



Truckee Meadows Community College

DRAFT Presidential Leadership Profile

About the College

Truckee Meadows Community College (TMCC), a comprehensive institution within the Nevada System of Higher Education (NSHE), serves over 20,000 students annually through credit and non-credit courses at five sites across its service area. Established in 1971, TMCC contributes more than \$678 million to the regional economy each year and has continuously expanded to meet the needs of Northern Nevada's growing economy. The college offers over 70 Associate degrees in Arts, Sciences, and Applied Sciences, more than 100 certificate programs, nine high-demand Bachelor's degrees, workforce training, and courses for career development and personal enrichment. Known for its strong ties to the community, TMCC fosters a student-centered experience focused on academic excellence, student success, and lifelong learning through the dedication and care of its talented faculty and staff. The college employs 162 full-time faculty, 654 adjunct faculty, and a total of 1,229 employees, supported by an operational budget of \$52 million.

As a designated Hispanic-Serving Institution and Majority-Minority Serving Institution, TMCC is deeply committed to engaging and supporting students of all cultures, abilities, and ages, including English Language Learners, first-generation students, underserved populations, and refugees. The college prioritizes closing opportunity gaps for students of color, driven by rapid demographic changes and increasing enrollment of Hispanic/Latino/Latina students. TMCC seeks to attract a culturally and academically diverse faculty, staff, and administration of the highest caliber, especially those with experience or expertise in high-impact practices that benefit traditional, underserved, and underrepresented student populations.

About the Area

Nestled at the base of the Sierra Nevada Mountains, Northern Nevada offers an exceptional quality of life, blending natural beauty, cultural richness, and economic opportunity. With over 300 days of sunshine and a vibrant four-season climate, the region is a haven for outdoor enthusiasts. The Truckee River runs through the area, providing scenic spaces for recreation, while nearby Lake Tahoe and national forests offer world-class skiing, snowboarding, hiking, and biking. For those who appreciate arts and culture, Northern Nevada boasts a thriving scene, from its renowned art

museum and public installations to events like the month-long Artown festival, showcasing the region's dedication to creativity and community.

Beyond its natural and cultural allure, Northern Nevada is a thriving economic hub, attracting global companies like Microsoft, Lyten, Apple, Amazon, Panasonic, and Tesla. The area's diverse economy encompasses advanced manufacturing, logistics, clean energy, EV and battery technology, aerospace, healthcare, education, and more. Entrepreneurs and businesses are drawn to the region for its strategic location, skilled workforce, and no state income tax, coupled with a lower-than-average commute time and a recently expanded international airport. Northern Nevada's balance of small-town charm and big-city amenities makes it an ideal place to live, work, and thrive, offering opportunities for individuals, families, and professionals to build a vibrant and connected lifestyle.

For more information visit: <https://www.visitrenotahoe.com/>

The President of TMCC will be a dynamic leader and strong collaborator who will embody and empower excellence, build on TMCC's history, and lead the College in addressing the following opportunities and challenges:

- Continue to build partnerships, increase external funding, innovative programs, degrees and certifications, and support services to holistically address the needs of all students.
- Cultivate strong relationships with constituents at all levels while continuously aligning TMCC around its Mission, Vision, and Values.
- Provide visionary leadership, cultivate a climate of inclusion and trust, and focus on decisions that are in the best interest of all students.
- Further strategic partnerships with business and industry and nimbly respond to changing workforce needs to ensure the viability of TMCC's students in the job market upon program completion.
- Lead TMCC's continued commitment to sustainability and climate goals in campus operations and infrastructure.
- Strengthen and expand articulation agreements and career and technical programs, improve online learning, and collaborate with K-12 districts resulting in increased enrollment and retention.

Ideal Characteristics:

- A student-focused leader with a commitment to academic excellence and student development.
- A leader who builds an inclusive environment where all students and employees are treated respectfully and feel valued.
- A visible spokesperson and thought leader who will develop business and community partnerships to further the economic development of the Reno-Sparks region to meet its educational and workforce needs.

- An exceptional listener and collaborator who is committed to empowering, retaining, and building relationships with and bringing together faculty, staff, and administrators.
- An active member of the community who has experience working with college foundations and donors to identify and secure external funding.
- A Diversity, Equity, Inclusion, and Accessibility (DEIA) champion, who is experienced in leading DEIA institutional efforts, and who possesses and encourages individual as well as institutional cultural competency.
- A unifier who recognizes the unique value and contributions of all areas of the college when working together to advance student success and retention.
- Demonstrated ability to create community within a college.
- An advocate for economically disadvantaged and first-generation college students.
- Experience obtaining local, state and national funding and grants to ensure sustainability of educational programs and services, and continued affordability for students.
- Supports the expansion of TMCC's marketing efforts to ensure visibility and awareness of TMCC's value to the community.
- An advocate for student and employee access to mental health services.
- Embraces shared governance by encouraging expressions of disparate views and opinions, valuing multiple perspectives, engaging constituents in formulating recommendations, and communicating final data-informed decisions effectively.
- Understands and values collective bargaining agreements and working in a union environment.
- Fosters relationships with faculty and prioritizes academic excellence.
- Experience in advancing apprenticeship programs, continuing education, and micro-credentials.
- Knowledgeable about the challenges and opportunities of the implementation of AI in the higher education sector and working with constituency groups to explore opportunities this tool offers.
- A leader of integrity who is fair, open-minded, transparent, approachable, and cares about the safety and well-being of students and employees.

Preferred Qualifications:

- Politically astute with expertise in building and sustaining strategic partnerships with local and state agencies, business and industry leaders, foundations, and community organizations to expand educational opportunities.
- Experience working at a Hispanic-Serving Institution and/or Majority-Minority Serving Institution.
- Academic leader with the ability to advance and implement TMCC's Strategic Plan and Campus Master Plan.
- Advance program relevance, technology, campus development, and recruitment initiatives that align with Northern Nevada's growth and the needs of the region's employers.
- A track record of retaining great employees, leading salary assessments, and prioritizing human capital development.

Minimum Qualifications:

- Master's degree required. Preference for a doctorate from a regionally accredited institution.
- Five years in a progressive senior executive role at a higher education institution and possess a deep understanding and a passion for the community college mission and values.
- Classroom teaching experience.
- Demonstrated experience managing large budgets, ensuring resource growth, and developing successful financial strategies.
- Proven track record advancing DEIA initiatives across a large and complex organization.

How to Apply:

The process is confidential until the finalist stage. To ensure full consideration, application materials should be received no later than **March 10, 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 Truckee Meadows Community College.
2. A current resume including an email address and cellular telephone number.
3. A list of eight references: ex. 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:

- Deborah DiThomas, Ed.D., ACCT Search Consultant, at ddithomas5@gmail.com or (951) 961-6533 (mobile)
- Julie Golder, J.D., ACCT Vice President of Search Services, at jgolder@acct.org or (202) 384-5816 (mobile)

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