



## **PRESIDENT**

### **NORTHERN VIRGINIA COMMUNITY COLLEGE**

The Virginia Community College System invites applications and nominations for the presidency of Northern Virginia Community College (NOVA). As a part of Virginia's Community College System, NOVA, founded in 1964, is a comprehensive community college, which serves the approximately 2.5 million residents of the Northern Virginia region of the National Capital area and is the largest public institution of higher learning in the Commonwealth of Virginia. NOVA is the 5<sup>th</sup> largest among the 969 public 2-year institutions in the United States. NOVA is a catalyst for economic growth and is estimated to have a \$3 billion impact on the regional economy as a result of operations spending, student spending and worker productivity.

The College is comprised of six campuses in Alexandria, Annandale, Loudoun, Manassas, Springfield (Medical Education Campus) and Woodbridge; one center in Reston; and a long-established distance learning program. The College served 74,000 credit students, approximately 32,000 full-time equivalent students (FTES) in 2017-2018. The College serves an additional 18,680 students in non-credit courses/programs.

The Virginia Community College System aims to become a model institution for diversity and invites multicultural professionals from all backgrounds to contribute to its aspiration for building an inclusive community where everyone is given equal opportunity to reach their full potential.

#### **Success Factors**

The local college board and college community have identified several areas of potential emphasis for the next leader, including: a) Ensuring NOVA's structure and culture are aligned with the strategic plan while engaging faculty and staff to create an environment and capacity for success while maintaining a high level of morale and engagement, b) Demonstrating a deep commitment to student access and success through continuous assessment and strengthening of academic program pathways. Excellence in curriculum development to engage and provide new opportunities for students is required, c) Creating and promoting an environment that is welcoming and respectful, and providing vision and leadership that embraces and helps drive diverse talent identification and retention, d) Providing visionary leadership to develop new partnerships with regional stakeholders and demonstrate NOVA's commitment to the community. Continuing to nurture and strengthen existing partnerships by expanding program pathways and certifications that support the high demand skills needed in the region, and e) Possessing the skills to effectively engage the College community in honest and open dialogue.

The next president will be a skilled strategist able to envision, propose, and implement change with a proven record of engaging the College, community, and other external partners in improving student access and success. The president will develop and maintain strong leadership teams; seek continuous

improvement; and foster positive change. This leader will build dynamic and successful partnerships with highly diverse stakeholders and advance fundraising efforts. Internally, she/he will ensure operational efficiency, fiscal strength, and college affordability, while building sustainability of programs to meet the needs of the students and community at large. An understanding of the mission and goals of a comprehensive community college in the 21st Century and appreciation for urban colleges are essential characteristics, along with a clear commitment to instruction, student access/success, generating revenues, community partnerships, diversity, and strategic leadership.

### **Qualifications for President**

To accomplish the above, qualified candidates must have an earned doctorate and demonstrated successful senior executive experience at the highest levels. Previous experience must include significant responsibility for programs, budgets, personnel, facilities and other appropriate administrative duties. The successful candidate must have proven leadership abilities along with excellent communications skills, a strong belief in a collaborative administrative style, as well as, a servant leadership perspective. She/he must also have a broad vision for the College together with the skills and energy for implementation, in addition to the demonstrated ability to work with business, industry, government and the community at large.

### **Application Information**

The search will remain open until the position is filled; however, to be considered for the initial screening, candidates should submit the below application materials by **July 22, 2019** through our applicant portal at <http://www.vccs.edu/careers>.

A complete application packet will include a cover letter, résumé/CV, and one-page statement of leadership philosophy. The leadership statement should address the applicant's perspective on strategic risk-taking, making change, and how to fund and grow programs for the future. Additional information about the College, its community, the position, and application procedures can be found at <http://www.vccs.edu/careers/nova-presidential-search/>.

The expected start date for the presidential appointee is January 1, 2020 or as soon as is practical thereafter. The salary range for this position is **\$222,251 – \$324,587**. Questions may be directed to 804-819-4685.

**The Virginia Community College System is committed to fostering, cultivating, and sustaining a culture of diversity and is an Equal Opportunity/Affirmative Action Employer. The VCCS encourages applications from women, minorities, veterans, and those with disabilities in our effort to reflect our diverse society**