



Presidential Search

Manchester Community College (MCC), one of seven public colleges that form the Community College System of New Hampshire (CCSNH), seeks an innovative, dynamic, engaging, and student-centered leader to serve as its next President. The President serves to foster meaningful community engagement and ensures college programs and operations meet community and student needs with high educational and economic value. The next President will work effectively with the CCSNH Chancellor, Board of Trustees, and the presidents of the state's other community colleges to achieve growth, serve local needs, and coordinate collaborative strategies to capitalize on synergies and achieve systemwide efficiencies.

The Position: The President of MCC plays a prominent, visible leadership role within the college and across the community. Reporting to the Chancellor of CCSNH, the President oversees the programs and operations including financial resources and facilities of MCC and serves as both a member of the CCSNH system leadership team (SLT) and as an ex officio member of the CCSNH Board of Trustees. The President will be collaborative and inspire faculty, students, and staff to work together to achieve operational and instructional excellence. The next President will be an empathetic but decisive leader, capable of making informed decisions about complex issues based on data, evidence, and input from the MCC community's many stakeholders. The President will empower employees and foster a culture that embraces collaboration, trust, and respect by drawing upon the strong institutional history at MCC. The President, along with the College Advisory Board, will continue to hone the strategic vision for MCC by actively listening to and involving students, faculty, and staff. The President will also work with faculty and staff to identify and actualize opportunities for program development through transparent, data-driven, and market-oriented review to diversify the college's revenues. Strengthening enrollment management and retention, the President will ensure that students are aware of their options and pathways to a career or a four-year degree. The President will promote a strong sense of community and campus life by being visible and engaging with students, faculty, staff, and other stakeholders. The President will also support faculty and staff engagement with students.

The President will support processes to identify, collect, analyze, and utilize information and data for decision-making with a consistent focus on student and institutional outcomes, including enrollment management. As an external advocate, the President will work to raise the profile and visibility of MCC as a comprehensive community college in Manchester and the broader community, strengthening the College's presence as an integral and accessible community resource. As part of this work, the President will develop appropriate coalitions, promote community college higher education, engage in community and statewide educational finance and policy debates, and build strong working relationships and partnerships with government, businesses, industry, K-12, the military, and other educational institutions and organizations.

The President will develop and steward MCC's operating budget and secure funding from a diversified range of sources to support clearly identified priorities and assure institutional sustainability. To successfully manage the college's finances, the President will work closely with the System office and the Board of Trustees to ensure that MCC is prepared for all future economic scenarios. Additionally, the President will work effectively in consultation with the System Office and the Board of Trustees, with elected and appointed public officials in a wide variety of public bodies at the city and state levels, including the executive branch and the legislature, to aggressively advocate for CCSNH's economic needs. In addition, the President will work with the Foundation for New Hampshire Community Colleges to raise money through philanthropic donations and to generate corporate sponsorships through

partnerships with the area's businesses, industries, and public-sector enterprises. The President, along with the Foundation, will also build a culture of philanthropic support among MCC alumni and the community.

The Institution: Manchester Community College in New Hampshire is a public, two-year college located in Manchester, the largest city in the state. Originally named the State Trade School at Manchester, MCC was founded in 1945 to provide technical career training to returning World War II soldiers, sailors, and airmen. MCC has grown to offer more than 60 associate degree and certificate programs, including art and design, automotive technology, business, construction technologies, education, healthcare, and liberal arts, emphasizing career-focused education that prepares students for immediate employment or transfer to four-year institutions. The college facilitates seamless credit transfers through agreements with many colleges and universities, supporting students in continuing their education beyond MCC. Additionally, MCC provides opportunities for adult learners and professionals through continuing education programs, workforce development initiatives, and non-credit courses.

MCC's campus features modern facilities including technology-rich classrooms, labs, a library, student center, and recreational spaces. Specialized facilities such as science and technical labs including welding, electrical, and HVAC, cater to specific program needs, enhancing the learning environment for students. The college offers comprehensive support services including academic advising, tutoring, counseling, and career services, aimed at ensuring student success both academically and professionally. Student life is enriched through diverse clubs, organizations, and events that contribute to a vibrant campus community. With competitive tuition rates for in-state and out-of-state students, MCC prioritizes affordability, further supported by financial aid opportunities including scholarships, grants, and loans.

MCC actively engages with the local community through partnerships with businesses, organizations, and community initiatives, benefiting both students and community members. The college maintains strong connections with regional employers, facilitating internship placements and job opportunities for students. Accredited by the New England Commission of Higher Education (NECHE), MCC upholds rigorous academic standards, supported by a faculty of experienced educators and professionals dedicated to teaching and mentoring students. Its fifth-year interim accreditation report was accepted in August 2022. The next 10-year NECHE visit will be Fall 2027. Additionally, MCC holds specialized accreditations in Automotive Technology, Business, Early Childhood Education, and Nursing programs. MCC serves approximately 4,000 students annually through 30 degree programs, 35 certificate programs, and numerous workforce development, micro-credential, and customized training programs, as well as Early College. MCC employs 40 full-time faculty, 87 staff, and approximately 150 adjunct faculty annually.

The System: The College is part of the Community College System of New Hampshire, which is composed of seven community colleges. CCSNH is led by a Board of Trustees, the Chancellor of the System, and the presidents of the seven community colleges that comprise the System. CCSNH offers more than 250 associate degree programs, short-term certificate programs, and specialized training. Each college is served by its own president and has its own college advisory board. CCSNH is a vital civic and economic engine for the state of New Hampshire with an operating budget of approximately \$120 million. Through its seven independent colleges and their affiliated academic centers, CCSNH provides educational access and opportunity for roughly 21,000 learners annually throughout the state and has a current full-time equivalent enrollment of approximately 12,900 students. System colleges employ approximately 1,900 full- and part-time faculty and staff.

Qualifications: The President of Manchester Community College must be an exemplary leader with high ethical standards and a steadfast dedication to excellence through openness, transparency, and community. Qualified applicants will demonstrate a record of increasingly responsible administrative experience and achievement through leadership in an accredited college, college district, or comparable business or institution. Deep commitment to the mission of community colleges and serving as a catalyst for innovation and collaboration are vital. Candidates should have a track record of success in outreach and relationship cultivation, internal management, strategic planning, finance, and administration. Experience working in large, complex organizations is a strong asset. A keen understanding of budgets and an ability to clearly communicate decisions to the campus is particularly important. The successful candidate will be a skilled manager of people and resources, exhibiting resilience and flexibility in navigating strategy and implementing change. Known for authenticity, transparency, and building trust, the President fosters creativity, innovation, and positivity. The successful candidate will have a demonstrated understanding of and

commitment to supporting diversity. A history of direct work with elected and appointed public officials in a wide variety of public bodies, including some experience with the executives and the legislature at the city or state level will be advantageous. Experience with or knowledge of collective bargaining is desirable. Additionally, the ideal candidate will have experience within a multi-campus college system and familiarity with transfer issues. A master's degree from an accredited institution is required; an earned terminal degree is preferred.

Location: The State of New Hampshire encompasses diverse geography stretching from the White Mountains and the Canadian border in the North to the suburbs of Boston in the South, and it enjoys four distinct seasons. Bordered on the east and west by Maine and Vermont, respectively, the state has a sizable rural population as well as small but cosmopolitan cities such as Manchester, Nashua, Portsmouth, and Concord. The state is home to approximately 1.3 million residents. New Hampshire is notable for its strong civic culture, as well as the high quality of life it affords its citizens. The state is routinely ranked as the "most livable state" in the country, owing to its impressive natural beauty, various recreational and cultural opportunities, and 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 or 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. New Hampshire residents take their civic responsibility seriously, and the level of engagement is impressive. The citizenry prides itself on being both broadminded and practical. The size of the state along with the culture creates an environment that is uncommon in the United States. Citizens 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, consists of the House of Representatives and the Senate. The House of Representatives is the fourth-largest legislative body in the English-speaking world, with 400 members. The Senate has 24 members. New Hampshire is a state that both enables and demands a high level of personal engagement of its civic leaders.

As the largest city in New Hampshire, Manchester is home to roughly 115,000 people and is becoming known as a hub for technology and innovation, with many startups and tech companies investing heavily in and establishing a presence in the city. Manchester has a diverse population and a strong sense of community. It offers various community events, festivals, and a range of dining and entertainment options, reflecting its rich cultural diversity. The city offers a range of cultural attractions, including theaters, museums, art galleries, and historical sites including The Palace Theatre and the Currier Museum of Art. Outdoor enthusiasts enjoy parks, hiking trails, and recreational amenities. Manchester is conveniently located near major highways, including Interstates 93 and 293, making it accessible to Boston, Massachusetts, and other New England cities. Manchester-Boston Regional Airport provides commercial air service to the region.

Salary: \$160,000 - \$180,000.

Application: Interested candidates should submit only a cover letter and resume to RPA Inc. at MCCpresident@rpainc.org. For a confidential discussion about this opportunity or to make a nomination, please email Kendra Mozug, Search Consultant, or Dana John Cohick, President, at the email address listed above. The first review of candidates will begin on September 3, 2024, and first-round interviews will commence thereafter.

CCSNH shall provide equal opportunity to employees and applicants for employment without regard to race, color, religion, national origin, age, sex, disability, genetic information, veteran status, marital status, sexual orientation, political affiliation, or lawful political activity. Services provided by MCC are compliant with Title II of the American With Disabilities Act. Individuals who need auxiliary aids for effective communication in services are invited to make their needs and preferences known to us. Contact HR at 603-230-4002 for special assistance with all employment related topics. TDD Access: Relay NH 800-735-2964.



www.rpainc.org