Due to the retirement of Dr. Patricia Donohue, the Mercer County Community College Board of Trustees announces the search for their next President.

College Overview:

Established in 1966, Mercer County Community College (MCCC) is a publicly supported comprehensive educational institution that provides opportunities for higher education through an open-door admission policy.

MCCC offers 68 associate degree programs and enjoys a diverse student body that brings a variety of background and experiences to campus. More than 13,000 students enroll in one or more credit courses each year.

Campus Profiles:

The scenic 292-acre West Windsor Campus was opened in 1972 to serve the needs of Mercer County residents. The campus is surrounded by public use sites such as Mercer County Park and Mercer County educational facilities which give the campus a wonderful natural setting. The campus consists of 15 buildings. The academic buildings are clustered together in the center of the site and positioned to form a collection of handsome courtyards and pedestrian spaces.

The newly-expanded Downtown Campus or Trenton Campus, located in downtown Trenton, serves as an educational and cultural hub for city residents. From its roots as the Evening Drawing School in 1890, this Campus stands today as a testimony to educational leaders whose vision and persistence have created a dynamic educational institution. The Trenton Campus serves the changing needs of thousands of students seeking educational fulfillment and personal and career growth.

Read about the history and formation of the two campuses [here](#).
Other Information:

**Vision**
A vital college, engaged with its community, and dedicated, above all else, to student success.

**Students & Student Success**
Mercer County Community College enjoys a diverse student body that brings a variety of background and experiences to campus. A brief introduction to Mercer students:
- More than 13,000 students enroll in one or more credit courses each year.
- Mercer County residents comprise three-fourths of the student population.
- International students (non-immigrant) representing more than 100 countries make up 4.3% of the student population.
- Enrollment includes 63% part-time students, 37% full-time; 48% men and 52% women.
- The average age of a full-time student is 22. The average age of a part-timer is 29.
- The average class size is 21.
- More than 35% of Mercer's graduates transfer to senior colleges or universities.
- MCCC offers 70 degree program options and 30 credit certificate programs. The three most heavily enrolled areas are Liberal Arts, Nursing, and Business.

**Student Life @ Mercer**

**Faculty**
Mercer has a cosmopolitan full-time and part-time faculty with advanced degrees from many universities throughout the United States and foreign countries. Faculty members dedicate most of their time to teaching, academic advising, and various college services and community activities. Each faculty member keeps office hours. Students are encouraged to get to know their faculty members. They are a tremendous asset to an education at MCCC and are here to assist the students.  

**MCCC Mission, Goals, and Values**
Mercer County Community College is a comprehensive, publicly supported two-year institution focused on learning and student success. The college welcomes students of all ages from a wide variety of backgrounds, abilities, interests, levels of education, and economic circumstances to a challenging and supportive environment dedicated to meeting the educational needs of 21st century global citizens and lifelong learners. Mercer responds to a broad array of community needs, offering programs and services for employers, continuing education and training for the workforce, enrichment for youth, and cultural opportunities for people in the region.

The following goals guide the college's quest to fulfill its mission:

**To provide high-quality academic programs, courses, and instruction** for a broad, diverse student population including:
- associate degree programs consisting of first- and second-year courses that transfer to four-year colleges and universities offering baccalaureate degrees;
- associate degree and certificate programs that prepare students for direct entry into occupations and careers;
- preparatory programs and courses to strengthen students' reading, writing, and quantitative skills;
• general education courses and experiences for each student that incorporate the best traditions of higher learning while supporting the educational needs of 21st century global citizens, workers, and lifelong learners;
• high-quality instruction and engaging learning experiences from dedicated faculty.

To offer high-quality continuing education programs including:
• professional development opportunities for individuals to enhance existing skills, learn new skills, and obtain industry certifications;
• training programs and resources for businesses, government agencies, and not-for-profit organizations;
• personal development and enrichment programs responsive to the current and emerging needs of individuals throughout the community.

To provide services and activities that support individual student success including:
• learning assistance, resources, and services beyond the classroom to support the identification and attainment of individual education objectives and career goals;
• co-curricular activities and services that build leadership skills, foster social and emotional growth, promote health and wellness, and prepare students for global citizenship.

To foster a campus culture that celebrates and values diversity, inclusiveness, and respect and supports the personal and intellectual growth of all students, faculty, and staff in a setting that is characterized by:
• integrity and responsible behavior;
• effective internal and external communication.

To maintain resources that support open admissions, affordability, quality teaching, innovation, and a safe and sustainable campus including:
• financial assistance to all eligible students;
• innovation and technology in programs, services, and methods of instruction that respond to community needs and contribute to student achievement and success;
• a safe, clean, and well maintained campus with practices and programs that promote and support institutional and environmental sustainability.

To foster community connections that enhance the cultural and economic vitality of Mercer County including:
• activities and programs which contribute to the civic, cultural, aesthetic, and recreational life of the community;
• cooperative relationships with other educational institutions, government agencies, community organizations, professional associations, and business and industry;
• year-round and summer activities for youth, including those that foster development through academics, recreation, and creative expression.

To maintain a commitment to assessment to evaluate the college’s success in meeting these goals and improving institutional effectiveness.
Opportunity Overview:

**Academic Success**
The College sits at the hub of a pharmaceutical industry, with Bristol-Meyers Squibb, Johnson and Johnson, and Novo Nordisk being partners for the institution. To add to its excellent location, MCCC is situated also in the middle of Einstein Alley. This is New Jersey’s premiere research hub which includes Rutgers and Princeton Universities, and has grown, attracted, and cultivated some of the most innovative start-ups in the country.

In addition, the College has the opportunity to continue to grow their cutting edge Advanced Manufacturing, Culinary, Cyber Security, and Funeral Service programs. MCCC is described as an entrepreneurial organization that develops new programs to meet the needs of the service areas. The College has expanded the number of articulation agreements in order to better serve transfer students. A listing of the College’s on-site advanced degree programs may be found at University Center at Mercer or for a list of transfer agreements, please click on Transfer Agreements.

Given the local push for increased STEM programs including Cyber Security programs and degrees, k-12 partnerships, and the growing Trenton campus, a strong academic leader with a history of taking risks, increasing enrollment, and growing a branch campus will be most successful in this position.

**Community Partnerships**
Mercer County Community College is very well respected in the County and communities. MCCC is an established leader in partnering with social service agencies, faith-based agencies, and entities to aid Veterans’ transitions in returning home from overseas. In addition, the College is seen as the go-to resource in the community for niches in the educational sector.

The President will continue to serve on community boards and even further develop these positive relationships. The President of MCCC will be a charismatic leader who will inspire people to buy-in to the community college mission and make Mercer County Community College a first choice in higher education for all prospective students.

**Branch Campus Experience**
Serving suburban and urban populations, Mercer County Community College has two campuses, with very different student bodies, needs, and communities. Some of the College’s newest and most innovative programs are being offered on the Trenton Campus in order to further develop the campus. On the West Windsor Campus the Math and Science Building is being renovated while an addition is being made to the Engineering Building in order to meet the needs of the Advanced Manufacturing Program.

The successful President will have an appreciation for leading and effectively building support for change within a college with multiple campuses. Included in this leadership is having a strong vision for the renovations and expansions on the West Windsor Campus, as well as appropriately marketing the strengths and unique qualities of the Trenton Campus. A leader who is passionate about taking a defining role and working closely with State, County, and City leaders in an area that is being revitalized is critical to the future of Trenton and the growth of the College.
Resource Development and Marketing
The College is financially stable and has done an outstanding job of controlling costs. Mercer County Community College is funded by three entities: 12% from the State of New Jersey, 28% from Mercer County, and 52% from student tuition and fees. The college is in the advanced stages of developing their alumni relations and grant writing programs. In addition, the College is steadfast in their efforts to further strengthen the Foundation Board and their initiatives, as well as to successfully fund an on-going capital campaign. A Higher Ed Bond was approved in November, 2013 and is resulting in substantial renovations on both campuses.

The President will have an understanding of how funding is changing, demonstrated corporate fundraising experience, the ability to raise money to fund new programs and initiatives, and the capacity to lead a marketing and branding campaign. Part of the monies raised from the capital campaign will go toward the acquisition of a new building for the Trenton Campus.

Multicultural Sensitivity and Appreciation
Mercer County is diverse and the students represent this diversity. The County is 15% Hispanic, 9% Asian, and 20% African American. The College also attracts a large, and growing, foreign student population. With strong ESL and Adult and Workforce Development programs, Mercer County Community College is often referred to as a community resource for social service agencies.

The President must have a keen interest in increasing diversity at the faculty level. Additionally, the President will present with cultural competence, as well as a passion and appreciation for working, living, and thriving in multicultural communities.

Student Centeredness
Students are well supported at Mercer County Community College and the faculty and staff are committed to seeing students succeed. There are a number of innovative student development programs, as well as initiatives for increasing retention. One of these programs is First Thirty. This unique program concentrates on students’ first 30 credits. Its development has been an extensive college-wide program involving research concentrating on many constituency groups including students, faculty, and staff and an analysis of classes with larger recorded withdrawals and lower grades. One of the actions resulting from the data has been additional development focused on student retention and student success for staff and full and part-time faculty.

The President of MCCC will continue the tradition of leading an institution that is student-centered. A charismatic President who walks the halls and hosts formal and informal opportunities to listen to student comments and concerns will be most successful in this position.

Administrative/Leadership Ability
Mercer County Community College has a number of unique and state-of-the-art academic programs and is the only college in the Northeast to have the acclaimed American Honors Program. MCCC’s culinary program is one of the most respected in the Country. They are addressing their enrollment decline issues and are in the process of an academic program review while increasing the number of academic programs offered. The College is excited and ready for new leadership and the changes that they face.

The President will be experienced at facing positive change and managing it successfully. Someone who spends time and resources developing faculty and staff is high on the list of importance for MCCC. The College has five unions and the President can expect to negotiate contracts early in his/her tenure. An
engaged and approachable leader who is seen in the hallways and interacts with students, faculty, and staff of all levels is important to the MCCC constituency groups.

**Important Descriptors of the next President include:**
- Student Centered
- Ethical
- Sincere
- Genuine
- Engaged
- Servant Leader
- Driven
- Empathetic
- Assemble a great team and allow them to be great
- Savvy working with unions
- Energetic
- Empowering

**Unique Academic Programs:**
- American Honors at Mercer
- Architecture
- Aviation Technology
- TV Production, Radio Production
- Culinary Arts
- Cybersecurity
- Game Design/Programming
- Entertainment Technology
- Exercise Science
- Funeral Service
- Fashion Design
- Fashion Merchandizing
- Fire Science
- Horticulture Physical Therapy Assistant
- Security Systems and Technology

**Unique Student Service and Student Success Programs:**
- Coaching in the First 30 Project
- DREAM program (Developing Real Expectations for Achieving Mastery)
- The EOF Summer Academy- Academic Preparation
- The Pipeline Project-Builds relationships with immigrant communities
- Holocaust Genocide Center-Lectures, film, discussions and conferences about human issues
- Leadership Education Development Program (L.E.A.D)
- Peer Mentors Program
- SSAAM Program-Successful Student Athletes Achieve More
- Back On Track Workshops-Assisting students in academic difficulty
- Dual Enrollment High School Programs
- Jump Start- High School Students in College
- One Stop Enrollment
- Veterans Peer Mentoring and Tutoring
- Dual Admissions Programs
- University Center
- Agreement with the University of Paris
**Minimum Requirements:**
- Advanced Degree required from an accredited institution. A Doctorate is preferred
- Administrative experience
- Passion for providing access to an education for all people
- Demonstrated understanding of a comprehensive community college
- Experience with resource development

**Application Process:**
Please direct all confidential inquiries, nominations, and application materials to the College’s search consultant:

Angela Provar, President  
Pauly Group, Inc.  
3901 Wood Duck Drive, Suite E  
Springfield, IL 62711  
EMAIL: aprovar@paulygroup.com  
Phone: 217-241-5400  
FAX: 217-241-5401  
[www.paulygroup.com](http://www.paulygroup.com)

Application materials should include a detailed cover letter (not to exceed five pages) addressing the Minimum Requirements and characteristics addressed in the Opportunity Overview included in this profile, a current resume or curriculum vitae, and a list of five professional references. Electronic submission of materials is strongly encouraged.

The committee will begin review of applications immediately. Applications will be accepted until the position is filled, with materials submitted by **Thursday, March 5, 2015** receiving priority consideration. All applications are confidential and references will not be contacted without the expressed authorization of the applicant.

For more information about this presidential search, please visit [MCCC Presidential Search](http://www.mccc.edu/).

To learn more about Mercer County Community College, please visit [http://www.mccc.edu/](http://www.mccc.edu/)

- **College EEOC statement:**

  Mercer County Community College is an Equal Opportunity/Affirmative Action Employer and complies with applicable federal and state laws prohibiting discrimination. No person shall be discriminated against with regard to employment educational programs, or admissions on the basis of race, sex, color, religion, national origin or ancestry, age, marital status, handicap or veteran status. Inquiries or complaints may be addressed to the colleges Equal Opportunity/Affirmative Action Officer.

  *Under the “New Jersey First Act”, effective September 1, 2011 newly hired Mercer employees may be required to live in New Jersey or to move to the state within one year of taking a position. Failure to comply with this residency requirement shall render the person unqualified to continue employment in their position.*