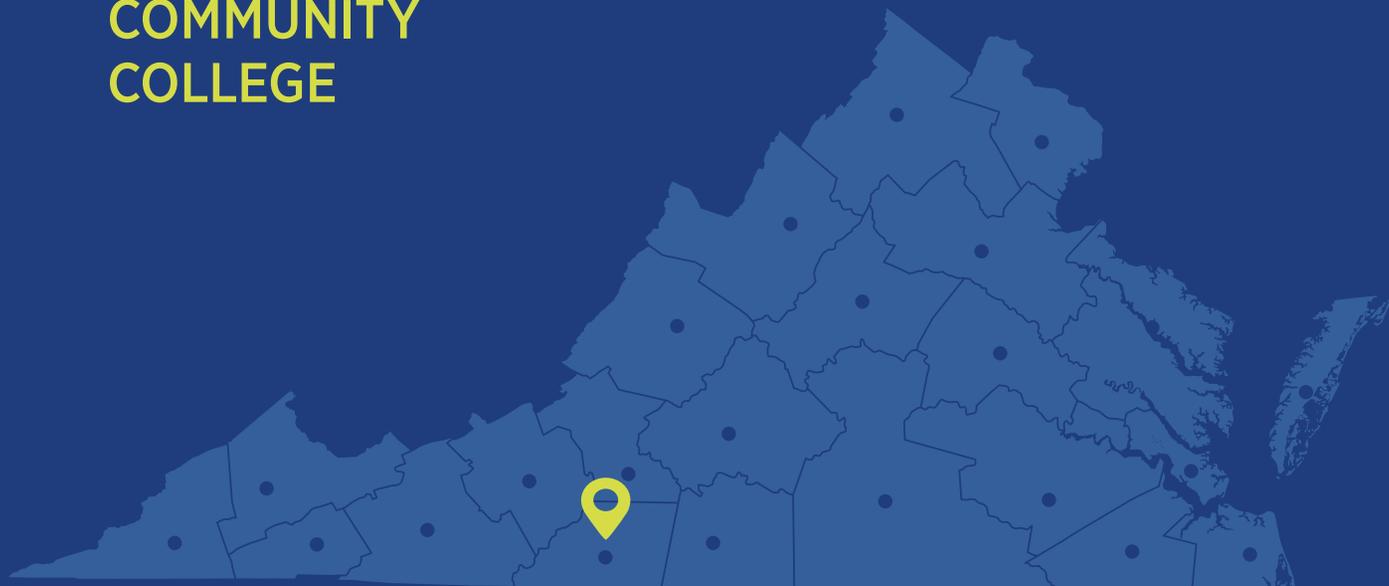




POSITION PROFILE

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President  
**PATRICK  
HENRY  
COMMUNITY  
COLLEGE**



## VCCS MISSION STATEMENT

We give everyone the opportunity to learn and develop the right skills so lives and communities are strengthened.



## 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 citizens 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 newest Strategic Plan, Complete 2021, contains a single goal: to triple the credentials students earn in academic and workforce areas.

## 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 a myriad of 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

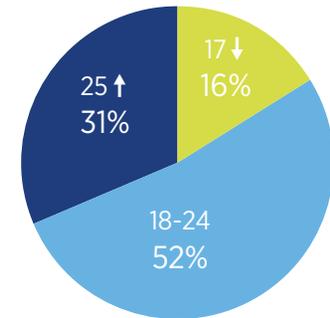
# VCCS ENROLLMENT

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 students 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.

## Enrollment vs Virginia Population

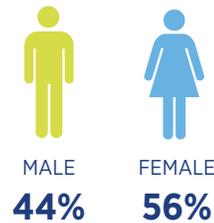


## Enrollment by Student Age

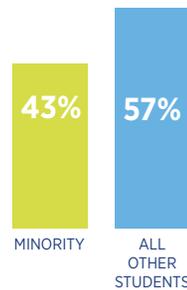


## VCCS Enrollment by Gender, Race, and Ethnicity

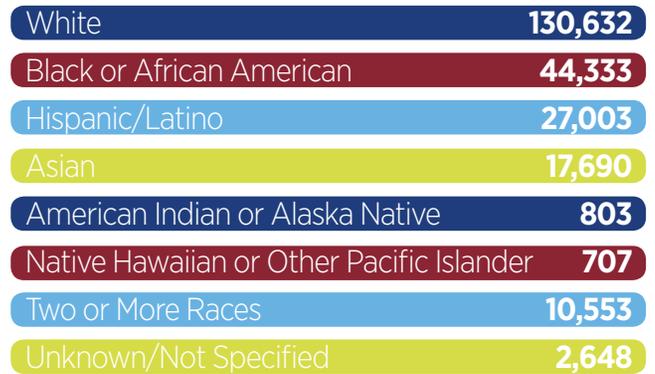
### Gender



### Minority



### Race/Ethnicity



## ABOUT THE COLLEGE

Patrick Henry Community College is one of 23 community colleges in Virginia. The college was founded in 1962 as a two-year branch of the University of Virginia's School of General Studies and became an autonomous two-year college of the university two years later. The college enrolled its first students in the old Northside Elementary School in Martinsville and moved to its present campus in the fall of 1969 with the completion of the administration building. The Learning Resource Center was completed in the spring of 1971, and the college became part of the Virginia Community College System on July 1, 1971.



The college serves the City of Martinsville, Henry County, and Patrick County with three satellite buildings in Martinsville/Henry County and three locations in Patrick County. These locations include the Manufacturing, Engineering and Technology Complex, the Thomas P. Dalton IDEA Center and FabLab, and a welding facility embedded in the Patrick County High School.

Patrick Henry Community College offers associate degree programs to prepare individuals for transfer, as upper-division students, to baccalaureate degree programs at four-year institutions, as well as associate degree programs to prepare individuals for immediate employment in high-demand careers. In addition, PHCC provides numerous workforce programs designed to prepare students to earn an industry-recognized credential in fields such as healthcare, commercial driving, manufacturing, and other skilled trades.

## COMMUNITY

Patrick Henry Community College is located in Martinsville, Virginia which sits comfortably an hour south of Roanoke, Virginia and an hour north of Greensboro, North Carolina. With the Martinsville Speedway, the area is a hub of local race activity, with two major races a year attracting visitors from across the country. Nestled in the quiet foothills of Southern Virginia, the area offers many opportunities for outdoor activities like fishing, paddling, hiking, boating, motor sports, and biking.

Martinsville, a city of approximately 13,000 people, provides easy access to larger cities – about an hour's drive to Roanoke, Virginia, to Greensboro and Winston-Salem in North Carolina, and about two hours to Charlotte, North Carolina. Martinsville is home to the Virginia Museum of Natural History, the Martinsville Speedway, a state-of-the-art sports complex that hosts soccer, lacrosse, flag football and more, top-notch farmer's markets, and a lively arts scene, featuring theater, musical and community events.

## STUDENT SNAPSHOT

- In 2018-2019, PHCC served 2,932 students in its credit programs
- PHCC served 2,500 students in its noncredit (workforce credential) programs.
- 59.7% of current students are women
- 24.9% are 25 years old or older
- 27.9% are of a minority race/ethnicity
- 71.1% are first generation college students
- 66% are Pell recipients

## STUDENT LIFE

The college has a number of student organizations and regular Campus Life programming to keep students engaged and connected outside of the classroom. A few examples of student organizations include PHCC's growing Phi Theta Kappa Honors Society and the active Nursing Students Association. Over the last few years, some of our most loved Campus Life events have been the annual Welcome Week, Fall Fest, and International Day events.

PHCC also has a vibrant and successful athletic program with over a dozen NJCAA sanctioned sports. The most recent additions to PHCC's athletics offerings include wrestling, cross country, and eSports. The college also offers a few club sports such as bass fishing and competitive dance and cheer. Over the last decade, PHCC has served more than 1200 student-athletes.

Patrick Henry Community College students represent a diverse population ranging in age from 15 to 94 hailing from the local community as well as over seven different nations and 27 different states. PHCC's unique program offerings such as Motorsports and NJCAA athletics attract dozens of students from around the world and across the US every year. With personal development classes, pre-college programs, career training courses, and summer camps, PHCC has a learning opportunity for almost every age and every walk of life. Although the college serves hundreds of students each year through its two-year degree programs, PHCC is far more than its associate degrees. This college is a hub for learning, growth, and exploration to the communities it serves.

## ACADEMIC PROGRAMS

In 2019-2020 the college's annualized enrollment was 2,838 students with an annualized FTE of 1,616. Approximately 44% of incoming freshmen for Fall 2020 were area high school student graduates. This number accounted for over two-fifths (42.5%) of first-time degree-seeking students attending PHCC.

In Fall 2020, PHCC offered over 40 programs leading to an associate degree, diploma, certificate, or career studies certificate. Several of the college's top majors include General Studies, Health Sciences, Nursing, Welding, and the unique Motorsports program. Some recent additions to PHCC program offerings include Heavy Equipment Operator, Industry 4.0, and Precision Machining.



## WORKFORCE, ECONOMIC, AND COMMUNITY DEVELOPMENT

Workforce, Economic, and Community Development (WECD) offers a variety of career training and personal enrichment non-credit programs and services to support local business, improved quality of life, and a vibrant community. WECD provides affordable, quality professional development and workforce training for individuals seeking new careers or new skills and for businesses seeking custom training and credentialing opportunities for employees. Some of the most popular non-credit workforce credentialing programs include Phlebotomy Technician, Clinical Medical Assistant, Certified Nurse Aide, and Construction Trades. Examples of professional development classes include customer service, diversity training, and leadership training. WECD also offers innovation and entrepreneurial programs and services, such as the Fab Lab and Startup MHC, through the Dalton IDEA Center, as well as personal enrichment classes in high-tech crafts like laser engraving and 3-D printing. Over the 2019-2020 period, WECD provided training and personal enrichment opportunities to more than 2,500 individuals. Patrick Henry Community College awarded 650 workforce credentials to WECD program completers in 2020.



## FACULTY

Patrick Henry Community College's commitment to academic excellence and intellectual rigor is best exemplified by the 44 full-time teaching faculty, 32 administrative faculty, as well as its many dedicated adjunct faculty. Their experience ranges widely from distinguished specialists with 40 years of teaching and research behind them to dynamic young scholars just completing their doctoral studies.

## STAFF

PHCC is very proud of its workforce, and in turn, those individuals contribute to the successful operation of the college. The college employs over 70 well-trained and experienced staff members who work within a vibrant community that values their opinions and recognizes the effect their presence has on the life of the college. The college benefits from having a diverse group of professionals from those who are early in their careers to those who have invested their entire professional lives in education. Many of the staff are long-time area residents who take great pride in serving the community they call home.

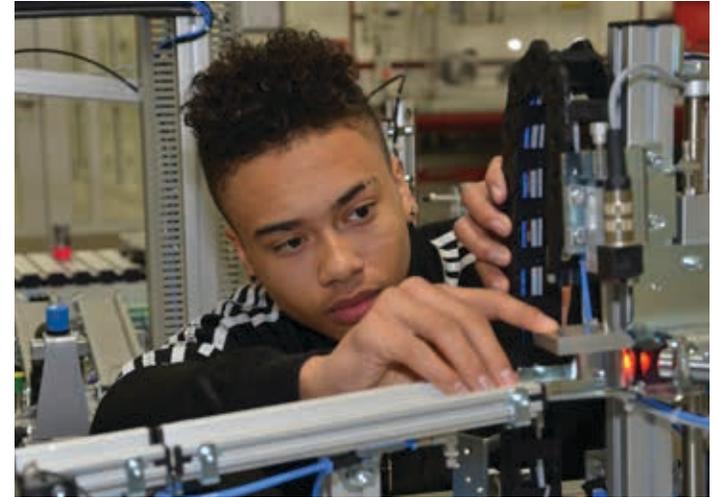
## LEARNING RESOURCES CENTER

The library maintains a collection of more than 25,000 print titles, augmented by approximately 300,000 e-books and e-reference titles. Audiovisual titles number around 4,000 which provide unique resources for students studying history, medical and health sciences, criminology and criminal justice, feature films, news archival, counseling, and psychotherapy.

The Learning Resource Center (LRC) also contains a math lab, writing center, tutoring center, campus testing center, and state-of-the-art computer lab. The campus offices for Developmental Education faculty, Student Support Services, and DisAbility Services are all housed conveniently in the LRC. Recently, the second floor was renovated to provide students with group study spaces and cozy study nooks.

## TECHNOLOGY

The college supports students in their academic pursuits by employing up-to-date technological innovations to facilitate the teaching and learning process. Starting in 2008, PHCC stayed on the Center for Digital Education's list of top ten Most Tech-Savvy Community Colleges in the Country for ten years in a row. In 2019, PHCC received the Innovative Use of Technology in Education Governor's Award. In 2020, the college converted many of its parking lots into Wi-Fi hubs in response to the community need for outdoor-accessible Wi-Fi.



## FACILITIES SNAPSHOT

- **Martinsville/Henry Country**
- The main campus hub
- The MET Complex
- The Thomas P. Dalton IDEA Center and FabLab
  
- **Patrick County:**
- Welding facility in Patrick County High School
- Patrick County Site on Woodbrother's Drive
- The Gerald L. Baliles and Richard S. Reynolds, Sr. Learning Center

## FACILITIES

The main college campus features 9 buildings with approximately 200,000 square feet on 137 acres. Besides classrooms, labs, and offices, PHCC's facilities include a basketball court, tennis court, softball field, arboretum, weight and aerobics rooms, and over 5 miles of scenic trails. Over the last three years, PHCC also renovated three former classrooms to create state-of-the-art facilities for its Physical Therapist Assistant program, Wrestling program, and eSports program.

With more than 100,000 sq. ft. combined, the Manufacturing & Engineering Technology Complex (MET) is comprised of two of the college's largest buildings and is located just a few miles from the campus hub. In 2016, PHCC renovated the first of these two buildings and it now houses many of PHCC's technical programs such as Motorsports, Mechatronics, and Electrical Engineering. An extensive renovation to the second building of the MET Complex is scheduled to be completed by Spring 2022. When complete, MET II will house a state-of-the-art Welding Lab and Precision Machining.

Beyond the main campus, PHCC has several teaching and learning facilities across its service region. The Thomas P. Dalton IDEA Center and FabLab in UpTown Martinsville, which the college opened in 2015, serves as a hub of entrepreneurship, innovation, and fabrication for the community. In Patrick County, PHCC recently opened a welding lab embedded in the Patrick County High School and created a new Learning Center near the heart of Patrick County specifically for high-demand technical careers like Mechatronics.



## BUDGET AND FINANCE

PHCC is financially healthy with an operating budget of approximately \$16 million. The institution is financed primarily by tuition and state funds supplemented by contributions from the service region jurisdictions for local fund projects.



## ACCREDITATION

Patrick Henry Community College is a part of the Virginia Community College System which is governed by the State Board for Community Colleges. The associate degree curricula of the College have also been approved by the State Council of Higher Education for Virginia. The college is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools.

PHCC's nursing program is accredited by the Virginia Board of Nursing and the National League for Nursing. PHCC's Physical Therapist Assistant program was granted Candidate for Accreditation status by the Commission on Accreditation in Physical Therapy Education in October 2019.

## PHCC EDUCATIONAL FOUNDATION

The PHCC Foundation was established in 1981 with assets of just \$2,000. As of June 30, 2020, the value of the PHCC Foundation net assets totaled \$19.6 million. The value of endowed scholarships is \$8.7 million.

Foundation funds are used for scholarships and other vital college initiatives. The Foundation Board is comprised of 24 active volunteers from the community representing business, industry, and professions.

## REPORTING RELATIONSHIPS

The President of the college reports to the Chancellor of the Virginia Community College System and is also advised by a local college board. The president's cabinet consists of three Vice Presidents (Vice President of Academic and Student Success Services, Vice President, Financial & Administrative Services, and Vice President of Workforce, Economic and Community Development) as well as the Athletic Director and the PHCC Foundation Executive Director.



# THE OPPORTUNITY

PHCC is excited to begin its search for its next president and has identified priorities and key characteristics for the next leader.

**STUDENT SUCCESS:** The successful candidate will keep the colleges focused on teaching and learning at the forefront. PHCC is a nationally recognized leader in interactive learning and prioritizes student success through teaching methodologies, campus-resources, and strategic partnerships. PHCC has a high performing academic schedule, as well as a high-volume, hands-on career and workforce program. Through scaffolded programming, PHCC encourages student retention and completion and works in concert with local industry to both meet employer needs and encourage the success of students, both in the classroom and beyond. PHCC's next president will also prioritize student success, including focusing on data-driven methodologies to improve retention and completion rates.



**PARTNERSHIPS WITHIN EDUCATION:** The successful candidate will identify and focus on the needs of the local K-12 schools in the area and provide opportunities for partnerships with administrators and students to blend with the college offerings and programs as they strive to further their education in the community. The candidate will continue to build relationships with other colleges in the area and surrounding areas that are vital for the advancement of our two-year students. The next president will be focused and intentional on relationship building across the educational pipeline from K-12 through four-year college access to best serve our students.

**FINANCIAL POSITION:** The successful candidate will identify opportunities outside of traditional sources of tuition, fees, and state and local support to meet the current and future needs of PHCC students and advance its mission. Fundraising, along with strong fiscal management skills, are required. The future president must be an effective fundraiser who can articulate the long-term PHCC vision to potential donors. With an endowment of over \$20 million, the PHCC Foundation is one of the top community colleges foundations and in 2019-2020 accounted for 26% of the college's operating budget. Further, the college consistently has over \$15 million in active grants from local, state, and federal sources and averages \$5.45 million in grant awards each fiscal year. It is vital that the successful candidate have an excellent working knowledge of endowment and grant management. This candidate will continue to support the college's robust history of successful fundraising. A key priority is to continue to strengthen relationships with community and business leaders, including peer institutions to build new resources and help support the regional economy overall.

**PARTNERSHIPS WITH BUSINESSES AND MEETING LOCAL EMPLOYER NEEDS:** The successful candidate will build upon his/her personal experience with economic development in his/her new role with PHCC, as well as building upon the college's legacy of success in assisting the community to overcome economic downsizing and recovery. For over seven decades, Patrick Henry Community College's service region had a textile industry that clothed America and employed one in five workers in the area. However, with the advent of free trade, the area once known as the 'Sweatshirt Capital of the World' lost its main employers in the textile and furniture businesses. Martinsville and Henry County's community leaders have worked tirelessly to overcome this economic devastation and establish a workforce outside of the area's traditional textile and furniture market. PHCC has played an ongoing key role in assisting the community to adapt to a more diverse economy. The next president will prioritize the need for ongoing work with community partners to continue to strive for economic resilience within the service area. This individual will promote the visibility of PHCC within the region as a key driver in building the workforce needed to support the ongoing economic recovery work within the community.

**COLLEGE ACCESS:** The successful candidate will continue to foster relationships with the organizations in our area to continue to provide a free college access to local students. In partnership with the Harvest Foundation, PHCC is proud to be the first community college in the state of Virginia to offer free community college to all graduating high school seniors in Martinsville and Henry County, provided they meet certain requirements. Currently, thanks to a partnership with the Patrick County Education Foundation, plans are underway to expand this college access opportunity to high school graduates in Patrick County. Additionally, the college has spent years growing its scholarship opportunities as well as college resources that assist in providing access and opportunity for any student interested in pursuing training. It is vital that the next president shares this focus on expanding college access for all.

# HOW TO APPLY

## 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.

## 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 March 18, 2021, 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 September 1, 2021, or as soon as is practical thereafter. The salary range for this position is **\$144,449–\$177,704**. Questions may be directed to [jtoddard@vccs.edu](mailto:jtoddard@vccs.edu) or [ckimbrough@vccs.edu](mailto: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.*