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Charles Hilton Center, Panama City Campus

Inviting Applications and Nominations for

President



MYERS MCRAE
EXECUTIVE SEARCH AND CONSULTING

The **District Board of Trustees of Gulf Coast State College** announces a national search for the College's next **President** and invites nominations and applications. The public four-year college serving the Panhandle of Florida seeks a dynamic, visionary leader and administrator to serve in this chief executive officer role. The President will assume office on August 1, 2023.



ABOUT THE COLLEGE

Gulf Coast State College (GCSC) was the first public two-year institution to open after the 1957 Florida Legislature established a statewide network of community colleges. Throughout its 66-year history, the College has provided students a first-class education, resulting in graduation rates that are higher than the Florida College System average and seamless transfers to four-year programs at other institutions.

One of 28 public colleges in the state, GCSC has more than 6,500 full-time and part-time students currently enrolled in classes across Gulf Coast's four campuses and online. In addition to the main campus in Panama City, the College holds classes at Tyndall Air Force Base, the North Bay Campus in Southport, and the Gulf/Franklin Campus in Port St. Joe. The College is also recognized as one of the top-tier, military-friendly colleges in the country, providing a supportive environment for active duty, reservist, and dependents as well as veterans.

The College offers bachelor's degrees in digital media, nursing, technology management, and organizational management. The Associate of Arts degree program has 75 different transfer tracks. The Associate of Science degrees are workforce specific, such as culinary management, cybersecurity, dental hygiene, nursing, physical therapist assistant, radiography, and theatre and entertainment technology. The College has 29 certificate programs, ranging from chef apprentice, emergency medical technician, law enforcement officer, practical nursing and fire fighting, and paramedic training.

The College currently employs 427 faculty and staff, including 109 full-time, and 190 part-time faculty. Of the instructional personnel, 21 percent hold doctoral degrees and 58 percent possess masters degrees. With a student-teacher ratio of 18:1, faculty are able to provide a more tailored teaching approach and attention to their students that results in student success.

Beyond the classroom, the College provides 19 academic clubs, social organizations, intramural sports, and an active Student Government Association. The Seminole-Commodore Alliance, a collaboration between Gulf Coast State College and Florida State University Panama City, provides opportunities to enhance student engagement at both campuses.

The athletics program at GCSC is an integral part of the institution. GCSC Commodores compete in five National Junior College Athletic Association (NJCAA) sports—men's baseball and basketball and women's basketball, softball, and volleyball.

GCSC Board of Trustees

Gulf Coast State College is governed by a 9-member local District Board of Trustees (DBOT), which establishes board rules and policies for the operation of the College in accordance with Florida Statutes and Rules of the State Board of Education. These trustees are appointed by the governor and are confirmed by the Florida Senate.

All components of the College, and all aspects of its operation, are answerable to the DBOT through the President. To provide focus, the GCSC Strategic Plan delineates the mission, vision, and goals for the College. Developed with input from college and community stakeholders, the 2022-2027 plan identifies and focuses on five major areas: (1) Learning First, (2) Student Success, (3) Accessibility and Student Engagement, (4) Community Connections, and (5) Organizational Culture.

The DBOT is committed to making a difference in the lives of GCSC students through learning and community engagement. This is reflected in the Quality Enhancement Plan, developed from assessing student learning outcomes and formulating broad-based goals for achieving improvement at the college level.

More information on the District Board of Trustees is available at <https://www.gulfcoast.edu/about-gcsc/leadership/board-trustees/index.html>.

The Gulf Coast State College Foundation

The Gulf Coast State College Foundation, Inc., was incorporated by the State of Florida as a 501(c)(3) non-profit corporation in 1967. Dedicated to removing financial barriers that obstruct student access to education through scholarships, the Foundation currently offers more than 700 scholarships annually. The Foundation also assists the College in enriching the community through cultural opportunities and in enhancing the economic development of the community with educational programs. During 2021-2022, the Foundation provided \$2.6 million in scholarship and program support to the College.

Four Campus Locations

PANAMA CITY: Located on St. Andrews Bay in Panama City, Florida, Gulf Coast State College provides a first-class education with an emphasis on success. With some of the lowest tuition rates in Florida, Gulf Coast offers a variety of options focused on quality and practicality.

NORTH BAY: The 225-acre North Bay Campus was developed from a unique partnership between Bay County and Gulf Coast State College. A joint-use facility owned by Gulf Coast State College, the North Bay Campus is home to Gulf Coast's Division of Public Safety, along with the Bay County Emergency Operations Center including an incident command center.

GULF/FRANKLIN: Located in Port St. Joe, Florida, the Gulf/Franklin Campus offers a strong nursing program, continuing education, and personal enrichment programs. The satellite campus was opened in 1998 to provide a convenient, quality education to meet the area's workforce needs.

TYNDALL AIR FORCE BASE: Active service members, veterans, dependents, Department of Defense employees, or civilians (general public) can take classes at Gulf Coast State College's Tyndall Education Center. It is conveniently located on Tyndall Air Force Base and offers more than 30 general education courses each semester.



GCSC Mission Statement

Gulf Coast State College holds students and community of central importance. The College provides many opportunities for learning and offers a range of programs and services to help students become well-educated, productive citizens. The College is equally dedicated to collaborating with the community to help create or improve economic well-being and to offer the space of the College for social dialog, events of art and culture, and other moments that enhance our quality of life.

GCSC Vision Statement

Gulf Coast State College will deliver life-changing learning opportunities and will join as a full partner in dynamic cultural and economic development of the region.

GCSC Statement of Values

Holding true to its vision and working continuously on mission, Gulf Coast State College affirms these values as essential to all the college is and does: Boldness of vision • Responsiveness to the community • Culture of honesty and trust • Open expression of ideas • Diversity of thought and culture • Flexibility and agility • Ease of access and affordability • Outstanding teaching and service • Creativity and innovation • Purposeful work

Accreditation

Gulf Coast State College is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award associate and baccalaureate degrees. Contact the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of Gulf Coast State College.





THE OPPORTUNITY

The President serves as chief executive officer of the College. The President carries out duties and responsibilities assigned by the District Board of Trustees, by law, and by State Board of Education rules. The College seeks a strategic thinker and lifetime learner, who inspires excellence in others and brings exceptional experience and enthusiasm for teaching and learning to the chief administrative position.

With a focus on continuous improvement and sustainability, the President will be a problem-solver, a listener, and an innovator. This officer will be an advocate for the growth of academic and certificate programs, sports, and for continuing professional development of faculty and staff. As the chief executive officer, the President will foster and support the College's open-door mission.

A confident and perceptive administrator who is able to make difficult decisions and to pursue strategic courses of action, the President will work collaboratively with others, finding common ground among diverse viewpoints. The President will value the contributions of faculty and staff, while seeking to advance the mission and goals of the College to new levels.

The President will understand the significant role the institution plays in the community at large and will have an active presence in the community promoting partnerships, seeking support, and developing relationships that benefit the College, its students, and its employees. This officer also will be visible and active on all campuses.

To accomplish the work of the College, the President has a seven-member senior management team that includes the Vice President, Academic Affairs; Vice President, Administration and Finance; Vice President, Institutional Effectiveness and Student Affairs; Vice President, Strategic Initiatives and Economic Development; Dean, Business Affairs; Dean, Student Engagement; and Dean, Student Life.

Essential Duties and Responsibilities

- Promotes partnerships with various constituencies, including other educational agencies, businesses, civic organizations, military bases, and community groups.
- Ensures an institutional climate of professionalism, mutual respect, and high standards that enhances student learning and motivates staff and students to greater achievement.
- Commits to strengthening the College and improving performance by fostering an entrepreneurial spirit within the College environment and to promoting economic development and job creation within the community at large.
- Possesses a thorough understanding of various funding models and a history of sound financial management and fundraising experience.
- Evaluates productivity, mission, and financial metrics and implements performance-based incentives to continuously improve college performance.

- Maintains a clear understanding of and ability to work with the political process.
- Commits to professional development and success for all faculty and staff.
- Demonstrates superior interpersonal skills, approachability, and a proven ability to adeptly handle multiple competing demands.
- Assumes full responsibility for the organization, administration, and leadership of the College.
- Serves as Corporate Secretary for District Board of Trustees.
- Adheres/ensures compliance of all College and Board policies in compliance with Florida Statutes and State Board of Education.
- Exercises broad discretionary power to carry out DBOT policy.
- Is familiar with institutional accreditation.
- Makes policy recommendations to the District Board of Trustees on all matters that affect the service area.
- Provides leadership for the academic programs and student support services.
- Conducts appropriate planning for the College.
- Recommends additions or changes in personnel and in personnel policies.
- Provides for the formulation of all reports as may be required by the District Board of Trustees, and by local, state, or national agencies.
- Recommends to the District Board of Trustees site locations and site utilization.
- Provides leadership for the College's involvement and support of community activities.
- Approves, executes, and administers contracts on behalf of the District Board of Trustees.
- Lends influence in the development of higher education programs in local, state, and national committees and organizations.
- Directs and supports fundraising and grant solicitation activities to increase financial resources available to support programs and services.
- Serves as the public relations contact for the College.
- Performs other similar related duties as may be delegated by the District Board of Trustees.



Minimum Qualifications

- A master's degree from a regionally accredited institution is required; an earned doctorate from a regionally accredited institution is preferred.
- Candidates must have significant leadership experience in a senior-level position in a state or community college, university, or equivalent senior management in a private sector business environment.
- The ability to travel locally and out of town on College-related business and training is required.
- To perform this job successfully, candidate must have the knowledge, skills, and abilities to perform each of the essential duties satisfactorily.
- Classroom teaching experience is preferred.

Gulf Coast State College does not discriminate against any person in its programs, activities, policies or procedures on the basis of race, ethnicity, color, national origin, marital status, religion, age, gender, sex, pregnancy, sexual orientation, gender identity, genetic information, disability, or veteran status. All questions or inquiries regarding compliance with laws relating to non-discrimination and all complaints regarding sexual misconduct or discrimination, may be directed to Lee Wood, Executive Director, Human Resources/Title II/504/Title IX Coordinator and Employment Equity Officer, Gulf Coast State College, 5230 W. US Highway 98, Panama City, FL 32401.



Sunset over the Gulf

Living in the GCSC District

The Gulf Coast State College district is comprised of Bay, Franklin, and Gulf counties. The district stretches over 73 miles along the Gulf Coast, covering 1,857 square miles. The GCSC main campus is in Panama City, which is the largest city between Tallahassee and Pensacola.

With an overall population of 206,103 residents, the area offers a high quality of life, public and private schools, and attractive housing options. The cost of living in Panama City is 13 percent lower than the national average, and the state has no income tax.

Military friendly, the district is home to the Naval Support Activity (NSA) and Tyndall Air Force Base. NSA is one of the largest employers in the area, employing approximately 2,800 civilian and military personnel.

As a popular tourist destination, the area is known for white sand beaches and crystal-blue waters, which are ideal for boating, kayaking, and sailing. In addition, there is a plethora of restaurants offering fresh local seafood, numerous museums, live entertainment, active night life, an 1,100-acre wildlife sanctuary, bike trails, and parks.

Application & Nomination Process

Confidential inquiries are welcomed, and nominations are invited.



Applications

The search will be conducted with a commitment to confidentiality until finalists are selected.

1) Application packet must include:

- a) A letter of application that addresses the responsibilities and qualifications of the position
- b) Current curriculum vitae or résumé
- c) At least five references with full contact and e-mail information. (*References will not be contacted without applicant's consent.*)

A background, criminal, and credit report will be conducted on the finalists selected for campus interviews.

- 2) **Submit application packet to GCSC-President@myersmcræ.com by April 21, 2023**, (preferably as PDFs) for best consideration. Applications will be accepted until the position is filled. Additional information will be requested upon receipt of the application.

Nominations

Submit nominations to GCSC-President-nominate@myersmcræ.com with complete contact and e-mail information for the individual being nominated.

Consultants

Emily Parker Myers, CEO of **Myers McRae Executive Search and Consulting**, is conducting this search with **Jessica Thompson**, Associate Vice President and Executive Search Coordinator, assisting. **Request a conversation by e-mailing JessicaThompson@myersmcræ.com.**