



PRESIDENT

TIDEWATER COMMUNITY COLLEGE

The Virginia Community College System invites applications and nominations for the presidency of Tidewater Community College (TCC). As a part of Virginia's Community College System, TCC serves the 1.1 million residents of the South Hampton Roads area with four fully comprehensive campuses and five regional centers. As the second largest community college in Virginia, TCC enrolls more than 32,000 students. Founded in 1968, the college is the largest provider of higher education and workforce development training and services in the region.

TCC's service area—the cities of Chesapeake, Norfolk, Portsmouth, Suffolk, and Virginia Beach—is located in scenic, historic *America's First Region*, Hampton Roads, Virginia. South Hampton Roads is known for its many waterways, and the industry and attractions that access to water generates. Beautiful beaches, major port and shipyard activity, and the largest concentration of naval forces in the world contribute to a thriving economy and rich maritime history. The area is a hub for business, banking, and a variety of arts and cultural activities, as well as high-end shopping, dining, entertainment, and nightlife.

The Virginia Community College System aims to become a model institution for diversity and invites 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 several areas of potential emphasis for the next leader including transformational leadership, student success, institutional effectiveness, and community and business partnerships. The next leader will manage in a flexible and innovative way and make the necessary changes to transform the culture of the institution, heighten morale by recognizing and valuing the contributions of all employees, and by focusing on student success. He/she will lead efforts to develop creative recruitment strategies, eliminate barriers, enhance the quality of the academic experience, improve retention, and support students through graduation. An entrepreneurial approach to sustaining financial stability and seeking alternative funding sources is required as is an emphasis on internal operations that allow students to earn a degree or certificate in the most efficient and affordable way. The next president will clearly set and communicate a realistic and achievable vision for the institution with internal and external constituencies and provide frequent updates and status reports on progress. The president will also actively collaborate with organizations, businesses, and educational institutions to meet the needs of the region's changing demographics, and its educational and workforce goals.

The next president will be a skilled strategist who is 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 develop and maintain strong leadership teams; seek continuous improvement; and foster positive change. 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 building sustainable 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, generating revenues, community partnerships, diversity, equity, 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, 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 July 8, 2019 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, initiating and managing 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 [TCC Presidential Vacancy](#)

The expected start date for the presidential appointee is January 1, 2020, or as soon as is practical thereafter. The salary range for this position is **\$187,065-\$273,198**. Questions may be directed to 804-819-4685.

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