A Brief History of Virginia’s Community Colleges

Over nearly six decades Virginia’s Community Colleges have developed a track record of innovation and excellence to serve our residents and strengthen Virginia’s economy. Founded in 1966, our college system was designed to address unmet needs in higher education and workforce training.

Where We Are

With 23 colleges operating on 40 campuses serving every corner of the Commonwealth, Virginia’s Community Colleges are dedicated to promoting economic mobility for Virginians through innovation and collaboration with business and industry, and with educators from K-12 through senior colleges and universities.

Where We’re Going

Under our strategic plan, Opportunity 2030, our community colleges are striving to award 300,000 cumulative meaningful credentials by 2030 by achieving equity in access, learning outcomes, and success for students from every race, ethnicity, gender, and socioeconomic group.

Mission Statement

*We give everyone the opportunity to learn and develop the right skills so lives and communities are strengthened.*
VCCS ENROLLMENT DATA AT A GLANCE

Total Students Served in FY 2023

230,000

Race & Ethnicity

- 50% White
- 18% Black or African American
- 14% Hispanic or Latino
- 9% Asian + Pacific Islander
- 5% Two or More Races
- 1% American Indian
- 4% Unknown / Not Specified

Student Age

- 22% DUAL ENROLLED (17 & YOUNGER)
- 52% TRADITIONAL COLLEGE (18-24 YO)
- 26% WORKING ADULT (25+ YO)

College Transfer

39%

Career & Technical

61%

Military Status
Veterans/Active Duty, Spouses, & Dependents

13%

FastForward Workforce Credentials Earned:
52,900+
(Program Life, as of June 30, 2023)
ABOUT THE OPPORTUNITY

New River Community College

Virginia's Community Colleges
Vision & Values

Through forward-looking leadership, efficient management and the deep commitment of faculty and staff to provide the best possible teaching and learning environment, the college aims not only to meet the educational challenges of the coming decades, but to welcome them. Accordingly, New River Community College embraces the following beliefs:

- That student learning is the ultimate priority for the college and to best serve students the highest level of commitment must be maintained by focusing on the teaching/learning process and by providing support for the personal development of each student served;
- That instruction must remain the primary function of the college, with other college functions supporting or complementing the instructional program;
- That access to higher education must be provided to all who can benefit from it;
- That high quality must be maintained in all programs and services through instructional excellence, competency of faculty and staff, on-going curriculum development and improvement, and effective processes for assessment of quality;
- That the college must foster a spirit of innovation through technological advancements and through continuous improvement of programs and services;
- That a positive institutional climate that supports high ethical standards, professionalism, faculty and staff development, and an inclusive environment based on dignity and respect for all persons must be maintained;
- That the college must be community centered as reflected by comprehensive and affordable programming, linkages and partnerships with other organizations, community outreach efforts, fostering of an appreciation for education in the community, and continued responsiveness to community needs;
- That the college must support multi-cultural diversity as well as equal opportunity for all persons, and that the institution must be outward looking as it fulfills its local mission; and
- That the college must focus continually on institutional effectiveness with emphasis on accountability, assessment, good management practices, employability of graduates, comprehensive planning processes, and the overall improvement of organizational effectiveness.
Diversity Statement
The NRCC community values the pluralistic nature of our society. We recognize diversity that includes, but is not limited to, race, ethnicity, religion, culture, social class, age, gender, sexual orientation and physical or mental capability.

We respect the variety of ideas, experiences and practices that such diversity entails. It is our commitment to ensure equal opportunity and to sustain a climate of civility for all who work or study at NRCC, or who otherwise participate in the life of the college.

NRCC Student Snapshot
Overall Enrollment
5,704

Program Types
Transfer: 51%
Career & Technical: 49%

Mode of Course Delivery
Online only: 32%
In-person only: 41%
Both: 27%

Gender
Female: 51%
Male: 49%

Age
Average age: 22

Race/Ethnicity
White: 78%
Native American: 0.28%
Asian: 4.68%
Black: 4.73%
Hispanic: 2.03%
Other: 9.80%

Data for the 2022-2023 academic year based on annualized all-student headcount including full-time and part-time students.
NRCC BY THE NUMBERS

15 student clubs
4 club sports

Tuition
$158.61 in state tuition per credit hour
$335.21 out of state tuition per credit hour
*2023-2024 tuition only rates

88 academic programs
10 transfer programs

650+ students receive scholarship aid annually

2 Locations
- Dublin
- Christiansburg

23 one of colleges in the Virginia Community College System

19 average class size

*College data from Fall 2022
NRCC at a Glance

New River Community College (NRCC) is a comprehensive community college located in the New River Valley of Virginia and is one of 23 colleges in the Virginia Community College System (VCCS). Founded in 1969, NRCC is governed by the VCCS’s State Board for Community Colleges, with the Local College Board serving as an advisory board. NRCC serves Giles, Floyd, Montgomery, and Pulaski Counties and the City of Radford. At NRCC, students find small classes and instructors who are invested in student success. In recent years, individual professors and college programs have received state and national awards for their quality.

The college offers two-year associate degrees in transfer programs and career and technical programs as well as career studies certificates, diplomas, and certificates in 88 credit programs. NRCC also offers non-credit short-term workforce training programs that take as few as six weeks to complete.

NRCC has locations in Dublin and Christiansburg and offers daytime, evening, online, and hybrid course options. Two of Virginia’s public universities, Virginia Tech (Blacksburg) and Radford University (Radford), are located just minutes from NRCC. Metro areas of Christiansburg and Blacksburg along with the suburban and rural communities provide NRCC employees with the best of both worlds and provide diverse options and opportunities to live, learn, work and raise a family.

NRCC has earned a reputation for first-class instruction. With our wide selection of courses, students can explore their interests, prepare for a career, or increase job skills. NRCC has small classes and instructors who care about their students, along with a variety of services to help students, from counseling to career planning.

At NRCC, students are the center of attention. NRCC provides a caring educational environment in which students can achieve their education, personal and career goals. The college teaches the fundamental skills necessary for learning and encourages students to think critically and make sound decisions. The result is greater self-understanding and confidence. The NRCC experience provides students with an opportunity to improve the quality of their life and to become an active participant in their community.
**Culture of Caring**

New River’s culture of caring is unmatched in the region. NRCC is truly a great place to work. The college focuses on providing an outstanding education and serving students first but also provides work-life balance and values family. In fact, NRCC employees consider themselves a family, and we take care of each other.

**Community Profile**

The college is located in the Town of Dublin in Pulaski County, and the off-campus site is located in the Town of Christiansburg in Montgomery County. NRCC is located in the scenic New River Valley between the Blue Ridge and Appalachian Mountains. The beautiful New River winds throughout the college's service region.

There are numerous opportunities for those who enjoy outdoor activities, such as hiking along the Blue Ridge Parkway and the Appalachian Trail and the local Huckleberry Trail and enjoying the New River, Claytor Lake State Park and the campgrounds and parks in the area. The presence of Virginia Tech and Radford University adds to the region’s cultural opportunities. The nearest airport and Amtrak train station are located in Roanoke, about 45 minutes north of the college. NRCC is about three hours from capital cities of both Virginia and North Carolina.

---

**NRCC Service Region Snapshot**

- **Total Population**: 181,852
- **Median Household Income**: $59,036

**Race/Ethnicity**
- White: 90.6%
- America Indian/Alaskan: 0.19%
- Asian: 2.16%
- Black: 4.40%
- Hispanic: 1.74%
- Native Hawaiian/PI: 0.02%
- Two or more: 1.48%

**Educational Attainment**
- High school or higher: 91.96%
- Bachelor's degree or higher: 31%

*Data from 2020 U.S. Census*
Facilities
NRCC has a campus in Dublin in Pulaski County and an off-campus site in Christiansburg in Montgomery County.

The campus has four instructional buildings totaling approximately 210,000 square feet and includes the library, an art gallery, an auditorium, and a large event space. The NRCC campus consists of approximately 115 acres. The 37,556-square-foot Christiansburg site provides classrooms, offices, and meeting spaces and serves as the college’s STEM center.

Budget & Finance
NRCC is financially healthy, with a combined state and local budget of approximately $25,532,987 in fiscal year 2023 (most recently available data). The college is financed primarily by tuition and state funds.
Accreditation

New River Community College is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award associate degrees. New River Community College also may offer credentials such as certificates and diplomas at approved degree levels. Questions about the accreditation of New River Community College may be directed in writing to the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, GA 30033-4097, by calling (404) 679-4500, or by using information available on SACSCOC’s website (www.sacscoc.org). NRCC will undergo the next SACSCOC 10-year review in 2028.

Educational Foundation

Established in 1981, the NRCC Educational Foundation is a nonprofit corporation that secures voluntary support and manages funds solely for the benefit of NRCC. Members of the Foundation Board of Directors represent the counties of Floyd, Giles, Montgomery, and Pulaski, and the city of Radford.

The Foundation assists NRCC in a variety of ways, including the endowment and distribution of scholarship funds, the purchase of equipment and furnishings, and the financial support of academic and community enrichment programs. The Access to Community College Education (ACCE) program is also managed by the NRCC Educational Foundation. ACCE is an economic development public/private partnership that makes college available debt-free to high school and home-schooled graduates by funding NRCC tuition for two years. With the support of ACCE, students graduate from NRCC prepared to join the workforce or transfer to a four-year university without college debt.

Workforce Development

NRCC’s Office of Workforce Development fosters economic growth and development by helping provide an appropriately trained workforce for the New River Valley and the Commonwealth. Offerings include short-term, non-credit programs, credentialing, a wide range of training opportunities, skills upgrading and career development programs, retraining, pre-employment testing and state-of-the-art technology instruction. Workforce Development staff also develop customized training programs to meet the specific needs of employers.

FastForward is a program that provides clear paths to meaningful careers and helps people get the jobs they want and the salaries they need. FastForward programs are low-cost, short-term training courses offered through NRCC to help students fast-track training to prepare for careers in truck driving, manufacturing technology, medical assisting, nurse aide, pharmacy technician and more. Most courses take six to twelve weeks to complete, and financial assistance is available. Students in FastForward programs also benefit from significant cost reductions. Subject to the availability of funds, students pay only one-third of the normal cost of training, and many qualify for additional funds to help cover the first one-third.

Flux-Cored Arc Welding (FCAW)
Gas Metal Arc Welding (GMA)
Solar Installation Technician
Medication Aide
Society for Human Resource Management (SHRM)
Heavy Equipment Operator
Production Technician (CPT)
Apartment Maintenance
EKG/Phlebotomy
Medical Assistant
Commercial Driver’s License (CDL) – Class A
Pharmacy Technician
Plumbing
Nurse Aide
Six Sigma (Yellow & Green Belt)

New River Community College
Facility and Staff

NRCC’s dedicated faculty and staff embrace the mission of the college and work diligently to serve our students. They are committed to increasing student success and to crafting a culture of caring on campus. NRCC currently employs 45 full-time teaching faculty, 138 adjunct faculty, 24 administrative/professional faculty, 55 classified staff, 92 part-time wage workers, and 26 work study students.

Talented Teaching Faculty

NRCC’s greatest strength is its faculty. Our faculty members hold degrees from major colleges and universities including the University of North Carolina, Clemson University, North Carolina State, James Madison University, Radford University, Virginia Commonwealth University, the University of Tennessee, Virginia Tech, and the University of Virginia, just to name some. Students who have gone on to other colleges after attending NRCC consistently tell us that our faculty are among the best instructors they have ever had. NRCC emphasizes excellence in teaching. NRCC faculty members are well known not just for their academic background but also for their capacity to work closely and effectively with students. Our faculty have genuine interest in student success. They also have excellent academic credentials. All faculty who teach college transfer courses have doctorates or master’s degrees, while those in occupational programs have a diverse background that combines academics with practical on-the-job experience.

Dedicated Administrative Faculty and Support Staff

Those who support our faculty include a diverse team of administrators and support staff who hold credentials from major colleges and universities as well as extensive training and employment experiences. Community college students are their passion. Many of our administrators and staff hold degrees from NRCC or other community colleges, including those on the president’s staff.

FULL-TIME FACULTY

<table>
<thead>
<tr>
<th>Gender</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>44%</td>
</tr>
<tr>
<td>Male</td>
<td>56%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>98%</td>
</tr>
<tr>
<td>Asian</td>
<td>2%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Years of Service</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 5</td>
<td>29%</td>
</tr>
<tr>
<td>6 - 10</td>
<td>9%</td>
</tr>
<tr>
<td>11 - 15</td>
<td>16%</td>
</tr>
<tr>
<td>16 - 20</td>
<td>29%</td>
</tr>
<tr>
<td>21 - 25</td>
<td>11%</td>
</tr>
<tr>
<td>26 - 30</td>
<td>0%</td>
</tr>
<tr>
<td>31 - 35</td>
<td>4%</td>
</tr>
<tr>
<td>36 - 40</td>
<td>0%</td>
</tr>
<tr>
<td>40+</td>
<td>2%</td>
</tr>
</tbody>
</table>

ALL FULL-TIME EMPLOYEES

<table>
<thead>
<tr>
<th>Gender</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>58%</td>
</tr>
<tr>
<td>Male</td>
<td>42%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>96%</td>
</tr>
<tr>
<td>Asian</td>
<td>2%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>2%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Years of Service</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 5</td>
<td>32%</td>
</tr>
<tr>
<td>6 - 10</td>
<td>12%</td>
</tr>
<tr>
<td>11 - 15</td>
<td>18%</td>
</tr>
<tr>
<td>16 - 20</td>
<td>19%</td>
</tr>
<tr>
<td>21 - 25</td>
<td>8%</td>
</tr>
<tr>
<td>26 - 30</td>
<td>2%</td>
</tr>
<tr>
<td>31 - 35</td>
<td>3%</td>
</tr>
<tr>
<td>36 - 40</td>
<td>2%</td>
</tr>
<tr>
<td>40+</td>
<td>4%</td>
</tr>
</tbody>
</table>
Academic Choices
NRCC offers a broad range of courses and programs to meet the diverse needs of students. NRCC students have a variety of choices. In fact, the college offers 88 different academic programs from which to choose. Choices include not only what programs to take but also when and how to take them. Students can attend in the day or at night, full-time or part-time, and on campus in Dublin, at our off-campus location in Christiansburg or online. NRCC operates on a semester system, with classes also offered during the summer.

Student Life
NRCC students enjoy many of the amenities of four-year colleges, including access to student clubs and athletic club sports. Support services offered through NRCC’s Student Services Office include advising and tutoring services, a student food pantry, a laptop loaner program, transfer and career services, a newly renovated fitness center, a campus bookstore, a library with quiet study spaces, a student lounge, and more.

The Transfer Option
NRCC graduates have transferred to four-year colleges and universities throughout the country, including Virginia Tech, Radford University, Old Dominion University, the University of Tennessee, the University of Virginia, Virginia Military Institute, the University of Louisville, East Tennessee State University, Arizona State University, The Ohio State University and many others.

Commitment to Affordability
NRCC is committed to providing a high-quality education at an affordable rate. In addition to NRCC’s already low tuition, students can take advantage of federal and state financial aid as well as scholarships offered by the NRCC Educational Foundation. The Educational Foundation also administers the NRCC ACCE program, a public/private partnership that allows recent high school graduates to attend NRCC tuition free for two years. Students in the ACCE program give back by completing volunteer service in the NRCC service region.
OUR NEXT PRESIDENT

Reporting Relationships
The president of New River Community College reports to the VCCS Chancellor and is advised by the local College Board. The NRCC College Board is an advisory board, and members are appointed by the jurisdictions within the college's service region.

The president’s staff includes the vice president for instruction and student services, the vice president for workforce development and external relations, executive director of NRCC Educational Foundation, vice president for finance and administrative services, director of information technology and facilities services, and the director of institutional effectiveness and research.

Success Factors
NRCC looks forward to the search for the next president. The next president will have a proven record of building relationships and engaging the community and other external partners in fostering access and student success.

The president will exercise strong leadership, seek continuous improvement and foster positive change through transparency, integrity and collaboration both internally and externally.

This leader will build dynamic and successful partnerships with highly diverse stakeholders, ensure operational efficiency and fiscal stability, and ensure the sustainability of programs to meet the needs of the students and community at large.

College Priorities and Key Characteristics
NRCC has identified specific priorities for its next leader. These priorities include:

• Fostering access and student success and being student-focused
• Providing robust academic and workforce programs
• Articulating a clear vision of the college’s future based on strategic and visionary thinking
• Providing transparency and accessibility with a collaborative management style while maintaining a vibrant, collaborative college culture
• Fostering an environment of diversity and inclusion
Qualifications for President

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. Successful candidates must have proven leadership abilities along with excellent communication skills, a strong belief in a collaborative administrative style as well as a servant leadership perspective. They 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.

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 May 31, 2024, 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 taking strategic risks, navigating change, and funding and growing 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, 2025, or as soon as is practical thereafter. The hiring salary for this position ranges from a minimum of $175,000 to the midpoint of $215,000, commensurate with experience. Future policy changes may lead to an increase in the salary range. Questions may be directed to either Nazay Young at nyoung@vccs.edu or Carla Kimbrough at ckimbrough@vccs.edu.

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