The Board of Trustees invites applications for the position of President of Hinds Community College.

Hinds Community College is located in the heart of Mississippi just outside Jackson, the largest metropolitan area and Mississippi’s state capital. Originally founded in 1917 as an agricultural high school, Hinds Community College is the largest community college in the state and the fourth largest institution of higher education, public or private, with an annual credit and noncredit enrollment of 29,000. For over 100 years, Hinds’ mission has remained consistent: to deliver high quality, accessible and affordable education and training to all citizens of the communities it serves. The college is fully accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and the Mississippi Commission on College Accreditation.

Hinds Community College is a multi-campus institution that delivers education and workforce development training, public service activities, cultural events and recreational opportunities from six convenient campus locations. The original and main campus is located in Raymond, Miss., a small town with historic charm outside Jackson in Hinds County. The Raymond Campus, also the largest, offers a full-range of services to give students the complete college experience with residence halls, a number of intramural activities, 11 athletic teams with facilities and a full-service cafeteria. Fine arts include marching and concert band, Hi-Steppers precision dance team and Montage Theatre of Dance. The Lendon Players perform two plays a year in Brooks Theatre. The visual arts program exhibits in the Marie Hull Art Gallery.

The Utica Campus, on the border of Hinds and Copiah counties, is designated as an HBCU. Although smaller, it also offers residence halls, men’s and women’s basketball, the legendary Jubilee Singers men’s choir, the Cooper Fine Arts Center and other unique activities and programs. Among newly renovated buildings are the J. Louis Stokes Student Building and the H.H. Davis Building.

The other four locations are commuter campuses. Three – Vicksburg-Warren, Jackson Campus-Academic/Technical Center and the Rankin Campus in Pearl – specifically cater to community industry needs while offering both academic and career-technical programs. High school programs are offered at Raymond, Rankin and Vicksburg. The Vicksburg-Warren Campus in 2019 opened the George-Oakes Academic and Career-Tech Center. The Rankin Campus in 2019 also opened a newly renovated and expanded career-tech building for electromechanical technology and automation. Jackson Campus-Nursing/Allied Health Center offers high quality and highly respected Associate Degree Nursing and Practical Nursing programs and 12 allied health programs. Its accompanying Ball Simulation Center gives students real-life experience. Both Vicksburg-Warren and Rankin also offer nursing programs.
The Raymond Campus has the state’s only college-owned airport, John Bell Williams Airport where aviation and UAS programs are taught. Eagle Ridge Conference Center, with its emphasis on industry and workforce training, includes hotel facilities and full kitchen and access to the College’s Eagle Ridge Golf Course. The Rankin Campus boasts the Clyde Muse Center, which offers a flat-floor auditorium with a balcony, three meeting rooms and an executive conference room. The Muse Center draws not only business and industry but also local community activities such as high school graduation ceremonies.

Hinds awards two-year degrees in both academic and career-technical education as well as one- and two-year certificates in a wide variety of career-technical programs. The College hosts graduation ceremonies three times a year. In the 2019 calendar year, more than 2,700 students received nearly 3,700 credentials, with some students receiving multiple credentials. In its educational program offerings, Hinds is proud that its effectiveness is evidenced by the performance of its students. Students completing academic and training programs successfully transfer to Baccalaureate degree granting institutions and compete academically with native students, perform exceptionally well on state and national licensure examinations, and excel in the field or related field in which they have been trained, meeting or exceeding employer expectations.

Through articulation agreements with other institutions, Hinds Community College students are assured that academic courses will easily transfer to a university. Hinds offers a rigorous Institute for Honors, Leadership and International Studies at two of the campuses, Raymond and Rankin, and has Phi Theta Kappa chapters at each of the six locations.

The College offers a dynamic slate of career-technical programs tailored to local markets and is well known for its adaptability to meet local needs, offering flexible scheduling for such programs as Diesel Equipment Technology, Truck Driving, River Barge Deck Hand and Unmanned Aerial Systems (drone) training. The College prides itself on numerous partnerships with business, industry and community.

Among the more recent additions to the career-technical program are the Fab Lab, a digital fabrication lab for innovation and invention where users can conceptualize, design, develop, fabricate and create multiple items; expanded agriculture programs including Animal Science Technology-Beef Option, Animal Science Technology-Poultry Option and Precision Agriculture, which draws on technology and programs in Electromechanical Technology, Robotics, Industrial Maintenance, Electrical, Welding and Mechatronics.

Hinds Community College offers dual credit courses in 46 high schools, with more than 3,500 students receiving high school and college credit for 117 courses. The College also offers nearly 700 online class sections so students can complete an academic associate degree entirely online as well as four career-tech programs: business office, paralegal, information systems and marketing merchandising.

Aware of the dwindling supply of new high school graduates, Hinds Community College has targeted new programs and resources at adult learners, expanding adult basic education and creating the MI-BEST (Mississippi Integrated Basic Education and Skills Training) program that offers adults a path for a high school credential while learning career skills. Additional support is offered through Single Stop, which pulls together support services, such as help with utility bills, a clothes closet and food pantry.
Currently the College is implementing two forward-thinking initiatives: Caring Campus is an employee-generated customer service project and Workday is a cloud-based operations platform for Business Services and Human Resources that underpins all aspects of business operations.

Throughout its history, in the fulfillment of its mission as a public, comprehensive community college, Hinds Community College has adhered to the philosophy of providing resources and support to all students, regardless of their educational interests and abilities. Hinds has a comprehensive array of student support services available to meet the needs of students. These services include Orientation classes, Academic Advising and Counseling support, multiple Scholarship and Financial Aid offerings, extensive Library Services, Student Housing, and comprehensive campus services and facilities. Students also enjoy active student organizations, recreational opportunities, and cultural enrichment programs.

The Role of the President

The essential duties and responsibilities of the President of Hinds Community College include, but are not limited to, the following:

- Manage all fiscal and administrative affairs of the College with full authority to select, direct, employ and discharge any and all employees, other than faculty; shall, subject to Board approval, establish and enforce rules and regulations for the governing of faculty, staff and students; and shall be the general custodian of the property of the College.
- Carry out supervisory responsibilities in accordance with the organization’s policies and applicable laws.
- Give executive direction to the Board and to the College, and serve the Board as its executive officer in implementing actions of the Board.
- Manage all fiscal and administrative affairs of the College and prepare the annual budget.
- Attend all Board meetings and provide the Trustees with the advantage of having other employees report to the Board from time to time, at the pleasure of the Board.
- Initiate planning for and recommend to the Board all programs of construction, instruction, and public service in the College; and be the agent of the Board to manage approved programs of such, including architects, consultants, and other professionals.
Opportunities and Challenges

As the chief administrative officer of the College, the next president of Hinds Community College will provide counsel and support to the Board of Trustees and steady leadership and management to the faculty, staff and students with respect to the opportunities and challenges the College will experience. In fulfilling multiple leadership roles, the president is uniquely positioned to provide creativity and guidance in the development of innovative programs, policies and practices for the Board of Trustees and College employees that serve the best interests of students, the institution, and the community. The next president of the College will likely encounter the following opportunities and challenges:

- Students: Grow student enrollment by addressing both instructional and non-instructional needs and identify programs and services that enable students to successfully complete their educational goals.
- Career and Technical Education Programs: Expand program offerings, including those in K-12, in areas that lead to job ready employment in both credit and non-credit programs.
- Budget and Fiscal Management: Fund the development of new programs, enhance State funding and support, and pursue external funding sources and financial partnerships. Build and maintain relationships with local Boards of Supervisors, County, State and Federal government leaders.
- Employee Compensation: Improve compensation through salary adjustments and provide professional development for all employees.
- Technology Enhancements: Invest in learning, administrative, Enterprise Resource Planning, on-line instruction and support, data systems, and communication technologies throughout the College.
- Partnerships with Business and Industry: Maintain existing, establish new, and nurture start-up business and industry relationships and partnerships as the region’s workforce development leader.
- Partnerships with K-12: Maintain existing, establish new, and nurture relationships and partnerships with K-12 educational institutions.
- Facilities and Infrastructure: Explore renovation, repair, and the repurposing of spaces and facilities to meet enrollment and student service demands. Continue work on making all campuses secure and safe places to become educated and work. Add additional spaces as necessary.
- Employees: Attract, recruit and retain high quality faculty and staff for the education and training of students and operations of the institution.
- College Affordability: Maintain accessibility for all students for all communities throughout the College service area.
- Maintain relationships with and supports the Hinds Community College Foundation in all their endeavors.
Ideal Characteristics

The Board of Trustees seeks as its next president a leader committed to the College’s mission to make education available of the highest quality, make it easily accessible, and certainly make it affordable to all students throughout the five counties who identify Hinds as their preferred choice for education and economic opportunity. In this regard, the president should commit to facilitating student success in academic progression and skills enhancement, personal growth and development, and completion of a pathway toward further education or employment. Therefore, the next president of the College should be an individual that has the following skill sets, experiences and personal characteristics:

- Visionary and Innovative: Focused on career opportunities for students, is a change agent, appreciates creativity, and is able to think outside the box.
- Servant Leader: Listens to all College employees and students, understands the needs of all students, and puts the students’ and College’s best interest at the forefront of decision-making.
- Community and Business Minded: Focused upon the unique needs of each community, works cooperatively with K-12 and other higher educational institutions, and has business acumen in leading and managing a large, complex educational institution.
- Leadership: A decision-maker, has strong leadership skills, is a problem-solver, level-headed, collaborative and collegial.
- Academic Programming: Has experience in developing and supporting new instructional programs, supports K-12, Career and Technical Education, and builds educational partnerships for the enhancement of the College.
- Community Culture: Respects the history and culture of the college community and campus, and of each local community. Is visible in each community and builds support for every campus.
- Personal Characteristics: Fair, flexible, ethical, and has high moral character, integrity, and honesty.
- Communication: Both a good listener and articulate speaker, is transparent, and encourages inter-departmental communication and collaboration.
- Higher Education Experience: Preferably has held positions in higher education in faculty and administrative roles, has served as a senior administrator and worked with a board of trustees.

Qualifications

- An earned doctorate from a regionally accredited institution with a minimum of five years of successful senior-level administrative or academic administrative experience.
- A proven record of progressively responsible executive leadership in higher education, preferably experience in a community college setting.
• Experience and relevant working knowledge of leading and managing a complex organization, educational policy, developing and administering education and workforce development programs and services, student success innovations, and fiscal and facility management.