



Western Nebraska
Community College

PRESIDENT PROFILE





COLLEGE OVERVIEW

For more than 95 years, Western Nebraska Community College has been educating residents of Nebraska's Panhandle. With campus locations in Alliance, Scottsbluff, and Sidney - WNCC offers educational, training, and growth opportunities for students, partners, and community members throughout its 12-½ county service area.

WNCC offers 70+ degree, diploma, and certificate options. Staying true to its state legislative charge, WNCC boasts a number of strong career and technical education programs, including Aviation Maintenance, Business Administration, Criminal Justice, Nursing, Powerline Construction & Maintenance, and Welding. Additionally, WNCC offers a variety of transfer programs and enjoys partnerships with many four-year institutions.

Despite declining community college enrollments nationwide, WNCC has experienced enrollment increases for two consecutive fall semesters. Fall 2022 10-day numbers showed a total enrollment of 1,910 students (680 full-time and 1,230 part-time). In addition to four-year partnerships, WNCC has a strong dual-credit program with Panhandle high schools, which contributed to 30.9 percent of Fall 2022 enrollment.

While located in a rural setting, WNCC enjoys a diverse student body, with Hispanics accounting for 24.8 percent of Fall 2022 enrollment as well as international representation from 14 countries.

WNCC is one of the larger employers in the Panhandle, with 326 full and part-time employees.

Beyond its educational opportunities, WNCC proves to be a strong economic driver to the region, adding \$195.5 million in income to its service area during the 2020-2021 fiscal year, according to a July 2022 Emsi Burning Glass study.

WNCC is fully accredited by the Higher Learning Commission and is a member of the Nebraska Community College Association.





ABOUT THE CAMPUSES & COMMUNITIES

WNCC is housed in three communities throughout western Nebraska in Alliance, Scottsbluff, and Sidney – three of the largest cities within the mostly rural and agricultural region.

The Scottsbluff Campus is located on the westernmost edge of Nebraska and offers views of historic Oregon Trail landmarks such as the Scotts Bluff National Monument and Chimney Rock. Sidney is nestled in the southern tier of the Panhandle, and Alliance is the northern-most campus.

Nebraska's Panhandle is an outdoor playground where hiking, biking, golfing, and fishing abound. Each city is a two-to-three-hour drive to Denver, Colorado, Cheyenne, Wyoming, and Rapid City, South Dakota.

Alliance Campus

The Alliance Campus was originally established as a nursing school in 1957 and remains a popular program today. The Alliance Campus is also home to the Powerline & Construction Maintenance Technology program, which is popular with both students and business and industry in the region.

Scottsbluff Campus

Originally established as an extension of the University of Nebraska, WNCC has had a presence in Scottsbluff since 1926. The Scottsbluff Campus is WNCC's largest campus, complete with two residence halls, a dining hall, and is home to central administration, performing arts programs, and Cougar Athletics. It is the primary location for the President's Office. In the fall of 2019, WNCC unveiled a \$18.5 million dollar campus renovation with updates including a new performing arts center, student success center, and learning commons for students and community.

Sidney Campus

For over 50 years, WNCC's Sidney Campus has made a positive impact in the southern Panhandle. The campus is home to the Aviation Maintenance program which is the only FAA-approved program in the state of Nebraska. In addition to Aviation, Nursing is a popular program in Sidney. Students have the option of living on campus in apartment-style residence halls.



MISSION, VISION & VALUES

VISION WNCC strives to be a regional leader in community college education with exacting focus on student success, excellence in teaching through innovative and relevant programs and services, and collaborations supporting dynamic partnerships in and outside of the College.

MISSION To provide learning opportunities – **enriching** lives, **invigorating** communities, and **changing** futures.

VALUES STATEMENT

Lifelong Learning – WNCC provides opportunities for the continuing development and expansion of knowledge and skills for students of all ages, whether through enrollment at the College or training throughout the Nebraska Panhandle. This is accomplished, in part, through the College’s commitment to the continued personal and professional growth of its employees.

Student and Community Service – WNCC endeavors to build and maintain productive relationships with our students and communities. Our goal is to meet the needs of the students and communities we serve throughout the panhandle by creating educational environments in which students can attain their educational goals and communities can thrive.

Student Success – WNCC strives to create meaningful learning environments to support each student in developing and accomplishing their personal, educational, and career goals and to prepare them for a lifetime of learning and contribution to society.

Honesty, Integrity, and Transparency – WNCC is committed to honesty, integrity, and transparent behavior in all of its academic, personal, and professional endeavors. It is expected that all members of the community will speak and act with veracity and will hold themselves accountable for their words and actions.

Collaboration and Communication – WNCC utilizes effective and timely communication to advocate for collaboration. The College is dedicated to working and communicating collegially, creating working and learning environments which are conducive to the open exchange of ideas, mutual understanding, shared consensus, and an increased return on investment.

Innovation and Continuous Improvement – WNCC understands the importance of embracing change to stay current and relevant. It relentlessly infuses innovation into the campus culture and curriculum in pursuit of continuous improvement and excellence in education, projects, processes, and services.

Respect for All People and Perspectives – WNCC recognizes the inherent value of each member of the college community and seeks to create a diverse environment where the dignity of each individual is honored, and all members of the community are allowed to flourish and be their authentic self.



STRATEGIC PLAN



Goal 1: Re-envisioning Student Success

Goal 2: Re-envisioning Academic Excellence

Goal 3: Re-envisioning Strong Community Partnerships

Goal 4: Re-envisioning Institutional Vitality





OPPORTUNITY OVERVIEW

Western Nebraska Community College is in a period of re-envisioning student success, academic excellence, community partnerships, and the vitality of the institution. WNCC welcomes a president who will join and lead in this process.

The Western Community College Area Board of Governors will be focusing on several important aspects of the candidates. Some of the most important qualities the Board is seeking include the following:

Relationship Building

The next WNCC President will develop constructive and cooperative working relationships and maintain them over time. The President will value relationships internally with faculty and staff, externally with various stakeholders, and most importantly, with WNCC students. The President will foster a culture that supports diversity, equity, and inclusion and will create a campus climate of civility that supports individual rights and respects diverse cultures, backgrounds, and ideas at all levels. The College needs a leader of integrity who is open-minded and approachable. The President will be comfortable working with agricultural leaders in rural counties, student organizations, members of the Nebraska Legislature, and all stakeholder groups in between. Honest, transparent, respectful communication will define the next President. In addition, professional and personal investment within the external communities is critical to the next President's success.

Shared Governance

WNCC has embarked on a college-wide effort to strengthen and more clearly define the role and importance of the shared governance structure. Under the shared governance process, the College's governing board, administration, faculty, staff, and students participate in significant planning and policy and procedure development. Decisions that arise from this process result in a shared commitment and cycle of institutional self-evaluation through which the College collectively directs its efforts and resources to continuous, meaningful improvement. The Board intends to move forward with Shared Governance as a key component of the College's success. The next President will be a strong collaborator who is able to build trust and a decision maker with a record of successful follow-through.





OPPORTUNITY OVERVIEW

2023-2027 Strategic Plan

For the past 18 months, students, faculty, staff, community members, and the Board of Governors have given their feedback and thoughts about WNCC's direction. External consultants have assessed programs and processes and made recommendations about how best to move forward. The results of this dialogue and work have been compiled into the 2023-2027 WNCC Strategic Plan and has the full support of the Board, which the next President will use to guide WNCC through the foreseeable future.

Visionary

The next President will continually pursue understanding of the rapidly changing landscape of higher education and will act strategically to ensure the College is appropriately responsive to these changes. The President will consider a variety of perspectives to achieve the best results and will consider the full impact of every decision made. WNCC's history is important to the culture of the college. While the next President will honor WNCC's history and tradition, the leader will have previous success in managing change and the ability to move WNCC to the next level of success. This President will be strategic with the ability to build, support, and implement these strategies while maintaining a vision for the future.

Career and Technical Education

WNCC is an open-access institution primarily devoted to quality instruction and public service. Career and Technical Education has been, and continues to be, a critical area of focus and defining element of the identity of WNCC. With the strong regional push for skilled workers and exciting growth opportunities at all three campuses, CTE will be at the forefront of the work of WNCC in the years ahead.

Accountability

The President will model accountability and will hold all others accountable in the same way. This will include appropriate assessment, training, resource allocation and performance management, when necessary.





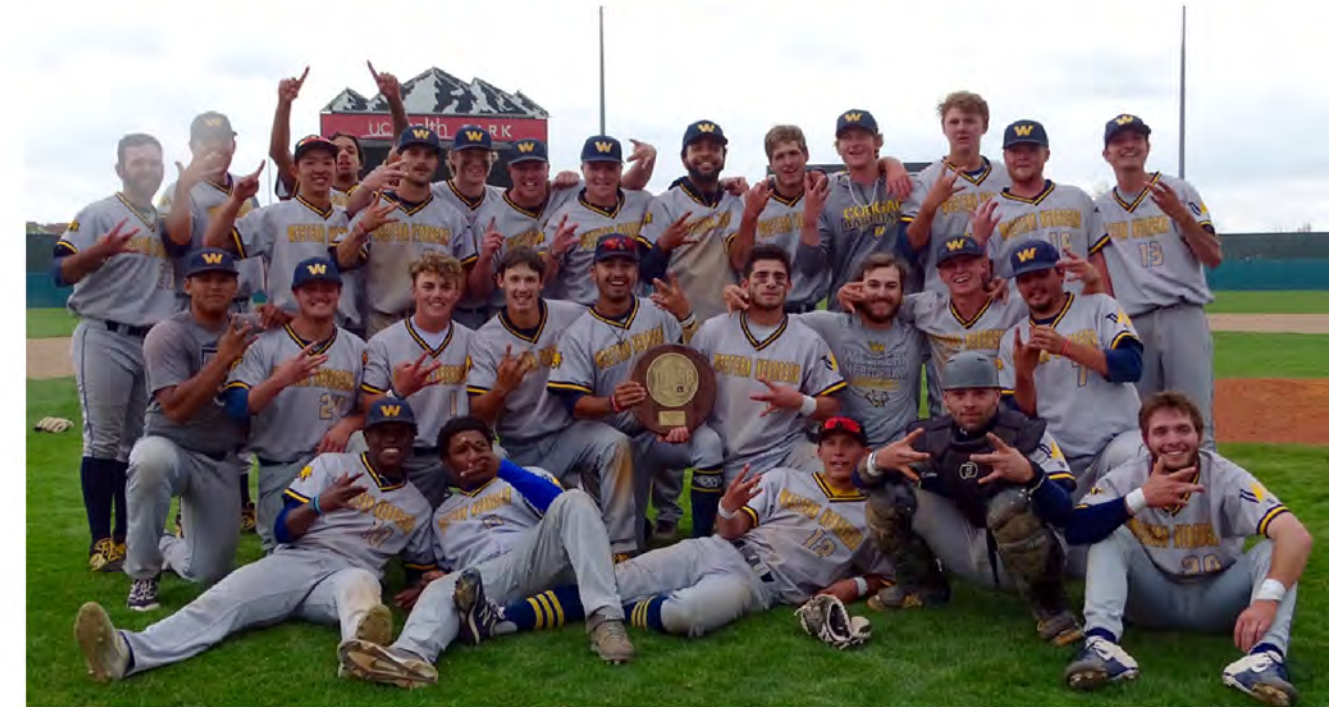
OPPORTUNITY OVERVIEW

Fiscal Management

The next President will have a strong understanding of budgeting, funding sources, enrollment, and how these interlink to support the financial health of the institution. WNCC has several potential facilities projects on the horizon at all three campuses and the next President will need to ensure that there is equity of time and leadership on all projects. WNCC continues to enjoy financial stability and it will be the responsibility of the next President to make certain this remains true.

Strategic Enrollment Management

Like many community colleges across the country, WNCC has experienced enrollment decline since its peak in 2010. While enrollments have fluctuated over the past eight years, WNCC has experienced small growth the past two academic years. Continued enrollment growth is vital to the success of the institution. Competition for students is strong, given WNCC's proximity to several community and 4-year colleges. The next President will see value in strategic enrollment management processes for increasing the number of students who attend WNCC. In addition, success with retention strategies to promote student persistence is a necessity. The next President will have the philosophy that all employees play a critical role in bringing in new students to WNCC and retaining them.





QUALIFICATIONS & PREFERRED CHARACTERISTICS

The full job description can be viewed at go.wncc.edu/presidentsearch.

Minimum Qualifications

- A Master's degree from a regionally accredited institution is required.
- Significant leadership experience including administrative, financial, and supervisory is required.

Desired Qualifications

- Preference may be given to a candidate with an earned doctorate or terminal degree.
- It is preferred that at least some of the leadership experience be within a rural community college.
- It is preferred that the candidate have teaching experience within a community college.



APPLICATION PROCESS

Apply online at go.wncc.edu/paulygroup and click on “Apply Now” for Western Nebraska Community College, President.

Attach (1) a cover letter that addresses the topics listed in the Opportunity Overview ; (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.
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The committee will begin review of applications immediately. Applications will be accepted until the position is filled, with materials submitted by Monday, February 13, 2023 receiving priority consideration. All applications are confidential, and references will not be contacted without the expressed authorization of the applicant.

Western Nebraska Community College does not discriminate on the basis of race, color, religion, national origin, sex or gender, age, disability, marital status, military veteran status, sexual orientation, gender expression/identity, or political affiliation, in its policies, practices, and activities related to employment, admissions, educational services/programming, student services/activities, or financial aid; as expressly prescribed by institutional policy, state and federal laws, regulations, and executive orders.

