



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.