To: Hillsborough Community College  
From: Mr. Daniel Coton, Chair Presidential Search Committee  
HCC District Board of Trustees  
Date: March 2, 2010  
Subject: HILLSBOROUGH COMMUNITY COLLEGE PRESIDENTIAL SEARCH PROGRESS REPORT #2

First, let me share with you how honored I am to serve as chair of the Presidential Search Committee. I am pleased to inform you that we are off to a great start to identify the next President of Hillsborough Community College (HCC) and we look forward to keeping the HCC community informed throughout the presidential search process.

We appreciate the time and dedication of those who participated in last month’s public forums where we received valuable input from students, faculty, and staff to further develop the Presidential profile and provide applicants with a deeper understanding of the College’s challenges and opportunities, as well as desired characteristics for the next President. Attached to this document is a copy of the presidential profile and we also encourage everyone to view additional information about the search at: http://www.hccfl.edu/dao/presidential-search.aspx.

The Board of Trustees appointed an inclusive and representative Presidential Search Committee that is prepared to dedicate all the necessary time to work on this important process. The Committee members include:

Mr. Daniel Coton  
Ms. Judy Alicea, Counselor  
Mr. Jerry Bell, Former Trustee and Adjunct Instructor  
Ms. Pat Brown, Publication and Production Analyst  
Dr. Sylvia Marion Carley, Former HCC Administrator/Consultant  
Ms. Bonnie Carr, Controller  
Dr. Bill Day, Human Services Instructor  
Mr. Ross Elsberry, Former HCC Foundation  
Mr. W. Thomas Grimm, Adjunct Instructor  
Ms. Cassandra Gonzmart, HCC Foundation  
Dr. Craig Hardesty, Math Instructor  
Ms. Tracy Midulla Reller, Art Instructor
The recruitment process for the next President of HCC is underway, with a target date of March 1, 2010. However, we will continue to actively recruit until the position is filled. The position announcement has been posted in major higher education publications, including:

- Chronicle of Higher Education
- Community College Journal
- Community College Week
- Diverse issues in Higher Education
- Florida Sentinel Bulletin
- HigherEdJobs [Online]
- Hispanic Outlook in Higher Education
- InsideHigherEd [Online]
- La Gaceta
- Tampa Tribune
- St. Petersburg Times
- Women in Higher Education

ACCT, our search consultant, is continuing to reach out to potential candidates from the region, the state, and throughout the country. Our goal is to do everything possible to ensure that we attract a highly competitive pool of outstanding candidates who are at the point of their careers where they can provide the leadership that will take Hillsborough Community College to the next level of development.

We look forward to having the support and involvement of the entire College community in upcoming activities. Should you have any questions or suggestions, please feel free to reach out to Dr. Narcisa Polonio, ACCT’s Vice President for Research, Education and Board Services, at npolonio@acct.org. (mobile) 202-276-1983.

Attachment

cc: District Board of Trustees
HCC PRESIDENTIAL SEARCH
POSITION PROFILE

After more than 12 years of dedicated and exemplary services and an extraordinary record of accomplishments Dr. Gwendolyn W. Stephenson announced her retirement. During her tenure the district went through a period of great transformation including significant expansion and growth in both number of sites and student population.

The District Board of Trustees invites applications and nominations for the position of District President of Hillsborough Community College. The next District President will be a proven leader committed to the community college mission, a gifted communicator with the vision to lead the college to the next stage of growth, advancement and achievement, and an experienced administrator with a track record commensurate with the necessary skills associated with managing a large multi-campus district serving urban, suburban, and rural communities.

THE COLLEGE

Hillsborough Community College [HCC] is a comprehensive college with five (5) campuses in Brandon, Plant City, SouthShore, Tampa and Ybor City, a center at the Mac Dill Air Force Base, a workforce training facility, and two environmental centers. HCC also has 420-bed student apartment complex located adjacent to one of its campuses. The college’s serves over 45,000 students annually with over 300 dedicated faculty, 700 adjunct faculty, 300 staff, 700 part-time staff and 51 administrators. The college’s total annual budget is approximately $185,000,000. The student body represents the diverse cultures and values reflected in the community’s population that is urban, suburban, and rural.

HCC takes great pride in defining itself as one college with multiple campuses, each with their own unique identity which reflects the positive attributes of the communities they serve. Additionally, the college’s rich history of service and response to business and industry enable private support for its very active Foundation.

THE COMMUNITY

Located on Florida’s central west coast, Hillsborough County is roughly the size of Rhode Island, and has a population of over [1.5] million. The college serves the area of Tampa, Brandon, SouthShore, Plant City and Ybor City and numerous suburbs and rural communities in the surrounding area.

OPPORTUNITIES AND CHALLENGES

The next District President will provide leadership to a dynamic, complex, urban, and diverse community which has aggressively pursued the expansion of programs and services in commitment to the comprehensive community college mission. The college has built a strong foundation demonstrated by stability in leadership, successful
expansion, commitment to the one-college identity, and strong alliances and partnerships. The next District President will build on this foundation to achieve the next level of development and success. To achieve this goal, he/she will be a visionary with the foresight and discipline to lead a comprehensive strategic planning process to address emerging issues, trends and position and empower the College to seize opportunities and minimize threats.

1. To play a key role in the economic development of all regions of the county through strengthening and creation of partnerships and alliances, development of programs and services to address workforce needs, and new and innovative initiatives leading to job creation for the region including the I-4 High Tech corridor from Tampa to Orlando.

2. To commit to the comprehensive community college mission, academic excellence and quality at all levels of the institution on behalf of students, faculty, and staff.

3. To foster and support a climate that values diversity and promotes unity and a single college identity, while fostering and supporting the uniqueness of each campus and the community they serve.

4. To successfully navigate the economic downturn and reduction in state funding while strategically pursuing and successfully securing new sources of funding.

5. To work in partnership with the College's Foundation to pursue and significantly increase new sources of revenue including public/private partnerships.

6. To understand and address the link between the global and national economic recovery to local needs and preparing students to compete in this environment.

THE IDEAL CANDIDATE WILL BE A VISIONARY LEADER WHO DEMONSTRATES THE FOLLOWING CHARACTERISTICS:

THE PURSUIT OF ACADEMIC EXCELLENCE AND STUDENT SUCCESS

1. An educator committed to outcome assessment, student success, and the continuous pursuit of academic excellence throughout the institution.

2. A strategic and inspirational leader who will unify and guide the faculty, staff, administrators, and students through a comprehensive planning process.

3. An individual who values innovation in teaching and learning and is willing to invest in faculty and staff development.
4. An entrepreneurial leader who will support the development of new programs and services including the opportunities to grow and promote "green" technology programs, increase interest in environmental and sustainability areas, STEM program, innovative approaches to serving at risk-students, and globalization of the curriculum.

5. A genuine and committed leader who values and respects a multicultural and diverse population and understand the programs and services necessary to facilitate equitable access and success.

LEADERSHIP

1. A transformational leader and effective communicator who has the foresight to focus on future trends, takes advantage of opportunities, demonstrates the discipline to make difficult decisions and believes in accountability.

2. A consensus builder who will unify the College while respecting and providing flexibility as each campus pursues new programs, services, and partnerships.

3. A forceful advocate who will represent and promote the district at the national, state and local level.

4. An accessible and visible individual who will effectively promote and enhance the image of the institution in all the communities it serves through meaningful involvement and by assuming a leadership role throughout the county.

5. A participatory leader committed to shared governance and to working in partnership with an effective and active Board of Trustees.

DISTANCE EDUCATION AND TECHNOLOGY

1. An individual with a sophisticated understanding of the role of distance education as a vehicle to expand services to students.

2. An experienced consumer and leader in the use of technology at all levels of the institution who will motivate and support enabling faculty and staff to enhance their technological skills.

ECONOMIC GROWTH AND PUBLIC PRIVATE PARTNERSHIPS

1. A collaborator who will build strong partnerships with business and industry, local school districts, universities, government, and local agencies.
2. A persuasive and enthusiastic individual with a successful track record in fundraising and working with a foundation.

3. A strategic risk taker that will support innovation and involvement in emerging fields such as renewable energy, water conservation, and new technologies.

MANAGEMENT AND PLANNING

1. An experienced administrator with a successful track record working with bargaining units.

2. A manager with facility master planning and capital projects experience.

3. An individual with a successful track record managing large and complex budgets and providing sound fiscal oversight.

4. A strategic leader who values planning and evidence-based decision making.

MINIMUM REQUIREMENTS

1. Doctorate degree from a regionally accredited college/university highly preferred.

2. Eight years or more of senior leadership experience in a complex environment preferably within a community college setting.