



# PIERPONT

COMMUNITY & TECHNICAL COLLEGE™



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*Inviting Applications and Nominations for*

# PRESIDENT



The **Board of Governors of Pierpont Community & Technical College** seeks a dynamic, visionary leader with significant academic and senior administrative experience to serve as **President of the College**. Committed to advancing the institution to higher levels of achievement, this executive officer will embrace and articulate ardently the mission of providing opportunities for learning and training that enrich the lives of individuals and promote the economic growth of the region and the state.

## ABOUT THE COLLEGE

Founded in 1974, Pierpont Community & Technical College is a comprehensive community college that strives to enhance the quality of life for people of North Central West Virginia through accessible, affordable, workforce-related training, and quality higher education opportunities. Formerly an academic component of Fairmont State University, the College became a separate academic unit in the state educational system in 2021.

The College is committed to student learning and focuses its resources on programs that prepare students for careers and advanced education in West Virginia and beyond. Many of the students are the first generation of their families to attend college, adults returning to college or enrolling in higher education for the first time, and transfer students. The College, therefore, offers its diverse student body a wide range of programs, flexible scheduling, and support services, all designed to foster success.

More than 1,600 students attend classes across the College's three schools: Business, Aviation, and Technology; Health Sciences; and General Education and Professional Studies. With more than 50 majors offered, students can earn an Associate of Art degree, Associate of Applied Science degree, and a Certificate of Applied Science. A variety of skill sets courses and certificate programs prepare students for a wide range of new or enhanced careers, such as web design, early childhood teacher's aide, basic mechanics, accounting paraprofessional, food services management, and electronic health record specialist. Courses are taught at more than 13 sites in a 13-county service area through off-campus programs.

The College closely identifies with its communities. Partnerships with business and industry, public schools, government agencies, and other organizations contribute to economic development. The College fosters enlightened and productive citizenship in its immediate location, the region, and the world.

**Our Mission** is to provide accessible, responsive, comprehensive education that works.

**Our Vision** is empowering individuals to transform their lives through education.

**Pierpont is education that works! We will. . .**

- Provide a comprehensive selection of career/technical educational opportunities at the certificate and associate degree levels developed through interaction with employers, employees, and college personnel.
- Offer transfer education opportunities enabling students to acquire an affordable general education background before matriculating to the college or university of choice.
- Provide opportunities for seamless transition from certificates to associate and baccalaureate degrees.
- Make available developmental educational opportunities to students who need assistance in improving academic skills to be successful in higher education.
- Develop and deliver continuing and community educational opportunities throughout North Central West Virginia such as lifelong learning opportunities, occupational recertification programs, and higher education opportunities for students enrolled in secondary schools.
- Provide workforce training and economic development activities for the citizens of north-central West Virginia based on needs of the community and region.
- Focus on development of cognitive, affective, and psychomotor skills to foster individual growth, career development, responsible citizenship, and commitment to lifelong learning.





## THE CAMPUSES

Pierpont's **Advanced Technology Center (ATC)** in Fairmont, West Virginia, is the main campus of the institution. The ATC is home to a variety of programs including the majority of Pierpont's Workforce and Health Care programs. At the ATC, students can meet with advisors, financial aid, support services, and any student services activity needed.

Pierpont's **Gaston Caperton Center** campus is in Clarksburg, West Virginia, and is a focal point of higher education in the county. The facility offers courses in Liberal Studies, Business Technology, and the competitive Physical Therapist Assistant program. It also houses three computer labs, general meeting rooms, a full-service library, and two student lounges.

Established in 1993 in support of the North Central West Virginia aerospace industry, the **Robert C. Byrd National Aerospace Education Center**, at the North Central West Virginia Airport in Bridgeport, offers hands-on training from expert faculty members. The Center's Aviation Maintenance Technology program



is part of the School of Business, Aviation, and Technology.

Pierpont has **Regional Locations** throughout its 13-county service area at career technical education centers and high schools. A full range of classes are offered for fall, spring, and summer semesters for traditional, non-traditional, and high school students through evening and daytime classes.

## THE OPPORTUNITY

This presidential search is an opportunity to lead one of West Virginia's largest community and technology colleges. Focused on student success, committed to providing a wide range of programs to support and grow the state and region's workforce, and engaged in the community and its future, Pierpont has a vibrant future.

Building on the past accomplishments of Pierpont, the President will further strengthen and expand programs, technology, and services while introducing ones that address emerging trends and needs in the marketplace. The President also will provide College-wide leadership to multi-campus programs and initiatives. A high priority will be to enhance Pierpont's profile across its service region and throughout the state as it fulfills the mission and vision of the College.

The President will work collaboratively with others, finding common ground when there are diverse viewpoints. Both a decision-maker and strategic planner, the executive officer will understand how to balance and prioritize challenges and opportunities and to foster a work and learning environment

that values and embraces its diverse, inclusive, and equally accessible campuses in its rural environment. By providing a clear vision and strong strategic direction for the College, the President will keep the institution on target in accomplishing its goals and aspirations. One initiative will be to evaluate Pierpont's academic and administrative structure to improve its organization.

The President will have a record of establishing effective connections, collaborations, partnerships, and coalitions. This senior officer will have demonstrated effective administration of fiscal and human resources and understands funding and budgeting processes at the state level.

This executive officer will seek partnerships that strengthen and expand programs and, as the principal fund raiser for the institution, will maintain established and develop new relationships, both public and private, that result in increased financial resources to achieve goals. The President will lead collaboratively as a valued member of the local community, as well as Northcentral West Virginia.



More than

70

Associate Degrees,  
Certificate Programs,  
and Skill Set Programs

Culinary School  
Ranked in the

TOP 5

by Best Choice Schools



The President will establish and maintain communications with the Board of Governors and the College's executive team to ensure open and effective working relationships and transparency.

The President currently has six direct reports: Provost and Vice President for Academic Affairs, Vice President for Student Services and Enrollment Management, Vice President for Finance and Administration and Chief Financial Officer, Information Systems Chief Information Officer, Director of Human Resources and Organizational Development, and Director of Workforce, Continuing Education, and Economic Development.

The President reports to the Board of Governors of Pierpont College and Technical College, the College's governing body. The Board consists of 12 members, including a classified staff representative, student representative, Faculty Senate representative, and eight Governor-appointed members. The President will collaborate, communicate, and counsel with the Board of Governors to create a team that works seamlessly to advance the mission and goals of the College.

## DUTIES AND RESPONSIBILITIES

- Oversee and manage budgeting approaches and financial models that support the basic needs of the College, to encourage growth, and to provide for some managed risk strategies.
- Develop and implement comprehensive fundraising strategies for both programmatic and capital funding needs.

- Network and work to develop policy with legislative and regulatory bodies whose support is essential to the success of the institution.
- Establish, nurture, and maintain successful partnerships with businesses and industries and with other educational leaders and entities, especially within the state.
- Build, nurture, and maintain stakeholder and community connections and partnerships.
- Oversee and direct strategic planning and facilities planning, and envision and develop successful models for strategic planning, assessment, data collection, and implementation that can be used in charting the future of the institution.
- Oversee and direct the management of the institutional facilities.
- Oversee the development of innovative academic programs that promote student success and growth.
- Expand the student enrollment and retention.
- Facilitate the development of comprehensive marketing strategies for the institution.
- Prioritize student learning and demonstrates a commitment to access, equity, completion, and student success.
- Foster a culture of open communication and embrace the culture of the region.
- Demonstrate a passion for, and commitment to, a continuously improving diverse, inclusive, and accessible learning environment for students, faculty, and staff.





# 15:1

Student/Faculty Ratio

Veterinary Technology  
Nationally Rated in the

# TOP 30



- Work with all levels of the organization to develop campus-based student success initiatives.
- Identify and act on strategic opportunities to ensure success and advancement of the College's mission.
- Represent the College with a positive and robust voice to internal and external audiences.
- Plan for change through strong collaboration and active communication.
- Promote a cooperative work environment and foster an environment that encourages and promotes ongoing professional development.
- Develop and maintain a high-functioning network of internal and external relationships.
- Adhere to all institutional policies and guidelines.
- Adhere to and comply with all relevant federal, state, and local laws.
- Adhere to and comply with relevant provisions of the West Virginia State Ethics Act.
- Embrace, through action and example, the cultural, ethnic and gender diversity of students, faculty, and staff.
- Perform other appropriate duties as assigned and as necessary.

## MINIMUM QUALIFICATIONS

Candidates must have a doctorate or other terminal degree and at least 10 years of administrative and teaching experience at a community college or other degree-granting institution. An equivalent combination of education and experience may be considered.

## Other Qualifications

- Student centric with a focus on service for all customers, internal and external
- Leadership, initiative, creativity, team spirit, and sound judgment
- Management/supervisory experience (both program and human resources)
- Ability to interact with the business and foundation communities
- Excellent analytical, written, and verbal communication skills, with proven ability to grasp complex subjects, meet project deadlines, and build productive professional relationships
- A dynamic, enthusiastic leadership style that values and enjoys working collaboratively
- Ability to lead collaboratively, supportively, and responsively regarding all constituency groups
- Decisiveness in handling competing demands
- Proven financial leadership experience
- Political astuteness and the ability to effectively work within a state political system and with elected and appointed officials
- Extensive experience in institutional strategic planning and implementation
- Expertise in recognizing and acting upon emerging trends and opportunities to the benefit of the College and its students
- Ability and commitment to maintain the highest standards of personal and professional integrity and adherence to ethics
- Ability to travel regionally and nationally, sometimes on short notice



## North Central West Virginia

North Central West Virginia has been one of the state's strongest and steadiest economic regions for the past decade. The region has approximately 260,000 residents with stunning landscapes and warm hospitality.

The four-county area has some of West Virginia's best small towns to call home, including highly rated public

schools. Both Fairmont and Morgantown are located along the banks of the beautiful Monongahela River.

The area is home to several outdoor attractions including the West Virginia Botanic Garden and Coopers Rock State Forest. There are also three state parks within a 30-minute drive of the campus.

If a metropolitan getaway is what you need, Pittsburgh is just an hour-and-a-half drive from Fairmont.

## APPLICATION & NOMINATION PROCESS

*Confidential inquiries are welcomed, and nominations are invited.*

### Applications

- 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 four references with full contact information including e-mails (References will not be contacted without consent from applicant.)
- 2) **Submit application packet (preferably as PDFs) to [Pierpont-President@myersmcrae.com](mailto:Pierpont-President@myersmcrae.com) by July 15, 2022, for best consideration.** Additional information will be requested upon receipt of application. Applications will be accepted until the position is filled.

### Nominations

Submit nominations to:

**[Pierpont-President-nominate@myersmcrae.com](mailto:Pierpont-President-nominate@myersmcrae.com)** with complete contact and e-mail information for the individual being nominated.

**Emily Parker Myers**, CEO, and **Jennifer Barfield**, Senior Vice President, of **Myers McRae Executive Search and Consulting**, are the consultants for this search. **Kenny Daugherty**, President, is assisting the consultants.



*Pierpont Community & Technical College is an equal opportunity provider, committed to employing a diverse faculty and staff, and actively seeks applications from women, minorities, and other persons from traditionally under-represented groups. Pierpont does not discriminate on the basis of race, color, national origin, age, religion, marital status, sex, or disabilities in employment, career-technical opportunities, or activities as set forth in compliance with federal and state statutes and regulations.*