

RH PERRY & ASSOCIATES
SEARCH COUNSEL TO HIGHER EDUCATION



EXECUTIVE SEARCH PROFILE
PRESIDENT

NCC
NASSAU
COMMUNITY
COLLEGE
STATE UNIVERSITY OF NEW YORK

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The Opportunity

The Board of Trustees of Nassau Community College (NCC) seeks confidential nominations and expressions of interest for the college's next President who will lead the largest, single-campus community college in the State University of New York (SUNY) system. The President will be a visible, relatable unifier who is mindful of the history of the college while visionary in collaboratively creating a new future for the college. The President will be a compassionate and tenacious leader, have strong business acumen and community relations skills, and embrace the opportunity to engage actively on campus and in the community to achieve short and long-term goals.

This is an excellent opportunity for an experienced, courageous, visionary, and inclusive higher education leader who is eager to commit to serving Nassau Community College and the region. The successful candidate will join a team of highly qualified faculty and staff, many of whom have served NCC for a long period of time. The next President will build on the strong history and reputation of the college while collaboratively developing a vision for the future.



Overview



Created in 1959 as part of the State University of New York (SUNY), NCC first held classes in a wing of the old Nassau County Courthouse in Mineola, New York. When the college officially opened in 1960, just 632 students took advantage of the affordable, high-quality academic programs. In 1962, NCC expanded to 135 acres at the former Mitchel Air Force Base and enrollment soared.

Today, the college is located in the heart of Long Island on a beautiful 225-acre campus with 48 buildings including an affordable, on-campus childcare center and a Life Sciences building that opened in 2012. NCC is the largest single-campus community college among the 30 community colleges in the State University of New York (SUNY) system. NCC serves a large geographic area which encompasses Nassau, Suffolk and Queens Counties on Long Island, as well as other parts of the New York City metropolitan area.

NCC is a comprehensive, full-opportunity community college offering more than 70 fields of study with facilities, technology, small class sizes and great teaching that help students reach their educational goals. The college graduated 2,715 students with degrees and certificates in 2020-2021.

About one million people have attended NCC to date. Among NCC's 140,000 graduates are doctors, attorneys, teachers, and business and political leaders. The college has an active NCC Alumni Association and is well-known and well-regarded in the communities it serves. Many of NCC's students benefit from the work of the NCC Foundation in fundraising, managing, and distributing scholarship funds as well as supporting academic program development.

NCC is justifiably proud of the excellence of the faculty with 17% of full-time faculty members holding doctorate degrees, twice the national rate for community colleges. Additionally, more NCC faculty have received the SUNY Chancellor's Award for Excellence in Teaching than any other community college in the state.

Nassau Community College is accredited by the **Middle States Commission** on Higher Education and is authorized by the Board of Regents to award two-year Associate degrees in arts (AA), science (AS), and applied science (AAS) and is also authorized to award Certificates for programs of study of less than two years. Many specific academic programs are also accredited separately by appropriate professional organizations.

Our Mission

Nassau Community College, a constituent member of the State University of New York system, is a comprehensive, full-opportunity institution of higher education. All who can benefit from its resources have the opportunity to expand their knowledge and skills and to pursue the goal of lifelong learning. The College is dedicated to high quality, low-cost education and career preparation to meet the needs and interests of the community it serves. It is committed to academic excellence and the dignity and worth of the individual. To this end, Nassau Community College offers Associate in Arts, Associate in Science, and Associate in Applied Science degrees, as well as Certificate and continuing education programs. Its curricula span the liberal arts and sciences, as well as pre-professional and professional areas, for the benefit of a diverse population.

The College places a high priority on small classes, taught by qualified, experienced faculty, to provide an optimal educational environment.



College Goals

- *To maintain an open admissions policy that ensures the availability of educational programs for traditional and non-traditional students.*
- *To create educational programs that respond to and satisfy diverse community needs.*
- *To provide general education that teaches students to think critically and analytically about a body of knowledge conducive to lifelong learning.*
- *To maintain developmental programs which upgrade student skills for success in college level courses, and to provide special courses of study which enhance general education.*
- *To provide the support services necessary for students to realize their maximum potential.*
- *To create a wide variety of activities and cultural programs to enrich student and community life.*
- *To create a multicultural environment which fosters the synthesis of knowledge, aesthetic appreciation, and commitment to ethical and social values.*
- *To encourage faculty development with programs that promote scholarship and creativity, and to encourage the adoption of innovative teaching methods and technology to enhance student learning.*
- *To support and strengthen academic programs which best prepare students for transfer to senior institutions, and to provide career programs to prepare students for regional and global employment opportunities.*
- *To provide administrative leadership which assures educational quality, furnishes adequate student support services, maintains effective budgeting and facilities management, and stimulates thoughtful planning for the future of the College.*
- *To enhance the economic and cultural vitality of the County by promoting an educational environment which responds to the changing needs of the community.*



The Campus



The 225-acre campus is located in central Nassau County and is easily reached from the Meadowbrook Parkway (Exits M3 and M4) or from entrances on Stewart Avenue and Hempstead Turnpike. Students attend classes in modern classroom wings and in picturesque older buildings once used by the U.S. Army and Air Force. Students have access to the latest available equipment for teaching health sciences, engineering technologies, marketing and business, computer technology, liberal and fine arts, mathematics and sciences, and the performing arts.

Central to the campus is a plaza which connects a 12-story Administrative Tower containing many campus offices, including Admissions, Registrar, Bursar, Financial Aid and others; an extensive Library (described under “Learning Resources”); and a 192,000 square-foot Physical Education Complex, which is one of the finest in the Northeast, and includes swimming and diving pools, a gymnasium, a fieldhouse, saunas, and specialized rooms for wrestling, dance, gymnastics and indoor ball games.

The Social Sciences and Visual Arts Building (Building G), which opened in January 1997, is where 9,000-10,000 students attend class. The departments of Art, Criminal Justice, Economics, History/Geography/Political Science, Psychology and Sociology hold their classes in this space. The Social Sciences and Visual Arts Building has 37 classrooms and two state-of-the-art lecture halls.

In September 1997, the new 85,000 square-foot College Center (CCB) opened. The Center accommodates student activities, student government, the Faculty-Student Association, various student clubs, and conference facilities. The central meeting area is a multi-purpose room designed to accommodate banquets, theatrical productions, film and video, dances, and large meetings. Several study lounges and two conference rooms are located on the second and third floor, along with a dark- room and computer area for the student newspaper.

The A. Holly Patterson Library supports students in an active learning environment, providing research assistance and access to information in multiple formats produced worldwide. Group and individual study spaces, anatomy and physiology models, reserve copies of current textbooks, over 200 computers for student use, and information literacy instruction conducted in electronic classrooms round out the Library’s offerings.

The campus also houses the David S. Mack Center for Training and Intelligence which is used to train officers from police departments all over Nassau County. Still planned for future construction are a Theatre and Performing Arts Center, and improved public spaces and walkways.

Campus Map

The Region



Nassau County, on **Long Island, New York** is a dynamic and lively place to live and to visit. The county offers beautiful beaches, charming downtown areas, numerous museums, world class shopping and dining, abundant recreational opportunities, and a rich history. Nassau County is less than 20 miles from Times Square and is easily reached by the Long Island Railroad or via major highways. With four airports nearby, it's accessible from just about anywhere in the world.

More on Nassau County

Nassau Community College is in **Garden City, New York**. As of the 2020 census, 23,272 people lived in Garden City with a racial makeup of 88.8% White, 1.1% African American, 4.7% Asian, 0.4% from other races, and 3.1% from two or more races. Hispanic or Latino of any race were 6.3% of the population. In addition to the Incorporated Village of Garden City, the Greater Garden City area in the 11530 zip code includes another incorporated village, Stewart Manor, as well as two unincorporated areas of the Town of Hempstead: Garden City South and East Garden City – the latter of which was absorbed by the Census Designated Place of Uniondale.

In addition to NCC, several other colleges and universities are in Nassau County including Hofstra and Molloy Universities, Farmingdale State College and Stony Brook University.





Governance



Nassau Community College defines shared governance as a commitment on the part of the faculty, trustees, the administration, and SUNY to work together, each as fully accountable entities, to carry out the college's educational mission, vision, and strategic plan responsibly and effectively.

The Academic Senate at NCC has celebrated a long tradition of collaborative decision making since the 1960's. In 2017, The Board of Trustees passed a resolution that directed the College President to revise the shared governance structure and to present to the Board on or before September 1, 2017. The revised Senate bylaws were adopted and its impact on the College governance system has been ongoing.

The Academic Senate is how the members of the faculty provide a voice and represent their respective constituencies. At present, there are 24 Senate committees which actively engage in serving the campus. These committees address areas such as curriculum, faculty development, applied learning, academic standing and assessment. There are also special ad hoc committees. The Senate receives proposals

from its committees, provides feedback and forwards the recommendations to the President for implementation or discussion with the Board of Trustees.

The purpose of shared governance is to ensure meaningful faculty participation in institutional governance. The senators and alternates are full-time faculty members and students elected by faculty, students and representatives from the CSEA and AFA respectively. The 10 members of Administration are appointed by the President. The additional nonvoting ex officio members have privileges of the floor, make motions, take part in debates, and enjoy all the other privileges of membership except for voting and being an officer.

The ultimate authority for College operation is vested in the Board of Trustees, five of whom are appointed by the Nassau County Executive and four by the governor of New York. A tenth member is elected annually by the student body.

[More on NCC Board of Trustees](#)



Academics



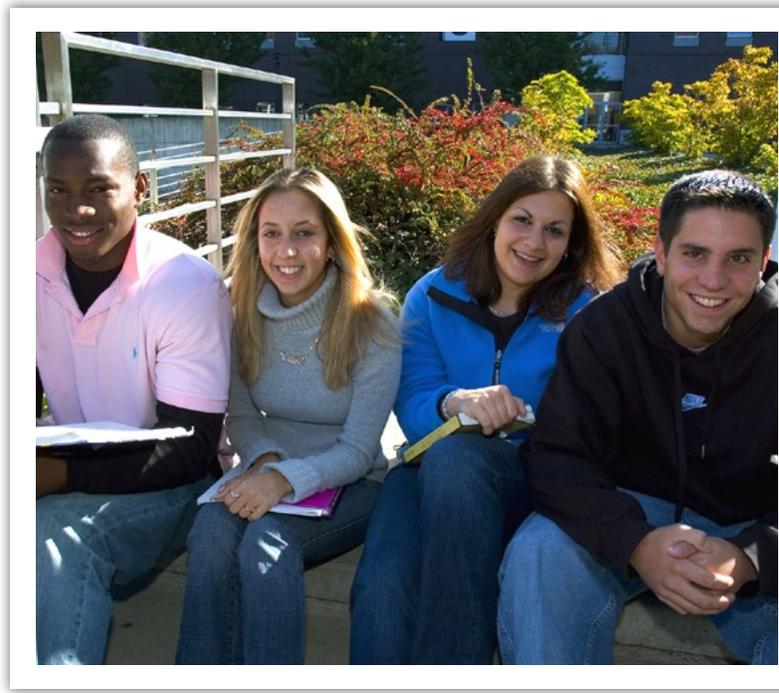
Nassau Community College currently offers Associate in Arts (AA), Associate in Science (AS and Associate in Applied Science (AAS), Associate in Occupational Studies (AOS) degree programs as well as certificate and not-for-credit Lifelong Learning education courses and programs. Students can choose from more than 70 degree and certificate programs that prepare them for transfer to four-year colleges or for immediate entry into high-demand careers.

NCC also serves lifelong learners in the local community as a provider of workforce development education to those employed by local corporate partners and to members of the community seeking to enhance their employment opportunities by completing (non-academic) professional certificate programs such as Pharmacy Technician, Real Estate, Medical Billing and Emergency Medical Technician.

For English language learners, NCC offers a range of options depending on the students educational, personal, and work goals including ESL classes for admitted students, an English language immersion program, and the Language Learning Center.

Top Ten Enrolled Credit Programs in Fall 2021:

1. Liberal Arts/Sciences: Hum/Social Sciences AA	4,670
2. Business Administration AS	808
3. Liberal Arts/Sciences: Math/Science AS	657
4. Criminal Justice AS	571
5. Nursing AS (Day)	258
6. Accounting AS	230
7. Biology AS	204
8. Liberal Arts—Early Childhood Ed AA	151
9. Marketing AAS	138
10. Information Technology AAS	133





Students



The college currently serves almost 13,000 credit students and about 1,300 non-credit students in continuing and professional certificate programs in Fall terms. The college attracts a diverse student body that includes recent high school graduates, working adults and displaced workers, veterans, traditionally underrepresented students, English language learners, international students, student-parents, students with disabilities, low-income students, and first-generation college students, as well as students with a postsecondary credential preparing for new careers.

NCC is the top choice for about 15% of high school graduates in Nassau County. Approximately 81% of the college's students are Nassau County residents and about 8% each are Queens and Suffolk county residents.

About 39% of first-time-in-college (FTIC) students are first generation in college students and 81% are receiving financial aid.

Students at a Glance



55%

Full-time Students

45%

Part-time Students



37%

are under 20 years of age

35%

are 20 to 24 years old

27%

are 25 year old and under



STUDENT DIVERSITY

- African American: **20%**
- American Indian/Native American: **<1%**
- Asian/Pacific Islander: **8%**
- Hispanic: **33%**
- White: **31%**
- Other/2+ Races: **7%**



53%

are female



47%

are male



Student Life



At Nassau, the hours spent outside the classroom are as important as those spent in study. Students may join a club or create one, run a newspaper or run for office, book a band or play in it, deejay or dance, act or interact, work or play. The extensive campus life at Nassau Community College offers students the opportunity to sample their career choices or explore recreational areas of interest. Nassau campus life offers over 100 clubs to join and numerous recreational and social events to attend. Spring, summer, winter or fall, Nassau Community College offers students an outstanding array of activities for relaxation and personal growth.

The college also operates an award winning radio station, WHPC, “The Voice of Nassau Community College,” which was named the ONLY Community College radio station finalist for the “Best College Radio Station” Marconi Award in 2022 and 2019. The station was named “Best Radio Station” in the Bethpage Best of Long Island awards in 2022.

The Nassau-Adelphi Gateway program gives students an opportunity to earn their associate degrees while being a part of campus life at Adelphi University. In addition to being able to live at Adelphi and participate in University activities, students have easy access to streamlined transfer pathways for completing their bachelor’s degrees.

There are numerous student support services that focus on fostering student growth and preparing them for success, including personal, financial, spiritual, and social needs. The goal is to create and maintain an engaging and safe campus environment that has an appreciation for the diversity present on our campus and in our community.

About Student Life



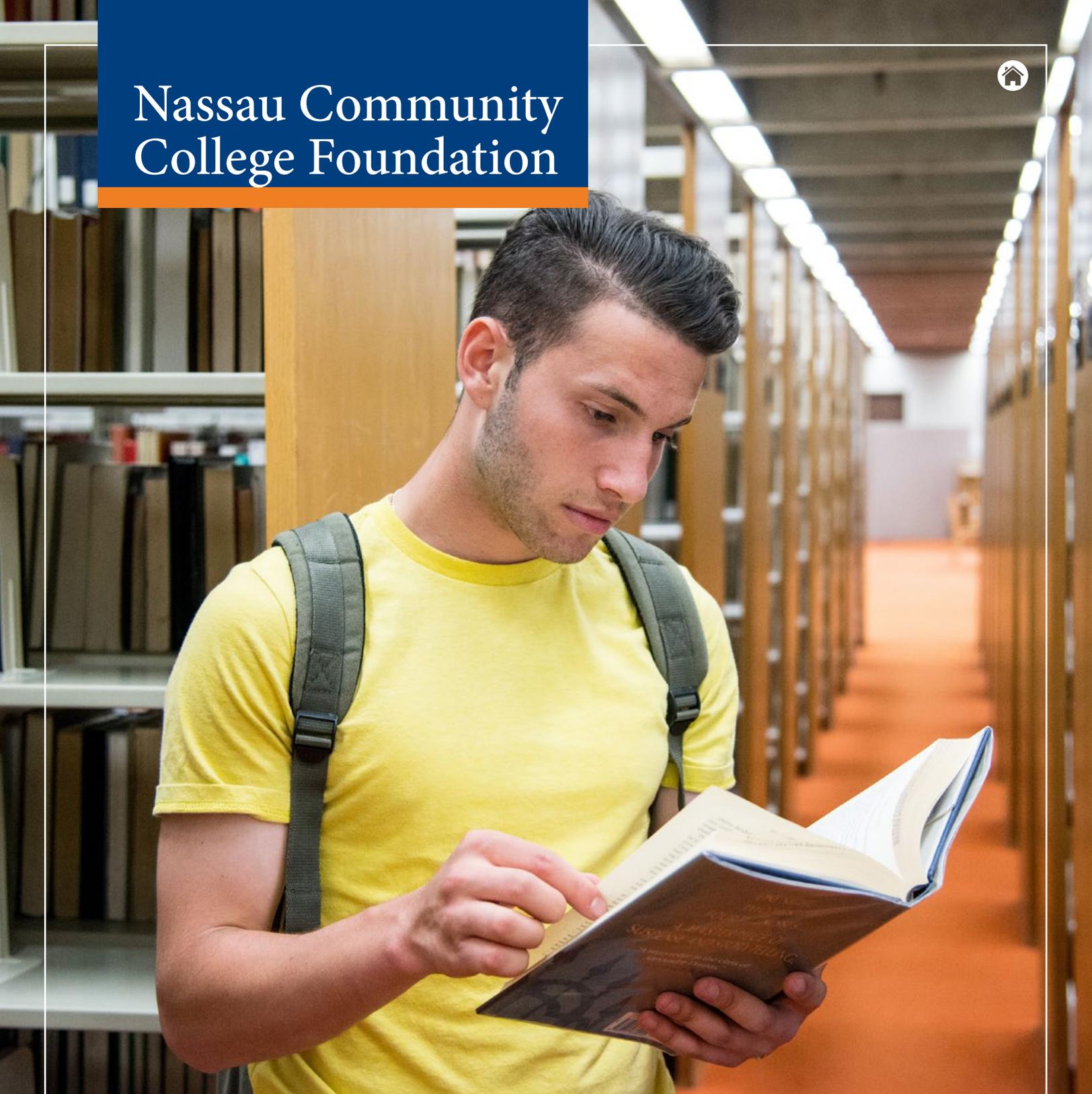
Athletics

Nassau Community College is a member of the National Junior College Athletic Association and participates in Region XV competition. Expert coaching in the finest indoor and outdoor athletic facilities has made the men's and women's varsity teams at Nassau a dominant force in the National Junior College Athletic Association. Individual athletes have gone on to prominence at 4-year colleges and universities, as well as in professional sports and as coaches and physical education teachers. Nassau Lions currently compete on 27 men's, women's, and co-ed teams.

About Athletics



Nassau Community College Foundation



The Nassau Community College Foundation is a not-for-profit corporation created in 1983 to support the mission of the college by providing an independent avenue to receive philanthropic aid. For many students, their road to success begins with the Nassau Community College Foundation.

The purpose of the Foundation as outlined in its Certificate of Incorporation is to receive, hold, invest, and administer gifts

and donations for Nassau Community College as well as its students and faculty. Foundation responsibilities include, but are not limited to, fundraising and the distribution of those funds in support of student scholarship opportunities as well as growing NCC's academic programs. The Foundation also supports faculty development as well as a variety of the College's cultural and leadership activities.



Key Indicators

	Investment in Plant, less depreciation	\$189,709,000
	Plant Replacement Insured Value	\$24,217,112
NCC Foundation (2021)		
	Assets:	\$4,587,470
	Scholarship Awards:	\$453,057
	Total Operating Budget (FY2021)	\$ 181,620,707
	Revenue Mix	Tuition/Fees: 42% Local: 34%; State: 21%; Other: 4%
	Operating Budget per FTE	\$17,453
	Grants (FY2021)	\$15,000,000
	Current Tuition	
	In-State:	FT Semester: \$2,900
	Out-of-State:	FT Semester: \$5,800
Student Enrollment (Fall 2021)		
	Credit Headcount	12,646
	Credit FTE	9,161
	Lifelong Learner Headcount	1,288
	Credit Student Diversity	African American: 20% American Indian/Native American: <1% Asian/Pacific Islander: 8% Hispanic: 33% White: 31% Other/2+ Races: 7%
	Student Age	Average: 23.4 years old Under 20: 37% 20- 24: 35% 25 and older: 27%
	High School Graduate Capture Rate	County graduates/students enrolled: 15%
	First Year Retention Rate	First time Full-time: 64% First time Part-time: 48%
	Number of Degrees Awarded (AY2020-21)	2,715



Key Indicators

Full-time Faculty	
Teaching:	326
12-month:	32
Professional:	106
Language Immersion at NCC (LINCC) Lecturers:	10
Part-time Faculty & Staff	
Adjunct Faculty Association (AFA) Teaching:	582
Non-classroom:	112
Civil Service Employee Association (CSEA)	103
College Ordinance (Administrators)	
PT Ordinance:	51
PT Grants:	30
PT Continuing Education:	57
FT Admin/Prof	63
FT Support Staff	289
Student Faculty Ratio	17:1

	Intercollegiate Sports: Men's Programs	Baseball, Basketball, Bowling, Cross Country, Esports, Football, Golf, Lacrosse, Outdoor Track & Field, Soccer, Tennis, Volleyball (emerging sport), Wrestling
	Intercollegiate Sports: Women's Programs	Basketball, Bowling, Cross Country, Esports, Flag Football (emerging sport), Golf, Lacrosse, Outdoor Track & Field, Soccer, Softball, Tennis, Volleyball, Wrestling (emerging sport)
	Intercollegiate Sports: Co-Ed Programs	Cheerleading

Collective Bargaining Units	
Faculty:	
Nassau Community College	
Federation of Teachers (NCCFT):	474
Adjunct Faculty Association (AFA):	694
Staff:	
Civil Service Employee Association (CSEA) FT & PT:	392
Nassau Community College Administrators Association (NCCAA):	27
Non-Union:	
FT Management/Confidential	36
PT Ordinance - includes PT Ordinance, PT Grants, PT Continuing Education	138

Source Data: IPEDS Fall 2021 - employees counted once as per primary job

Challenges & Opportunities

- Like many community colleges, Nassau Community College has experienced a decline in student enrollment, which began before the pandemic and continues today. Developing strategies to increase student enrollment and retention with an equity lens will be an important priority for the new President.
- Like many colleges across the county, NCC has seen reduced funding related to the enrollment decline which presents a financial challenge for the college. The new President will cultivate strategic partnerships to help secure additional streams of revenue to ensure financial stability and strengthen the college programs and services.
- The new President will promote and further build the college's reputation and create a branding and marketing strategy that will make Nassau Community College the college of first choice for more high school graduates, service area residents, and other prospective students.
- The new President will be forward-thinking and lead the college in embracing new technologies, processes, modalities, and educational programs, including a greater focus on workforce preparation programming to best meet student expectations and community needs.
- Nassau Community College operates within a shared governance structure where a large percentage of employees belong to collective bargaining units. The new President will be eager to work collaboratively within a unionized campus and a shared governance system that provides the framework to benefit from listening to the voices of employees across the college.
- The college serves a rich and vibrant student population. The new President will be visible on the campus and foster a sense of belonging where all are welcome, have a voice, and are encouraged to be part of the college community.
- To create a unified and cohesive community, the new President will be a bridge-builder who is compassionate, inclusive, and transparent in reaching decisions, and tenacious in leading the college toward its goals.
- The new President will be a strong planner who is skilled in using data effectively to develop strategic, educational, and facilities master plans, and focused on implementing those plans to meet desired goals.
- With the next Middle States Accreditation approaching, the new President will be experienced in preparing for and responding to accreditation requirements and able to lead the college's effort to maintain continued accreditation.
- Nassau Community College serves a very diverse community and is committed to diversity, equity, and inclusion. The new President will help build and retain a team that is representative and reflective of the student body and community.
- The college has a dedicated faculty and staff who are highly qualified and committed to student success, many who have worked at NCC for lengthy periods. The new President will value the history of the college while reviewing the structure and staffing levels to ensure the college can progress effectively and efficiently toward its goals.
- The new President will have a track record in external relations to navigate complex organizational and reporting structures and respond to the needs and demands of external partners such as Nassau County and the State University of New York (SUNY).
- Nassau Community College is well positioned to grow educational partnerships through dual enrollment with local school districts, enhance transfer opportunities, and increase programming to meet local workforce needs. The President will forge new and stronger relationships with local K-12 school districts, private schools, university partners and employers in the region.
- Like many community colleges, some of NCC's facilities need renovation, maintenance and/or upgrades. The new President will benefit from capital improvement funds for this purpose and be creative in identifying additional funding sources to enhance the campus.

Qualifications, Characteristics and Experience



- Earned doctorate or terminal degree from a regionally accredited institution very strongly preferred; Master's degree with significant higher education leadership experience may be considered.
- 5 years of successful senior administrative/leadership experience in higher education, preferably in a community college; prior or current presidential experience preferred.
- Teaching experience in a higher education environment; 3 years of community college teaching experience preferred.
- A track record as a visionary, successful, inclusive, and goal-oriented leader committed to the advancement of the institution who will commit to serving the Nassau County region.
- A leader with demonstrated success managing enrollment, including recruitment, retention, and completion, with a special focus on underserved students.
- A unifying bridge-builder who is visible and accessible throughout the College and within the community, one who possesses exceptional communications skills and a collaborative mindset, and uses those skills to develop strong relationships, shared priorities and values, and a sense of community.
- A compassionate, relatable leader who is committed to transparency and inclusiveness, and who demonstrates emotional intelligence in decision making and determination in working toward goals.
- A leader who works effectively within a shared governance and collective bargaining environment.
- A leader who works collaboratively with the Board of Trustees, advising them on key issues, and collaborating with them in realizing a vision for the College's future.
- A leader who is experienced in community relations, politically astute and able to manage the varied demands and expectations of different funders and organizations.
- A leader with a proven record leading strategic planning and accreditation processes in higher education.
- A leader with strong financial acumen and an entrepreneurial spirit who recognizes and creates opportunities and, with others, leads college teams to act upon them.
- A successful and innovative fundraiser, adept at cultivating donors, establishing new partnerships, leading capital campaigns, and working with college foundations and funders.
- A leader with experience in balancing curricular offerings in liberal arts/transfer preparation, career and technical education/workforce programming to meet student and community needs.
- A forward-thinking and technologically sophisticated leader who embraces the potential of new tools, processes, programs, and modalities.
- An equity-minded leader who is committed to embracing diversity and increasing equity and inclusion across the college.



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Application Procedures

Completed applications are due by **December 15, 2022**. To ensure full consideration, please submit: 1) a current resume or CV; 2) a cover letter addressing the position; and 3) contact information for one professional reference. Please submit your application securely through our **website**, or by email to NCCPresident@rhperry.com.

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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 to assure interested parties that their background and interests will not be discussed without the consent of the applicant prior to his or her becoming a candidate.

Nassau Community College Non-Discrimination Notice

Nassau Community College (NCC), a member of the State University of NY (SUNY) system of Colleges and Universities, is a diverse and multi-cultural campus. NCC provides equal employment opportunity and prohibits discrimination on the basis of race, color, religion, gender, sexual orientation, national origin, age, disability, marital, or veteran status.

NCC promotes positive efforts in recruitment to achieve equity and inclusion and is conducting a search to fill anticipated staff and administrative vacancies.

www.ncc.edu