POSITION PROFILE
PRESIDENT – Piedmont Virginia Community College
A BRIEF HISTORY OF VCCS

Virginia’s Community Colleges have a 50-year track record of educational excellence and innovation to serve the needs of our residents and strengthen the Commonwealth’s economy.

When Virginia’s General Assembly established the Virginia Community College System in 1966, the need for a comprehensive system was well known. Over the two decades after the end of World War II, leaders in government, business, professional sectors, and academia had called for a new approach to providing educational opportunity.

WHERE WE ARE

With 23 colleges on 40 campuses across the Commonwealth, Virginia’s Community Colleges offer many educational choices.

WHERE WE ARE GOING

Virginia’s Community Colleges were created in 1966 to address Virginia’s unmet needs in higher education and workforce training. The Virginia Community College System’s strategic plan, Opportunity 2027, is grounded in an aspiration to address inequity and to eliminate gaps in student outcomes over the next six years.

A MESSAGE FROM THE CHANCELLOR OF VIRGINIA’S COMMUNITY COLLEGES

Virginia’s Community Colleges seek creative, hard-working leaders, especially at the presidential level, dedicated to our mission of helping individuals obtain the skills and knowledge they need to elevate their lives and communities.

Our diverse array of institutions includes some of the nation’s largest community colleges, some of the smallest, and everything in-between. Whether you’re seeking your first college presidency or your next success leading a larger institution, we have myriad options for you to consider. And what’s on campus is only part of what we have to offer.

Virginia is a growing and diverse state. From majestic mountains, to sunny shorelines, to unmatched history, the Commonwealth often sits atop national listings for the best places to work, live, and play. And Amazon’s recent decision to locate a headquarters here is a high-profile reminder of our growing and exciting business climate.

Community college presidents in Virginia operate with a great deal of latitude and are accountable for seeing that their institutions are difference-makers in their service regions. If you crave the challenge of changing lives and inspiring teams of talented, like-minded professionals, then I would encourage you to apply today.

Sincerely,

 Glenn DuBois

VCCS MISSION STATEMENT

We give everyone the opportunity to learn and develop the right skills so lives and communities are strengthened.
Virginia’s Community Colleges are open-access institutions, serving individuals, families, businesses, and communities across the Commonwealth. We take great pride in the incredible diversity of our collective student bodies, from high schoolers to nonagenarians; from the first in their family to attend college to an increasing number of veterans and military-related students; along with individuals from every race and ethnicity.
PVCC MISSION AND VISION STATEMENTS

Piedmont Virginia Community College (PVCC) offers accessible, affordable, high-quality educational programs that promote student success and community vitality.

Piedmont Virginia Community College seeks to be a leader and innovator in post-secondary education. PVCC will be the college of choice for students to advance their education and career goals and pursue lifelong learning.

ABOUT THE COLLEGE

Established in 1972, Piedmont Virginia Community College is a nonresidential two-year institution of higher education that awards associate degrees and certificates and serves Central Virginia – principally, residents of the City of Charlottesville and the counties of Albemarle, Buckingham, Fluvanna, Greene, Louisa, and Nelson. PVCC is one of 23 community colleges in Virginia that comprise the Virginia Community College System.

PVCC is committed to providing access to a college education for all who can benefit, an opportunity for each student to reach her/his potential and excellence in all programs and services.

PVCC is comprised of a main campus and several satellite locations. The main campus is located in Albemarle County, with its Workforce Services division adjacent. The College’s self-sufficiency program divisions – Network2Work@PVCC and Thomas Jefferson Adult and Career Education (TJACE@PVCC) – run from satellite offices in the downtown Charlottesville area. The College also delivers programs from the Jefferson School City Center in the downtown area and has an additional satellite center, the Giuseppe Center, located in Greene County, VA.

PVCC operates on a year-round basis using the semester system, with classes in the fall, spring and summer. The availability of classes in the evening, on weekends, online and via hybrid formats allows students who work to coordinate college activities with employment.

In 2022 PVCC will celebrate its golden anniversary.

A 45,000 square-foot Advanced Technology Training Center, set to break ground in spring 2022, will be the newest addition to the College main campus. The Center will be a “net zero” building, one hundred percent powered by renewable energy and will house credit and non-credit programs in advanced manufacturing and information systems technology. A Student Commons and student support services will also be housed in the new building.
COMMUNITY

PVCC serves the City of Charlottesville and the counties of Albemarle, Buckingham, Fluvanna, Greene, Louisa and Nelson.

The City of Charlottesville is located in Central Virginia approximately 100 miles southwest of Washington, D.C. and 70 miles northwest of Richmond, Virginia. Situated within the upper Piedmont Plateau at the foothills of the Blue Ridge Mountains and at the headwaters of the Rivanna River, the City is autonomous and entirely independent of any county or any other political subdivision.

Charlottesville's rich cultural, natural and artistic history is showcased in a selection of things to do, including first-rate museums, galleries, wineries, shops, restaurants and numerous outdoor recreation options dispersed throughout the area.

Spectacular scenery and championship courses designed by some of the industry’s top architects create a winning combination for golfers. The many rivers and lakes provide the perfect setting for aquatic pursuits, such as paddling, swimming, fishing, kayaking, canoeing and tubing. The many beautiful natural spaces offer wonderful settings for sports, picnics, relaxation, and adventure.

The area features many historic attractions, such as Thomas Jefferson's Monticello, the University of Virginia, James Monroe’s Highland and the Jefferson School, which houses the city's African American Heritage Center. Each has played a unique role in the history of the nation, and their tours, special events and educational programs tell a complete story of the area’s past.

HELPFUL LINKS
https://charlottesville.org/
https://www.virginia.org/places-to-visit/regions/central-virginia/charlottesville/
STUDENT LIFE

Piedmont Virginia Community College serves more than 7,000 credit students annually, either through programs at the main campus, satellite campuses, online courses or through dual enrollment.

The College offers comprehensive student support services to promote student success, whether the individual is working toward an associate degree or training for career advancement. PVCC provides academic advising, academic coaching and tutoring, career services, disability services and veterans services. In addition, the school has a writing center, a student financial resource center and special programs like Great Expectations, which offers academic and non-academic support for foster youth.

Organized events like pop-up coat exchanges and food drives, along with emergency grant funds and a clothing closet, assist students in meeting basic needs. Student food insecurity needs are met through an on-campus food pantry and when necessary, through food deliveries.

The College has over 40 student clubs and organizations, including Phi Theta Kappa Honor Society, the Student Government Association and the National Society of Leadership and Success. Since 2000, a PVCC student has been named the Outstanding Community College student in Virginia by Phi Theta Kappa seven times.

Students can take advantage of an on-campus fitness center, outdoor volleyball, basketball and tennis courts, a disc golf course, walking trails, an organic community vegetable garden and a variety of community service projects. Visit www.pvcc.edu/campus-life/student-engagement-and-student-life to learn more about student life.

PVCC does not have athletic teams.

ACADEMIC PROGRAMS

PVCC offers over 90 programs of study, including associate degrees that prepare students to transfer to four-year colleges and universities, and associate degrees and certificates that prepare individuals for jobs in the local economy. PVCC also offers workforce training programs leading to industry-recognized credentials, certifications and licenses. Explore programs at www.pvcc.edu/programs-courses.

Program areas of interest include: Arts and Humanities, Business and Culinary Arts, Education and Public Service, Health Sciences, Manufacturing, Logistics and Skilled Trades, and STEM.
OUR GRADUATES

• On average, over 2,000 PVCC graduates transfer to a four-year institution each year.

• Most common transfers to four-year institutions include:
  – University of Virginia (410 per year average)
  – James Madison University
  – Virginia Polytechnic Institute and State University
  – Virginia Commonwealth University

DUAL ENROLLMENT

The PVCC Dual Enrollment Program allows eligible high school students to earn college and high school credit simultaneously. Students can save money since dual enrollment classes in the high schools are offered at no cost. High school students also have the option to take college classes with PVCC college students. Students are responsible for tuition and fees if taking classes at PVCC. In 2020-21, PVCC served 2,060 dual-enrollment students from 13 different high schools enrolled in programs.

EARLY COLLEGE PROGRAM

Through the Early College Program, which allows high-achieving high school students the opportunity to complete an associate degree or general education certificate concurrently with a high school diploma, an average of 20 William Monroe High School students per year obtain an associate degree at the time of high school graduation.

TRANSFER HIGHLIGHTS

PVCC has guaranteed admission agreements with all four-year public colleges and universities in Virginia and many of the private colleges. These agreements allow students to attend PVCC for two years and then complete their undergraduate education at a four-year school. This results in considerable cost savings since PVCC tuition is about one-third the average cost of a four-year college or more than $8,000 savings in tuition and fees per year.

Each year between 1,950 and 2,100 students leave PVCC and pursue a bachelor’s degree at a four-year college or university, including an average of 410 per year to the University of Virginia (UVA). Generally, approximately two-thirds stay in Virginia and one-third enroll out of state.

In September 2021, ten PVCC graduates and transfers to UVA were named as the inaugural Piedmont Scholars. This partnership with UVA provides scholarships for full tuition, fees and expenses for up to 25 PVCC students transferring to UVA each year.

WORKFORCE SERVICES

Workforce Services at PVCC provides programs for industry certifications, professional development and continuing education, as well as youth career education and learning.

For individuals in search of a professional certification, Workforce Services offers affordable programs that lead to industry credentials, professional licensing or the technologically advanced skills employers are seeking. Financial assistance is available for industry credential programs and other courses. PVCC enrolls over 3,000 students per year in these non-credit workforce programs.

Data shows that most graduates of PVCC’s career and technical education programs are employed within six months of earning their degree or certificate. www.pvcc.edu/workforce
NETWORK2WORK@PVCC

Network2Work@PVCC is a job network that connects job seekers to the skills and resources they need to become valued employees and helps employers find the quality employees they need for their companies.

To date, 85 percent of job-seeking completing Network2Work@PVCC have found jobs, 59 percent of those jobs pay more than $25,000 annually and 40 percent of the participants are single moms.

In our region, 10,940 families, or 17 percent, do not make enough money to pay for the essentials of life—food, shelter, clothing, and utilities, and the added costs associated with working childcare and transportation. The goal of Network2Work@PVCC is to help these families become self-sufficient by identifying jobs within their reach and positioning them to secure and excel in those jobs.

Network2Work@PVCC serves the entire PVCC service region – the city of Charlottesville and the counties of Albemarle, Buckingham, Fluvanna, Greene, Louisa, and Nelson.

In October 2020, Governor Northam announced an investment of $1.7 million to expand the innovative Network2Work@PVCC program to the Shenandoah Valley, Hampton Roads and Greater Richmond regions.

www.pvcc.edu/community-business/network2work

TJACE@PVCC

TJACE@PVCC serves more than 600 adults in the PVCC service region, helping them build core skills in reading, writing, math, science, social studies, computers and the workplace skills needed to advance one’s career.

TJACE@PVCC also provides skills training to take the GED®, the National External Diploma Program (NEDP) and other workforce certifications in addition to providing instruction in English for Speakers of Other Languages (ESL).

www.pvcc.edu/tjace
THE BETTY SUE JESSUP LIBRARY
The Betty Sue Jessup Library offers point-of-need services from information experts and quality collections that equip students with the knowledge, skills and resources necessary to be successful lifelong learners. The library’s mission is to support college programs, students, faculty and the overall PVCC community. This mission is achieved through:

• Teaching and promoting information literacy and critical thinking
• Partnerships with faculty to provide instructional support services for students
• Quality resources that align with the College’s curriculum
• Resources comparable to collections available at four-year institutions

FACILITIES
The PVCC main campus is located at 501 College Drive in Charlottesville, Virginia. It consists of the 105,000 square-foot Main Building of administrative offices and classrooms, the 36,500 square-foot V. Earl Dickinson Building for Humanities and Social Sciences, the 34,000 square-foot Keats Science Building, and the 9,000 square-foot Stultz Center for Business and Career Development.

The PVCC Jefferson School Center is located in the Starr Hill neighborhood in downtown Charlottesville. The Center is home to the culinary arts programs and an allied health lab for certified nursing assistant training.

The PVCC Eugene Giuseppe Center occupies the second floor of the Greene County Library building in Stanardsville. The 14,000 square-foot space holds classrooms, labs, a community meeting room and other facilities. The top-ranked Associate Degree in Nursing program was recently expanded to the Giuseppe Center and will host the first cohort of 50 nursing students beginning January 2022. This will allow PVCC to graduate 150 nurses each year, providing resources for a high-demand position in local health facilities.

Network2Work@PVCC is located at 222 South Street, in the Charlottesville downtown area.

Thomas Jefferson Adult Career and Education at PVCC (TJACE@PVCC) is located at 935-A 2nd Street, SE in Charlottesville’s IX Art Park.
BUDGET AND FINANCE
Piedmont Virginia Community College is financially healthy with a combined state and local budget of approximately $29 million. The College utilizes student tuition and funding from the Commonwealth as the major sources of revenue. The College has maintained a solid financial position during the COVID pandemic with steady enrollment and the support of the HEERF grants for postsecondary education.

FACULTY AND STAFF
Currently, PVCC employs 76 full-time faculty, 101 full-time staff members and 74 part-time staff members. The administrative and professional faculty member total is 21 and 287 talented adjunct faculty teach credit and noncredit courses each year. (October 2021)

ACCREDITATION
PVCC is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award associate degrees. Contact the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404.679.4500 for questions about PVCC’s accreditation.
The PVCC Educational Foundation was established in 1982 to cultivate and provide financial and in-kind support for Piedmont Virginia Community College. The Foundation is governed by a board of directors comprised of representatives from the business, financial, and professional areas in the communities served by PVCC and of administrative and faculty personnel from the College.

The Foundation is a 501(c) (3) nonprofit organization. Contributions to the Foundation are deductible to the extent permitted by law. The Foundation's assets are managed by the board of directors through the Finance and Investment Committee, and are audited annually by an independent certified public accounting firm.

The Foundation is organized and operated to foster and provide the growth, progress and general welfare of Piedmont Virginia Community College by:

- Providing funds, personnel or other assistance for strengthening, developing and enlarging the College and its current and future programs.
- Assisting in the support of current College activities and undertakings or in the establishment and support of new activities and undertakings.
- Purchasing or making contributions toward the acquisition of books, supplies, and equipment or the construction of buildings and facilities, which will contribute to the educational and administrative resources of the College.
- Providing scholarships for students.
- Generally, contributing to any and all proper projects, functions, services and activities carried on or sponsored by the College.

Today, the Foundation has assets of over $24 million and manages approximately 175 unique funds supporting a wide range of scholarships and academic programs. The Foundation has a direct impact on our students’ success and program areas, thanks to generous individual, corporate and foundation partnerships. Donations to the Foundation provide scholarships and emergency assistance to deserving students, support professional development, enhance technology and equipment, promote innovation in the classroom and the community, and more.
REPORTING RELATIONSHIPS

The president of the College reports to the Virginia Community College System Chancellor and is also advised by a local College Board. The PVCC College Board is a 13-member advisory body appointed by the localities of the region the College serves.

Currently, the president’s staff consists of the following roles: Vice President for Finance and Administrative Services, Vice President for Instruction and Student Services, Vice President for Institutional Advancement and Development, Chief Information Officer and Director, Institutional Research, Planning and Institutional Effectiveness.

PIEDMONT VIRGINIA COMMUNITY COLLEGE VALUES

Access to high-quality, affordable education to prepare students for transfer to baccalaureate degree programs, as well as for entry into or advancement in the workforce. A college education should be available to all.

Academic Rigor to develop each individual to his or her full potential. We insist on rigorous standards while providing a supportive environment in which students can achieve.

Student Success. We are committed to helping our students succeed. We measure our success by the skills and abilities of our students when they leave, rather than by their standing when they enter.

Community Impact. We develop innovative programs to meet the changing needs of our students and the business community, while contributing to the economic, civic and cultural vitality of our region, the Commonwealth of Virginia, our nation, and the world.

Professionalism. Our dedicated and knowledgeable faculty and staff are experts in their disciplines, excel at instruction, and are committed to helping students achieve their goals.

Intellectual Vitality. We engage our students and each other in well-reasoned inquiry, creative thinking, problem solving, and the exchange of ideas.

Diversity. We value and support the diversity of our students, faculty, and staff. We seek to promote an understanding and appreciation of differences by creating an inclusive environment embracing individuals with diverse backgrounds, experiences, and aspirations.
THE OPPORTUNITY

PVCC HAS IDENTIFIED THE FOLLOWING PRIORITIES AND KEY CHARACTERISTICS FOR THE NEXT PRESIDENT:

**Student Success:** The next president will focus on increasing student success rates in terms of retention, completion and/or transfer. S/He will develop partnerships with other higher education institutions and with K-12 schools. The president will also expand continuing education and life-long learning programs.

**Student Access:** The next president will increase student access to college courses, programs and services. S/He will focus on students of all backgrounds and make access easier for them. S/He will implement programs that lead individuals to financial self-sufficiency. S/He will also work to keep higher education affordable and seek ways to remove barriers that get in the way of student access.

**Financial Position:** The next president will ensure the financial position of the college through public and private support and sound fiscal management. This includes increasing fundraising and investment in the college in order to develop new programs and innovative initiatives. S/He will increase philanthropic support and forge partnerships that drive innovation, ignite creativity and provide a margin of excellence in all programs. It also includes maintaining a healthy budget and ensuring financial stability while having a growth mindset. The next president will also focus on improving enrollment at the college.

**Community Focused:** The next president will continue the successes the college has experienced in developing partnerships with business, industry, government and the community. This includes meeting economic development needs and the employment needs of local employers. It also includes using partnerships with local institutions and employers to create employment opportunities and talent pipelines. The president should work with local employers to develop programs to provide them with a skilled workforce.

**Strategic Leader:** The next president will set a clear vision and direction for the future. The president should be a strategic and visionary thinker who can lead and engage the college through the implementation of the strategic plan. The vision and direction should reflect the high standards PVCC has set for integrity, transparency, collaboration, communication and a passion for education. S/he should be a strong servant leader who supports employees and their success through shared governance.

**Diversity Advocate:** The next president will focus on diversity, equity and inclusion (DEI). S/He will drive DEI goals and priorities from the top, resulting in expanded DEI efforts across the College. The future president should work to diversify the faculty and staff population, so it mirrors the student population. The president should focus on creating a campus culture of inclusivity to retain and hire the very best employees.
SUCCESS FACTORS

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 be an economic champion for the region, advocating for both PVCC and the local community while enhancing relationships with other academic partners, both K-12 and four-year institutions. Internally, the College’s new president will establish a strong collegiate culture among faculty, staff and students while finding innovative ways to address student success and access for students of every race, ethnicity, gender and socioeconomic status. An understanding of the mission and goals of a comprehensive community college in the 21st Century is an essential characteristic, along with a clear commitment to instruction, student success, revenue generation and community involvement.

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. The successful candidate 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 January 24, 2022, through the applicant portal found at www.vccs.edu/careers/#presidential-searches.

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.

The salary range for this position is $165,321 - $203,382.

Questions may be directed to 804.819.4685.

To view a video about the College, go to https://www.youtube.com/watch?v=28kacMxjB10.