



Presidential Search

Nashua Community College (NCC), one of seven public colleges in the Community College System of New Hampshire (CCSNH), seeks an innovative, dedicated, and student-centered leader to serve as its next President. The President serves to foster meaningful community engagement and ensures the College provides quality, academically rigorous, higher education programs focused on the diverse needs of students and the community. The next President will work effectively and collaboratively with the CCSNH Chancellor, Board of Trustees, and the Presidents of the state's other community colleges to meet the evolving needs for high-quality postsecondary education aligned with local and statewide opportunities and contribute to collaborative strategies to capitalize on synergies and achieve systemwide efficiencies. This President will join NCC's intentional investment in programming and service to bring lasting value to the community and region.

The Position: The President of NCC plays a prominent, visible leadership role within the college and throughout the community. Reporting to the Chancellor of CCSNH, the President oversees the College's academic programs and services and operations including budget preparation, fiscal control, facilities operation and maintenance, and human resources management and serves as both a member of the CCSNH system leadership team and 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 instructional and operational excellence. The next President will be an empathetic and decisive leader, capable of making informed decisions about complex issues incorporating data, evidence, and input from the many stakeholders of the NCC and CCSNH communities. The President will empower employees and foster a culture that embraces collaboration, trust, and respect by drawing upon the strong institutional history at NCC. The President, along with the Nashua Community College Advisory Board, will continue to hone the strategic vision for NCC by actively listening to and involving students, faculty, staff, and other stakeholders. 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 be responsive to evolving needs and to diversify the college's revenues. Strengthening enrollment management and retention, the President will ensure the quality of service and information provided to students enhances their opportunities for academic and career success. 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 apply information and data for decision-making with a consistent focus on student and institutional outcomes, federal and state laws, and CCSNH policies, ensuring compliance with accreditation standards. As an external advocate, the President will work to raise the profile and visibility of NCC as a comprehensive community college in Nashua 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 NCC'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 CCSNH System office and the Board of Trustees to ensure that NCC is prepared for the future. Additionally, the President will work 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 effectively advocate for CCSNH. 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 NCC alumni and the community.

The Institution: Nashua Community College in New Hampshire is a public, two-year college located in Nashua, the second largest city in the state. NCC was founded as New Hampshire Vocational Technical College in 1970 and has grown to offer more than 30 associate degrees and 20 certificate programs covering careers in business, industry and transportation, health sciences and services, STEM, social services, 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 NCC. Additionally, NCC provides opportunities for adult learners and professionals through continuing education programs, workforce development initiatives, and non-credit courses.

NCC'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 the recently renovated STEM Center, 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, NCC prioritizes affordability, further supported by financial aid opportunities including scholarships, grants, and loans.

NCC 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), NCC upholds rigorous academic standards, supported by a faculty of experienced educators and professionals dedicated to teaching and mentoring students. The next 10-year NECHE visit will be in Spring 2028. Additionally, NCC holds specialized accreditations in Aviation Technology, Automotive Technology, Business Administration, Electronic Engineering Technology, and Nursing programs. NCC serves approximately 1,300 students annually through 30 degree programs, 20 certificate programs, and numerous workforce development, micro-credential, and customized training programs, as well as Early College. NCC employs 123 adjunct faculty, 27 full-time faculty, and 70 staff.

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 opportunities. Each college is served by its own president and has its own college advisory board, although governance authority is vested solely in the CCSNH Board of Trustees. 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 25,000 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 Nashua 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 college access and success for students from a wide range of backgrounds. 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.

Nashua, New Hampshire has a population of approximately 90,000 residents, making it the second-largest city in the state. Nashua is a charming city known for its natural beauty, historic charm, and convenient access to both outdoor recreation and urban amenities. Nestled along the Merrimack River, the city offers scenic views, particularly at the nearby Greeley Park, which features trails, ponds, and open spaces for outdoor activities. With easy access to hiking in the nearby Monadnock Region, biking the Nashua River Rail Trail, and winter sports in the White Mountains, Nashua is an ideal base for exploring New England. The city is also known for its vibrant downtown, which boasts a blend of shops, restaurants, and cultural attractions including the Nashua Historical Society and the Nashua Performing Arts Center. Nashua has access to major highways and is just a short drive from Boston and Manchester, making it a great location for close-knit community and access to urban amenities. Nashua-Boston Regional Airport provides commercial air service to the region.

Salary: \$175,000 - \$185,000

Application: Interested candidates should submit only a cover letter and resume to RPA Inc. at NCCpresident@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 review of applications will begin March 21, 2025.

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 NCC are compliant with Title II of the Americans 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