



Frank Phillips College

Presidential Profile

The Role of the President

The Board of Regents at Frank Phillips College invites applications and nominations for the position of President to replace Dr. Jud Hicks, who is retiring on December 31 after a very successful nine-year tenure and who served the institution in various roles for over 18 years. The Board is seeking a President who is excited about serving a small, nimble, creative, and dynamic college and who finds energy and joy in the challenges of leading such an institution.

The President serves as the Chief Executive Officer of the College, reporting directly to the Board of Regents. The President has full authority and responsibility for the operation of the College under policies, rules, and regulations adopted by the Board. Additionally, the President recommends policies and actions related to educational and co-curricular programs, which serve the best interests of the citizens of the service area and the College. Finally, the President understands the cooperative relationship of shared governance that exists between the Board and President.

The President of Frank Phillips College is expected to be very present and highly visible in the Borger community, in the College community, and throughout the nine-county service area of the Texas Panhandle. The College is seeking an individual who not only understands the rural West Texas environment, but also who wants to be in a smaller rural college that is both nimble and creative. Additionally, the College is seeking a President who wants to make a long-term commitment to the College and the community. The College expects its next President to live within the community and be actively involved in the vibrant life of the College and the community.

In addition to the typical duties and responsibilities one might expect in the Presidential Profile, because Frank Phillips College functions as a small, rural-serving institution, the President currently fulfills some atypical supervision and span of control roles. The President serves as the Athletic Director, and the following department Directors also directly report to the President: Information Technology, Safety Center, Auxiliary, Maintenance and Custodial, and Food Service. While the newly appointed President will initially assume the same responsibilities, the Board recognizes that a new President will likely want to restructure the College organization and is open to receiving recommendations on restructuring.

While the following roles, functions, abilities, characteristics, and personal attributes are critical to the expectations for a Frank Phillips President, there is a flavor and context unique to the Frank Phillips College Presidency which is captured in the Additional Perspectives*.

Presidential Roles and Responsibilities

- Promote and enhance the institution’s mission and core values
- Provide evidence of significant involvement in initiatives related to student success
- Demonstrate documented competence in fiscal management
- Illustrate an understanding of the importance of institutional relevance for the institution to thrive
- Understand the role of collegiate athletics for a small, rural community college
- Serve as a visible spokesperson and thought leader who will create partnerships with all stakeholders, including K-12 districts and school systems, higher education institutions, businesses and industries, non-profits, government agencies, and state legislatures
- Perform as an exceptional administrator who has experience working at an institution with pre-college experiences, concurrent-enrollment opportunities, athletic programs, and student housing
- Model the behavior characteristic of a leader of integrity who is open-minded, transparent, honest, approachable, and enthusiastic
- Appreciate and build upon the unique characteristics of a nimble college serving a large geographical area
- Develop positive working relationships with a governing board and provide leadership that results in a cohesive team working together to achieve the mission of the College
- Serve as the Chief Fundraiser for the institution

Ideal Characteristics

As a strong leader on campus and in the community, the President will draw upon the following characteristics related to these areas of leadership:

- Demonstrated commitment to all components of the comprehensive community college mission
- Champion of innovative teaching and learning
- A track record of knowledge and experience promoting strategies to achieve Student Success
- Support for nontraditional pedagogy for adult learners
- Demonstrated familiarity with the challenges of serving students throughout a large geographical area
- A track record of good management operations throughout a college
- Deep experience with fiscal issues, human resources, crisis management, and facilities management

DRAFT – Final Presidential Profile to be posted on or around October 1, 2020

- Demonstrated good judgement and the ability to make timely decisions
- A history as a forward-looking thinker and creative problem-solver
- Ability to balance shared governance and collaboration with firm decision making
- Interpersonal Skills, including communication and listening and respect of all persons
- Ability to work with and unify individuals with different perspectives
- Experience as a mediator and adept at conflict resolution
- Extensive legislative experience and political savvy
- Documented success in procuring alternate forms of revenue, work with a college foundation, and experience in fundraising
- Extensive experience with accreditation processes and requirements
- Demonstrated Leadership in the area of Information Technology
- Previous experience working with a governing board
- Willing to make a long-term personal and professional commitment to the College and community, meeting and interacting with the campus community and the regional community

Personal Attributes

- Trustworthy
- Visible, accessible, and approachable
- Open and transparent
- Ethical, fair, and operates with integrity
- Strong, courageous, and resilient
- Calm under stress
- Compassionate and caring
- Sense of humor when most needed

Minimum Qualifications

- Master's degree is required; Doctorate from a regionally accredited institution is preferred
- Three years of community college executive leadership

Additional Perspectives

- Understand that sustainability - and the possibility of thriving - comes though achieving institutional relevancy – every faculty/staff/coach can create relevancy. When we are relevant, we build enrollment and community support.
- Have Apollo 13 grit

DRAFT – Final Presidential Profile to be posted on or around October 1, 2020

- Understand at this small college you are in a “fishbowl” – the campuses see and know the President’s actions and reactions to every situation. Some are balls and some are strikes but they ain’t nothing until you call them
- Two important roles for the President: keeper of the culture and create touchpoints
- Figure out what everyone else is doing and when appropriate, do the opposite
- Get the right people on the bus and the bus will get you there
- It’s not all about the finances but not understanding the finances will get you into trouble in a hurry – thin margin of error
- Create an environment that lets faculty/staff/coaches perform their passion but help them realize they are never bigger or more important than the institution
- You are the President, now get over it
- Have the emotional intelligence to know you are President of the smallest community college in Texas where everything is bigger, except your institution; you don’t let your size limit your potential – you use it as an advantage
- Realize the opportunity to be remarkable has nothing to do with size – it’s your perspective
- Help faculty/staff/coaches realize that every institution in the country has one of you but no other institution has one of you – you are the difference maker