

*Greetings,*

*The Board of Trustees of Randolph Community College, Asheboro, NC, invites applications for president of the college. RCC is an open opportunity college and all applications will be considered; however, it is expected that the successful candidate will be one whose experience and background will be suited to be CEO at a mid-sized community college. Please review the Institutional Profile and Presidential Profile in order to see what our Board is expecting of our 5th president. Thank you for your interest in Randolph Community College.*

*Reynolds Lisk,  
Chair of Search Committee  
And Vice Chair of the Board*

---

## **Institutional Profile**

Randolph Community College (Asheboro, NC) is one of 58 community colleges in the North Carolina Community College System. The college is governed by an appointed 12-member Board of Trustees, appointed as follows: 4 appointed by the governor, 4 appointed by the Randolph County Commission, 2 appointed by the Randolph County Board of Education and 2 appointed by the Asheboro City Schools. The president of the Student Government Association is an ex officio, non-voting member. RCC's history began at the end of the 1950's as a state-sponsored Industrial Education Center, which evolved in 1963 into the newly formed NC Community College System. Currently, RCC's annual enrollment is over 8,000 students, which includes more than 30 curriculum programs, a robust array of workforce development programs, as well as an Early College High School and other dual enrollment programs for high school students.

RCC, with its 35-acre main campus and 3 satellite centers is an asset to Randolph County's 142,000 citizens. Randolph County is at the center of North Carolina and is part of a 12-county economic development region called the Piedmont Triad. It is adjacent to Greensboro, NC, 1 hour from Raleigh and the Research Triangle Park, and about an hour north of Charlotte. With a broad manufacturing and agribusiness base, Randolph County is poised for growth in emerging industries and expansion of several industry clusters, such as automotive and aerospace, plastics, textile/apparel, furniture, health care and more. In addition, Randolph County and the region is poised to receive multi-billion dollar investments from companies such as Toyota, Wolf Speed, Boom Supersonic, and others.

The Randolph Community College service area is especially family friendly with its mild, 4-season climate, a vibrant arts community and numerous recreational opportunities. The county is home to the North Carolina Zoo – the largest natural habitat zoo in the country – and is adjacent to the ancient, Uwharrie Mountains. There are 5 recreational lakes within a 1-hour drive.

Asheboro, designated an All-America City by the National Civic League, is a walkable hub of restaurants, breweries, shops and entertainment.

# Presidential Profile

The next president of Randolph Community College will have a record of experience that shows the ability to bring to the position the following attributes.

**Visionary leadership to strategically advance the college's expansion of innovative, community-based programming, and services.** RCC currently offers more than 30 degree, diploma and certificate programs, plus a wide array of corporate and community training and enrichment programs. Randolph County has a diverse manufacturing base with projections of expansion in a number of industry sectors; therefore, the next president is expected to be able to incorporate the county and regional economic outlook into the College's vision, inspire staff to follow the vision, and promote the vision throughout the Piedmont Triad. RCC's next leader will be committed to the North Carolina Community College System mission of advancing the economic and cultural well-being of its service area by working with leaders to focus on future needs. The next president will also have a record of progressive leadership, demonstrating achievements and success with each position held. RCC is committed to providing innovative learning opportunities for nontraditional students, such as high school students and retired seniors, and the next president will understand and commit to the College's comprehensive mission.

**Excellent communication skills.** The next president is expected to have exemplary inter-personal, oral and written communication skills. RCC boasts a culture of "radical hospitality," described in their values as "dedicated to creating an experience for students and employees that is exemplified by exceptional customer service, professionalism, and servant leadership." The president is visible on campus and reflects these values, and is able to inspire faculty and staff to achieve the mission and vision of the college. The president is also engaged in an increasingly diverse community and effectively represents RCC's welcoming environment. The new president embraces the mission of RCC, and of the North Carolina System of Community Colleges, in order to clearly and effectively keep the Board of Trustees and the Foundation Board up-to-date on the operation of the college. The new president understands the relationship and different roles of the president and Board. Employees of the college will describe the new president as approachable and transparent. Descriptors such as "open," "engaging," "authentic," and "inclusive," match the successful president at RCC.

**Commitment to student success, including understanding the challenges of student recruitment, retention, and success.** RCC has an array of initiatives to recruit students and promote student success, such as seamless enrollment opportunities to qualifying high school juniors and seniors through its Career and College Promise program, Dual Enrollment and collaboration with the Randolph Early College High School. With a dedicated faculty and staff, RCC offers student activities and other programs designed to promote student well-being. RCC, like all community colleges, saw a pandemic-related drop in enrollment. Currently, the College is exploring ways to continue to offer students technology-based learning opportunities while also bringing them back to face-to-face instruction. Therefore, the new president will have an understanding of technology, to the extent that it impacts learning and fits with student life styles, and also understands the

classroom environment enough to inspire faculty to constantly seek innovative teaching methodologies and classroom experiences. RCC has a proud record of diversity and inclusion and the next president will need to demonstrate a commitment to such a record.

**Leadership in advancing the college's role in improving the lives of the people in its service area.** RCC's next president must be able to positively and strategically articulate the college's needs and vision to the county commissioners and other elected officials at both the local and state levels. The next president will be the top spokesperson for RCC with key local and county constituencies including the Chamber of Commerce, city and county economic development efforts, as well as be able to work effectively, and interpersonally, within a diverse community. RCC's next president will be able to bring together people from diverse backgrounds, including college employees and community leaders and garner their support for the college's mission and vision. RCC's next president will continue a record of advocacy for the college in promoting partnerships within several industry clusters, with local public schools, and with resource development to advance the college's goals. Responsibilities of the new president include advocacy with local, state, and sometimes national politicians who affect resources and policies. The desired president is decisive and transparent but works through a team-based administrative and leadership approach. This includes obtaining financial support for the college's Foundation and working with government and private sources of funding for projects essential for the college's success. The next president will understand and promote the interconnectedness of the College and the County that is fundamental in the North Carolina Community College mission.

## **Desired Traits and Characteristics**

### Qualifications and Experience

- An earned doctorate degree from an accredited institution preferred with a minimum requirement of a master's degree from an accredited institution
- More than three years senior-level administrative experience, preferably at a community college or university. Equivalent business, legal, medical, government or military experience, comparable to CEO at a higher education institution, will also be considered.

### Traits & Characteristics

**The next president of Randolph Community College will have a proven track record of progressive experience that demonstrates the following:**

- An ethical administrator who sets high personal standards with a record of fair and honest leadership resulting in the development of a high level of trust within the College and within the greater community.
- An innovative and creative leader committed to academic excellence and student success, possessing the ability to inspire and motivate faculty and staff to fulfill their responsibility to the maximum extent while providing high quality and accessible programs and services to students.

- Ability to build teams to solve problems and a willingness to make tough decisions in a timely, transparent, and fair manner.
- A track record with demonstrated ability to develop innovative programs and work with others to support the economic development efforts of Randolph County and the region.
- Understands the importance of building and maintaining campus facilities so that they are functionally efficient, professionally aesthetic, and create a quality learning and working environment.
- A record of effective management of fiscal affairs and the ability to ensure the equitable and effective allocation of resources, and the ability to expand the College resource base by obtaining additional funds for the College through alternative means.
- A visible leader who is accessible to all constituents within the college and greater community, and engages with students, faculty, staff, and administration.
- An understanding of and sensitivity for racial, ethnic and cultural diversity and inclusion in the community.
- Understands and promotes the importance of technology as it relates to institutional effectiveness including its application to teaching, learning and administrative support.
- Is visionary, creative, open to people, new ideas and is supportive of on-going staff development and providing leadership training and promotional opportunities to faculty and staff compatible with the concept of “servant leadership.”
- Understands that collaborative leadership is essential to build and implement effective plans that promote partnerships between the College, public schools, business, industry, governmental entities, other educational organizations along with cultural and civic organizations throughout Randolph County.
- Is an articulate spokesperson for the College, locally, statewide, and nationally; and is politically astute with proven advocacy skills and a solid understanding of local, state, and national legislative processes and issues.
- Remains current in understanding laws and regulations in which governing boards and administrators must comply.
- A commitment to continuous improvement in both faculty excellence and student outcomes
- An understanding and appreciation regarding building and maintaining a proper relationship between the Board and the President.

# Applications

All application materials must be submitted electronically via email to:  
**presidentalsearch@randolph.edu.**

A completed application package must include the following. This is an absolute requirement.

- (1) A cover letter, not to exceed two pages, which shows how the applicant's background and experiences address the attributes described in the Presidential Profile.
- (2) A resume, NOT to exceed five pages, that addresses qualifications and experience.
- (3) A list of five professional references, including name and telephone numbers (both cell, home or business). References, at this stage, WILL NOT be contacted without authorization by the applicant.

Once these materials are submitted, the applicant will receive a confirmation email.

**To be assured of consideration,** ALL material must be received by 12:00 PM EST on Feb. 11, 2023. Applications may be received until the position is filled.

Application packets, submitted as noted above, will be reviewed and the most qualified applicants, as determined by the Randolph Community College Board of Trustees, will be invited to travel to the RCC campus in Asheboro, NC, at Board expense, for presentations to the trustees, faculty, staff, students and the community. Interviews are expected to be held in early April, 2023 with a start date for the new president of July 1, 2023. All applicants will be notified when the position has been filled.