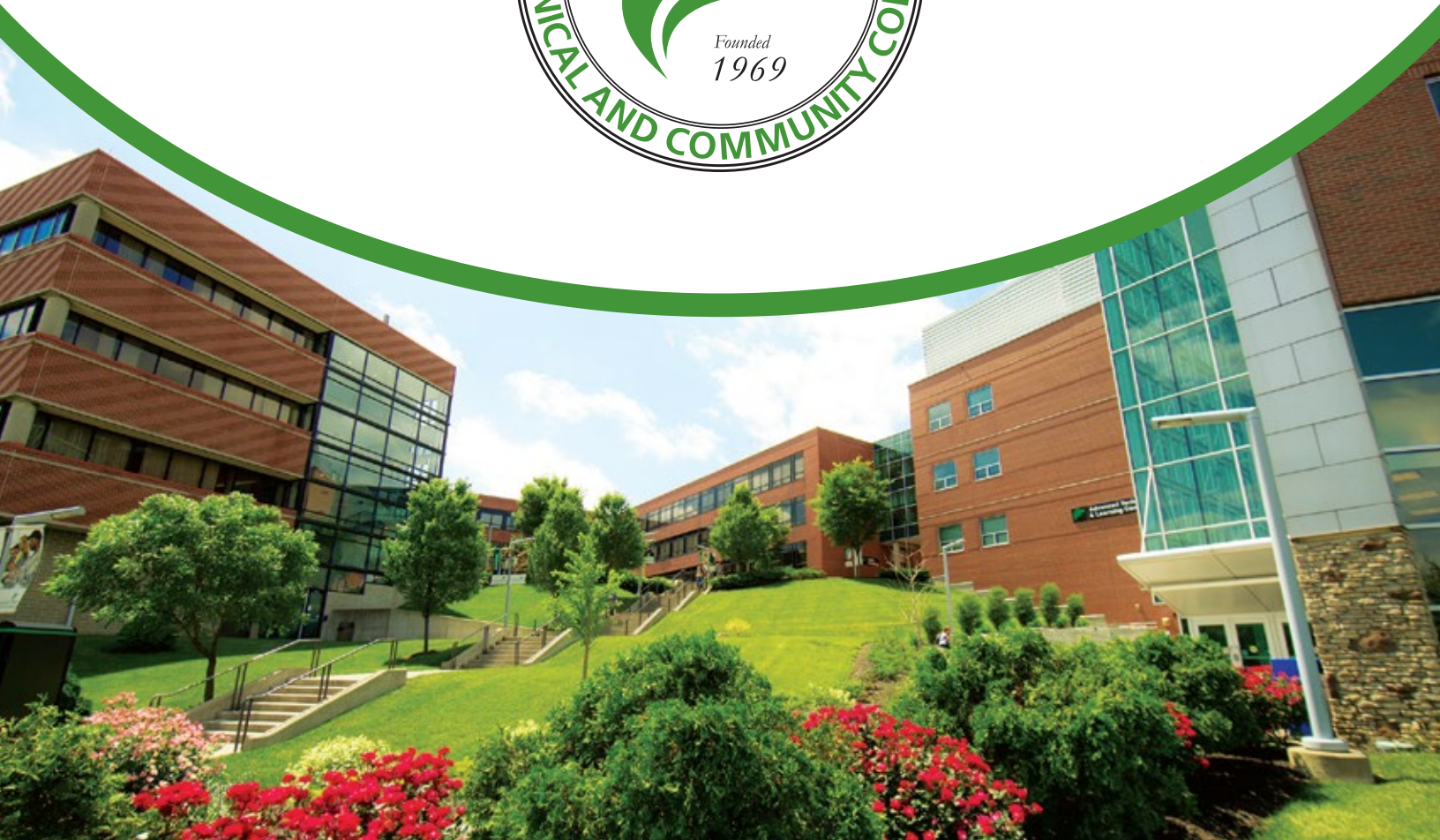


# Cincinnati State

TECHNICAL AND COMMUNITY COLLEGE

## PRESIDENTIAL PROFILE



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# The Position

The Board of Trustees for Cincinnati State Technical and Community College has announced the search for a new President for the College. The new president will replace Dr. Monica Posey who is retiring after a very successful decade-long tenure. The Board is committed to conducting an equitable, inclusive, and transparent national search that will attract a strong pool of outstanding candidates.

This is an extraordinary opportunity to lead a high impact college into the future. The President reports directly to a governor-appointed board and is responsible for all operations of the College. The Board is seeking an innovative, bold, and forward-thinking individual who has demonstrated successful, strategic leadership and is passionate about the community and technical college mission.

The new president will actively engage with the internal college community, its alumni, and its external partners to ensure that Cincinnati State not only continues but also expands high quality educational experiences that result in student success, meet the evolving needs of employers, and strengthen the regional economy. The next president will work closely with the College's internal and external communities, and government officials, to further enhance Cincinnati State's visibility within the region, state, and country. Our next leader will also have a demonstrated ability to raise private and public support so the College may capitalize on opportunities for modernization and growth.

The target date for receipt of applications is June 1, 2026. The Board of Trustees of Cincinnati State is being assisted with this search by the Association of Community College Trustees. The lead consultant, Dr. Bradley Ebersole, can be contacted to make confidential nominations or inquiries at [bradleyebersole@gmail.com](mailto:bradleyebersole@gmail.com) or (740) 538-7989.



# About the Greater Cincinnati Region

The Greater Cincinnati region is a unique metropolitan area of more than 2.3 million people spanning southwest Ohio, northern Kentucky, and southeast Indiana. Anchored by the city of Cincinnati, the region combines a rich history, a wide array of living options, a diverse and growing economy, and a robust higher education system.

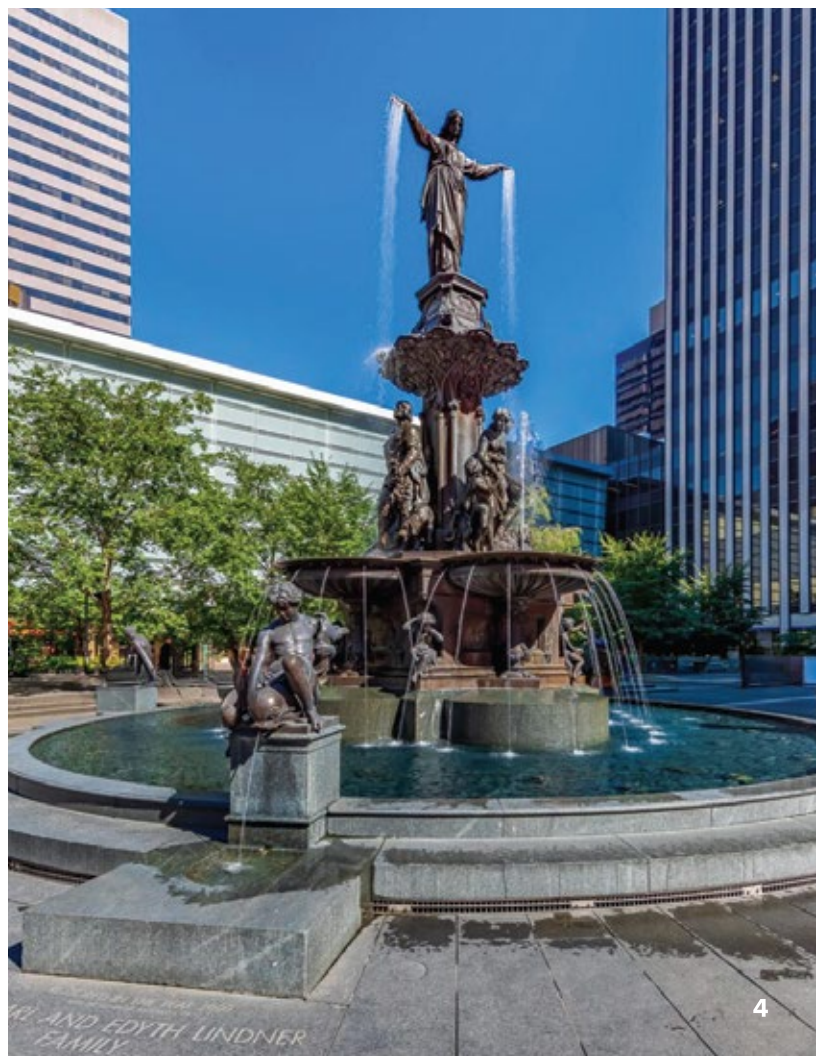
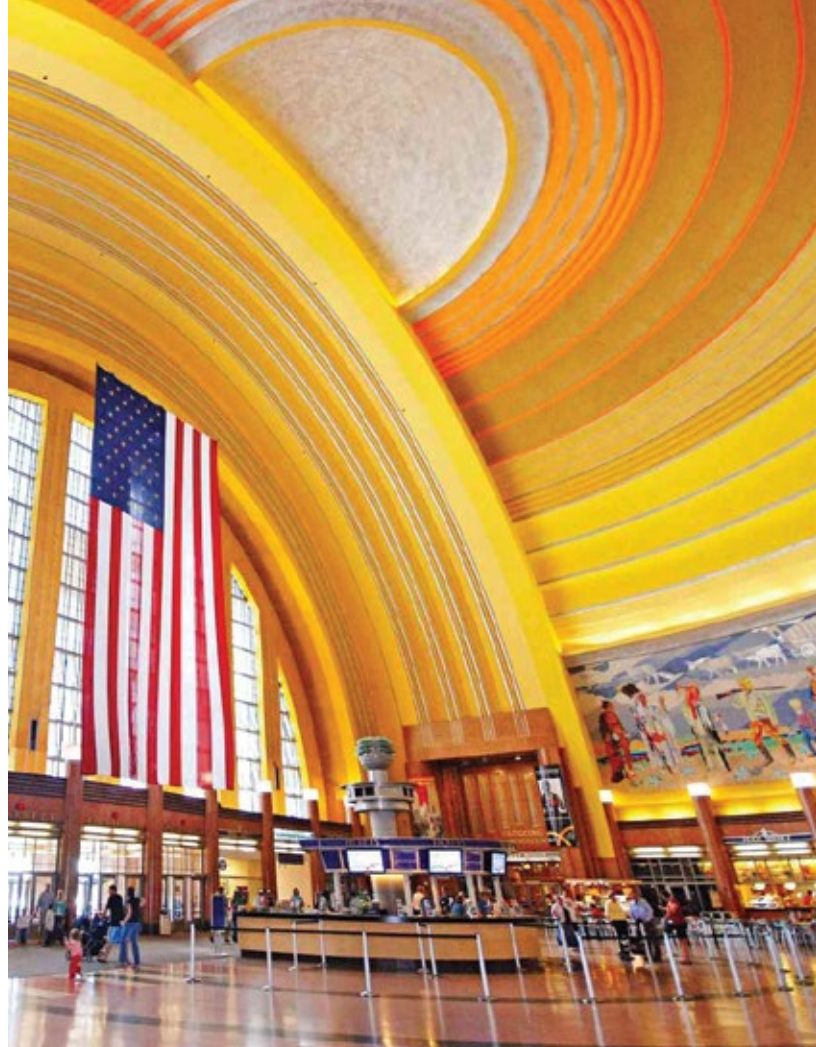
Situated along the Ohio River, Cincinnati is known for its historic architecture, revitalized riverfront, and thriving culinary scene. It is home to nationally recognized institutions such as the Cincinnati Symphony Orchestra, Cincinnati Opera, and Cincinnati Art Museum, and professional sports teams including the Cincinnati Reds, Cincinnati Bengals, and FC Cincinnati.

Greater Cincinnati offers a residential fit for every lifestyle—from walkable riverfront districts and tree-lined hillside neighborhoods to established villages and high-growth suburban corridors—all within an accessible metropolitan footprint.

The region's economy is fueled by a mix of industries, including advanced manufacturing, healthcare, finance, logistics, and consumer goods. Major employers include Procter & Gamble, Kroger, Fifth Third Bank, and GE Aerospace. The Cincinnati/Northern Kentucky International Airport (CVG) has 55 nonstop destinations and is a leading U.S. cargo hub.

Cincinnati State is at the core of a diverse higher education community that includes several regional Ohio Technical Centers, and the University of Cincinnati, Xavier University, Northern Kentucky University, Miami University, and Mount St. Joseph University. As a leader in technical and professional education, Cincinnati State serves as a vital bridge between these academic resources and the region's evolving workforce needs.





# About Cincinnati State

Cincinnati State Technical and Community College (Cincinnati State) was founded in 1969 and serves the Greater Cincinnati region as a comprehensive technical and community college. The College is committed to providing career education in a supportive environment, with a focus on preparing students for immediate employment as well as transferring to four-year institutions. Cincinnati State emphasizes accessible, high-quality education that meets the workforce and economic development needs of its community while fostering student success and lifelong learning.

Cincinnati State is comprised of four academic divisions including Business, Engineering and Information Technologies, Health and Public Safety, and Humanities and Sciences. Over 130 associate degree, bachelor's degree, and certificate programs are offered across a wide range of fields. Courses are available in multiple modalities, including in-person, online, and hybrid delivery.

## **Cincinnati State operates four campuses:**

- The main campus is in Clifton, a vibrant area north of downtown that also includes the University of Cincinnati, major hospitals, a business district, and residential neighborhoods.
- The Harrison Campus is home to the Aviation Maintenance Technology (AMT) program and the College-owned Cincinnati West Airport. Additionally, the College just opened an auxiliary AMT training location near the Cincinnati/Northern Kentucky International Airport to help meet the soaring demand for AMTs.
- The Middletown Campus is a partnership with Miami University Regionals that provides students in Butler County with an in-person location.
- The Evendale Campus is home to the College's Workforce Development Center, which provides custom-designed training for employers, professionals, and students.



# About Cincinnati State

The College was founded on the synergy that results from blending high quality classroom and experiential education, allowing students to gain extensive hands-on experience as part of their studies.

This starts with providing students with modern training labs on campus, from professional teaching kitchens to engineering labs to a state-of-the-art health simulation lab where students from multiple health disciplines work in teams in realistic simulations.

Cincinnati State also operates the largest cooperative and experiential learning education program among two-year colleges in the nation, with ongoing partnerships with hundreds of employers, many of whom hire graduates for full-time jobs.

Over the past five years, the College has greatly expanded its Ohio College Credit Plus program. The program provided dual enrollment education for more than 4,000 high school students in Fall 2025 who earned more than 30,000 college credits and saved their families millions of dollars in college tuition.

Cincinnati State also offers dedicated, high performing students the opportunity to participate in an exceptional Honors Program.

The College is committed to providing a comprehensive range of student support services to help all students complete a credential. Services include advising, tutoring, counseling, career and transfer services, disability services, and veteran support. Cincinnati State also has also become a leader in securing grant and philanthropic funds to provide wrap-around student support services for Pell-eligible and first generation students through its CState Accelerate, TRIO Student Support Services, and CCAMPIS programs. The College also provides re-entry and retention services through its highly innovative CState Complete program, which started as an internally driven pilot program and expanded with the award of a federal Strengthening Institutions grant.

The College's current strategic plan can be found on the Cincinnati State Presidential Search page at [www.cincinnati-state.edu/presidential-search/](http://www.cincinnati-state.edu/presidential-search/)





# Highlights for Cincinnati State

**85%**

of alumni stay in the region after graduation

Achieved overall 10-year open pathway accreditation from the Higher Learning Commission (HLC)

**#1**

Cincinnati State alumni are  
in average annual earnings among all 22 Ohio community colleges

Fall 2025 enrollment was at its highest point in the last 10 years, up 12% to 10,701

Cincinnati State generated  
**\$1.3B**  
in economic impact in the region

One of the largest two-year co-op programs in the U.S.

**5.0**

score on the Ohio higher education fiscal health measure

All programs include employer advisory boards to help keep curriculum up-to-date

Alumni account for  
**\$1.1B**  
of the total regional economic impact





## Mission

Cincinnati State provides access, opportunity, and support in achieving success for individuals seeking exceptional technical, transfer, and experiential/cooperative education and workforce training.



## Vision

Cincinnati State advances the educational and economic vitality of our state and region as the college of choice.



## Values

- **Potential for Growth and Success** – We respect each student’s background and celebrate their potential for personal growth and career success.
- **Access** – We foster a college environment where all individuals have access to the resources and support needed to succeed.
- **Experiential Learning** – we prioritize work-based learning through cooperative education, clinicals, internships, and other applied learning experiences that prepare students for great careers.
- **Belonging** – We strive to welcome and respect every individual.
- **Collaboration** – We work together on behalf of our students and employers to meet community needs.
- **Innovation** – We support innovative approaches to learning. We anticipate and effectively respond to the changing needs of those we serve.

# Role of the President

The President has strategic and day-to-day operational responsibility for the College and is the face and the voice of Cincinnati State Technical and Community College. The next President of Cincinnati State will be an inspirational, transparent, and visionary leader who is committed to building trust and addressing the following opportunities and challenges:

## Academic Excellence and Enrollment

- Enrollment Strategy and Student Success: Advance strategies to strengthen recruitment, retention, and completion efforts. Maintain a strong commitment to affordability and access while addressing students' basic needs and supporting economic mobility.
- Academic and Workforce Innovation: Ensure the continued relevance and quality of academic and workforce programs, including the integration of emerging technologies such as artificial intelligence.

## Community Engagement and Outreach

- Community Integration: Strengthen Cincinnati State's role as a valued community partner by enhancing engagement, visibility, and responsiveness to regional needs.

## Economic and Workforce Development

- Workforce Alignment: Deepen partnerships with industry and expand workforce training opportunities, to meet current and emerging labor market demands.

## Resource Development and Stewardship

- Government and External Relations: Effectively navigate a dynamic policy environment while advocating for sustainable public funding and institutional support.
- Financial Sustainability: Ensure long-term financial health through strategic resource management, including investments in facilities, technology, and human capital, and addressing deferred maintenance.
- Public and Private Fundraising: Cultivate donors, solicit major gifts, and lead capital campaigns for the College.

# Role of the President

## Shared Governance and Institutional Care

- Collaborative Leadership: Foster a culture of shared governance, transparency, and inclusion that promotes trust, engagement, and accountability across the institution, which includes working with employee unions.

## Marketing and Institutional Positioning

- Visibility and Brand Strength: Enhance the College's reputation and communicate its value as an affordable, high-quality pathway to career and transfer success.

## Characteristics and Skill Sets of the President

- Visionary Leadership: Ability to lead the College through a period of change and opportunity with a clear, forward-looking vision and a willingness to act decisively.
- Commitment to the Community College Mission: Deep understanding of and dedication to serving diverse, part-time, and non-traditional students.
- Balanced Leadership Approach: Demonstrate ability to maintain a strong internal presence while effectively representing the College externally with key stakeholders.
- Effective Communicator: An open, transparent, and authentic communicator who listens actively and engages meaningfully with all constituencies.
- Collaborative and Inclusive Leader: A visible and approachable leader who fosters a culture of respect, inclusion, and shared purpose.
- Student Experience: Demonstrate a commitment to positive student experiences with an emphasis on belonging.
- Strategic Enrollment Management: Implement effective strategies to increase enrollment and improve retention and completion rates.
- Financial Oversight: Demonstrate strong financial acumen with experience managing complex multi-year budgeting and understand challenges of an aging infrastructure.
- Resource Development: Build relationships to generate revenue from multiple sources including foundations, alumni, and fundraising initiatives.

# Role of the President

- **Professional Development:** Cultivate high-quality organizational management and operational structures that recruit, retain, and develop talented employees. Actively promote employee engagement in community activities and organizations.
- **Partnership Development:** Create and strengthen strategic partnerships, working closely with business and industry partners to enhance economic impact. Work closely with K-12 school systems and regional higher education partners to build educational pathways for Cincinnati State's students.
- **Integrate Technology:** Support innovative processes to align technology with the needs of students, employees, and programs to enhance College operations and the student experience.
- **Data-Driven Decision Making:** Utilize data to inform strategic decisions with the senior administrative team, ensuring that choices are aligned with institutional goals.
- **Board Relations:** Understand the need for and value of a strong relationship with the Board of Trustees.
- **Visible and Engaged Leadership:** Maintain a visible presence, regularly connecting with employees and students, demonstrating effective delegation skills, and cultivating a culture that boosts morale, productivity, efficiency, and satisfaction.
- **Team-Focused:** Be an authentic and approachable leader with high integrity who ensures all voices are heard and continuously fosters a collaborative work environment.

## Minimum Qualifications

- An earned master's degree or higher from a regionally accredited institution
- 3-5+ years of senior-level administration in education

## Preferred Qualifications

- Earned doctorate or terminal degree from a regionally accredited institution
- Significant senior level administration at a community college
- Teaching experience at a community college

# How to Apply

**This is a confidential search process. To ensure full consideration, application materials should be received no later than June 1, 2026. The position will remain open until filled.**

To apply go to [www.acctsearches.org](http://www.acctsearches.org) and upload your documents.

Candidates will need to have the following information or materials available to complete the application:

1. A letter of application (not to exceed 5 pages) that succinctly addresses the opportunities and challenges identified in the Position Profile and demonstrates how the candidate's experience and professional qualifications prepare them to serve as the President of Cincinnati State Technical and Community College.
2. A current resume including an email address and cell phone number.
3. A list of eight references: For example, two to three supervisors, two to three direct reports, and two to three faculty and/or staff members from current and former institutions.

For additional information, nominations, or confidential inquiries please contact: Bradley Ebersole, Ph.D., ACCT Search Consultant, at [bradleyebersole@gmail.com](mailto:bradleyebersole@gmail.com) or (740) 538-7989.





  
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