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CT STATE
COMMUNITY COLLEGE

Connecticut State Community College

EXECUTIVE SEARCH PROFILE

CAMPUS PRESIDENTS

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Interactive

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The Opportunity

Connecticut State Community College invites confidential applications, nominations, and expressions of interest for **its seven Campus President positions**. The Campus Presidents exemplify thoughtfulness, resilience, and integrity; demonstrate innovative leadership and an unwavering commitment to academic excellence and workforce alignment. They collaborate with statewide college leadership, business and industry partners, and elected officials, serving as champions of CT State's ambitious vision to reimagine higher education.



Mission & Vision

MISSION

Connecticut State Community College provides access to academically rigorous and innovative education and training focused on student success. The college supports excellence in teaching and learning, makes data-informed decisions, promotes equity and advances positive change for the students, communities and industries it serves.

VISION

Connecticut State Community College is recognized for exceptional student success, educational leadership and transformative collaboration with business and industry, government, educational and key stakeholders while advancing diverse opportunities for Connecticut's citizens and communities.

Quinebaug Valley
Community College

Institutional Overview

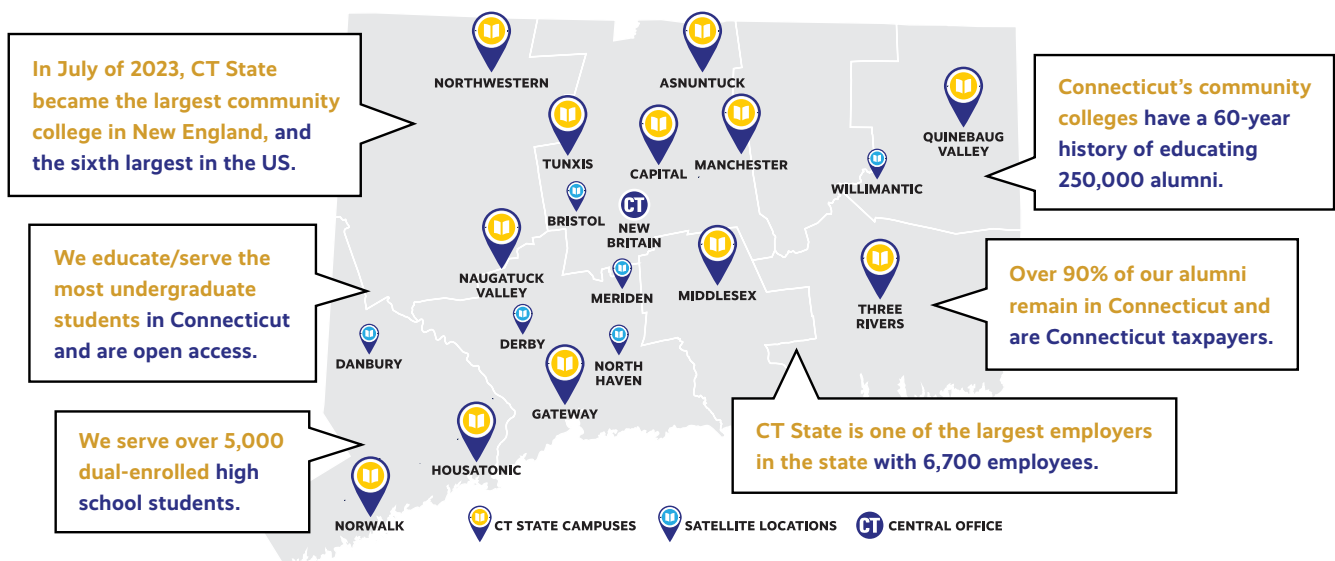


Connecticut State Community College (CT State) was established on July 1, 2023, following a strategic decision by the Board of Regents to unify the state's 12 community colleges into a single, student-centered institution. Today, CT State is Connecticut's largest higher education institution and the largest community college in New England, serving more than 65,000 students through credit-bearing and non-credit programs across 12 campuses and more than 18 additional locations. This unification has expanded access to high-quality, affordable education while enhancing operational efficiency and strengthening long-term financial sustainability.

More than just a structural transformation, CT State's unification under a single accreditation represents a commitment to equity, innovation, and student success—ensuring that every learner has the resources and opportunities to thrive. CT State is a member of the Connecticut State Colleges and Universities (CSCU) system, which includes four state universities, a fully online college, and CT State Community College. The system is governed by the Connecticut Board of Regents for Higher Education.

The launch of CT State was an ambitious and transformative effort, requiring resilience, collaboration, and innovation to overcome a series of challenges. Unifying 12 campuses and multiple satellite locations meant streamlining processes while preserving each campus's unique strengths. The transition of staff and reporting lines demanded careful coordination and a shared commitment to the college's mission. Despite headwinds, the college has embraced change with determination that has positioned CT State for a stronger, more unified future.

As a statewide, commuter-focused college, CT State serves an increasingly diverse student body with a steadfast commitment to championing access and opportunity. In 2024, CT State Community College received the 2024 Higher Education Excellence in Diversity (HEED) Award from Insight Into Diversity magazine for the first time. This national honor recognizes U.S. colleges and universities that demonstrate an outstanding commitment to diversity, equity, and inclusion. Additionally, five CT State campuses are designated Hispanic-Serving Institutions, and the college is in the process of applying for this distinction as a single institution.



Students



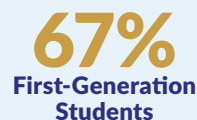
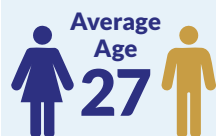
With nearly all students (98%) residing in Connecticut, 67% are the first in their families to attend college. Many balance their education with additional responsibilities—57% work while enrolled, and 21% are parents. Reflecting CT State's commitment to accessibility and flexibility, 28% of students take classes at multiple campuses, 65% take at least one remote course, and 23% study entirely online.

This dedication to student access and success was exemplified in May 2024, when CT State celebrated its inaugural commencement with a series of ceremonies across the state. More than 4,600 graduates from 164 Connecticut towns earned 5,007 associate degrees and certificates. The graduating class ranged in age from 17 to 82 and included 190 students with a military background and 1,632 who completed their education through Connecticut's free college program. Healthcare and nursing were among the top fields of study, with 958 graduates, alongside majors in general studies, business, liberal arts and sciences, and psychology. Additionally, 882 graduates earned CSCU transfer degrees, furthering their academic and professional aspirations.

Supported by talented faculty scholars and dedicated staff, CT State campuses pride themselves on supportive spaces where students of all ages, backgrounds and abilities come together to achieve their academic goals and prepare for a more vibrant future for themselves and for their families. While each CT State campus has its own unique identity, all students can be assured that beyond the classroom, CT State strives to provide access to a comprehensive range of student-centered services designed to support their academic success. These services include:

- Art Galleries
- Food Pantries
- CAD Labs
- Foreign Language Labs
- Career Services
- Graphic Design Labs
- Childcare Services
- Libraries
- Dark Rooms
- Men's and Women's Centers
- Dining Services
- One-Stop Enrollment Centers
- Disability and Accessibility Services

The college represents employees, both full-time and part-time, in nine unclassified and classified bargaining units. The college also has Management Confidential employment contracts with administrative leaders of the institution. In 2024, WalletHub ranked CT State as the third-best statewide community college system in the nation, based on a comparison of 653 community colleges.



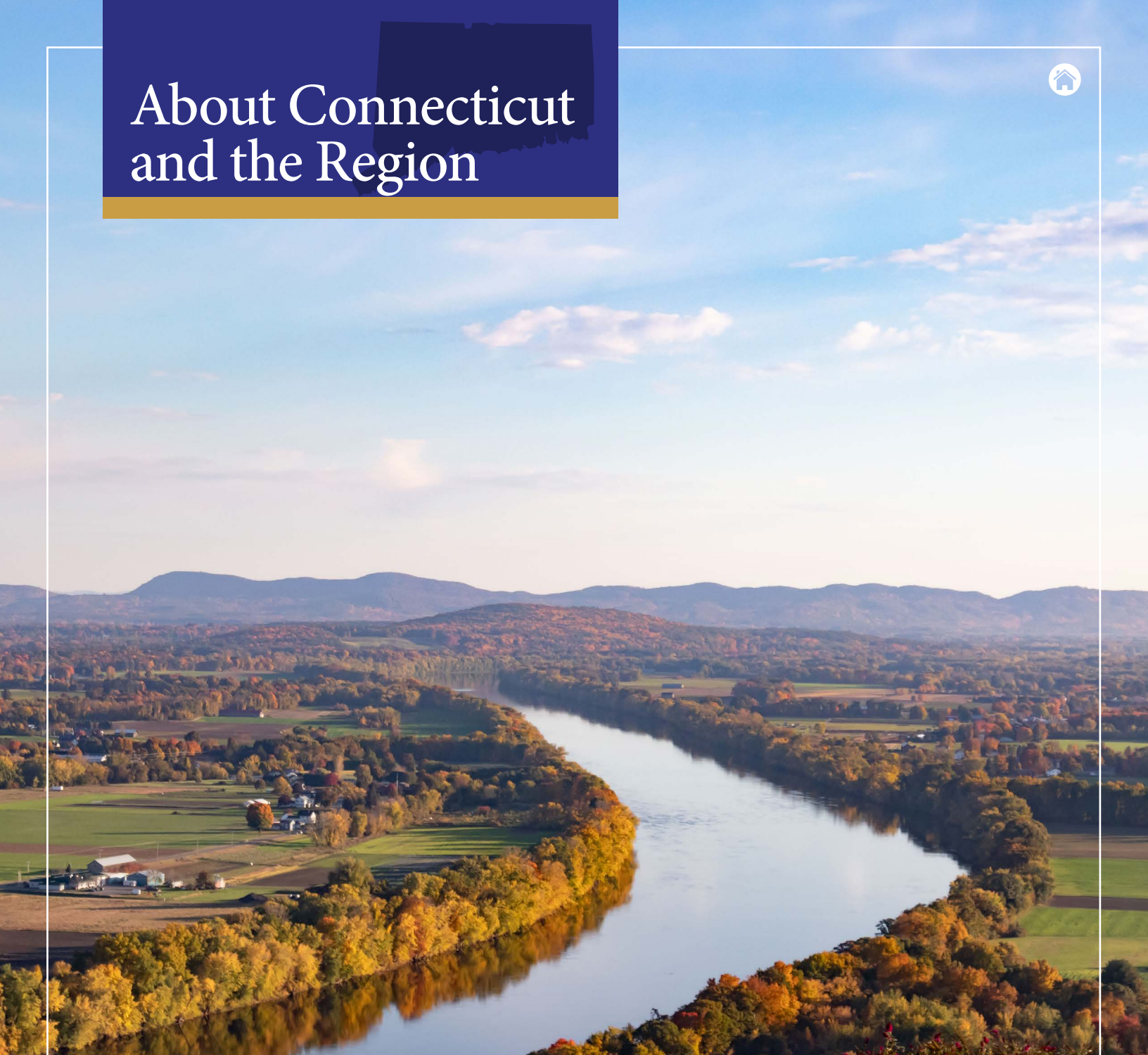
85%	Receive financial aid
60%	Receive Pell Grants
78%	Degree-seekers; the remainder are pursuing a certificate or short-term workforce training
75%	Attend part-time (credit students)
21%	Parent while going to school
46%	Receive Free Community College aid
65%	Take at least one class online

STUDENT DIVERSITY

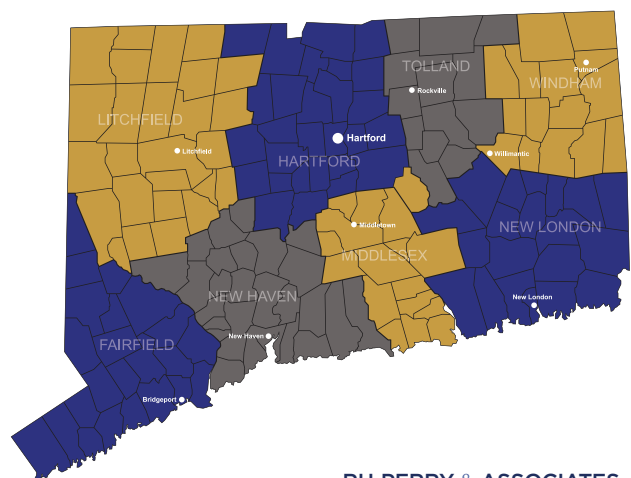
5%	Asian	.1%	Pacific Islander
16%	Black	4%	Two or more
30%	Hispanic	5%	Unknown
.2%	Native American	39%	White
1%	Non-Resident/Alien		

- Photography Lighting Studios
- Small Business Centers
- Study-Abroad Programs
- Equity Centers
- Tutoring and Academic Support
- ESOL Programs
- Veterans Services/OASIS Centers
- Fine Arts Studios
- Wellness Centers/Mental Health Counseling
- Fitness Centers

About Connecticut and the Region



Connecticut, home to 169 cities and towns, is where most CT State students originate and then remain to contribute to the state as working professionals. Ranked among the top in the nation for education, it offers exceptional schools and universities. As one of the safest states, it provides a secure environment for families, along with world-class healthcare and a strong economy. Its diverse landscapes offer abundant outdoor and cultural attractions, from hiking trails and beaches to renowned sites like the Mark Twain House and Mystic Seaport. With a high quality of life and thriving job market, Connecticut is a premier destination for both living and leisure.





In February 2025, the college announced a transition to a Campus President model, replacing Campus CEOs. This shift will further empower local leadership while ensuring alignment with college-wide policies, enhancing decision-making, operational efficiency, statewide cohesion, and academic and workforce integration to improve the overall experience for students, employees, and our local and statewide community.

The Connecticut State Community College president is supported by a cabinet of leaders drawn from across CT State's campuses and functional areas. The cabinet includes the vice presidents of finance & administration, academic affairs (provost), diversity, equity & inclusion (DEI), human resources, and enrollment management, as well as campus CEOs—transitioning to seven campus presidents beginning in the 2025-2026 academic year—the chief of staff, and the executive assistant to the president.

Additionally, the Leadership Council comprises all members of management, including vice presidents, associate vice presidents, campus presidents (effective July 1, 2025), campus deans and associate deans, school deans, chiefs (police, compliance, IT), and other administrators. Set for implementation in fall 2025, the multicampus president model will introduce seven campus presidents to lead designated campus locations and strategic pairings, determined by enrollment, geography, programmatic synergy, and operational efficiency. Campus Presidents will work in partnership with onsite management teams and collaborate with College Office vice presidents to align student support, academic programs, and operations with CT State's mission and values—while preserving the distinct local identities that make each campus unique within the state of Connecticut.

CT State Community College seeks applications for the position of Campus President for each of the following campuses:

CT State Gateway – *One Campus President*

As the largest CT State campus, Gateway serves the residents and businesses of the greater New Haven, Connecticut region with innovative educational programming. New Haven, a vibrant mid-sized city, features a diverse population, distinct neighborhoods, and a blend of historic and modern infrastructure. Each year, more than 14,000 students enroll in over 90 academic programs, pursuing college credit, professional development, and personal enrichment. Gateway offers associate degrees and certificates in programs designed for transferring to four-year universities, as well as career-focused pathways in engineering, automotive technologies, technical studies, healthcare, and business. Its downtown New Haven location provides students with rich social and cultural opportunities.

[More About Gateway](#)

CT State Norwalk – *One Campus President*

For over fifty years, CT State Norwalk has been a leader and partner in providing educational opportunities to the citizens of southwestern Connecticut. Located in Fairfield County and part of the Metropolitan New York area, Norwalk is the sixth-most populous city in Connecticut. Committed to meeting the diverse needs of its students, faculty, staff, and community, Norwalk fosters an environment where individuals are empowered to reach their highest potential. Offering more than 90 degree and certificate programs, as well as non-credit workforce development opportunities, Norwalk promotes a culture of inclusion and excellence through intellectual inquiry, open dialogue, multicultural awareness, and lifelong learning.

[More About Norwalk](#)

CT State Leadership



CT State Three Rivers and CT State Quinebaug Valley – *One Campus President*

CT State Three Rivers serves the eastern regions of the state with a range of credit degrees, certificates, and non-credit programs designed to meet the evolving needs of its diverse learning community. Located in Norwich, Connecticut—a historic city known as “The Rose of New England”—Three Rivers benefits from the area’s rich cultural heritage, economic diversity, and proximity to major employers in healthcare, manufacturing, and the energy sector. Norwich blends urban, suburban, and rural characteristics, offering students both a vibrant local community and access to hands-on learning opportunities. Whether pursuing short-term training, a career-ready associate degree, or transfer pathways to four-year institutions, students at Three Rivers gain the skills and knowledge needed to succeed.

Located 30 miles from Three Rivers, CT State Quinebaug Valley serves students across northeastern Connecticut, central Massachusetts, and Rhode Island through its two locations: the Danielson Campus and the Willimantic Center. The Danielson Campus is Quinebaug Valley’s main location, offering a full range of academic and student services, including degree and certificate programs designed for transfer to four-year institutions and career pathways. It features modern classrooms, labs, and student resources to support a dynamic learning environment. The Willimantic Center extends Quinebaug Valley’s reach by providing accessible education and workforce training opportunities in the Willimantic area. This location offers select courses, student support services, and community engagement programs tailored to local needs.

[More About Three Rivers](#)

[More About Quinebaug Valley](#)

CT State Capital and CT State Tunxis – *One Campus President*

CT State Capital is conveniently located in downtown Hartford, Connecticut’s dynamic capital city, housed in the historic former G. Fox building. Just minutes from some of the state’s largest employers, the college offers students valuable internship and career opportunities. Through the Hartford Heritage Project, students also gain access to nationally renowned theaters and museums, enriching their educational experience. Among its 60+ degree and certificate programs,

Capital boasts the largest nursing program and the only theater arts program within CT State. With a curriculum that integrates history, the arts, government, and business, Capital provides classes and cooperative education opportunities that leverage the advantages of its urban setting.

Located 13 miles away from Capital, CT State Tunxis offers students more than 75 degree and certificate programs and transfer pathways to choose from. Serving the beautiful Bristol-New Britain, Connecticut and Farmington Valley areas, Tunxis assists students in gaining the knowledge, skills and expertise necessary to achieve their academic and professional goals by providing a quality education in an accessible and supportive environment. By attending Tunxis, students will learn the skills necessary to succeed in an increasingly complex world, whether they complete a career program, transfer to a 4-year school, or pursue lifelong learning.

[More About Capital](#)

[More About Tunxis](#)

CT State Housatonic & CT State Danbury – *One Campus President*

Located in Bridgeport, Connecticut, the largest city in Connecticut and a major economic and cultural hub in the state, CT State Housatonic offers associate degree programs in preparation for transfer to four-year institutions, as well as occupationally oriented associate degree and certificate programs. Short-term, non-credit courses, seminars and workshops, as well as targeted student services, help meet community and personal enrichment needs. These programs prepare students for employment, and advancement in business, industry, manufacturing, health services, fine arts, theater, digital media, early childhood education, natural sciences, computer arts and information systems, and human services. Housatonic also assists local businesses and institutions to train and update the skills of their workers.

Located just 30 miles from Housatonic, the Danbury, Connecticut, campus, currently a satellite location, serves one of the state’s fastest-growing communities, where demand for educational opportunities continues to rise for students pursuing higher education. The campus is conveniently situated in the heart of Danbury’s vibrant downtown.

[More About Housatonic](#)

CT State Leadership



CT State Naugatuck Valley and CT State Northwestern –

One Campus President

Located in Waterbury, Connecticut, one of state's larger cities with a well-developed downtown, and significant commercial, industrial, and residential activity, CT State Naugatuck Valley offers quality, affordable education and training in response to evolving community needs by providing opportunities to individuals and organizations to develop their potential. Naugatuck Valley offers more than 100 degree and certificate programs, with dedicated faculty and staff, and a vibrant campus community ready to support students throughout their educational journeys. Collaboration within and outside the campus community is the basis for the rich intellectual, educational, cultural and civic-minded experiences for students.

Located just 30 miles from Naugatuck Valley, CT State Northwestern is nestled in the picturesque rural town of Winsted, Connecticut. Its campus is dedicated to cultivating students' understanding of the complex modern world—both locally and globally—while equipping them with the leadership skills needed to be active and engaged members of society. Situated in the heart of Winsted's burgeoning arts district, Northwestern offers more than 70 programs of study. The college takes pride in guiding first-time college students through their academic journey and supporting learners of all ages in achieving their educational and career aspirations—whether entering the workforce, transferring to a baccalaureate institution, or pursuing lifelong learning.

[More About Naugatuck Valley](#)

[More About Northwestern](#)

CT State Manchester, CT State Middlesex, & CT State Asnuntuck –

One Campus President

As one of the largest campuses within CT State, Manchester consistently aspires to set the standard for community college education. Located just east of Hartford, it offers a suburban feel while remaining an integral part of the Greater

Hartford metropolitan area. The town of Manchester is known for its rich history, vibrant community, and strong support for education, making it an ideal setting for student success. With over 80 degree and certificate programs, Manchester provides a high-quality, accessible education enriched by academic excellence, technology-enhanced classrooms, and dynamic learning spaces. Students benefit from small class sizes, flexible schedules, and affordable tuition. Designed to meet the diverse needs of learners, Manchester's programs are available in various formats—including day, evening, weekend, and online courses, offered in both traditional and accelerated formats.

CT State Middlesex is in Middletown, Connecticut, a charming suburban city with a walkable downtown filled with shops, restaurants, and cultural attractions. Committed to fostering meaningful connections with a diverse student body, Middlesex provides high-quality, affordable, and accessible educational experiences that empower students to achieve their goals and become engaged global citizens. With more than 80 degree and certificate programs, Middlesex is home to the Center for New Media and the state's only accredited Ophthalmic Design and Dispensing program. In addition to its main campus in central Connecticut, Middlesex offers classes in Meriden through a partnership with Platt High School.

CT State Asnuntuck is in northern Hartford County near the Massachusetts border, offering convenient access to urban amenities in Springfield, Massachusetts, and Hartford, Connecticut. The campus provides more than 50 associate degree and certificate programs, as well as short-term workforce training, equipping students for careers, transfer opportunities, and lifelong learning. Home to a nationally recognized Advanced Manufacturing Technology Center, Asnuntuck prepares students from Connecticut and Massachusetts for in-demand careers in the manufacturing industry. The college also offers specialized programs in health and wellness. Committed to student success, Asnuntuck provides individualized support services that foster critical thinking, build self-confidence, and promote personal growth.

CT State Manchester, Middlesex and Asnuntuck are conveniently located within 30 minutes of one another.

[More About Manchester](#)

[More About Middlesex](#)

[More About Asnuntuck](#)

College Governanace

CT State is committed to collaborative decision-making through shared governance. Developed over four years (2018-2022) with faculty and staff input to meet accreditation standards, CT State's Shared Governance structure ensures broad participation in institutional decision-making.

Key components include:

- *Local Governance Bodies at all 12 campuses for faculty, staff, and students*
- *College Senate, reporting to the CT State President*
- *Statewide Disciplinary Councils (SDC), reviewing curriculum proposals*
- *Statewide School Area Curriculum Committees (SACC), feeding into the Curriculum Congress*
- *Curriculum Congress, overseeing all academic programs*
- *CSCU Student and Faculty Advisory Committees, advising the Board of Regents*

Academic Programs



CT State offers more than 300 associate degrees and credit certificates and 121 workforce programs, grouped in 19 career fields:

- **Architecture/Design**
- **Engineering**
- **Arts (Performing and Visual)**
- **Human Services**
- **Automotive**
- **Language Studies**
- **Business**
- **Liberal Arts/Social and Behavioral Sciences**
- **Communication/Media**
- **Life and Leisure**
- **Computer Science and Engineering**
- **Manufacturing**
- **Computers/Information Technology**
- **Nursing and Health Careers**
- **Criminal Justice**
- **Science and Mathematics**
- **Culinary/Hospitality**
- **Technical Careers**
- **Education**

The college offers Associate of Arts (A.A.), Associate of Science (A.S.), and Associate of Applied Science (A.A.S.) degrees. Additionally, it provides 21 CSCU transfer A.A. degrees, enabling students to complete the first two years of a bachelor's degree and transfer to one of the five remaining CSCU institutions with junior status and no loss of credit.

CT State's General Studies program enrolls nearly 15,000 students in General Studies and Liberal Arts, making it the largest transfer population. The college also serves 7,500 credit and 2,100 non-credit students in STEM fields. As the state's leading producer of early childhood education graduates, CT State has awarded more than 1,100 degrees in the past five years.

Additional areas of focus include key workforce areas, including Manufacturing, with 2,400 students in programs like Computer numerical control (CNC), welding, robotics, and precision manufacturing, boasting 90% job placement and partnerships with industry leaders like Lockheed Martin-Sikorsky and Electric Boat. Nursing and Health Careers enrolls 3,800 students across diverse programs, producing the largest number of healthcare and nursing graduates in Connecticut, with a 98% NCLEX pass rate and strong ties to Hartford HealthCare and Yale New Haven Health. Information Technology serves over 3,300 students in cybersecurity, cloud computing, and software development, partnering with IBM, Infosys, and Accenture to meet the state's growing tech workforce needs.

Accreditation



CT State is accredited by the New England Commission of Higher Education (NECHE), which accredits schools and colleges in the six New England states. In April 2025, a team from NECHE will visit CT State and its campuses, with a focus on seven specific areas:

1. Progress with alignment and completion of math and English (ACME)
2. Implementing a collegewide approach to the assessment of teaching and learning
3. Developing and implementing an approach to dual enrollment plans and strategy
4. Implementation of a deficit mitigation plans and achievement of enrollment goals and sufficiency of resources
5. Implementation of our transitional strategic plan
6. Implementation of shared governance processes and procedures
7. Updates on matters previously requested in the [January 2024 progress report](#)

CT State seeks full accreditation as a singly accredited college by 2028.





Affordability

Connecticut offers a tuition-free program for eligible residents attending CT State. The free tuition program covers the gap between federal and state grants and the college's tuition and mandatory fees. To qualify, students must meet certain eligibility requirements, such as being a state resident. Enrollment is granted on a first-come, first-served basis. Currently, 46 percent of students receive free tuition through the college's free tuition program, with that percentage anticipated to increase.



Workforce Development & Continuing Education



Through its Workforce Development and Continuing Education (WDCE) division, CT State offers a diverse range of short-term licensure and certificate training programs designed to meet the evolving needs of Connecticut residents and businesses. Each year, these high-quality programs serve approximately 12,000 individuals seeking to enter or re-enter the workforce, acquire new technical skills, or advance their careers.

CT State's intensive non-credit training spans multiple industries, including business, healthcare, hospitality, information technology, manufacturing, and social services, creating pathways for career growth. Many programs also prepare participants for industry-recognized credential examinations. Additionally, CT State provides micro-credentials—targeted learning experiences that validate specific skills and knowledge in specialized subject areas.

Campus Foundations







CT State's institutionally related foundations raise and manage funds on behalf of each campus to support students, faculty and staff through scholarships, professional development grants, equipment donations, program support and more. Each of the campus foundations raises money through fundraising events and other initiatives as well as donations from generous supporters and is governed by an independent board of directors.

The foundations' generous support for scholarships has made higher education accessible to many who might otherwise be unable to pursue their academic dreams. Their commitment to program enhancement has enabled CT State to offer leading-edge curricula and state-of-the-art equipment, ensuring that students receive the best possible education.



Key Indicators

	Total Operating Budget:	\$454.2M
	Percentage of Revenue Mix:	Tuition/Fees: \$142.1M State: \$218.1M Short term recovery funds: \$83.6M Other: \$3.3M
	Operating Budget per FTE:	\$ 20,223
	Grants	
	Federal	\$14.5M
	State	\$8.5M
	All:	\$23.0M
	Current Tuition	
	Full-time	\$5,218/year
	Part-time	\$308/credit
	Fall Free Tuition	13,003 with funding of \$24,003,321
	FTE Student Enrollment:	22,459
	Total Headcount:	51,330 (+~13k noncredit)
	% In Developmental Programs:	17% of credit students, 40% of new students
	Non-Credit Enrollment:	20%
	Student Diversity Statistics:	
		Asian: 5%
		Black: 16%
		Hispanic: 30%
		Native American: 0.2%
		Non-Resident/Alien: 1%
		Pacific Islander: 0.1%
		Two or more: 4%
		Unknown: 5%
		White: 39%



Key Indicators

	High School Dual Enrollment:	5,000 +
	First Year Retention Rate:	68% first-time, full-time; 50% first-time, part-time
	Total Number of Degrees Awarded in 2024:	5,391 credit certificates, 3,471 non-credit certificates
	Number of Students Transferring to 4-year Institutions Annually:	1,575
	Full-time Faculty as of 2023	725
	Tenured:	430
	Tenure-track Faculty:	257
	Part-time Faculty (active FA2021):	2,283
	Faculty % of diverse full-time	22%
	Average Faculty Salary:	\$83,554 (equiv. 9 months)
	Student/Faculty Ratio:	15:1
	Faculty:	3,008 (Fall 2023 snapshot)
	Staff:	1,750
	Library Volumes:	756,548
	Percent of Electronic Volumes:	92%
	CSCU Board of Regents	Marty Guay, Chair Richard J. Balducci Shian Earlington Richard J. Porth Ari Santiago Elease E. Wright
		Juanita T. James, Vice Chair Ira Bloom Sophia Jappinen Luis Sanchez-Chiriboga Erin Stewart Ted Yang
	CSCU BOR Members ex Officio:	Danté Bartolomeo
		Brendan Cunningham
		Daniel H. O'Keefe
		Colena Sesanker
		Charlene Casamento
		Manisha Juthani, MD
		Charlene Russell-Tucker
		Kelli-Marie Vallieres, PhD

The Position



Reporting to the President of Connecticut State Community College ("CT State"), the Campus President serves as the chief administrative officer and campus administrator, providing strategic leadership to advance CT State's mission, vision, and priorities. This role is central to promoting student success, faculty and staff development, fostering inclusive excellence, and strengthening community and workforce development partnerships.

As a key member of the CT State senior leadership team, the Campus President is an on-site leader dedicated to operational excellence. The Campus President is responsible for guiding the development and execution of strategic business plans, contributing to budgetary planning, enrollment strategies, target-setting, and related institutional priorities.

The Campus President exemplifies thoughtfulness, resilience, and integrity; demonstrates innovative leadership and an unwavering commitment to academic excellence and workforce alignment. They collaborate with statewide college leadership, business and industry partners, and elected officials, serving as champions of CT State's ambitious vision to reimagine higher education.

Supervision Exercised

Direct reports include but are not limited to the Campus Dean of Faculty, the Campus Dean of Students, and the Associate Dean of Campus Operations.

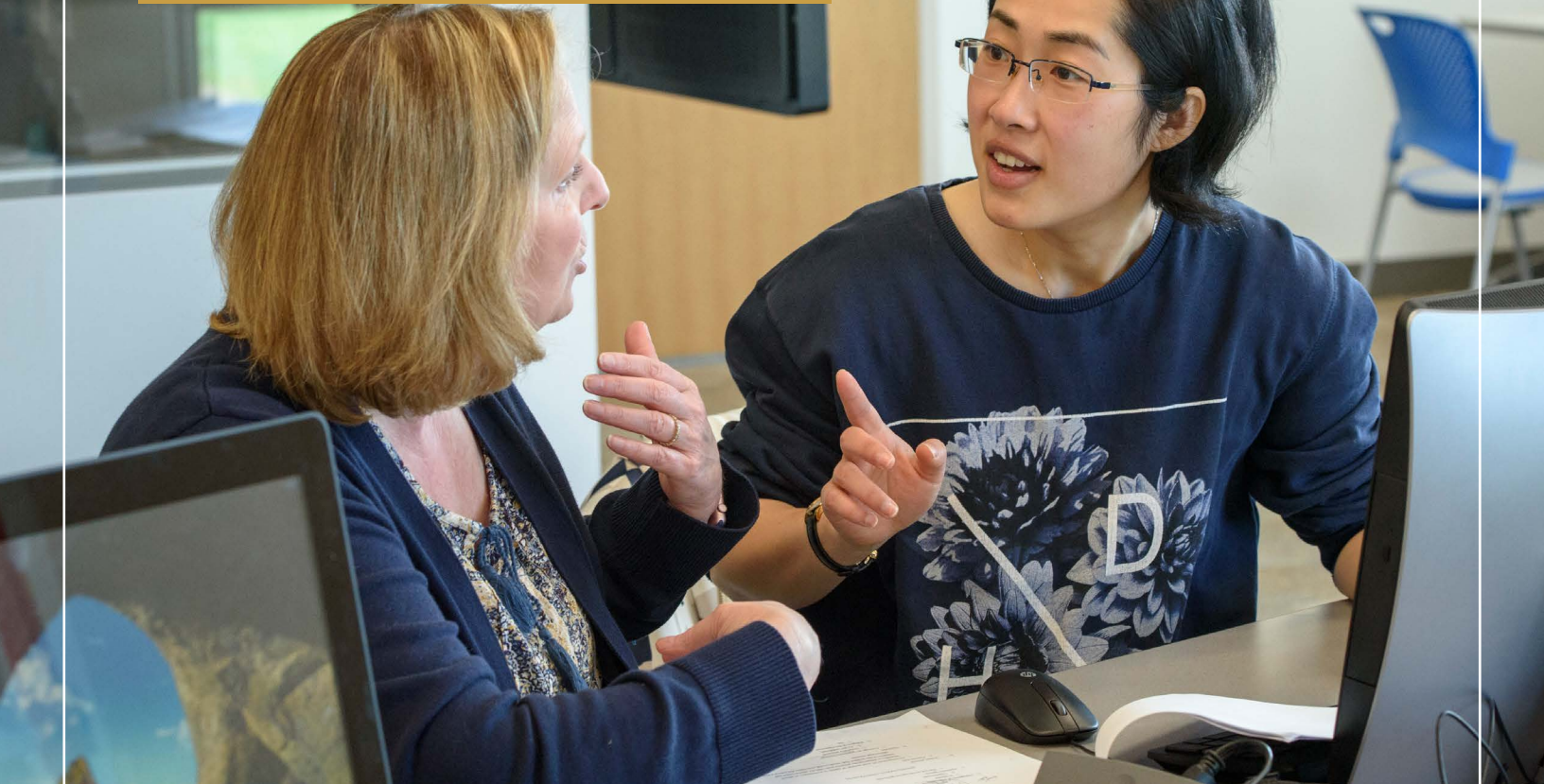
Leadership and Responsibilities



In addition to advancing CT State as Connecticut's leader in workforce development and open access education, the Campus President will:

1. Oversee all aspects of campus management and leadership to ensure alignment with institutional goals and achievement of strategic objectives.
2. Ensure the campus operates with robust controls, effective administrative systems, and streamlined reporting procedures.
3. Serve as the primary campus spokesperson and donor liaison, supporting campus foundation initiatives by identifying strategic investment needs, fostering donor relationships, and promoting fundraising efforts.
4. Lead campus staff development to ensure staff are qualified, well-trained, and motivated to meet their responsibilities effectively.
5. Promote faculty development initiatives that enhance teaching, research, and service excellence, fostering an academic environment that supports innovation and student success.
6. Provide strategic leadership in the development and delivery of academic, technical, and workforce education programs that address current and future community and employer needs.
7. Design and implement innovative strategies with measurable goals to increase student enrollment, attendance, persistence, and engagement across the campus.
8. Inspire, coach, and develop campus leaders to advance operational excellence and continuous improvement initiatives. Foster a collaborative and high-performing organizational culture.
9. Assess, analyze, and implement solutions that eliminate inefficiencies, reduce costs, and enhance educational quality, ultimately improving the student and campus experience.
10. Collaborate with faculty, staff, and students to ensure shared governance principles are upheld and advanced.
11. Work with CT State leadership to ensure the campus fulfills its role within the broader college system and State of Connecticut.

Knowledge, Skills, & Abilities



Leadership & Strategic Planning

- Develop and implement strategic plans aligned with CT State's mission, vision, and goals.
- Lead the campus in achieving high standards of academic excellence, student success, and community engagement.
- Foster a culture of innovation, inclusivity, and continuous improvement.
- Articulates a comprehensive vision and value proposition for the college and spearheads community inspiration and engagement in making that vision a reality.
- Further grows the reputation of the institution.
- Brings proven leadership and outstanding interpersonal skills, with the ability to collaborate effectively across all levels of an organization.

Academic & Student Affairs

- Ensure the delivery of high-quality academic programs and services that meet the needs of students and the community.
- Support faculty and staff development to enhance teaching, learning, and student support services.
- Promote a student-centered environment that prioritizes student retention, completion, and success.
- Understands the intersection of education and workforce development as a critical area for shaping the future of industries, economies, and communities.
- Earns credibility and respect from the faculty by fostering a culture of academic excellence, innovation, and collaboration, ensuring the college remains a highly desirable destination for scholars to teach, conduct research, and share knowledge.
- Is student-centered and cultivates and maintains a community where all students can grow, thrive, explore, and follow their scholarly and career passions, and feel a strong sense of community and belonging.

Knowledge, Skills, & Abilities



Operational Management

- Oversee campus operations, including budgeting, financial management, facilities, and technology.
- Ensure compliance with college policies, state and federal regulations, and accreditation standards.
- Collaborate with college-wide vice presidents to optimize resources and support campus initiatives.
- Demonstrates strong business and financial acumen, with advanced skills in data analysis and interpretation.
- Possesses a deep working knowledge of most areas within a college or university, with a specific focus on factors influencing net revenues.

Collaboration & Shared Governance

- Work collaboratively with other campus presidents and college-wide vice presidents to support CT State's overall mission and objectives.
- Participate in shared governance processes to ensure transparent decision-making and effective communication across the college.
- Serve on the CT State President's Cabinet and contribute to college-wide strategic planning and policy development.

Community & External Relations

- Represent the campus to external stakeholders, including community leaders, business partners, government officials, and donors.
- Foster partnerships that enhance educational opportunities, workforce development, and economic growth in the region.
- Engage with alumni and other supporters to build a strong network of advocates for the campus and college.
- Possess a proven ability to secure funding from private, state, and national sources.
- Is resourceful and pragmatic; able to make the most of CT State's and our local communities' distinctive assets and opportunities.

Diversity, Equity, and Inclusion

- Champion diversity, equity, and inclusion initiatives to create a welcoming and supportive environment for all students, faculty, and staff.
- Implement strategies to address equity gaps and promote social justice within the campus community.
- Collaborate with the Vice President of DEI to integrate DEI principles into campus policies and practices.

Challenges & Opportunities



- As CT State gradually continues to positively recover from enrollment declines that resulted from the COVID Pandemic, there are opportunities to foster enrollment growth by creating and developing deeper K-12 partnerships in such a way that the feeder high schools are keenly aware that CT State is a vital member of the community and a valued pipeline for K-12 students.
- A proposed dual enrollment bill is being considered, which has the potential to significantly enhance college readiness, boost enrollment, and provide a range of benefits for students, families, and educational institutions. There is a strong opportunity to enhance enrollment growth via forging effective collaborations with corporate partners to meet growing workforce training demands. CT State is currently the premiere workforce development institution in the state of Connecticut, yet there is an opportunity to be more responsive to the ever-changing corporate workforce training needs and providing customized training for new workers or offering on-site upskill training for incumbent workers. There is also the additional opportunity to grow the enrollment of non-traditional students, such as adult learners that require more college education to be marketable and to become gainfully employed.
- CT State's current transitional strategic plan is sunsetting this spring, consequently the institution will begin to work on developing its first official strategic plan that will take the College through 2030 and beyond. As a result, there is an opportunity for the new CT State Campus Presidents to occupy an essential role in this important planning process and help shape the strategic future of the institution and the state of Connecticut.
- Against the backdrop of a state that has 169 municipalities, there exist a strong traditional culture of territorialism and localized community self-interest. Consequently, the CT State Campus Presidents will need to have the capacity to navigate the local political landscape, while also maintaining a sharp awareness of state-level political realities.
- CT State has 12 primary campuses along with several satellite locations across the state, with each having its own unique culture and dynamic needs. The CT State Campus Presidents must have the balancing capacity to be strong advocates for the campus and the communities that they serve, while also being a strong ally to other campuses and supporting the College.
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Challenges & Opportunities



In addition, the President will be expected to:

- Build unity among those paired campuses while maintaining across all campuses the concept of one CT State Community College.
- Communicate clearly and directly the value of one college while building a local team at an individual campus.
- Embrace and promote initiatives that will keep students engaged through graduation by ensuring that programmatic and wrap around service needs are met.
- Foster efforts to make information about curriculum and financial aid consist with all seven campuses.
- Recognize the uniqueness of a campus and identify ways to honor and support any campus traditions.
- Ensure that the students at any campus are receiving the best information and services possible.
- Build on the diverse academic offerings including a wide range of programs across various fields that the merger of campuses will allow.
- Expand opportunities for students to pursue certificates, degrees, and specialized training that meet the needs of industry.
- Highlight affordability of the Connecticut State Colleges through competitive tuition rates, financial aid options, and scholarships to help make higher education more accessible and affordable for all students.
- Expand the offers of transfer opportunities for students wishing to continue their education at four-year institutions.
- Foster retention efforts while understanding of the unique situation of adult students with families, work, and school.
- Manage the change on the individual campus within a large complex institution and create an environment where faculty and staff feel that their input is valued and implemented where possible.
- Develop a deep understanding for the culture and community traditions of the individual campus as well as the statewide system.

Qualifications



The successful candidates must possess proven ability to effectively work with a culturally, linguistically, and ethnically diverse faculty, staff, and students. They are expected to have excellent oral and written communication skills along with strong Information technology literacy skills such as Microsoft Office (Word, Excel, Outlook, Teams etc.).

Minimum Qualifications

A Master's degree in a relevant field from an accredited institution is required, plus five (5) years' demonstrated experience leading multi-functional teams in higher education setting or an organization of similar complexity, with a track record of successful leadership at the dean level or above. Also required is a well-rounded understanding of methods and ways to manage resources effectively, increase efficiency, reduce costs, foster a culture of innovation and inclusion, and improve the quality of education and student experience in a higher education or comparable environment. The President must possess strong communication, interpersonal, and collaboration skills; and a commitment to the mission of community colleges and the diverse needs of their students. Substitute education and experience that meets the minimum qualifications for the position may be considered.

Preferred Qualifications

- Doctoral degree in a relevant field from an accredited institution.
- Preference for candidates with executive level experience in community colleges, particularly in multi-campus unionized environments similar to CT State Community College.
- Preference for candidates with experience fundraising for a college/university or community-based organization.
- Preference for candidates that have demonstrated experience leading workforce development initiatives that involve employers, state agencies and/or workforce investment boards.
- Preference for candidates that have significant experience acquiring and overseeing large federal, state and/or philanthropic grants.
- Preference for candidates with experience managing large scale budgets (\$10 million+) and with experience developing mitigation strategies that limit impact on educational quality and student support.
- Demonstrated experience implementing equity programs and initiatives that increase educational outcomes for historically underrepresented and underserved communities.



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SEARCH COUNSEL TO HIGHER EDUCATION

Application Procedures

Completed applications are due by **April 7, 2025**. To ensure full consideration, please submit: 1) a current resume or CV; 2) a cover letter addressing your interest in CT State Community College; and 3) the contact information for three professional references. Submit your application securely through our website **here**. Candidates may apply to one or more positions.

For further information, please contact:

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RH Perry Policy

RH Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without their consent.

Notice of Non-Discrimination

CT State Community College does not discriminate on the basis of age, ancestry, color, national origin, gender identity or expression, genetic information, learning disability, marital status, intellectual disability, physical disability (including but not limited to blindness), present or past history of mental disability, prior criminal record, race, religious creed, sex (including pregnancy and sexual harassment), sexual orientation, retaliation for previously opposed discrimination or coercion, veteran status, members of the CT Civil Air Patrol, victims of domestic violence or any other federal or state protected class in its employment, programs, and activities, unless the provisions of Section 46a-80(b) or 46a-81(b) of the Connecticut General Statutes are controlling or there are bona fide occupational qualifications excluding persons in one of the above protected groups.

For information regarding the nondiscrimination, disability, and Title IX policies/procedures, contact: John-Paul Chaisson-Cardenas, Vice President for Diversity, Equity, and Inclusion, CT State Community College, 185 Main Street, New Britain, CT 06051, 860-612-7056 or jp-cardenas@ct.edu.

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