



## **Lee College Presidential Position Profile**

The Board of Regents of Lee College invites applications and nominations for the position of College President to replace Dr. Dennis Brown, who is retiring after a successful eight-year tenure. The President is the chief executive officer and reports to a nine-member Board of Regents elected by tax district residents. The President is responsible for implementing Board policies, goals and serves as the point person for Lee College by representing and developing relationships with multiple constituencies of the College's service area. These include the internal communities of faculty and staff, and external communities, particularly the school systems and the business community within the service area. Additionally, the President serves as the lead contact with elected officials, both locally and at the state level, with the Texas Association of Community Colleges and with other educational partners, both locally, across the state and nationally.

Lee College, an Achieving the Dream Leader College of Distinction, offers more than 100 associate degree and certificate programs, as well as non-credit workforce and community education courses that prepare its diverse student body for advanced higher education; successful entry into the workforce; and a variety of in-demand careers. Lee College is an Hispanic Serving Institution, and in 2015 was listed as one of the 10 Best Community Colleges in the Nation (*SmartAsset*). With the main campus and McNair Center located in Baytown, and a satellite center in nearby Liberty, the College serves a geographic area of more than 220,000 residents.

### **Qualifications/Experience**

#### **Degree**

Master's required; Doctorate preferred, from a regionally accredited institution.

#### **Experience**

Minimum of 3 years of demonstrated, successful senior executive experience, preferably in a community college or another institution of higher education, or in another sector of education. Candidates with successful experience in the private sector will be considered.

### **Student Focus**

A strong commitment to students with a focus on student success and demonstrated successful experience cultivating, nurturing and maintaining a culture of diversity and equity as a means to accomplish student achievement.

### **Leadership Experience**

A proven track record of demonstrated success in visioning, communication, consensus building, and actual implementation of innovative ideas and strategies. Experience working with multiple constituencies, including the Board of Regents, faculty, staff, students, and the greater regional community.

### **Fiscal Management**

Previous fiscal experience with budget management, development and implementation, as well as the ability to develop the College by maintaining an entrepreneurial approach to grant development, fundraising, partnerships, and innovative staff and resource development to improve institutional effectiveness and program enhancements. Successfully demonstrated experience in partnering with a college foundation and other community organizations for resource development.

### **Partnerships**

Ability to establish and maintain partnerships throughout the College's service area, including business, industry, K-12, other higher education institutions and other community organizations.

### **Legislative Affairs**

Politically astute with a record of proven advocacy skills and a solid understanding of local, state, and national legislative processes and issues.

## **Ideal Characteristics and Qualities**

- A student-centered president, dedicated to leading a college that places student access, student learning, and student success as the key institutional priorities;
- An effective communicator, listener, and advocate with strong interpersonal skills and a commitment to share and to elicit information, ideas, and policy with students, faculty, staff, and the public in both written and verbal formats;
- A transparent, approachable, ethical, authentic, and visible leader who will develop and maintain a high level of trust and respect throughout the college and within the regional communities;
- A leader who possesses a keen understanding of instruction and student learning, preferably with prior instructional or training experience, and who shares a deep appreciation for both traditional core classes and workforce training, and as well, is open to alternate modes of instructional delivery, such as creative scheduling, hybrid classes, and online instruction;

- A leader who supports a culture of evidence-based decision making and inspires support for those decisions, ideally with experience at an Achieving the Dream institution or equivalent experience;
- A knowledgeable, skillful and innovative leader who will collaboratively manage a complex set of institutional challenges and issues, making difficult decisions focused on moving the College forward in a productive and sustainable way that continues to promote student success and completion of student goals;
- A decisive action-oriented leader who has a proven track record of identifying, communicating, implementing, and completing innovative initiatives, increasing certificates and programs;
- A strategic planner who will quickly understand and embrace the Lee College strategic plan, *Vision 2022*;
- A leader who applies business acumen, emotional intelligence and exemplary judgment;
- An experienced leader who values the contributions of employees, and who will proactively work with personnel from all of the college sectors;
- An inspiring leader who can articulate and implement a vision for Lee College and a consensus builder who will bring the College and communities to a level of greater appreciation and participation in developing Lee College as the educational institution of choice in the region;
- An innovative individual who understands the complexities associated with the delivery of dual credit to service area schools, and at the same time is closely connected to the training needs of the business and industry in the region, possibly bringing prior experience from the public education arena or from an industrial setting;
- A leader who exhibits a comprehensive understanding of the opportunities that new technologies bring to the current learning environment, and the practical knowledge to bring these to implementation and utilization for the benefit of students, faculty and administration;
- An inclusive leader dedicated to valuing and advocating for increased student and employee diversity and promoting equity and inclusion;
- A leader with experience in recruitment or enrollment management, including underrepresented populations;
- A leader who works collaboratively with faculty and stakeholders and has experience with programmatic and regional accreditation.
- An innovative leader who prioritizes professional development, high-impact practices, employee engagement and input, and measurable institutional results and accountability;
- A leader who has demonstrated community engagement and commitment to the comprehensive mission, vision and values of Lee College in urban, suburban, rural, business and industry settings;
- A leader who understands the complexities and demands associated with facilities management.

## **Presidential Search Timeline \***

<b>April 2019</b>	Presidential Profile posted on lee.edu and acctsearches.org. Targeted local, state-wide and national one-to-one recruitment commences; national advertising placed.
<b>July 2019</b>	<b>Target Date of July 22, 2019 for Receipt of Applications (open until filled)</b>
<b>Early-August, 2019</b>	Search Committee conducts initial review of applications; committee deliberates and submits semifinalists for Board to interview.
<b>Late- August 2019</b>	Board of Regents conducts interviews with confidential semifinalists. Board of Regents deliberate and determines finalists.
<b>September 2019</b>	Final candidates interview with the Board, tour campus, participate in open public forums, etc., reference checks are conducted. Board deliberates to determine the first-choice candidate.
<b>October 2019</b>	Board of Regents negotiates salary and approves new CEO. The 21-day waiting period begins. Sole Finalist is announced to the public.
<b>After 21 day waiting period</b>	Board votes to officially appoint the next President of Lee College.
<b>Start Date</b>	The anticipated start date is no later than December 2, 2019.

\* Subject to change

## **Nomination and Application Process**

**The target date for receipt of applications is July 22, 2019.** Applicant packets received after 07/22/2019 are not guaranteed review.

On campus interviews anticipated during the week of August 27, 2019

The anticipated start date is no later than December 2, 2019.

Transcripts of all higher education degrees will be requested from the finalists.

### **How to Apply:**

This is a confidential search process. To ensure full consideration, application materials should be received no later than July 22, 2019. The position will remain open until filled.

To apply go to <http://www.acctsearches.org> and upload your documents.

Candidates will need to have the following information or materials available to complete the application:

1. A letter of application (not to exceed 5 pages) that succinctly addresses the opportunities and challenges identified in the Position Profile and demonstrates how the candidate's experience and professional qualifications prepare them to serve as the President of Lee College.
2. A current resume including an email address and cellular telephone number.
3. A list of eight references: example, two to three supervisors, two to three direct reports and two to three faculty and/or staff members from current and former institutions.

For additional information, nominations or confidential inquiries please contact:

- Bill Holda, Ed.D., ACCT Search Consultant, [wholda@gmail.com](mailto:wholda@gmail.com), (903) 987-3332 (mobile)
- Julie Golder, J.D., Vice President of Search Services, ACCT, [jgolder@acct.org](mailto:jgolder@acct.org), (202) 384-5816 (mobile), 202-775-4466 (office)

**\*An ACCT Search\***