



COMMUNITY
COLLEGE OF
PHILADELPHIA

PRESIDENTIAL PROFILE

**THE BOARD OF TRUSTEES OF COMMUNITY COLLEGE OF PHILADELPHIA
INVITES NOMINATIONS AND APPLICATIONS FOR THE POSITION OF PRESIDENT.**



ABOUT COMMUNITY COLLEGE OF PHILADELPHIA

Community College of Philadelphia (CCP) was founded in 1964. Over the past 60 years, the College has lived up to its mission by providing educational access for over 700,000 Philadelphians, setting families, businesses, and neighborhoods on a path to shared prosperity and opportunity.

CCP is the single community college serving the greater Philadelphia area. The College serves the community by preparing its students to be informed and concerned citizens, active participants in the cultural life of the city, and enabled to meet the changing needs of business, industry, and professions. To help address broad economic, cultural, and political concerns in the city and beyond, the College draws together students from a wide range of ages and backgrounds and seeks to provide the programs and support they need to achieve their goals.

The College offers more than 100 associate degree, academic, and proficiency certificate programs. Recent graduates continue to strengthen Philadelphia's local economy and workforce—85 percent of recent graduates who were working at a job eight months after graduating from the College were employed in the Philadelphia metro area. The College enables students to embark on a smart path to a bachelor's degree program, with transfer agreements and partnerships to assist in the transition.

Community College of Philadelphia is a Minority Serving Institution (MSI). The College's student body is highly diverse, with approximately 74% minority representation, including 43% African American, 16% Hispanic/Latino, and 11% Asian/Pacific Islander students.

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LOCATION

The College's Main Campus is **located in the heart of Philadelphia, Pennsylvania**. In addition to the Main Campus, the College serves students through two Regional Centers—West Regional Center/ the Career and Advanced Technology Center, Northeast Regional Center—each designed to offer accessible, high-quality education across the city.



ROLE OF THE PRESIDENT

The next President of Community College of Philadelphia will be an inspirational, transparent, entrepreneurial, and visionary leader. The President has strategic and day-to-day operational responsibility for the College and is the face and the voice of the College. This transformational leader is committed to building trust and addressing the following opportunities and challenges:

COLLEGE GROWTH, ACADEMIC EXCELLENCE, AND WORKFORCE DEVELOPMENT

- Collaborating with faculty and staff to increase student enrollment, improve retention, and support timely completion, while adapting to a rapidly evolving policy landscape.
- Using insights into student demographics to ensure programs and services are inclusive and responsive to the diverse needs of the College's student population.
- Partnering with faculty to uphold instructional quality and effective evaluation across all programs, while offering course schedules and delivery formats that accommodate students' needs. Connecting academic learning to career pathways that fuel student aspirations and contribute to regional economic growth.
- Integrating emerging technologies, innovative teaching methods, well-equipped facilities, and workforce training aligned learning models to prepare students, faculty, and staff for a rapidly changing job market.
- Developing and expanding entrepreneurial programs that align with key regional industry sectors, employer needs, and the strategic priorities of the College.
- Growing non-credit workforce training programs that address local economic demands and strengthen employer partnerships. Enhancing pathways that connect short-term credentials and apprenticeships with degree programs.
- Building stronger educational pipelines by collaborating with K-12 school systems and regional higher education institutions to support student success from early education through college completion.
- Strengthening the College's presence and impact in the Philadelphia community through accessible programs, proactive outreach, and partnerships that address community needs and advance the College's mission.

INCLUSIVE GOVERNANCE AND LEADERSHIP

- Promoting shared governance through inclusive dialogue, respect for diverse perspectives, and collaborative decision-making.
- Assessing staffing needs and implementing strategies to attract, retain and develop high quality faculty and staff, while building strong internal relationships and supporting professional growth.
- Navigating collective bargaining with a solid understanding of union and employer rights, responsibilities, and the principle of good faith negotiation. Builds and nurtures a strong relationship with the Union.

ADVOCACY

- Navigating the current complex political, legal, and cultural landscape. Building strategic relationships, advocating effectively for public education, and the College's mission.

RESOURCE DEVELOPMENT

- Growing funding through strategic partnerships, community engagement, grants, private investment, and innovative fundraising efforts.
- Advocating for sustained and increased public funding at the city, state, and federal levels in response to evolving policy and funding landscapes.
- Managing rising operational costs and changes to student aid by championing policies that protect and expand financial aid and student support to ensure affordability and access.
- Collaborating with government, the college foundation, alumni, and other partners to secure funding that supports enrollment, retention, completion, and workforce readiness.
- Working with the foundation to build the college endowment.



CHARACTERISTICS AND SKILLS OF THE PRESIDENT: THE COLLEGE SEEKS A LEADER WHO

- **Demonstrates visionary, visible, entrepreneurial and transparent leadership:** Experience with guiding a college into the future with a learner-centered focus and clear strategic direction. Builds trust, empowers employees, makes decisions with broad input, champions transformative, cutting-edge new ideas, and sets clear and measurable goals for accountability. Inspires confidence and unity, rallies internal and external stakeholders, and motivates students to succeed.
- **Builds and nurtures a strong relationship with the Board of Trustees.** Maintains strong relationships with board members, is responsive to requests and inquires, and embraces proactive communication and collaborative decision making.
- **Is a thought leader:** Is recognized locally, regionally and nationally for the ability to think beyond present circumstances to future possibilities.
- **Is a team builder:** Builds a high performing senior leadership team that is cohesive, mission-driven, approachable, respectful of expertise, and creates and sustains a positive working relationship with faculty and staff.
- **Is mission-driven:** Demonstrates a deep passion for the College’s mission, advocating to serve Philadelphia as a premier learning institution where student success exemplifies the strength of a diverse, urban community college.
- **Is student-focused:** Prioritizes and advocates for the well-being and success of students and assists in creating a supportive and enriching educational environment that fosters persistence, completion and economic mobility.
- **Is engaged in the community:** Leads collaboratively, with a proven track record of being a highly visible, engaged, accessible, and responsive presence with students, faculty and staff, alumni, and community leaders.
- **Seeks out and nurtures strategic partnerships:** Understands political and economic complexities of a large city like Philadelphia: able to advocate for the College and build partnerships in this environment and inspire a shared commitment to CCP’s vital role in the city’s future. Experience in building and sustaining collaborative strategic partnerships with local, regional, and state agencies, business and industry leaders, foundations, and community organizations to expand educational opportunities and partnerships.



- **Has experience with workforce training and economic development:** Has extensive knowledge and demonstrated success in workforce programming and an understanding of its significance to the community, business partners, and the college. A visible spokesperson and thought leader who will develop business and community partnerships to further the economic development of the region.
- **Has experience with academic programs.** Demonstrates the ability to work with academic leaders and faculty to ensure academic programs are pathways for transfer and to careers.
- **Possesses strong communication skills:** Engages in open communication with faculty and staff and fosters a positive and inclusive work environment within the College. Communicates consistently with the Board of Trustees, college staff, and students and is accessible, approachable, and engaged at all levels within the College and the community.
- **Demonstrates personal and professional integrity:** A leader who models accountability, has empathy, and makes data-informed decisions based on the best interests of students, employees, and the community.
- **Possesses financial acumen:** Strong understanding of and experience with multi-year budgeting, federal funding, and fundraising. Stays current on federal funding available to community colleges and advocates for college support at the community, city, state, and national levels. Skilled in securing funding and building partnerships that enhance the College’s resources. Ensures that the use of financial resources is aligned with the College’s mission and values.
- **Models visible and engaged leadership:** Maintains a visible presence, regularly connecting with employees and students. Demonstrates effective delegation skills, and cultivates a culture that boosts morale, productivity, efficiency, and satisfaction.



QUALIFICATIONS

- An earned doctorate from a regionally accredited institution, strongly preferred.
- Extensive senior-level administrative experience (at least 5 years), preferably at a community college.
- Experience working with a governing board.
- Experience working with collective bargaining units.
- Leadership experience in a minority serving institution with a diverse student body.
- Significant fundraising/advancement experience.
- College teaching experience preferred.

HOW TO APPLY

This is a confidential search process. To ensure full consideration, application materials should be received no later than September 2, 2025. The position will remain open until filled.

To apply, go to **<http://www.acctsearches.org>** and upload your documents.

Candidates will need to have the following information or materials available to complete the application:

1. A letter of application (not to exceed 5 pages) that succinctly addresses the opportunities and challenges identified in the Position Profile and demonstrates how the candidate's experience and professional qualifications prepare them to serve as the President of Community College of Philadelphia.
2. A current resume including an email address and cellular telephone number.
3. A list of eight references: for example, two to three supervisors, two to three direct reports, and two to three faculty and/or staff members from current and former institutions.

For additional information, nominations, or confidential inquiries, please contact:

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