



PRESIDENT

THOMAS NELSON COMMUNITY COLLEGE

The Virginia Community College System invites applications and nominations for the presidency of Thomas Nelson Community College. As a part of Virginia's Community College System, Thomas Nelson Community College (TNCC) is the fifth largest of 23 Virginia community colleges. The College provides financially accessible, high-quality, comprehensive educational programs and services to the Virginia Peninsula. Thomas Nelson proudly serves the cities of Hampton, Newport News, Poquoson, and Williamsburg and the counties of James City and York.

The College enrolled its first 1,232 students in fall 1968 at its Hampton campus, becoming the first community college in the region. Thomas Nelson received its initial accreditation from the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award the associate degree in 1970. The College began leasing space at the Busch Corporate Center in 1999 to provide a campus in Greater Williamsburg. In 2009, the College officially established the Historic Triangle campus to serve students in the Greater Williamsburg area. In addition to campuses in Hampton and Williamsburg, the College also offers programs and services at four satellite centers in Hampton, Newport News and Williamsburg.

Thomas Nelson offers associate degree programs to prepare individuals for transfer, as upper-division students, to baccalaureate degree programs at four-year institutions, associate degree programs to prepare individuals as technical and paraprofessional workers in high-demand careers. In addition Thomas Nelson provides a numerous workforce programs designed to provide industry-recognized training in healthcare, IT, cybersecurity, culinary, and manufacturing and construction trades.

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 the following organizational priorities for the college in the next 3-5 years:

- Improve access and enrollment to college courses, programs and services
- Increase student success rates (retention, completion and transfer)
- Strengthen the financial position of the college
- Expand Workforce Development and accelerated Career Readiness Programs
- Establish innovative approaches and new technologies
- Multiply partnerships in Education

The next president will be a skilled strategist able to envision, propose, and implement change. She/he also will have a proven record of building relationships and engaging the 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 through transparency, integrity and collaboration.

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 ensuring the 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, revenue generation, 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 and the demonstrated ability to work with business, industry, government and the community at large.

About the service area:

The area served by TNCC is rich in history and culture. The city of Hampton, where the main campus is based, is described by tourism officials as “a city with an old soul and a youthful enthusiasm.” Hampton has a thriving business community, which features the NASA Langley Research Center; Huntington Ingalls Industries, the largest military shipbuilder in the U.S. and a Fortune 500 company; other Fortune 500 companies, such as Dollar Tree; regional health care providers; and a range of other businesses. Williamsburg is home to the nation’s second oldest higher education institution and attracts millions of tourists each year to its historic neighborhoods. The Hampton Roads region has a large military presence, a number of higher education institutions, and a thriving music scene. The region also has a number of public beaches and offers a variety of recreational activities, from golfing and fishing to parks and museums. Truly, the region is a great place to work, live and play.

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 6, 2020, 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: <https://www.vccs.edu/careers/#presidential-searches>

The expected start date for the presidential appointee is January 1, 2021, or as soon as is practical thereafter. The salary range for this position is **\$157,449-\$193,698**. Questions may be directed to vwaldron@vccs.edu or ckimbrough@vccs.edu.

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