

POSITION PROFILE



School Name: Middlesex County College
Position: President

Middlesex County College
2600 Woodbridge Avenue
Edison, NJ 08818-3050
<https://www.middlesexcc.edu>

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COLLEGE OVERVIEW:

Middlesex County College is one of the largest and oldest of New Jersey's 19 community colleges. Established in 1964 on 200 acres of the former Raritan Arsenal site in Edison, the College opened its doors in 1966 to 700 students. The College offers more than 550 courses in more than 90 full-time and part-time degree and certificate programs during weekdays, evenings and weekends. Transfer and career-oriented programs are offered during the fall and spring semesters, and concentrated winter and summer sessions. Middlesex County College has an operating budget of \$80 Million.

MCC is accredited by the Middle States Commission on Higher Education. Serving primarily Middlesex County, MCC offers the 4th lowest tuition of the state’s community colleges and 3,000 high school students take advantage of its course offerings.

Middlesex County College has approximately 550 full-time employees, and around 2,000 part time, which includes adjuncts. The College’s five bargaining units include the Faculty Union (AFT local 1940), United Adjunct Faculty (AFL Local 2222), American Federation of State, County and Municipal employees (ASFCME Local 2269), Teamsters Local 11 and Fraternal Order of Police (FOP lodge 85). Negotiations for all contracts will begin in early 2020.

A special element of the College is the diverse nature of the student body and staff, as well as the overall population of Middlesex County. The demographics of their student a student body is 33% Hispanic, 29% White (non-Hispanic), 15% Asian, and 12% Black.

The College maintains comprehensive articulation agreements with colleges and universities throughout the northeast. In addition, MCC maintains dual admissions programs with Rutgers University and the New Jersey Institute of Technology.

The College's Division of Corporate and Continuing Education offers more than 300 non-credit courses, in addition to degree and certificate programs, that reflect the needs, interests, and activities of the community-at-large. Courses cover career skills training, computers, communications, management and finance, fitness, self-improvement, personal enrichment and family life. The Division also offers customized training directed toward meeting the needs of business and industry and ensuring a competitive and productive workforce.

The ***Middlesex County College Foundation*** was chartered in 1966. The mission of “helping students open doors to their future” with financial aid, scholarships, and educational resources remains unchanged today. Since 1967, the Foundation has distributed more than \$13 million in scholarships, financial aid, and grants to more than 15,000 deserving students and currently has more than 120 named, endowed, and annual scholarships available to qualified students. The foundation has an \$18 Million endowment.

MCC is particularly proud of its facilities. The ***Edison*** campus includes 34 buildings. The College also operates two satellite centers in ***Perth Amboy*** and ***New Brunswick***. State-of-the-art facilities, including computer and specialized laboratories, providing support to both the credit and non-credit programming.

The College is now one of 13 colleges in New Jersey that offer free community college as part of the New Jersey Community College Opportunity Grant Program. For more information visit www.middlesexcc.edu/freecc.

Athletics programs at MCC include women’s basketball, cross country, outdoor track and field, soccer, softball, volleyball, and men’s basketball, cross country, golf, outdoor track and field, soccer, wrestling, and baseball.

MCC has been recognized for outstanding commitment to fulfilling the educational needs of returning service members and their families as well as for comprehensive services not directly related to education. The award-winning ***Veterans Services Center*** assists military veterans as they transition to civilian life.

[Link to FACTS & FIGURES](#)
[Virtual Campus Tours](#)

ABOUT THE AREA

Middlesex County's proximity to the Jersey Shore, NYC, Philadelphia, and Washington, D.C., makes it a desirable combination of rural and urban life-styles.

Located minutes from Port Elizabeth and half-way between New York and Philadelphia, Middlesex County is home to numerous Fortune 500 companies, three universities and world-class healthcare and research facilities and has long been the place where innovation and productivity have thrived.

It is a dynamic county of over 831,300 residents and growing, making Middlesex the second most populated county in the state. Thousands of residents from a diverse array of cultures are attracted each year to our 25 unique municipalities, a mix of small towns, urban centers and rural communities.

The County is known for its award-winning schools, including [Middlesex County College](#) and the Academy for Science, Mathematics and Engineering Technologies, which is ranked among the best in the nation and is part of the [Middlesex County Vocational and Technical Schools](#), the first Vocational-Technical school system in the nation, started in 1914. Middlesex is also home to Rutgers and The State University of New Jersey.



The world headquarters for healthcare giant Johnson and Johnson has been in New Brunswick since 1886, and the company remains one of Middlesex County's greatest corporate partners. Its complex sits right in the middle of downtown New Brunswick, the County seat and cultural hub, to which thousands of patrons each year are drawn to award-winning productions at the State Theatre, George Street Playhouse and the Tony Award-winning Crossroads Theater. A vibrant restaurant scene has grown around the theater district and includes some of the most diverse and praiseworthy cuisine in the region. French, Cajun, New American, Ethiopian, Japanese, Middle-Eastern, and Italian hotspots line New Brunswick's downtown streets.

The County's 18-strong [Parks System](#) boasts some of the best maintained and diverse recreational opportunities in the region. Encompassing more than 6,300 acres, the County's parks and conservation areas offer ball fields, playgrounds, jogging paths, hiking trails, a family skating rink and an outdoor amphitheater, which draws 50,000 people every summer to its Broadway-caliber [Plays-in-the-Park](#) series.

Located within the heart of New Jersey, Middlesex County has set itself apart as the best place to live and to work in the region. It's the place that more than 831,300 people call home. It's one of the few counties in the nation to hold a AAA bond rating from Standard and Poor's.

[Middlesex County, NJ](#)

[Discover Middlesex County](#)

MISSION AND CORE VALUES:

Middlesex County College puts learning first and measures its success only by the success of its students. All members the College community contribute to student success.

Our Mission:

The mission of Middlesex County College is to provide access to a quality, affordable education for a diverse population, to support student success for lifelong learning, and to strengthen the economic, social and cultural life of the community.

Our Core Values:

Excellence	Value
Integrity	Lifelong Learning
Diversity	Collaboration

For more information, please see: [Strategic Plan 2018 - 2021](#)

OPPORTUNITY OVERVIEW:

Middlesex County College is an institution experiencing a cultural transition and is seeking a leader to continue to foster a sense of unity across the College, cultivate trust and community, and inspire faculty and staff. An approachable, visible, and enthusiastic leader is critical to the success and morale of the overall college. Middlesex County College is a leader in the community for serving as the “go to” institution for political visits and public announcements affecting the community. A leader with the charisma to operate within this environment is critical to increasing the visibility of MCC’s role within the local community.

Additional characteristics that are sought in the next President include the following.

- A respectful leader who gathers input and listens without judgement and with an open mind
- An advocate of community colleges with an understanding of the unique needs of community college students
- A leader who is a welcoming presence on campus, visible and approachable by students, faculty, and staff
- A proven commitment to diversity, equity, and inclusion and a proven ability to work effectively with diverse communities.
- An innovator who will support programmatic review and academic, as well as technological, innovation
- An ambassador of Middlesex County College who appreciates the importance and need for a community college education
- A leader with past successes in leading Guided Pathways and increasing student retention and graduation rates

- A navigator of institutional dynamics capable of supporting the needs of faculty, staff, and administrators in a strong union environment
- A politically savvy leader with the ability to navigate local, state, and national politics as well as advocate for the College and resources
- Has the ability to guide and work with the Board of Trustees for the benefit of the College community.
- An analytical user of data capable of gathering input and making difficult decisions
- An individual who embraces healthy debate with the intent to resolve conflict in a productive manner
- A visionary leader with demonstrated success in building relationships with, as well as programs that support, county K-12 school districts.
- A charismatic leader with success in fostering business and other organizational relationships for the betterment of the College and overall communities served by the College.

[Link to Position Description](#)

Minimum Qualifications:

- Master's degree from an accredited institution of higher education is required; a doctoral degree is preferred.
- Significant administrative experience, preferably within a community college.
- Teaching experience is preferred.

APPLICATION PROCESS:

Please direct inquiries and nominations to the College's search consultant:

Angela Provar, President Pauly Group, Inc.
3901 Wood Duck Drive, Suite E Springfield, IL 62711
Phone: 217-241-5400
Fax: 217-241-5401
E-mail: aprovar@paulygroup.com

Please submit electronically to aprovar@paulygroup.com the following documents as Adobe Acrobat or MS Word attachments: (1) a cover letter that addresses the Opportunity Overview in the position profile; (2) a current résumé; and (3) names and contact information of ***five*** professional references.

The committee will begin review of applications immediately. Applications will be accepted until the position is filled, with materials submitted by **Monday, February 25, 2019** receiving priority consideration. All applications are confidential, and references will not be contacted without the expressed authorization of the applicant.

Equal Opportunity Employer

Middlesex County College is an equal opportunity employer and prohibits discrimination on the basis of race, creed, color, national origin, ancestry, age, gender, marital status, familial status, religion, affectional or sexual orientation, atypical hereditary cellular or blood trait, genetic information, liability for service in the armed forces of the United States, or disability.

New Jersey Residency Requirements

Middlesex County College complies with the "New Jersey First Act" (Senate Bill No. 1730, P.L. 2011, Chap. 70), which sets out certain requirements regarding the state of residence of New Jersey public employees. As of September 1, 2011 any new employee hired by the College must, within 365 days of hire, have or establish his or her sole principal residence in the State of New Jersey and must maintain such principal residence during his or her employment with the College.



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