



CCRI President Search Profile



With a passionate commitment to student success and closing academic achievement gaps, CCRI provides Rhode Islanders with an outstanding college education that leads to strong learning outcomes, successful degree attainment, and robust labor market outcomes.



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In every sense, CCRI – as a community resource and the state’s only comprehensive associate degree-granting institution – strives to meet the educational and workforce needs of the people of this state by adhering to its mission of “building on our rich tradition of excellence in teaching and our dedication to all students.”

The Opportunity

The Rhode Island Council on Postsecondary Education invites nominations and applications for the position of President of the Community College of Rhode Island (CCRI). This is a transformative moment for CCRI as the institution continues to expand access to high-quality, affordable education while responding to the evolving needs of Rhode Island's workforce and economy.

As the state's only public community college, CCRI serves as the gateway to higher education and career pathways for thousands of students each year. The next President will lead a dynamic institution dedicated to student success, academic excellence, and workforce innovation. With a focus

on improving outcomes, expanding partnerships, and strengthening institutional effectiveness, CCRI seeks a visionary and collaborative leader to build upon the college's rich history and drive it toward an even brighter future.

This opportunity comes at a pivotal time as CCRI continues to implement its Strategic Plan (2022-2027), with goals centered on increasing student success, expanding workforce partnerships, and ensuring financial sustainability. The President will play a crucial role in executing this vision, advocating for the institution, and positioning CCRI as a leader in higher education and workforce development.



About CCRI

The Community College of Rhode Island was founded in 1964 as Rhode Island Junior College with 325 students. It has now grown to its current enrollment of more than 12,275 students in Fall 2024. Since being established by the Rhode Island General Assembly, the college's charge has been to provide academic transfer programs, career-oriented training, and student support services of the highest caliber. The success of CCRI is illustrated by the concerted effort by the entire college community to increase graduation rates. The most recent two-year graduation rate for first time, full-time students increased to 18% from a benchmark of 4%. Similarly, the three-year graduation rate grew from a benchmark of 15% to 25% for the most recent cohort. Each of these graduation rates is within striking distance of the national average for community colleges. CCRI's focus on student support, quality in teaching practices, and reforms in systems and processes has led to this success and will allow it to continue to meet and exceed the goals of our founders.

CCRI maintains **four main campuses** located throughout the state.

- The **Knight Campus in Warwick** is centrally located in the middle of the state and easily accessible via Interstate 95. It is the largest and oldest of the institution's four campuses.
- The **Flanagan Campus in Lincoln** occupies a 300-acre site in the northern part of the state. This campus is CCRI's second largest by student population and hosts our recently upgraded simulation labs and dental health facilities.
- The **Liston Campus in Providence** is located on almost 7 acres of land on the capital city's south

side. The brick structure contains more than 25 classrooms, several science, allied health and computer labs, a central atrium, and a 250-seat auditorium.

- The **Newport County Campus** opened in 2005 across from an active U.S. Naval Base. Our newest campus occupies a 5-acre site, better and includes a student services complex, a classroom/laboratory wing, and a 240-seat auditorium.

The college also offers courses at two educational centers owned by the Rhode Island Office of the Postsecondary Commissioner, the Westerly Education Center, in the southernmost portion of the state, and the Woonsocket Education Center, in northwest Rhode Island. Opened in 2017 and 2022 respectively, the mission of each location is to connect with business, industry, and community partners to meet workforce needs in each region. As the only community college in the state, CCRI serves as the gateway to higher education and workforce training for tens of thousands of Rhode Islanders.

In every sense, CCRI – as a community resource and the state's only comprehensive associate, degree-granting institution – strives to meet the educational needs of the people of this state by adhering to its mission of “building on our rich tradition of excellence in teaching and our dedication to all students.”



Knight Campus



Flanagan Campus



Liston Campus



Newport Campus

Founded in
1964
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Junior College with
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Enrollment
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Two-year graduation
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About Rhode Island

Rhode Island's location along the Northeast I-95 corridor means easy access to major metropolitan areas. You can reach Boston in under 45 minutes and New York City in under three hours.

Four hundred miles of Atlantic Ocean coastline. A vibrant urban culture. Seventy-six different languages. And a diverse population of just over one million people. Rhode Island is bursting with natural beauty, cultural variety, and recreational opportunities of every kind. Even with all these incredible places, Rhode Island offers a very competitive cost of living compared to our Northeast neighbors.

Facts & Figures

1,097,379
population of Rhode Island

1,045
square miles of land area

40
miles of coastline

384
miles of shoreline

Providence
State Capital

Mission, Strategic Planning, and Guiding Principles

Mission of CCRI

The Community College of Rhode Island is the state's only public comprehensive associate degree-granting institution. **We provide affordable open access to higher education at locations throughout the state.** Our primary mission is to offer recent high school graduates and returning adults the opportunity to acquire the knowledge and skills necessary for intellectual, professional and personal growth through an array of academic, career and lifelong learning programs. We meet the wide-ranging educational needs of our diverse student population, building on our rich tradition of excellence in teaching and our dedication to all students with the ability and motivation to succeed. We set high academic standards necessary for transfer and career success, champion diversity, respond to community needs, and contribute to our state's economic development and the region's workforce.

In November of 2024, the college began conducting focus groups to gather community input for the purpose of revising the mission statement and the creation of a vision statement. A survey to collect feedback has been distributed and work on synthesizing responses commenced in February 2025.



Strategic Plan 2022–2027

The [CCRI Strategic Plan](#) aims to build a pathway for the work the college will prioritize to support Rhode Islanders in achieving their educational and career goals:

Goal 1:

Drive student success, experience, and completion

We will provide our students outstanding support services and educational experiences so they can successfully graduate, transfer, and advance in the workforce. We recognize there are systemic barriers that affect our students, and we will work intentionally to deliver solutions for equity in student success.

Strategies for success:

- A. Scale effective practices that support college readiness, persistence, and completion and eliminate equity gaps to empower our students from underrepresented populations
- B. Build upon the guided pathways framework
- C. Enhance teaching and learning

Goal 2:

Expand partnerships and programs

We will prepare our students for sustainable, living-wage careers and opportunities for upward socioeconomic mobility through partnerships and support services focused on closing equity gaps.

Strategies for success:

- A. Design academic and workforce programs that are responsive to the needs of our students, employers, and the State of Rhode Island
- B. Build partnerships that leverage internal and external resources to ready students with skills and experiences to attain personal, economic, and career success

Goal 3:

Strengthen institutional effectiveness

We will create an inclusive campus culture that invests in organizational development and innovation so we can best support our students, faculty, staff, and community.

Strategies for success:

- A. Advance a culture that promotes our mission, guiding principles, and commitment to diversity, equity, and inclusion (DEI)
- B. Strengthen professional development at the individual and organizational levels
- C. Utilize technology to support our strategic plan and promote continuous improvement

The College's 2022–27 Strategic Plan was developed through a collaborative process that engaged our entire college community to identify and articulate shared values and principles. These values and principles are the foundation for our collective vision to deliver high-quality, transformative education and support services that will lead to strong, equitable student outcomes and foster a truly inclusive community.

This plan reflects the focus and commitment of CCRI's faculty, staff, and students who built on the work started in the Strategic Plan 2018–21.

CCRI's Guiding Principles

We believe in our students

We are here for our students and because of our students. We create conditions inside and outside the classroom that allow students to reach their highest potential.

We champion equity

Our diversity is our strength. We leverage the diverse experiences, backgrounds, and perspectives that are represented across our community. We build equitable, just, and inclusive classrooms and workplaces for all in the CCRI community.

We strive for excellence and results

Our standards are high because we know our work directly impacts students and the community. We seek insight and guidance from data when making decisions and work towards goals-oriented results.

We communicate and collaborate

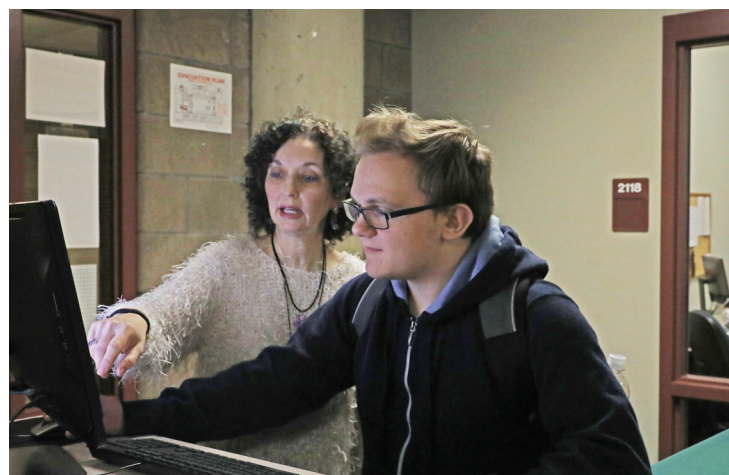
We are better together. We value dialogue, listening, and trusting relationships. Respectful and intentional communication breaks down silos; creates and maintains channels between departments, campuses, and roles; and positively impacts our understanding of how our college works.

We pursue creative solutions

Our workplace benefits from an environment that encourages creativity and openness, while also efficiently managing resources. We will thoughtfully experiment with innovative ideas that support our academic programs and our student outcomes.

We follow through

We make every effort to meet the needs of our students and colleagues. We follow through with our students and with each other, and we are diligent and committed in all our work.





We believe education is essential to creating equitable upward socioeconomic mobility for students in our region.

We are inspired by our students and motivated to eliminate equity gaps.

We believe in the possibility of our students, and we work relentlessly to support them.

Commitment to Excellence and Inclusion

In 2022, the Office of Diversity, Equity, and Inclusion was established to provide professional expertise, strategic leadership, administrative oversight, and collaborative guidance on justice, equity, diversity, and inclusion matters within the institution, including professional development initiatives and opportunities. The office works closely with leaders across the college to administer key organizational and programmatic initiatives, expanding outreach, and contributing expert knowledge and skills to achieve racial equity amongst faculty, staff, and students. During the summer of 2023, more than 40 employees participated in several planning sessions to provide feedback and ideas about the priorities and goals that should be included in action plan tied to the CCRI 2022–2027 Strategic Plan. The result was a two-year JEDI-B Action Plan that focuses on key areas to drive student success, increase employee engagement, build inclusive excellence at CCRI. This plan is intended to build an equity-minded culture that focuses on eliminating barriers for student readiness and success, educates and trains faculty and staff to be culturally competent and deliver unmatched teaching while advancing equitable outcomes for underserved populations.

CCRI is proud to be formally designated as a Hispanic Serving Institution (HSI) and was selected to join Excelencia, a nationwide network of colleges and universities designated to accelerate Latino student success in Higher Education. As an HSI, we remain committed to improving the academic attainment of Hispanic and low-income students, expanding and enhancing the academic quality of offerings, and the



institutional stability of colleges and universities that are educating the majority of Hispanic college students.

CCRI was honored with a 2023 Diversity, Equity, and Inclusion Award from Providence Business News. This accolade is a testament to our collective commitment to fostering an inclusive and diverse community. Diversity and inclusion are not just values; they are the cornerstone of our mission. While the work is never done, we've made great strides, and this award acknowledges the collective effort put in by every member of our CCRI community.

Financial Position

CCRI's current financial position is strong. According to the most recent independent audited financial statements, CCRI's "assets of \$148.2 million and deferred outflows of \$6.8 million exceeded its liabilities of \$50.1 million and deferred inflows of \$9.5 million by \$95.4 million, an increase over the prior year by \$11.1 million." Forty-eight percent of the college's revenues are appropriated by the State of Rhode Island. The other 52% is funded by tuition and fees.

Points of Pride

1

To help students be successful, CCRI has committed to identifying the challenges students are facing and connecting them to resources so they can be successful learners. CCRI now administers a **Basic Needs Assessment** each term and connects students to our **Benefits Hub**, a partnership between the United Way of Rhode Island and the state. More than 1,000 students have been referred for confidential assistance with transportation, food, housing, and childcare.

2

CCRI's first ever Title III grant supported the growth of our **Academic and Career Pathways program**. A five-year, \$1.7 million grant supported the implementation of a Guided Pathways model, the launch of a first-year seminar, digital learning communities, and the integration of work-based learning across degree programs. Enrollment and graduation rates have both increased since the college reorganized student services and academic and career planning around this model.

3

CCRI was awarded a grant for the **2024 First-Generation College Celebration initiative**, provided by the Council for Opportunity in Education (COE) and FirstGen Forward with support from TIAA and the Strada Education Foundation, to further its commitment to supporting first-generation college students.

4

For the past two election cycles, the Community College of Rhode Island was recognized by the **ALL IN Campus Democracy Challenge** as part of its Most Engaged Campuses for College Student Voting recognition program. The ALL IN Most Engaged Campuses for College Student Voting recognizes colleges and universities for outstanding efforts to increase nonpartisan student voter participation.

5

Our Division of Workforce Partnerships has won the **2024 PACE-RI Academic Partnership Award** for its work in developing free training programs to help upskill more than 50 employees through online trainings and in-person courses at PACE's East Providence, RI, headquarters and CCRI's Providence Campus.

6

In 2019, the Community College of Rhode Island was named the nation's **"2-Year College of the Year"** by Education Dive: Higher Ed, a leading industry news publisher.

7

For the second time in the program's history, our Cybersecurity program (A.S. in Cybersecurity) has earned designation as a **National Center of Academic Excellence in Cyber Defense (CAE-CD)** through academic year 2028 by the National Security Agency (NSA).

8

The college earned one of two NASFAA's Gold Star Awards for its **Satisfactory Academic Progress (SAP) initiatives**, which provide comprehensive support services to help students overcome financial, academic, and personal barriers to success that were exacerbated by the COVID-19 pandemic. The Gold Star Award recognizes "innovative ideas" in the financial aid arena and is awarded to individuals, colleges, or regional or state associations. CCRI earned the award for its work in helping students maintain SAP to remain eligible for federal aid.





98 academic programs

31 direct-to-career associate degree programs within the 7 career pathways.

32% of CCRI's transfer-out students earn a degree or certificate before transfer.

Academics

CCRI offers **98 academic programs** leading to an Associate in Arts (AA), Associate in Science (AS), Associate in Applied Science (AAS), Associate in Applied Science Technical Studies (AAS-TS), Associate in Fine Arts (AFA), diploma, or certificate across its four major campuses and two satellite campuses. All degree programs take at least one year to complete. Degrees and certificates are offered in many disciplines, from nursing and allied health to technology and general studies. Students earn a minimum of 60 credits within associate degree programs following a required or recommended sequence of courses. Certificates range from 18 to 43 credits and include a recommended sequence of program-specific course requirements. Information about certificate and degree programs, including program outcomes, is available on academic department webpages and in the [College Catalog](#).

Programs are designed to align with CCRI's mission to prepare students to transfer to a baccalaureate institution or to enter the workforce by providing affordable access to higher education. CCRI is the sole state institution awarding the **Rhode Island Promise scholarship**, established in 2017, which provides opportunity for all Rhode Islanders coming right out of high school to pursue a tuition-free associate degree. CCRI's academic programs align with the institutional mission by educating students in the knowledge, skills, and competencies needed to respond to community needs and contribute to Rhode Island's economic and workforce development. The College also offers **seven pathways** from which students may choose a degree program or concentration. The seven pathways encompass 31 direct-to-career associate degree programs with 43 concentration options, 45 certificate programs, and 52 transfer degrees.

CCRI's academic programs are of appropriate depth and breadth, as indicated by agreements with the college's main transfer-out institutions, the University of Rhode Island (URI) and Rhode Island College (RIC). Through the **Joint Admissions Agreement (JAA)**, CCRI has 46 pathways with 32 separate concentrations with URI and 23 programs with 11 concentrations with RIC. Thirty-two percent of CCRI's transfer-out students earn a degree or certificate before transfer.



Accreditation

On September 26, 2024, the New England Commission on Higher Education (NECHE) approved the re-accreditation of the Community College of Rhode Island. NECHE “commended” the college on its “candid, thorough, and well-written self-study.” Noting some areas of emphasis, including the upcoming presidential search, NECHE has scheduled the next comprehensive accreditation in Spring 2034 as is consistent with NECHE policy.

CCRI is proud of its **17 accredited academic programs**, especially its role as the largest educator of health care professionals in Rhode Island.

Art

Dental Hygiene

Medical Laboratory Technology

Occupational Therapy Assistant

Business Administration

Diagnostic Medical Sonography

Music

Physical Therapy Assistant

Cybersecurity Education

Early Childhood Education and Child Development

Nursing

Radiography

Dental Assisting

Histotechnician

Nursing – Practical Nursing

Respiratory Therapy

Therapeutic Massage

Athletics and Student Engagement

CCRI and its **Knights teams** are a member of the National Junior College Athletic Association (NJCAA). There are seven intercollegiate athletic teams. While adhering to all NJCAA academic eligibility rules, the college has also developed an academic-based evaluation for coaches emphasizing student academic performance. Coach evaluations include a point system according to graduation rates, GPAs, and student retention. Faculty athletic representatives serve as liaisons between the teams, Athletics department, and the institution. Integrity is proven by the yearly submission of the Equity in Athletics Report, a tool of the Office of Postsecondary Education designed to provide reports for the public relating to equity in athletics

data. The Athletics department also provides access to two fitness centers, wellness events and classes, and intramural sports for students.

The **Student Engagement Department** coordinates a wide array of co-curricular programs for students in the form of student clubs and organizations, which are listed on the [college website](#), publicized through student communications and promoted at orientations, student involvement fairs, and through social media. The Student Engagement Staff is committed to fostering a vibrant and dynamic campus life that provides opportunities for students to expand and enjoy their current interests, explore new interests, apply classroom knowledge, and experience the breadth and depth of intellectual and cultural diversity.



Demographics

STUDENTS



CCRI enrolled **12,275** students in Fall 2024.

CCRI Student Demographics:

Average age: **25 years**

38% Full-time students
62% Part-time students

Gender	60% female	33% male	7% not included
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Enrollment by Campus:

- Knight: 5,546 **45%**
- Flanagan: 2,237 **18%**
- Liston: 1,038 **8%**
- Newport: 340 **3%**
- Online: 2,823 **23%**
- Off-Campus: 279 **2%**
- Westerly: <10 **<1%**



Race and Ethnicity:

- African American: **12%**
- Asian: **3%**
- Hispanic/Latino: **27%**
- White: **44%**
- Other: **<1%**
- Two or more races: **7%**
- Unknown: **7%**



EMPLOYEES

CCRI has **2,155** employees

Full-time employees: **472**
 Part-time employees: **676**
 Full-time faculty: **300**
 Adjunct faculty: **707**

FACULTY HEADCOUNT

12

Full time
12-month
faculty

288

Full time
9-month
faculty

77

Number
of Faculty
with PhD's

200

Tenured
faculty

Governance

Governance

CCRI is governed by the Rhode Island Council on Postsecondary Education, and is part of a system that also includes Rhode Island College and the Rhode Island Office of the Postsecondary Commissioner (RIOPC). The Rhode Island Office of the Postsecondary Commissioner is the administrative arm of the Council on Postsecondary Education. In addition, there are campus-based governance structures, including the Executive Committee, the Faculty Senate, the Staff Assembly and the President's Council (an advisory body). The College also has several collective bargaining units. The next President will place a high priority on building collaborative relationships with each of the bodies and work with colleagues to clarify their respective roles. The new President will be expected to closely collaborate with the Commissioner and the system office team, as well as the leadership of Rhode Island College as a higher education system. Effective communication and consultation with each of these structures will be very important, including the rationale for major decisions.

The Executive Committee

The college's Executive Committee consists of the Vice President for Academic Affairs, the Vice President for Finance and Administration, the Vice President for Institutional Equity and Human Resources, the Vice President for Student Affairs and Chief Outcomes Officer, the Associate Vice President for Workforce Partnerships, the Associate Vice President for Institutional Advancement and CCRI Foundation Executive Director, Chief of Staff, and Director of Marketing and Communications. They meet weekly as a group with the President as well as individually. In addition to being responsible for their

individual divisions, they advise the President on all matters relating to the welfare and operation of the college.

Faculty Senate, Staff Assembly, and President's Council

Founded in 2019, the **Faculty Senate** consists of members of the full-time faculty, at a ratio of 1:7 of the total faculty, with four seats available for members of the college's part-time faculty. The Faculty Senate is the governance body that handles all matters and policies relating to instruction and academics.

The **Staff Assembly** was founded in the fall of 2022 and consists of approximately 35 members of the college staff from across the administrative divisions. The Faculty Senate Chair/Vice-Chair has an ex-officio seat. The Assembly's work is focused on the non-academic business and administrative work of the college. Standing committees and special committees are part of both the Senate and the Assembly.

The **President's Council** is a standing body that is advisory to the President and consists of the officers of the college, deans, directors, Faculty Senate Chair, Staff Assembly Chair, and the presidents of the college's collective bargaining units. The President's Council meets bi-monthly to adopt policies, review progress on the college's strategic plan, and share critical college updates.

Members of the President's Council have a strong connection to the Senate and Assembly committees managing policy across the college divisions. Additionally, Deans and Directors whose expertise is critical to a Senate or Assembly committee's work sit as ex-officio members. Student representation is also present in both the Senate and Assembly.

Curriculum Review Committee

The Curriculum Review Committee (CRC), created by the CCRI Faculty Association collective bargaining agreement, meets monthly during the academic year to review course, program, and certificate curriculum proposals. The CRC is chaired by the Vice-President for Academic Affairs or their designee. Proposals that pass the CRC are transmitted to the Vice President of Academic Affairs and then the President for review and approval. The CRC is made up of members of the full-time faculty from across the academic divisions.

Leadership

College Leadership

CCRI operates through a collaborative leadership structure, with dedicated divisions that drive the college's academic excellence, student success, workforce development, financial stewardship, employee engagement, and a robust alumni network.

Academic Affairs

The Division of Academic Affairs is responsible for overseeing CCRI's academic programs, faculty, and curriculum development. This division ensures that CCRI maintains high academic standards, aligns its programs with workforce and transfer opportunities, and provides students with the resources they need to succeed. The division also oversees academic policies, faculty hiring and development, and institutional accreditation.

Student Affairs

The Division of Student Affairs focuses on the holistic student experience, providing services that support student engagement, retention, and success. This includes admissions, advising, counseling, student activities, disability services, veteran services, and enrollment management functions

such as admissions, financial aid, and registration. The division works closely with faculty and staff to foster an inclusive and supportive environment that enhances student learning and personal development.

Division of Workforce Partnerships

The Division of Workforce Partnerships plays a critical role in connecting CCRI with Rhode Island's business and industry sectors. This division develops and delivers workforce training programs that align with labor market needs, offering customized training for employers, industry-recognized credentials, and career pathways for students. Workforce Partnerships also manages apprenticeship programs, adult education, and initiatives aimed at addressing workforce gaps in key industries.

Division of Finance and Administration

The Division of Finance & Administration ensures the financial sustainability and operational efficiency of the college. This division oversees budgeting, financial planning, facilities management, procurement, public safety, and other administrative functions necessary for the smooth operation of CCRI. It ensures that resources are allocated effectively to support the college's academic and student service goals.

Division of Institutional Equity, Human Resources and Organizational Development

The Division of Institutional Equity, Human Resources and Organizational Development manages key functions such as recruitment and hiring, orientation and onboarding, benefits administration, employment policies, and professional development. By promoting diversity, equity, and inclusion, the



Last year, the
CCRI Foundation and
Alumni Association
provided more than
\$900,000
in financial assistance
to CCRI students.

division ensures that all employees feel valued and supported. Additionally, it oversees civil rights compliance and Title IX initiatives, reinforcing the college’s commitment to a respectful and safe workplace. Through these efforts, the Division of Institutional Equity and Human Resources plays a vital role in advancing CCRI’s mission of helping individuals achieve their educational and professional aspirations.

Institutional Advancement

The Office of Institutional Advancement leads CCRI’s efforts in building strong relationships with alumni, donors, and the broader community to secure philanthropic support for the college. This office encompasses both the CCRI Foundation and the CCRI Alumni Association.

- CCRI Foundation: Established in 1979, the CCRI Foundation is an independent, nonprofit organization committed to inspiring philanthropy and providing direct support for students through scholarships, book awards, emergency funding, and other strategic programs. The Foundation’s Board of Trustees, comprising leaders from various industries, plays a crucial role in guiding its fundraising efforts and ensuring alignment with CCRI’s mission.
- CCRI Alumni Association: Serving more than 80,000 graduates, the CCRI Alumni Association fosters lifelong engagement with the college. Governed by a volunteer leadership team, the association provides networking opportunities, organizes events, and encourages alumni to contribute to student success through mentorship and philanthropy.

CCRI has an immediate and positive impact on your life, your community, and Rhode Island's economy.



Leadership Agenda

The next President of CCRI will be expected to lead the institution in the following key areas:

- **CCRI Strategic Plan** – The time horizon for the current CCRI plan runs through 2027 as well as the Rhode Island Council on Postsecondary Education (CPE) Strategic plan. The new President will work with system leadership, and their new colleagues on the CPE plan implementation, while offering their perspectives on the goals, strategies and measures of success contained in the document. The new President will have the opportunity to seek the input of the Council on Postsecondary Education, through the Office of the Postsecondary Commissioner and to work with the campus community to develop a new CCRI strategic plan in the FY 2026–27 fiscal year, and will provide the Council with periodic updates regarding the new CCRI strategic plan process, prior to the presentation of the new plan to the Council for its approval.
- **Environmental Conditions** – The decline in the number of students arriving from K-12 must be addressed by the new president and their vision for the institution; with a focus on additional innovation in the 25-65 population sector, dual enrollment/early college, and workforce training. The new President must also address the issues of higher education affordability and the growing concern of ‘value proposition’ for Americans choosing not to pursue postsecondary education while all workforce indicators suggest that without a postsecondary credential of value, access to individual, long-term wage growth is limited.
- **Student Enrollment** – Ensuring all Rhode Islanders have access to a postsecondary credential that is aligned to the Rhode Island economy and secures a high return on investment for the student is paramount to ensuring CCRI is highly competitive

enrollment marketplace. CCRI’s student body is highly diverse and a point of pride for the institution and the state. The new President will be a champion of ensuring that student enrollment is accessible to all and void of any discrimination. Moreover, the new president will ensure the faculty, staff, and administration is positioned to deliver academic excellence for students of all backgrounds, following best practices that have been proven through the field of educational research.

- **Student Success, Retention and Completion** – The Strategic Plan lists several initiatives designed to improve student success and completion, including the elimination of equity gaps. The new President will have the chance to collaborate with the CCRI community on the continued implementation of these strategies. The President should pay particular attention to the needs of students who do not possess the skills required for college-level work and consult with the campus-based subject matter experts on new ways to serve those learners effectively.
- **Academic Excellence and Credentials of Value** – Continuous academic improvement will ensure that students are ready for the next step in their educational experience and the world of work. The new President must be a vigorous advocate for academic quality and high impact learning experiences that lead students to stronger economic and social outcomes as graduates. The institution will need to track the effectiveness of its graduates from across its degree programs in the state and regional economy, ensuring students and the state have a high degree of return on their educational investment. This will include expanding offerings in certain areas and seeking new arenas for CCRI to deliver postsecondary education with particular emphasis on the vocations, trades, and deepening partnerships with Career and Technical Education schools in Rhode Island.

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- **Public Policy Advocacy** – Forty-eight percent of CCRI’s revenue comes from the State. Accordingly, the new President will spend considerable time advocating for, and working with the system office (RIOPC) advocating for funding from legislators and the Governor, including possible expansion of Rhode Island Promise. CCRI is an HSI, which will buttress the case for funding. At the federal level, higher education is having to adjust to a new set of policies. The new President must advocate on a host of national policy and funding issues, including the possible elimination of the federal Department of Education.
 - **Private Fundraising** – The Community College of Rhode Island Foundation Board of Trustees and Alumni Association Assembly (CCRI Foundation) was the first community college foundation to be awarded the John W. Nason Award for Board Leadership in 2022 by the Association of Governing Boards of Universities and Colleges. In FY 2024, CCRI’s Foundation raised \$7.2 million, a five-year high. The President will have the chance to work closely with the Foundation to build upon this strong record and increase philanthropic fundraising to an even higher level.
 - **Fiscal Strength** – Despite the turbulent marketplace, CCRI has maintained a solid financial footing. From Fiscal 2023 to 2024, the College improved its net position by \$11.1 million. The next President will find this fiscal position advantageous as they seek to lead the College into a new era.
 - **Collaboration with the other Higher Education Institutions in the State** – The President will have the opportunity to collaborate with their counterparts outside the system, which include The University of Rhode Island and the ten private

institutions of higher education in the state. There is natural competition between the higher education institutions that reside in Rhode Island, but there may also be avenues for collaboration that allow all parties to benefit.

- **Pride** – CCRI boasts a faculty and staff who are amazing colleagues and fiercely dedicated to student success. The next President will find these strengths to be an enormous advantage, leading CCRI to even higher levels of excellence.

Leadership Attributes and Qualifications

The next President of the Community College of Rhode Island (CCRI) will be a visionary, transparent, collaborative leader who reports directly to the Rhode Island Council on Postsecondary Education. The President will be student-centered; have a deep understanding of the community college mission; and possess the leadership attributes to move CCRI forward to embrace future opportunities.

The most competitive candidates will have a track record of leadership success in an organization. A terminal degree from an accredited institution and five (5) years of executive level leadership experience in higher education are required. Teaching experience is required. Experience working in a multi-campus college system is preferred.

Additional leadership attributes include the following:

- Understanding of the changing landscape of higher education and implications for community college in the State of Rhode Island.
- Demonstrated experience in leading innovation and change to meet the current and emerging educational needs of diverse populations in the community.
- Proven skill in strategic planning and the capacity to create strong collaborations and shared goal setting across all organizational units of a multi-campus system.
- Demonstrated experience working within a system of higher education and proven record of successful and collegial working relationships with governing boards.

- Track record of increasing enrollment, student retention and success, and college completion while maintaining academic excellence.
- Demonstrated experience in financial planning and stewardship; the ability to lead effective solutions that optimize resource allocations, foster financial transparency, and advance long-term fiscal stability and sustainability of an institution.
- Evidence of understanding regional and specialized accreditations; demonstrated leadership skill to maintain critical institutional standards.
- Deep knowledge of collective bargaining and demonstrated experience in developing productive working relationships with governance and labor groups.
- Collaborative, inspirational leadership style, demonstrated through the ability to communicate, listen, be visible, and actively engage with all stakeholders to build trust and create a stronger sense of community.
- Exceptional skill in building strong diverse teams to achieve institutional success and in holding individuals accountable for their respective areas.
- Capacity to support, develop, and recognize faculty and staff to enhance individual growth potential and a positive work environment.

Nomination and Application Process

To ensure full consideration by the Community College of Rhode Island – President Search Committee, applicants should apply by **April 22, 2025**.

Interested applicants should submit:

- A detailed letter of interest that addresses specifically how the candidate’s experiences and qualifications intersect CCRI’s qualifications and listed strategic priorities outlined in this profile;
- A curriculum vitae; and
- Five professional references with email addresses and telephone numbers, including their relationship to the candidate. *References will not be contacted without prior authorization from the candidate.*

Submit To:

All application materials should be in PDF format and submitted through the AGB Search portal system at: [Community College of Rhode Island – President](#).

Questions regarding the application process should be directed to: CCRI-President@agbsearch.com.

Nominations and confidential inquiries should be directed to:

Frederick V. Moore, J.D./M.B.A.

Senior Executive Search Consultant, AGB Search
fred.moore@agbsearch.com
(712) 299-2544

Jeanne F. Jacobs, Ph.D.

Executive Search Consultant, AGB Search
jeanne.jacobs@agbsearch.com
(937) 470-9068

Additional Information:

Additional information about CCRI may be found at <https://www.ccri.edu>.

Information about this search is also available at: www.agbsearch.com/active-searches.

Non-Discrimination Policy

CCRI prohibits students, employees, contractors, volunteers, and visitors (collectively, “community members”) from engaging in discrimination and harassment based on any individual’s race, color, creed, national or ethnic origin, gender, gender identity or expression, religion, disability, age, sexual orientation, genetic information, marital status, citizenship status, veteran status, and any other legally protected characteristic. This prohibition applies to CCRI’s educational programs and activities—including admissions—as well as all employment actions, including but not limited to recruiting, hiring, promotion, demotion, compensation, and benefits. Inquiries or complaints concerning discrimination shall be referred to CCRI’s Title IX Coordinator at TitleIXCoordinator@ccri.edu.



KNIGHT CAMPUS
400 East Ave.
Warwick, RI 02886

FLANAGAN CAMPUS
1762 Louisquisset Pike
Lincoln, RI 02865

LISTON CAMPUS
One Hilton St.
Providence, RI 02905

**NEWPORT COUNTY
CAMPUS**
One John H. Chafee Blvd.
Newport, RI 02840

SATELLITE CAMPUSES:

**WESTERLY
EDUCATION CENTER**
23 Friendship Street
Westerly, RI 02891

**WOONSOCKET
EDUCATION CENTER**
115 Main St,
Woonsocket, RI 02895