HUDSON COUNTY COMMUNITY COLLEGE

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.

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.

The Institution: 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, and14% 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.

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. The HCCC Foundation Art Collection was created in 2006 and now has more than 1,800 works installed in public areas of the College's buildings.

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.

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.

Locations: 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.

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

Application: 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.

www.rpainc.org