

SEARCH PROFILE:

PRESIDENT



HACC

CENTRAL PENNSYLVANIA'S COMMUNITY COLLEGE

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THE OPPORTUNITY

The Board of Trustees and Presidential Search Committee of HACC, Central Pennsylvania's Community College, invite nominations and applications for the position of President.

With the announced retirement of [Dr. John \("Ski"\) Sygielski](#), MBA, Ed.D., who has served as HACC's [President](#) since 2011, the Trustees and College community seek an experienced, collaborative, visionary leader. In this pivotal position, the President must demonstrate a deep understanding of the intricate landscape of higher education, particularly community colleges, and chart a clear path for HACC's continued regional and national prominence as the premier community college of Pennsylvania. The new President will foster existing and new relationships with health care and other industries that will benefit both students and community members. The President will continue a tradition of successful fundraising to sustain the financial stability of the College and the opportunities for students. Someone passionate about access, equity, diversity, and innovative pathways to higher education will find rich stories to tell and shape in the work being done at HACC.

This is a remarkable opportunity for a skilled, experienced leader eager to connect with the five campuses, and online offerings which serve the communities of central Pennsylvania. Building on the successful tenure of Dr. Ski, the new President will have the opportunity to begin the College's next chapter, collaborating with dedicated employees, community partners, and regional elected officials to further define HACC's place regionally and nationally. In this era of rapid technological, demographic, political, and educational change, the President will lead discussions and decisions about how the College's purpose — "learning for all; learning for life" — can positively impact future generations of students and workers in the region. The Board of Trustees and College community seek someone with a balance of executive presence, genuine caring, and clear, strong communication to engage and inspire the College and region.

The next President is expected to begin in the summer of 2025, following Dr. Ski's retirement in July 2025.



ABOUT HACC, CENTRAL PENNSYLVANIA'S COMMUNITY COLLEGE

On February 14, 1964, HACC became the first community college in the Commonwealth, and since that time, it has grown significantly, as this [historical timeline](#) shows. In February 2024, HACC commemorated its 60th anniversary with exciting festivities to celebrate the journey and impact of six decades of academic brilliance, community empowerment, and countless success stories.

Today, HACC is Pennsylvania's largest and oldest community college. Currently, it serves the 11 counties of Adams, Cumberland, Dauphin, Franklin, Juniata, Lancaster, Lebanon, Mifflin, Perry, Schuylkill, and York in south-central Pennsylvania. The College offers over 100 academic programs across [five campuses](#), including online instruction (remote and virtual learning), serving more than 12,800 degree-seeking students and more than 2,500 workforce development students. HACC assists students in transferring credits earned at the College to a four-year college or university, and students who complete their associate degree at HACC may be eligible for guaranteed admission, waived application fees, and, in some cases, scholarships and other financial incentives when transferring into certain four-year degree programs. Since its first Commencement ceremony in 1964, HACC has welcomed over 110,000 students to its [alumni community](#).

THE REGION AND HACC CAMPUSES

The Central Pennsylvania region served by HACC has a rich agricultural history and comprises several small but industrious cities, hundreds of little towns, and a broad array of farmland and wide-open spaces. The varieties are endless, from very rural to very urban living opportunities. This [Getaway Guide](#) shows the range of activities beyond the famed State Capitol in Harrisburg and nearby Hershey Park. Labeled as the "Dutch Country Roads" region of Pennsylvania, with Amish communities and numerous food trail adventures and parks, this part of the state has a wide range of historic cities, rural communities, arts, culture, and entertainment, including multiple symphony orchestras, choral groups, theater, museums, several minor league baseball teams, and a professional ice hockey team. The [visitpa.com](#) website explains, "There's more to this region than delicious homemade sweets. This is where the Old World traditions like carriage rides and haystacks blend with the fun of roller coasters and luxury resorts." This is also a great place to live for those who work and study at HACC. The entire area is abundant in higher education institutions and first-class healthcare facilities.

ABOUT HACC, CENTRAL PENNSYLVANIA'S COMMUNITY COLLEGE (CONT.)

Remarkable about the area is that one can be downtown in any of the small cities in this region and, within a five-minute drive, be in rural Pennsylvania, passing through tiny towns linked by farmland. Additionally, the area is within an easy drive of Washington, D.C., Baltimore, Philadelphia, and Pittsburgh. New York City is about a three-hour drive, and New Jersey, Maryland, and Virginia beaches are close enough for weekend visits.

HACC, Central Pennsylvania's Community College, offers courses, training, and programming at [five campuses shown on this map](#) and dozens of off-site learning locations. Although all are part of HACC, each of the five campuses has a unique identity and relationship to the county and community it serves. The campuses are located in the urban centers of:

- Gettysburg,
- Harrisburg,
- Lancaster,
- Lebanon, and
- York

Gettysburg is more rural, known for its historic Civil War battlefields with landmarks, museums, and annual events throughout the year. The largest of the cities is Harrisburg, Pennsylvania's state capital, housing numerous government services/facilities, including the state House of Representatives and Senate. It is located directly on the Susquehanna River and is bustling with culture and entertainment opportunities. Harrisburg is a diverse city with vibrant Black, Latino, and Asian Indian populations. Lancaster is a quaint historic city known for the Amish and Mennonite communities on its outskirts, and historic buildings housing museums and eateries downtown. Lebanon offers a dense suburban feel and strong blue-collar communities. York offers an old-fashioned shopping experience, with unique, locally-owned businesses on quaint streets. There is also a corridor of manufacturing and industry centers.

Each campus is a true entry to the HACC experience, so regardless of which door a prospective student first enters, the Welcome Center at each campus is a one-stop hub that helps students get started. Helpful staff on each campus assist with understanding academic program information, applying to HACC, registering for classes, learning about financial aid, and understanding payment options.

Built in 1970, the Gettysburg Campus is located in Adams County, about 40 miles from the Harrisburg Campus. The campus facilities and grounds include two buildings — Main and Facilities Buildings — with approximately 106,878 square feet of classroom, office, and gathering space on 23.25 acres. Steps away from the historic Civil War battlefield and downtown Gettysburg, the campus welcomes students from surrounding counties, local school districts, and even worldwide through online learning options. With a fall 2024 headcount enrollment of 1,095 degree students (195 full time), the Gettysburg Campus offers access to many of HACC's degree programs, academic success support options, IT resources, financial aid, and student organizations. A large number of HACC's associate degree programs can be completed entirely on the Gettysburg Campus.

The largest of the five HACC campuses, the [Harrisburg Campus](#) has 17 buildings constructed from 1966 through 2005. The campus [facilities and grounds](#) have approximately 753,796 square feet of classrooms, service/administrative offices, and performance and gathering spaces on 200 acres. The campus offers an experience and abundance of resources and natural beauty to foster a peaceful and creative atmosphere, and it houses many of the central administrative offices and centers for the entire College.

Students can enjoy food prepared by culinary students in the Bruce E. Cooper Student Center, meet with advising and financial aid staff, and participate in the Student Government Association (SGA) or Student Programming Board (SPB).



ABOUT HACC, CENTRAL PENNSYLVANIA'S COMMUNITY COLLEGE (CONT.)

The Rose Lehrman Arts Center features two theatres, an art gallery, classrooms, and facilities for theatre, music, and fine art programs. Other learning and gathering spaces on the Harrisburg Campus include the McCormick Library, Select Medical Health Education Pavilion, J.W. Evans Physical Education Building, U-GRO Learning Centre, and Senator John J. Shumaker Public Safety Center. The Harrisburg Campus also enrolls the largest number of students, with a fall 2024 headcount enrollment of 6,949 degree students (2,119 full time).

HACC's [Lancaster Campus](#), established in 1990 with class offerings in Burtle Industries Business Park, moved to its current site in East Lampeter Township in 2001. Located in [Lancaster County](#), about 51 miles from the Harrisburg Campus, the Lancaster Campus is the second-largest HACC campus. The campus [buildings and grounds](#) include three buildings—East, Main, and Facilities—with approximately 250,940 square feet of classroom, office, service, and gathering spaces on 70.62 acres. The campus also has a trail and outdoor seating areas. The Brossman Library provides research assistance, technology loans, streaming videos, books, media, research databases, and more. The Allied Health Lab offers hands-on learning for students in nursing, cardiac sonography, and invasive cardiovascular technology. Fall 2024 headcount enrollment at the Lancaster Campus was 2,535 degree students (488 full time).

The [Lebanon Campus](#), about 32 miles from the Harrisburg Campus, is the smallest of the five campuses. The original campus building was destroyed by fire in 1989, shortly after renovations, and was rebuilt in the exact location, reopening in 1992 to serve students and the [Lebanon County](#) community. The College sold the building to the City of Lebanon in 2020 and leases 23,828 square feet of space, with [classrooms and laboratories](#) on the second floor and classroom, office, and support services space on the entire third floor. The fall 2024 enrollment at Lebanon was 375 degree students (47 full time), the smallest student population but still fulfilling an important mission in downtown Lebanon.

The [York Campus](#) opened in 2007 and offers associate degrees, certificate, and diploma programs in business, the arts, nursing, and psychology. Located approximately 26 miles from the Harrisburg Campus, York [facilities and grounds](#) include 27 acres and four buildings with approximately 223,131 square feet. The William F. Goodling Center includes labs for jewelry and ceramics, and the Cytec Building features SMART classrooms, conference rooms, an art and photography lab, and a fitness studio. The Governor George M. Leader Building is home to student support services, and nursing students can practice in a state-of-the-art simulation lab and on equipment found in today's hospitals. This campus in [York County](#) enrolled 1,656 students (321 full time) in fall 2024.





MISSION, CORE VALUES, AND STRATEGIC PLANNING

In recent years, strategic planning at HACC, Central Pennsylvania's Community College, has been an important part of the dialogue and planning for the College. The 2019-22 *Strategic Plan: One College, Uniting for Success*, included a structural reorganization that shifted the College's focus from campus wide to college wide decision-making. A [January 2020 news release](#) noted these intentions of the One-College approach:

1. Allow HACC to provide the most-needed programs for students
2. Reduce HACC's operating expenses
3. Eliminate redundancies
4. Allow the College to communicate more effectively
5. Allow HACC to strengthen relationships

The One-College plan was met with some resistance, and implementation during that time became especially difficult with COVID-19's impact on enrollment, course and program delivery, college-going, and student and employee connections. Although virtual learning and remote work have sustained HACC through difficult times, there remains a yearning to see more vibrant campus life at all five campuses.

In 2022-23, the College introduced the 2022-25 [Strategic Plan: Pathways to Success](#) after a highly

participatory and collaborative process. Defining and embracing the College purpose of "learning for all; learning for life," the most recent strategic plan builds on core values in a Circle of Caring: caring by creating our future together, caring for each other, and caring for doing what is right. Now in the last year of implementation, the plan continues to focus on these commitments to support the HACC community, connect with external partners, and help students reach their goals:

1. Reimagine Employee Success Together
2. Reimagine Student Success Together
3. Amplify Our Impact through Strategic Partnerships
4. Embrace and Promote Next-Generation Teaching and Learning
5. Ensure HACC's Long-Term Sustainability

The December 2024 [Strategic Plan Status Report](#) shows considerable progress on these commitments, with 28% of the objectives achieved and 62% on track. The next president will have the opportunity to engage with stakeholders in evaluating these outcomes—including the One-College model—in this post-COVID era and then envision and plan for a future that builds on these successes.

COMMITMENT TO INCLUSION, DIVERSITY, AND BELONGING

As the College website explains, at HACC, “inclusion and diversity are integral to the educational success and continued professional growth of every student and employee.” This work is evident not only in the [Office of Inclusion, Diversity and Belonging](#), founded in 2016, but across the College through the [core values](#) of caring that embed the value of inclusivity to HACC’s institutional identity.

Through the three departments of [Student Access Services](#), Student Engagement and Belonging, and Diversity Studies and Intercultural Student Success, HACC strives for a welcoming, equitable, and affirming environment that empowers everyone as life-long learners. The goal is to break down barriers and promote equity and belonging throughout the College.

The HACC Board of Trustees dedicated \$1 million to a [Diversity Innovation Fund](#) to encourage and support the HACC community to be fully-inclusive with all employees and students who have been othered or excluded. The hope is that this fund reassures those who have been marginalized that HACC is indeed a welcoming and affirming environment. Additionally, the HACC Foundation created the [Fund for Inclusive Excellence](#) to implement innovative initiatives related to inclusion and diversity, such as the Men of Color Initiative, the Diversity Faculty Fellowship, Speaker Series, Employee Professional Opportunities, and Diversity Innovation Grants.



FINANCIAL POSITION

HACC currently has a solid financial standing. According to the most recent independent [Audited Financial Statements](#), HACC’s financial position continues to remain strong: “On June 30, 2024, HACC’s assets and deferred outflows of resources of \$361.4 million exceeded its liabilities and deferred inflows of resources of \$142.7 million by \$218.7 million, an increase compared to the prior year of \$211.7 million” (p. 4). The College has achieved \$120 million in reserves through careful spending and oversight.

The Board approved the 2024-25 budget in April 2024, which includes an increase in tuition and cost-saving measures to offset a projected \$1.7-million deficit. The budget does not include layoffs or furloughs.

The [HACC Foundation](#) endowment stands at \$50 million, and awards for scholarships, programs, facilities, and student support continue to significantly impact the College and the region.



POINTS OF PRIDE

- In 2022, HACC joined the national [Achieving the Dream](#) network, advancing its commitment to a tailored engagement in whole-college transformation and gaining access to a nationwide network of peer support and expertise.
- The [Rose Lehrman Arts Center](#) features a 379-seat auditorium theatre, black-box theatre, and art gallery.
- HACC has the second-largest active military and veteran population among public colleges and universities in Pennsylvania.
- HACC is the largest provider for training public safety professionals—including firefighters, paramedics, and police officers—in the 11-county region.
- Fulbright scholars are among the faculty at HACC.
- HACC students are regularly selected to participate in the [Bucknell Community College Scholarship Program](#).

ACADEMICS

With over [100 Programs](#), 5 campuses, and virtual learning, HACC, Central Pennsylvania's Community College, offers a wide variety of academic programs. Currently, the more than 100 programs lead to certificates of proficiency, diplomas, and these degrees:

- Associate in applied science (AAS)
- Associate in arts (AA)
- Associate in fine arts (AFA), and
- Associate in science (AS)

This helpful [chart of program locations](#) shows the campuses and modalities by which HACC students can complete their programs. HACC also has articulation and transfer [agreements](#) with colleges and universities throughout the region. These agreements allow students to transfer seamlessly from HACC to another institution.

ACCREDITATION

HACC, Central Pennsylvania's Community College, is fully accredited by the Middle States Commission on Higher Education (MSCHE); in 1967, the College was the first community college in Pennsylvania to be accredited by Middle States. The most recent MSCHE reaffirmation was in 2018, and [this link](#) includes details of accreditation actions, changes, locations, and credential levels. The next self-study evaluation is scheduled to occur in 2026-27.

As an indication of the high quality and relevance of academic programs, the College has earned [23 specialized program accreditations](#). All academic programs are registered by the Pennsylvania Education Department.



WELLNESS, ATHLETICS, RECREATION, AND ENGAGEMENT (WARE)

HACC provides wellness, athletics, recreation, and engagement ([WARE](#)) opportunities for students, employees, and community members. The J. W. Evans Physical Education Building on the Harrisburg Campus offers a gym, weight room, racquetball court, putting green, sand volleyball court, and sidewalk track. In November 2024, HACC dedicated 12 new [pickleball courts](#) on the Harrisburg Campus for use by students, employees, and community members.

Varsity intercollegiate opportunities at HACC are in esports, men's and women's basketball, men's and women's soccer, women's volleyball, and, next fall, women's flag football. The HACC [Hawks](#) compete in the Eastern Pennsylvania Athletic Conference ([EPAC](#)) Region 19 of the National Junior College Athletic Association. Team practices and home matches take place on the Harrisburg Campus.

The mission of HACC's [Intramurals and Recreation](#) Program is to develop student life outside of the classroom, providing both HACC students and employees with the opportunity to participate in recreational and wellness activities. Intramural sports include dodgeball, volleyball, flag football, kickball, and basketball. In addition, the [HACC Hawks Sports Camps](#) and clinics are summer opportunities for youth in the region.

[Wellness programs](#) include resources on nutrition, fitness, stress management, mental health, and weight management.

DEMOGRAPHICS

EMPLOYEES

HEADCOUNT

As of November 1, 2024, HACC had 2,163 employees:

- 72 full-time administrators
- 210 full-time professionals
- 11 part-time professionals
- 249 full-time faculty
- 719 adjunct faculty
- 476 workforce development instructors
- 223 full-time staff members
- 48 part-time staff members
- 155 casual/student workers

FACULTY

In April 2022, the Pennsylvania Labor Relations Board certified the Harrisburg Area Community College Education Association, PSEA/NEA as the faculty's exclusive representative.

Negotiations have been ongoing since January 2023. As of the fall semester of 2024, there are approximately 800 faculty members eligible for union membership. There are currently 147 faculty with terminal degrees.

FACULTY HEADCOUNT:

- Full-time 12-month faculty: 42
- Full-time 9-month: 207
- Credit adjunct faculty: 529
- Hourly adjunct faculty: 168
- Credit and hourly faculty: 12

STUDENTS

Students choose to attend HACC for a variety of reasons. Some students [complete classes while attending high school](#), and others enroll in courses and programs that will enhance and [develop their careers](#).

While some intend to complete associate degree programs [online](#) or face-to-face, some students begin at HACC with the intention of [transferring credits](#) toward bachelor's degree programs at four-year colleges or universities.

The top five majors across the College are [Pre-Health Professions](#) (17%), [Nursing](#) (7.8%), [General Studies](#) (6.8%), [Business Administration](#) (5.5%), and [Business](#) (3.1%). In addition, some people come to HACC to [prepare for a General Education Diploma \(GED\)](#), learn English as a Second Language (ESL), or [continue education](#) beyond a degree.

HACC Student Demographics:

- Average age: 24
- Full-time / Part-time: 27% FT, 73% PT
- Gender: 66.2% female, 33.8% male
- Race and Ethnicity:
 - African/American: 10%
 - Asian: 5.4%
 - Caucasian: 61.8%
 - Hispanic/Latino: 13.2%
 - U.S. Non-resident: 2.1%
 - Other: 0.3%
 - Two or more races: 4.1%
 - Unknown: 3%





GOVERNANCE AND LEADERSHIP

Governance of HACC, Central Pennsylvania's Community College, includes formal governance authority and established shared governance organizations among employees and students.

Board of Trustees. HACC's formal governing body comprises of a 16-member [Board of Trustees](#) and the College President. The Board of Trustees has three primary areas of responsibility: institutional policy, presidential relations, and financial resources. As the governing board for HACC, they are ultimately responsible for the institution's planning, financing, operations, and interface with the community and Commonwealth. The Trustees exercise authority through the College President, the institution's chief executive officer.

College Leadership. The College is led by a diverse team of professionals, including President and CEO John J. ("Ski"), Sygielski, MBA, Ed.D., and the members of the [President's Cabinet](#). The Cabinet is comprised of the seven vice presidents who oversee various divisions of the College: Vice President of Academic Affairs and Workforce Development; Vice President of College Advancement (and Executive Director, HACC Foundation); Vice President of Finance (and Assistant Vice President of Facilities and Real Estate); Vice President of Student Success and Enrollment Management; Vice President of Human Resources; Vice President of Engagement, Retention, and Inclusion (and Title IX Coordinator); and Vice President of Information Technology and Learning Experience.

Faculty Organization. As described in the prior accreditation self-study, the full-time and adjunct faculty at HACC are represented by a faculty organization. The faculty organization is governed by the Faculty Senate, which represents the faculty's position in the college administration and other college constituencies. The Faculty Senate includes the Academics House (with faculty representatives

from each department) and the Operations House (with faculty representatives from each campus).

Classified Employee Organization. The Classified Employee Organization represents all full-time permanent and temporary classified staff and all regular part-time permanent classified staff members. Classified staff are "non-exempt (hourly) employees hired on a permanent or temporary, part-time or full-time basis and includes paraprofessional positions." This leadership organization allows for collaboration between the classified staff employees and the President of the College, the Board of Trustees, and other members of the College community.

Administrative/Professional Organization. As the prior accreditation self-study explains, the Administrative/Professional Organization comprises and represents the constituency group of non-Cabinet, full- and part-time administrative and professional employees. This leadership organization allows for collaboration between the administrative and professional employees, the President of the College, the Board of Trustees, and other members of the College community.

Student Government Association (SGA). The SGA serves as the leadership and advocacy organization representing the student body at HACC. Acting as the official governance body, the SGA provides a platform for student representation and oversees the operations of student clubs. The Student Government Association Advisory Council comprises the SGA President, three Vice Presidents, an Executive Assistant, a Public Relations Chair, and five campus delegates. This council serves as the collective voice of students, advocating for their concerns and ensuring that student perspectives are considered in collegewide decision-making processes.



HACC FOUNDATION

The [HACC Foundation](#), a 501(c)(3) nonprofit organization established in 1985, has a mission “to develop and leverage strategic partnerships for financial support of teaching and learning at HACC.” Through close collaboration with individuals, community organizations, and corporations, [HACC donors](#) have provided scholarships and innovative solutions to transform the lives of many students. The Foundation provides millions of dollars to the College each year. That financial support provides student scholarships, innovative academic programs, state-of-the-art training equipment, and modernized facilities.

An analysis by HACC’s Institutional Reporting Department shows that students who receive a HACC Foundation scholarship or other assistance are more likely to graduate during or after their award year than

non-scholarship students. For the award year 2022-23, 41% of students receiving HACC Foundation scholarships or other assistance subsequently graduated. In addition, 41% of those students achieved at least one term on the Dean’s List, and 78% re-enrolled after the aid year.

In its current [Strategic Plan](#), the HACC Foundation centers its vision “to double its impact within three years” and shows the specific areas of emphasis. The Foundation offers many events to engage alumni, friends, and community and corporate partners in celebrating and extending the impact of the College through sponsorship, naming opportunities on all campuses, scholarships, and legacy giving.

ALUMNI

HACC is proud to have over 110,000 [alumni](#) across the globe! HACC alumni shape the future of the College by engaging with students, fellow alumni, and the community. All HACC alumni are automatically part of the Alumni Association, and membership begins upon graduation.

The HACC Alumni Association is a great way to stay connected with HACC alumni as it provides networking and volunteer opportunities, career services including job searches and mentorships, social events, professional development, and the chance to give

back to support students and programs. For a small fee, the Alumni College Card entitles the holder to use any HACC facility, access career services programs and events, and receive discounts from dozens of partner businesses. For a list of benefits, please visit the [Benefits of the Alumni College Card page](#).

Many alumni give back to HACC through volunteerism, professional contributions, and gifts to the HACC Foundation, all of which help support current HACC students and programs.



LEADERSHIP AGENDA FOR THE NEXT PRESIDENT

The search for HACC's eighth President calls for a dynamic and visionary leader who will be entrusted with the role of chief executive officer and report to the Board of Trustees. The President is tasked with leading the College, implementing board policies, and ensuring the Board is well-informed on matters of significance. Additionally, the President serves as the College's key spokesperson, representing HACC in all official capacities. The President also represents the institution's values, priorities, and mission of student success.

HACC, Central Pennsylvania's Community College, is transformative for students from many backgrounds and the communities it serves. Employees are dedicated to student success and, along with the Board of Trustees, seek a leader who will champion and advocate for the College and the resources it needs. All seek a President who will be visible and effective across the region, guiding and inspiring the College community to the next level of success.

In the next few years, the President is expected to focus on a leadership agenda that includes these priorities:

- **Engage key stakeholders in shaping HACC's future through a collaborative process leading to the next strategic plan.** As the current strategic plan ends in 2025, the next President will collaborate with the Board of Trustees, employees and other stakeholders to shape a new strategic plan for the College. The plan should consider and encourage creative thinking about such issues as enrollment, workforce, economic development, student success, diversity and justice, artificial intelligence, community growth, and other issues that higher education and the region will face in the years ahead.
- **As part of strategic visioning, assess the impact of the "One-College" model.** The next President will need to assess the effectiveness of the structure implemented in 2020 and evaluate the impact of this model. As HACC continues to impact 11 counties at 5 campuses and beyond, a greater effort for local community involvement in the campus communities has been identified as an area needing improvement. Each campus community is demographically distinct. HACC's impact in each region is also different, especially in workforce and manufacturing areas, where new opportunities for non-credit coursework and partnerships can benefit students and the workforce of the respective region. A collaborative, creative approach to alternatives could be restorative and productive.
- **Continue and deepen the College's work in advancing diversity, equity, inclusion, and belonging.** HACC is a leader in many areas, including serving a diverse population. Equity and social justice are important values held by employees, students, the Board of Trustees, and other constituents. A strong sense of belonging—welcoming all students and committing to their success—is foundational to the future of the College, as is fostering a work environment that values the contributions of employees from many backgrounds. The region's workforce depends on developing and tapping the wisdom and expertise of people from all backgrounds, and the President has a clear role in presenting and supporting policies and supports for everyone.

LEADERSHIP AGENDA FOR THE NEXT PRESIDENT (CONT.)

- **Strengthen fundraising and other support initiatives by furthering HACC's relationships with businesses, organizations, and elected officials in the region.** HACC has well-established and new, emerging relationships with business and government leaders in the communities it serves. The challenges around fiscal responsibility and the enrollment landscape of higher education can be enhanced through a new President committed to continuing to build upon HACC's reputation and recognition within and beyond the region. Fundraising and partnerships with regional workforce drivers will be critical for continued stability of the institution and investment in the students who will serve the region in the future.
- **Strive for recognition of HACC's accomplishments on a national level.** Within the region, some of HACC's impact and accomplishments are known, but members of the College and community hope to see HACC recognized with such accolades as an Aspen Prize for Community College Excellence and other distinctions. An Achieving the Dream school and using Guided Pathways for the last four years, HACC will continue to foster the use of data and systems that create the greatest opportunity for student success and completion. The President will continue to lead specific achievements related to such work in teaching and learning, certificate and degree completion, transfer and bachelor's attainment, workforce success, college and program access, and equitable outcomes for students of color and students from lower-income backgrounds.

In addition, based on pre-search listening sessions and surveys, these are the professional and personal characteristics that HACC stakeholders expect from their next President:

- An administrator with exceptional written, oral, and perceptive interpersonal communication skills; someone skilled in listening and engaging effectively with multiple and diverse constituencies, both on campus and externally. Demonstrated cultural competency and commitment to equity, anti-racism, and social justice: a person with the emotional intellect, sensitivity to, and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students, employees, and administration.
- A visionary, ethical leader with a high level of energy.
- Ability to establish strong interpersonal relationships with internal and external audiences, including the media.
- Demonstrated skill in navigating contentious situations with grace, tact, professionalism, and empathy.
- An educator who is a consensus builder with a management style that is inclusive, collaborative, transparent, and enthusiastic; values, supports, motivates, and develops employees; acknowledges employee contributions; and is open, approachable, and accessible.
- An individual who values and recognizes the importance of professional and personal life balance for everyone.
- Ability to use meaningful data to make thoughtful and informed decisions, even on complex topics.
- An innovative leader with a demonstrated record of creative, effective management in urban and rural settings.
- An approachable and respected student-centered advocate knowledgeable about student learning and committed to breaking down barriers to student success and creating successful pathways to education, career training, and lifelong learning.
- A champion of academics, committed to supporting faculty in their teaching, scholarship, and outreach/engagement endeavors.
- An individual with deep and abiding commitments to academic freedom, shared governance, meaningful consultation, mutual respect, and transparency within a collective bargaining environment.
- A leader with the patience, resilience, persistence, and commitment to HACC who will see projects and initiatives through.
- An adept and politically savvy leader who can successfully navigate complex, multi-layered organizations and governmental bodies.
- A demonstrated ability to serve as a widely respected spokesperson for HACC and higher education locally, statewide, and nationally.

REQUIRED AND PREFERRED QUALIFICATIONS

REQUIRED QUALIFICATIONS AND EXPERIENCE

The successful candidate for President of HACC, Central Pennsylvania's Community College, shall demonstrate ***all these required qualifications:***

- An earned master's degree (or higher) from an accredited institution.
- A distinguished record of progressive accomplishment and demonstrated leadership skills at a senior management level in a community college or other complex organization.
- A deep and demonstrated commitment to advancing diversity, equity, and inclusion as core values that enhance the educational process and a record of leading initiatives that advance such work.
- A record of effective resource generation through fundraising and impactful government relations.

PREFERRED QUALIFICATIONS AND EXPERIENCE

The successful candidate for President of HACC, Central Pennsylvania's Community College, may also demonstrate ***some of these preferred qualifications:***

- An earned doctorate from an accredited institution.
- Experience in working as an administrator in a collective bargaining environment.
- Experience in community college leadership.





NOMINATION AND APPLICATION PROCESS

Academic Search is partnering with HACC to conduct this search. Confidential inquiries, nominations, and applications are invited. When submitting a nomination, please include the nominee's full name, title, position, and email address.

Those who are considering applying are encouraged to request a confidential conversation with either of these Senior Consultants: Dr. Ginny Horvath (ginny.horvath@academicsearch.org) or Ms. Kate Nolde (kate.nolde@academicsearch.org).

All confidential applications and nominations should be sent electronically to HACCPresident@academicsearch.org. An application must include (in three separate PDF attachments):

- A detailed **cover letter**, addressed to the search committee, expressing your interest in this position and explaining the ways you meet the qualifications and expectations in this profile; and

- A current **full resume or curriculum vitae** that includes relevant responsibilities and accomplishments; and
- A list of five **professional references**, including each person's name, position, institution/organization, email address, and phone number (candidates will be asked to sign a release before references are checked).

Applicants who are selected to move forward in the hiring process, must complete a full background check (including identity, degree verification, criminal record, credit, and sexual misconduct) must be completed satisfactorily before any candidate can be offered this position.

DEADLINE

Although this position remains open until filled, for full consideration by the search committee, applications should be received by **Feb 6, 2025**. The next President is expected to begin by July 1, 2025, or earlier.

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

HACC provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, age, political affiliation or belief, sex, national origin, ancestry, disability, place of birth, General Education

Development Certification (GED), marital status, sexual orientation, gender identity or expression, veteran status or any other legally protected classification.

ABOUT ACADEMIC SEARCH

Academic Search is assisting HACC, Central Pennsylvania's Community College, in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

