



## PRESIDENTIAL PROFILE

The Board of Trustees of Passaic County Community College invites nominations and applications for the position of President.

### MISSION

PCCC prepares each student for a prosperous future through education and holistic support.

### VISION

PCCC is a federally defined Minority Serving Institution (MSI) aspiring to be a premier community college that leads, inspires, and supports individuals in reaching their educational and career goals in a timely manner.

### CORE IDEALS

- Provides programs that are high-quality, flexible, affordable, equity-driven, and culturally responsive.
- Offers services that are committed to student success through program completion, transfer, and career preparation.
- Serves as a resource in the community through sustained partnerships with employers and community-based agencies.
- Fosters a collegiate environment that is innovative, sustainable, and forward-minded.

### VALUES

P - Partnerships and innovation  
A - Access and support  
S - Student focused  
S - Social & economic mobility  
A - Affordable excellence  
I - Inclusion and equity  
C - Care and courtesy



## ABOUT PASSAIC COUNTY COMMUNITY COLLEGE

For over 50 years, Passaic County Community College (PCCC) has provided affordable excellence in higher education, workforce training, and cultural opportunity to residents of Passaic County. Since its beginnings in 1971, with a single campus in Paterson, New Jersey, PCCC has expanded to include locations in Wanaque, Passaic, and Wayne. Each location features state-of-the-art facilities, including professional kitchens, music recording studios, and a black box theater (Wanaque); nursing, surgical technology, and dialysis training equipment (Passaic); STEM makerspace, production and broadcast studios, newly enhanced library/learning commons (Paterson); and, indoor fire training center, burn building, and emergency personnel training equipment (Wayne). Additionally, a robust online course program offers even greater convenience and flexibility for students.

Today, PCCC enrolls over 8,000 students in more than ninety (90) associate degree and certificate programs as well as Continuing Education and Workforce Development. In addition, the College serves the community with vigorous dual enrollment and pre-college programs, an internationally renowned poetry center, significant art collections, extensive cultural programming, and an on-campus, accredited, childcare center. PCCC houses the Passaic County One-Stop system on its Paterson campus, thereby strengthening the ties between non-credit workforce and credit certificate/degree programs. The College continually seeks - and receives - numerous federal and state grant awards to fund enhanced learning and employment opportunities for its students and the businesses and residents of Passaic County.

Named a NASA Partner College and an Achieving the Dream Leader College of Distinction, PCCC is also a Hispanic Serving Institution (HSI), Minority Serving Institution (MSI), and JED Campus Member. As one of the most diverse colleges in the country, PCCC offers a rich multi-cultural environment, vibrant extracurricular life, and supportive academic and advisement network to encourage student success. Articulation agreements and 3-plus-1 program options ensure smooth transfer processes for students who continue their studies at the baccalaureate level and beyond. Faculty and staff are leaders in their field, bringing expertise and industry experience to the classroom. An education at PCCC can be transformative, providing both traditional-age and adult students with one-on-one attention, a supportive and welcoming environment, and a holistic learning experience that respects the whole person.

PCCC's main campus is located in historic downtown Paterson, New Jersey. Home to the majestic Great Falls National Park and situated within the New York metropolitan region, Paterson offers a unique blend of urban amenities, historic landmarks, and vibrant communities. Also, Passaic County residents enjoy convenient access to New York City, and other major employment and cultural centers throughout northern New Jersey, making the area an attractive place to learn, live, and thrive.

## CHALLENGES AND OPPORTUNITIES

The President has strategic and day-to-day operational responsibility for the College and is the face and the voice of PCCC. The next President of Passaic County Community College will be an inspirational, transparent, and visionary leader who is committed to building upon the College's strong foundation while addressing the following opportunities and challenges:

### STUDENT SUCCESS, ENROLLMENT, AND ACADEMIC EXCELLENCE

- **Enrollment Strategy:** Develop and implement comprehensive enrollment management strategies that increase enrollment, improve placement, retention and graduation rates, and support traditional, non-traditional, first-generation, and returning students.
- **Academic Innovation and Workforce Alignment:** Expand and strengthen academic, workforce, certificate, apprenticeship, and transfer pathways that respond to evolving labor market demands.
- **Technology and Innovation:** Ensure the College remains responsive to technological advancements, including the effective and ethical integration of artificial intelligence and other emerging technologies into teaching, learning, and operations.

### FINANCIAL SUSTAINABILITY AND OPERATIONAL EXCELLENCE

- **Financial Stewardship:** Maintain the College's financial stability while identifying new revenue sources, pursuing grants and partnerships, and ensuring responsible management of resources.
- **Institutional Effectiveness:** Improve organizational efficiency, communication, and decision-making processes while maintaining accountability and responsiveness across the institution.
- **Grant and External Funding Development:** Pursue federal, state, local, and private funding opportunities to support workforce initiatives, student success programs, innovation, and institutional priorities.



## INSTITUTIONAL VISIBILITY

- **Community Engagement:** Serve as an active ambassador for the College, building strong relationships throughout Passaic County and the State of New Jersey while promoting the value and impact of community college education.
- **Government Relationships:** Cultivate productive relationships with county, state, and federal officials and advocate effectively for policies and resources that support the College and its students.
- **Marketing and Visibility:** Increase awareness of PCCC's strengths, student outcomes, affordability, and educational opportunities through strategic marketing, communications, and outreach efforts.

## WORKFORCE DEVELOPMENT AND STRATEGIC PARTNERSHIPS

- **Workforce and Economic Development:** Position PCCC as a regional workforce development leader by aligning programs with employer needs, expanding work-based learning opportunities, and preparing graduates for in-demand careers.
- **Partnership Development:** Strengthen relationships with employers, industry partners, K-12 school districts, workforce agencies, and four-year institutions to expand transfer pathways, career opportunities, and community impact.

## SHARED GOVERNANCE AND CAMPUS CULTURE

- **Shared Governance:** Foster a culture of trust, transparency, communication, and shared governance that values the contributions of faculty, staff, administrators, students, and community stakeholders.
- **Employee Engagement and Development:** Support professional growth, employee recognition, talent recruitment and retention, and organizational accountability while maintaining a positive and inclusive workplace culture.
- **Preserving and Building Upon Institutional Strengths:** Honor PCCC's longstanding tradition of student-centered leadership, accessibility, affordability, and community engagement while advancing the College toward future opportunities.



## CHARACTERISTICS AND SKILL SETS OF THE PRESIDENT

- **Visionary and Strategic Leader:** Possesses the ability to articulate and implement a compelling vision for the future while positioning the College to respond effectively to changing educational, workforce, and economic conditions while leading regional accreditation efforts.
- **Commitment to the Community College Mission:** Demonstrates a deep commitment to access, affordability, student success, workforce development, and serving diverse student populations, including first-generation, low-income, adult, and non-traditional learners.
- **Student-Centered Leadership:** Understands the academic and non-academic barriers students face and is committed to providing the support, opportunities, and resources necessary for student success.
- **Financial and Operational Acumen:** Possesses experience managing complex budgets, allocating resources strategically, and ensuring long-term institutional sustainability.
- **Enrollment and Student Success Focus:** Understands effective enrollment management practices and has experience improving enrollment, retention, completion, and student engagement outcomes.

More than  
**75%**

of PCCC students receive  
federal financial aid,  
scholarships, and/or grants

**90+**

academic degree and  
certificate programs

Ranked  
**#2**

Internationally for  
Phi Theta Kappa  
Honor Society Chapter

**#2**

Best Associate's  
Degree in Nursing  
Programs in NJ

(Nursing Schools Almanac, 2024)



One diverse  
student population  
representing over  
**60+**  
countries



- **Workforce and Partnership Development Expertise:** Demonstrates success building partnerships with employers, workforce organizations, educational institutions, and community stakeholders to expand opportunities for students.
- **Resource Development and Advocacy:** Has experience securing grants, cultivating external funding sources, and effectively advocating for institutional priorities at the local, state, and federal levels.
- **Political and Community Savvy:** Understands the complexities of higher education governance, public policy, and community relations and can effectively navigate diverse stakeholder interests.
- **Strong Board Relations:** Understands the importance of maintaining a collaborative and productive relationship with the Board of Trustees while respecting governance roles and responsibilities.
- **Champion of Employees:** Values faculty, staff, and administrators as critical partners in institutional success and supports professional development, recognition, retention, and workplace engagement.
- **Collaborative and Inclusive:** Values shared governance and builds consensus through respectful collaboration and equitable decision-making.

## MINIMUM QUALIFICATIONS

- An earned doctorate from a regionally accredited institution.
- Significant senior cabinet level administrative experience (minimum 5 years) in higher education, preferably at a community college.

## PREFERRED QUALIFICATIONS

- Teaching experience, preferably in a community college setting.
- Experience working with collective bargaining units and contracts.
- Experience with fundraising.

## HOW TO APPLY

This is a confidential search process. To ensure full consideration, application materials should be received no later than **September 8, 2026**. The position will remain open until filled.

To apply go to <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 five 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 Passaic County Community College.
2. A current resume including an email address and cellular telephone number.
3. A list of eight references: 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:  
G. Duncan Harris, Ed.D., ACCT Search Consultant, at [g.duncan.harris@gmail.com](mailto:g.duncan.harris@gmail.com) or (860) 752-5681.

**\*An ACCT Search\***