



POSITION PROFILE

Vice President of Academic Affairs



NECC OVERVIEW



Northern Essex Community College, with campuses in Haverhill and Lawrence, Massachusetts, was designated as New England's first Hispanic Serving Institution in 2001. We serve approximately 5,000 students each semester in the beautiful, historic Merrimack Valley region of northeast Massachusetts.

Our suburban Haverhill campus sits on over a hundred pastoral acres near Kenoza Lake and features the David Hartleb Technology Center, the award-winning Behrakis Student One-Stop Center, and more than \$20 million in recent classroom and student area renovations.

Our urban Lawrence campus is centered around the new, state-of-the-art \$27 million El Hefni Health and Technology Center, as well as the recently renovated Dimitry classroom building, the Haffner-Fournier Education Center, and "The Hub," home to our "Communiversities" partnerships and [Revolving Test Kitchen](#) for aspiring restaurateurs.

NECC has also recently completed construction of the [Lupoli Family Culinary Arts Institute](#) at the The Heights in downtown Haverhill, manages the [MassHire Merrimack Valley Career Centers](#), and, through our NECC Police Academy, has become one of the largest providers of police education and training in Massachusetts.

Both campuses are a short drive to Boston and to the beaches and state parks along the coast and to nearby mountains, lakes, and ski resorts in Maine and New Hampshire.

NECC is a college with an organizational culture that prizes initiative and innovation, and seeks to identify and develop the *strengths* in students, faculty, staff, and programs in order to grow and improve. We are also committed to using evidence to guide our planning and decision-making, and to closing equity gaps in student success, wherever they exist.

These values are reflected in our [Equity Imperative](#), the most important of our strategic plan goals; in the creation of our new [Center for Equity and Social Justice](#); in decade-long affiliation as a leader college with *Achieving the Dream*; in our work using [Appreciative Inquiry](#) for planning; and in the recent successful completion of our ten-year NECHE comprehensive self-evaluation for accreditation.

NECC offers comprehensive programs of study leading to an associate in arts degree, an associate in science degree, an associate in applied science degree and certificates of program completion. Students can select from over 60 different academic programs of study and a wide array of non-credit corporate and community education offerings.

Like community colleges across the country, NECC has experienced enrollment and budgetary challenges in recent years. Thanks to a highly skilled faculty, staff, and leadership, last fall we had the smallest enrollment decline in the state. While managing our way through the COVID-19 pandemic, we were able to build a budget surplus, that will strengthen our position for years to come.



JOB DESCRIPTION

The Vice President of Academic Affairs is the chief academic officer of the college and is responsible for the quality and administration of all certificate and degree instructional programs at all college locations. This position reports to the president, and is a member of the president's leadership cabinet.

LEADERSHIP AND COLLABORATION OPPORTUNITIES

During 2021-2022, NECC will be developing a new strategic plan that will provide some new directions and goals for Academic Affairs and all of the other areas of the college. Many different opportunities for leadership and collaboration lie ahead. Here are a few that will be particularly important:

- The Equity Imperative
- The Integrated Student Experience
- Professional Growth and Development
- Cross-College Collaboration

The Equity Imperative

Like most community colleges across the country, NECC serves a large proportion of low-income, first generation, students of color. We were New England's first federally designated Hispanic Serving Institution in 2001, and more than 40% of our students are Latino, largely from the Dominican Republic and Puerto Rico.

Although we narrowed equity gaps between our Latino and white students through our work with *Achieving the Dream*, Title V grants to improve Hispanic student success and other initiatives over the years, we never eliminated them. And now, unfortunately, the COVID-19 pandemic has widened the gaps again.

As NECC President Lane Glenn explained in his 2019 ["Equity Imperative"](#) charge to the college:

1. Massachusetts has one of the worst Latino-White college attainment gaps in the nation.
2. NECC serves one of the largest Latino populations in Massachusetts.
3. That population is *growing*, at a time when every other student demographic is shrinking.

NECC is uniquely positioned to **close the student success gap between Latino and white students and help prepare more citizens of Massachusetts for a prosperous future**

The opportunities for leadership and collaboration around the Equity Imperative include maintaining the momentum of the college's Achieving the Dream activities; actively recruiting and developing a more diverse faculty and staff that is more reflective of our students and the communities we serve; strategically using data to build on the growing momentum of the faculty-led Course Level Equity Initiative; supporting the work of the college's new Center for Equity and Social Justice; and identifying new strategies to close student equity gaps.

The Integrated Student Experience

A central feature of NECC's Academic Master Plan and Strategic Plan, the ["Integrated Student Experience"](#) is about designing and delivering an integrated, structured, and inclusive student experience across campuses that maximizes student success.

NECC believes that colleges flourish when the student experience empowers students to take ownership of their success. Every stop on the student pathway—from recruitment and early college, to financial aid and support services, to academic achievements, retention, and completion—is guided and seamlessly connected through personal relationships with faculty and staff, buttressed by an efficient infrastructure that links organization, technology, facilities, and services across campuses. Ensuring access for students and preparing them to meet their educational goals, enter the world of work, and be informed, active citizens in our global society is paramount.

Through our "Integrated Student Experience" initiative we have created a [Student Success Hub](#) and five Academic Centers for students studying Business and Accounting, Health Professions, the Liberal Arts, Professional Studies, and STEM fields; created discipline-specific [Guided Pathways](#); reimaged the academic advising process; adopted [EAB Navigate](#) as a central communications and planning tool for students and advisors; and more.

The opportunities for leadership and collaboration around the Integrated Student Experience include continuing and expanding the successful implementation of EAB Navigate; completing the opening of academic centers for the Lawrence campus; taking lessons learned from the past year of remote operations and integrating them into the in-person reopening of the college's Student Success Hub this fall; and discovering and improvising other new ways of "integrating the student experience" at NECC.

Professional Growth and Development

Northern Essex Community College is proud of our commitment to the personal growth and development of *all* of our faculty and staff, and particularly of our dedication to growing “leaders at every level.”

The [“Professional Growth” goal of our NECC 2020 Strategic Plan](#) calls for “increasing opportunities for faculty and staff that encourage professional growth, foster experimentation, and advance curriculum innovation.”

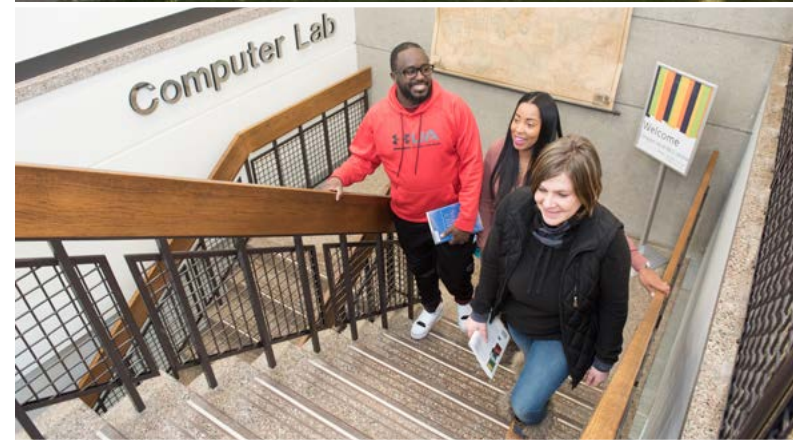
We believe our faculty and staff prosper when they can continue to strengthen their practice throughout their careers. Whether that be through facilitated learning, conference attendance, cross-functional teams, or other collaborative endeavors, opportunities for professional growth for both full and part-time employees are essential. Further, the college must be flexible and support these efforts by enabling innovation and promoting the development of new models for curriculum such as those that provide transformative learning, guided pathways, global experiences, distance learning, integrative and accelerated learning, and competency-based education.

The opportunities for leadership and collaboration in the area of “Professional Growth” include hiring more, and an even more diverse, faculty, with special attention to proven equitable teaching outcomes and technological and online/remote teaching abilities; reimagining the faculty development process; and further developing the strength and skills of a relatively new academic leadership team.

Cross-College Collaboration

The most effective leaders at Northern Essex Community College are the leaders who are capable collaborators; the ones able to think and work flexibly toward the greater good, to be out in front and on point for a project one day, and rolling up their sleeves to support someone else the next.

The opportunities for cross-college collaboration include working closely with NECC Student Affairs leadership and staff on Integrated Student Experience strategies and the implementation of the new Supporting Urgent Community College Equity through Student Services (SUCCESS) initiative; partnering effectively with NECC's Center for Corporate and Community Education on emerging new microcredentials and other non-credit offerings that can seamlessly articulate into credit certificate and degree programs; and contributing collegially as part of the college's senior leadership team to budgeting and resource development activities, including fundraising, grant writing, and strategic community partnerships.





VICE PRESIDENT OF ACADEMIC AFFAIRS

PROFESSIONAL AND PERSONAL CHARACTERISTICS



The characteristics listed below describe the ideal next Vice President of Academic Affairs at Northern Essex Community College. They are based on the Leadership and Collaboration Opportunities expressed above, as well as feedback from more than two-hundred college faculty and staff participating in an Appreciative Inquiry process centered on “Exceptional Leadership.”

The next Vice President of Academic Affairs will possess the following strengths:

- ▶ Be an experienced student-centered educator who recognizes the primary role of the teaching-learning process at a community college.
- ▶ Understand and embrace the comprehensive community college mission, including the importance of the Liberal Arts and transfer purpose, as well as professional credentialing, Early College opportunities, adult basic education, and more.
- ▶ Have a record of accomplishment as a teacher and a leader in higher education.
- ▶ Possess a commitment to equity and social justice.
- ▶ Commitment to the mission and needs of a Hispanic Serving Institution.
- ▶ Understand the “bigger picture” including how instruction and academic support relate to student services, finance, facilities, human resources, and other parts of the college.



- ▶ Demonstrate a positive leadership style and be a team builder who recognizes the multiple strengths and work styles in others and appreciates faculty and staff for their contributions.
- ▶ Ability to recruit and select an outstanding and diverse faculty and staff and foster ethical styles of leadership by demonstrating integrity, honesty, directness, humility and flexibility.
- ▶ Strong planning and budgeting skills.
- ▶ Highly collaborative.
- ▶ Action-oriented, data-driven, change agent.
- ▶ Experience with developing and effectively using learning outcomes at the course, program, and institutional level.
- ▶ Understanding of current classroom, online, and other forms of instructional technology needs and practices.
- ▶ Demonstrated commitment to community involvement, including activities that maintain and strengthen NECC's image. Show success in maintaining existing relationships and strengthening new partnerships with businesses and community leader.

MINIMUM QUALIFICATIONS

- ▶ An advanced degree from an accredited college or university.
- ▶ Full or part-time teaching experience in a higher education setting.
- ▶ At least seven years of progressively responsible leadership experience in a higher education setting.

APPLICATION PROCESS

Apply online at www.paulygroup.com/positions

Select “Apply Now” for Northern Essex Community College.

Attach (1) a cover letter that addresses the minimum qualifications and preferred characteristics; (2) a current resumé; and (3) reference names and contact information.

Please direct all confidential inquiries and nominations to the College’s search consultant:

Dr. Angela Provart, President
Pauly Group Inc.
3901 Wood Duck Dr. Suite E
Springfield, IL 62711
(217) 241-5400
aprovart@paulygroup.com

The committee will begin review of applications immediately. Applications will be accepted until the position is filled, with materials submitted by **Friday, June 4, 2021** receiving priority consideration. All applications are confidential, and references will not be contacted without the expressed authorization of the applicant.



Northern Essex Community College is an affirmative action/equal opportunity employer and does not discriminate on basis of race, creed, religion, color, gender, sexual orientation, age, disability, genetic information, maternity leave, and national origin in its education programs or employment pursuant to Massachusetts General Laws, Chapter 151B and 151C, Title VI, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504, Rehabilitation Act of 1973; Americans with Disabilities Act, and regulations promulgated there under, 34 C.F.R. Part 100 (Title VI), Part 106 (Title IX) and Part 104 (Section 504). All inquiries concerning application of the above should be directed to the College’s Affirmative Action Officer and/or Section 504 Compliance Officer.


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