of the region. Scenic waterfronts, parks, recreation areas, and public spaces offer opportunities for outdoor enjoyment and relaxation. Hudson County is home to a strong and evolving economy supported by industries such as finance, healthcare, technology, transportation, logistics, and professional services. Its proximity to New York City places world-class museums, theaters, sports venues, and major events within easy reach. The region combines the energy of an urban environment with the character of distinct neighborhoods and communities. Together, Hudson County and the greater New York metropolitan area offer an exceptional quality of life and a compelling place to live, work, and engage with a globally connected community.

The Position

The College seeks a visionary, mission-driven, highly experienced leader with a record of excellence and innovation to continue building upon the framework that has been established. The next President will be a leader with firsthand knowledge of emerging trends in higher education and technology, who is also diplomatic, compassionate, and capable of overseeing this multi-campus urban institution located in the highly competitive New York City metropolitan area.

Serving communities across a broad range of socioeconomic backgrounds, the College's next President will have an extraordinary opportunity to expand access, foster economic mobility, and ensure that HCCC continues to meet the evolving needs of its students, employers, and communities.

HCCC's next President will be an individual who will embrace their unique, growing, ever-evolving, and highly competitive urban-metropolitan community while addressing the following challenges and opportunities to improve the lives of students and residents of this vibrant and highly diverse area:

- Continue to build upon the commitment of the Trustees, administration, faculty, and staff to implement innovative approaches in meeting the educational needs of this ethnically diverse, growing, urban commuter student body by providing high quality academic and workforce development programs, as well as continuing education opportunities.

- Expand and foster partnerships and build strong alliances with local businesses, industry, government, community organizations, school districts, as well as colleges and universities.

- Anticipate changes in Federal, state, and county funding, and–in partnership with the College's Foundation–identify new sources of funding and lead fundraising efforts to support the needs of students, invest in faculty and staff development, and equip state-of-the-art classrooms and laboratories.

- Guide the College through the Middle States Commission on Higher Education eight-year review process, as well as the development of a collaborative and inclusive strategic planning process.

- Enhance flexible academic and workforce programs tailored to adult learners and community requirements, leveraging strategic alliances with corporate partners, external educational vendors, and higher education institutions to optimize delivery and fiscal viability.

- Enhancement of the College's institutional profile through ongoing promotional highlighting of achievements by students, graduates, faculty, and staff.

- Oversee the development of a new facilities master plan.

- Foster collaborative team unity, maintaining transparent and ongoing dialog, and cultivating an inviting, highly engaging environment for all employees.

Salary: $250,000 - $300,000 commensurate with experience and qualifications.

Qualifications

The HCCC College President is responsible for improving the quality of life and economic well-being of the College's students and the Hudson County community by providing access to a quality learning environment and fostering student success. The Board of Trustees and the Search Committee will be considering and giving preference to the following qualifications and skills:

- Experience being a successful transformation leader and administrator who is committed to effectively advocating for students' access, success, and completion.
- Responsiveness to evolving workforce and labor demand needs, positioning the College's credit and non-credit programs to meet those needs with an understanding of technological advancements, such as artificial intelligence and its broad industry integration.
- Demonstrated ability to develop and expand partnerships with K-12 educational institutions, colleges and universities, community organizations, government, and business and industry.
- Excitement for being a visible, accessible, and active member of the campus and community.
- Economically prudent and able to provide sound fiscal and resource management while investing and valuing the contribution of all employees. Ensuring institutional resources and the annual budget directly support the implementation of strategic priorities and action steps.
- Exceptional communicator and listener who demonstrates integrity and honesty.
- Experienced fundraiser who is adept at obtaining resources through private fundraising, entrepreneurial activities, and grants.
- Experience with accreditation.
- Enhancement of the College's institutional profile through ongoing promotional highlighting of achievements by students, graduates, faculty, and staff.
- Experience working and negotiating with organized labor.
- Demonstrated commitment to and history of collaborative work with shared governance entities in higher education.
- Understanding of, and passion for, the comprehensive community college mission.
- Knowledge of and experience with transfer, career, technical, and developmental education, as well as workforce development.
- Experience showing support for innovation and high standards of excellence.
- Knowledge of and experience in implementing current technology in educational institutions.
- Experience guiding diverse constituent groups—including trustees, faculty, staff, students, alumni, civic leaders, and corporate partners—through the creation of a comprehensive strategic plan featuring actionable tactics, clear key performance metrics, and annual progress reporting to the Board and community.
- Appreciation of the expertise and contributions of faculty and staff while supportive of their professional development.
- Success with collegial collaborations and participatory leadership.
- Reputation for ethical behavior.

The qualifications that must be met to be considered for this position and to continue in this position include:

- A doctoral degree from a regionally accredited university.
- Prior administrative experience with management responsibilities comparable to those described for this position.
- Significant leadership experience in higher education (community college experience preferred).

The next President of HCCC must be a New Jersey resident or establish residency in New Jersey. Hudson County residency is preferred.

Applications

Interested candidates should submit a cover letter and CV/resume to RPA Inc. at HudsonPresident@rpainc.org. For a confidential discussion about this opportunity or to make a nomination, contact **Amanda O'Donnell**, Vice President and Senior Consultant, **Kira Heath**, Search Manager, or **Dana John Cohick**, President, at the email address above. The first review of candidates will begin on **November 25, 2026**, and first-round interviews will commence thereafter. All inquiries, nominations, and applications will be held in the strictest confidence.

Hudson County Community College is an equal opportunity/affirmative action employer. Hudson County Community College is committed to the principles of affirmative action in the recruitment, admission, and retention of students and in the recruitment, employment, training, tenure, assignment, and separation of all faculty and staff. In accordance with existing New Jersey statutes and Federal law, no person at the College shall be discriminated against on the basis of race, color, class, sex, religion, creed, age, lifestyle, disability, marital status, affectional or sexual orientation, ancestry, national origin, veteran status, or union membership. Equal access to employment opportunities and educational programs is extended to all qualified persons. Decisions on employment are made on the basis of the qualifications of an individual for the particular position being filled. Specifications for any position must be related to the job to be performed. Decisions on promotion and tenure are similarly made on the basis of the qualifications of an individual as they relate to the requirements of the position. All personnel policies including those for compensation, benefits, transfers, and faculty and staff development programs are administered without regard to race, color, sex, religion, age, disability, national origin, or other protected status. These policies apply to all employees and all applicants in every department of the College. The College will employ affirmative action to meet its stated goals throughout the work force. HCCC's goal is to maintain a satisfied and productive work force. The key to this is effective leadership by supervisors; fair and non-discriminatory personnel policies and the application of these policies. The College firmly adheres to the conviction that every employee has the right to be treated with dignity and respect.

In accordance with Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (1990, as amended in 2008) and applicable state law, Hudson County Community College is committed to provide equal access to all individuals with disabilities.

Questions regarding the equal opportunity policy and compliance statement may be directed to the Office of Human Resources.