



White  
Mountains  
Community College



## Presidential Search

White Mountains Community College (WMCC), one of seven public colleges that form the Community College System of New Hampshire (CCSNH), seeks a passionate, dynamic, engaging, and learning-centered leader to serve as its next President. The successful candidate will possess a demonstrated ability to identify strategic goals, effectively communicate them, and translate them into action in support of institutional mission and consistent with organizational values. The President will engage the community to ensure that college programs are responsive to student and community needs and have high educational and economic value. The President will be an effective contributor to CCSNH's collaborative efforts that optimize learning opportunities and capitalize on shared expertise across the System.

### The Position:

The President plays a prominent, visible leadership role within the college and throughout the community, representing both WMCC and CCSNH with integrity and accountability. Reporting to the Chancellor of the CCSNH, the President oversees the programs and operations of WMCC and the management of institutional resources. The President will be collaborative and engaged, inspiring faculty, staff, students, and other stakeholders to work together to improve educational outcomes and to support student success and the mission of the college. The President will be an empathetic but decisive leader, capable of innovation and managing change where necessary in a manner that respects the WMCC community's many stakeholders. The President will empower employees and foster an organizational culture that embraces collaboration, trust, and respect, building upon the strong sense of institutional pride that already exists at WMCC. The President, along with the WMCC Advisory Board, will continue to hone the strategic vision for the college by actively listening to and involving students, faculty, staff, and other stakeholders.



The President will also work closely with the CCSNH Chancellor, Board of Trustees, and the Senior Leadership Team to respond to the state's evolving needs for an educated workforce, ensuring responsive alignment with local needs, while coordinating with other institutions in the System to capitalize on synergies and to achieve broader objectives on behalf of the State.

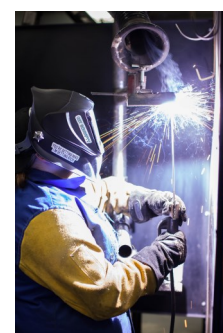
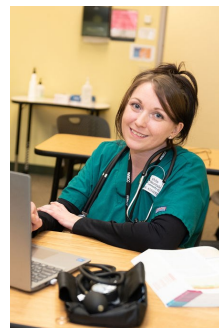
The President will support inclusive and data-informed decision-making with a consistent focus on improving student outcomes and institutional performance. As an external advocate, the President will work to raise the profile and visibility of WMCC as a comprehensive community college that serves the North Country's many communities, strengthening the college's presence as an integral and accessible community resource. As part of this work, the President will develop and sustain partnerships, promote community college higher education, serve as a resource on policy matters related to postsecondary education, workforce development, and opportunity, and build strong working relationships with other organizations including educational and governmental partners as well as business and industry partners.

The President will work to ensure that WMCC remains financially sustainable, responsibly managing WMCC's operating budget and actively working to diversify revenue sources to support programs that respond to regional priorities as well as with CCSNH's broader statewide access mission. In addition, the President will work with the Foundation for New Hampshire Community Colleges to encourage philanthropy and corporate sponsorships by engaging with individuals and organizations that represent the area's businesses, industries, and public-sector enterprises. The President, along with the Foundation, will also encourage and foster an active alumni association and build a culture of philanthropic support among WMCC alumni.

A key responsibility of this position, as with all presidential positions within CCSNH, is to actively and constructively contribute to CCSNH's statewide mission, working collaboratively with others to support strategic initiatives that expand access to high-quality postsecondary educational opportunities for all New Hampshire residents and contribute to systemwide efficiencies that are essential to maintaining CCSNH's affordability. To this end, the President of WMCC will work closely with the CCSNH's Chancellor, Senior Leadership Team, and Board of Trustees, as well as other stakeholders to ensure that CCSNH is optimizing its service to the State of New Hampshire.

## The Institution:

White Mountains Community College (WMCC) has a primary location in Berlin, NH with an additional campus in Littleton, NH. The college was established in 1966 on the site of one of the first homesteads in Berlin. Since its early days, the campus has grown in depth and size. Five major expansions have increased the main college building in Berlin to 87,500 square feet of modern classrooms and laboratories. The Littleton Academic Center has just added a 10,000 square foot Advanced Technology Building to the existing center which boasts 17,000 square feet of space co-located with a HeadStart childcare organization and a regional NH Employment Security site. WMCC's mission statement of being student centered, providing opportunities for success, while enriching lives and communities through quality education and valued partnerships is embodied across the college community. Throughout the history of WMCC, the college has consistently sought to provide a quality education, allowing each student the opportunity to choose a career pathway and to gain the personal and professional skills needed to be successful in a competitive job market. Graduates from the College are well prepared, whether headed to the job market, or to four-year institutions to further their education. The efficacy of the college is reflected in the high graduation IPEDS graduations rates of its students (~52%), and also in the creativity that the college demonstrates in responding to community needs with solutions that reflect a collaborative spirit and the flexibility to adapt to change. These attributes contributed to WMCC being recognized as one of the 150 community colleges chosen as semifinalists for the 2023 Aspen Prize. The student body has evolved over time, reflecting a wide spectrum of ages and experiences as well as aspirations, including extensive dual enrollment opportunities for high school students, transfer-focused liberal arts and business programs, and a range of career-focused technical programs. Students typically come to WMCC from the northern three counties of NH with some students coming from bordering states and southern NH for highly sought-after programs. Courses for traditional and adult students are available day, evening and online. Programs uniquely blend theoretical information with practical application and maintain low student-faculty ratio.



## The System:

The College is part of the Community College System of New Hampshire (CCSNH), which is composed of seven community colleges. CCSNH is led by a Board of Trustees, the Chancellor, and the Senior Leadership Team (comprised of the executive team 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. Each college is served by its own president and has its own college advisory board. 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 22,000 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:

Candidates for the position should have a track record of success in education, community relations, strategic planning, finance, and administration. Experience working in large, complex organizations is helpful. Experience working in educational settings, with a demonstrated understanding of academic and expressive freedoms, and an appreciation for the role of shared governance, are preferred qualifications. The ideal candidate will demonstrate accountability for the responsibilities of an educator and a public servant, with a dedication to serving community and a commitment to the mission of community colleges. Strong analytic and communication skills and the ability to be a respectful manager, a strong advocate for students, and a convincing, credible leader of an institution dedicated to serving the educational and workforce needs of the community are essential. The President must also be effective at managing change, understanding that postsecondary education is continuously assessing and adapting to the evolving needs of students and of the communities that we serve. The President must be able to articulate a vision, to educate, and to successfully engage stakeholders in support of WMCC's mission.

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 for 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. 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.



WMCC has campuses in Berlin and Littleton to serve the North Country of the Granite State, but its distinctive programs and location draw students from across the State of New Hampshire. Covering the largest geographic region in the State, WMCC offers academic programming aligned with the many needs of the communities served. From strong technical and career focused programs and a robust portfolio of allied health programs to customized short and long-term trainings, WMCC responds to the workforce needs of a diversified collection of employers in the area.

## Application:

Interested candidates should submit an application online at <https://www.wmcc.edu/about/employment/>. If you have questions please email [WMCCpresident@ccsnh.edu](mailto:WMCCpresident@ccsnh.edu). To make a nomination, please send via email to the email address listed above. The first review of candidates will begin on October 21st, 2023, and first-round interviews will commence thereafter.

*CCSNH shall provide equal opportunity to employees and applicants for employment without regard to race, creed, color, religion, national or ethnic origin, age, sex, sexual orientation, gender identity and expression, physical or mental disability, genetic information, law enforcement, military, veteran, or marital status. Services provided by WMCC 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 Human Resources at 603-342-3003 for special assistance with all employment related topics. TDD Access: Relay NH 800-735-2964.*