



**RH PERRY & ASSOCIATES**  
SEARCH COUNSEL TO HIGHER EDUCATION

**JEFFERSON  
COMMUNITY  
COLLEGE**

**THE JULES CENTER**

# Jefferson Community College

EXECUTIVE SEARCH PROFILE

**PRESIDENT**

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Interactive



# The Opportunity

**Jefferson Community College** seeks confidential recommendations and nominations and expressions of interest for the College's seventh President. The successful candidate will be a collaborative and strategic thinker, a team builder and visionary leader who will lead the institution to greater heights as it continues to provide quality educational programs and services to the North Country region of New York. This individual will have excellent interpersonal, communication, advocacy and diplomacy skills, and be data-informed in making decisions that promote a strong, student success-focused, equity-minded agenda.





# The College



## About Jefferson Community College

Established by referendum on November 7, 1961, Jefferson Community College was the area's first institution of higher education. Supervised by the State University of New York (SUNY), JCC is one of 64 campuses, and one of 30 community colleges, which comprise the SUNY system. The College campus is situated on 90 acres and consists of 11 permanent buildings and athletic fields. The campus is within two miles of a major shopping mall, movie theatre, restaurants, ice arena and a YMCA.

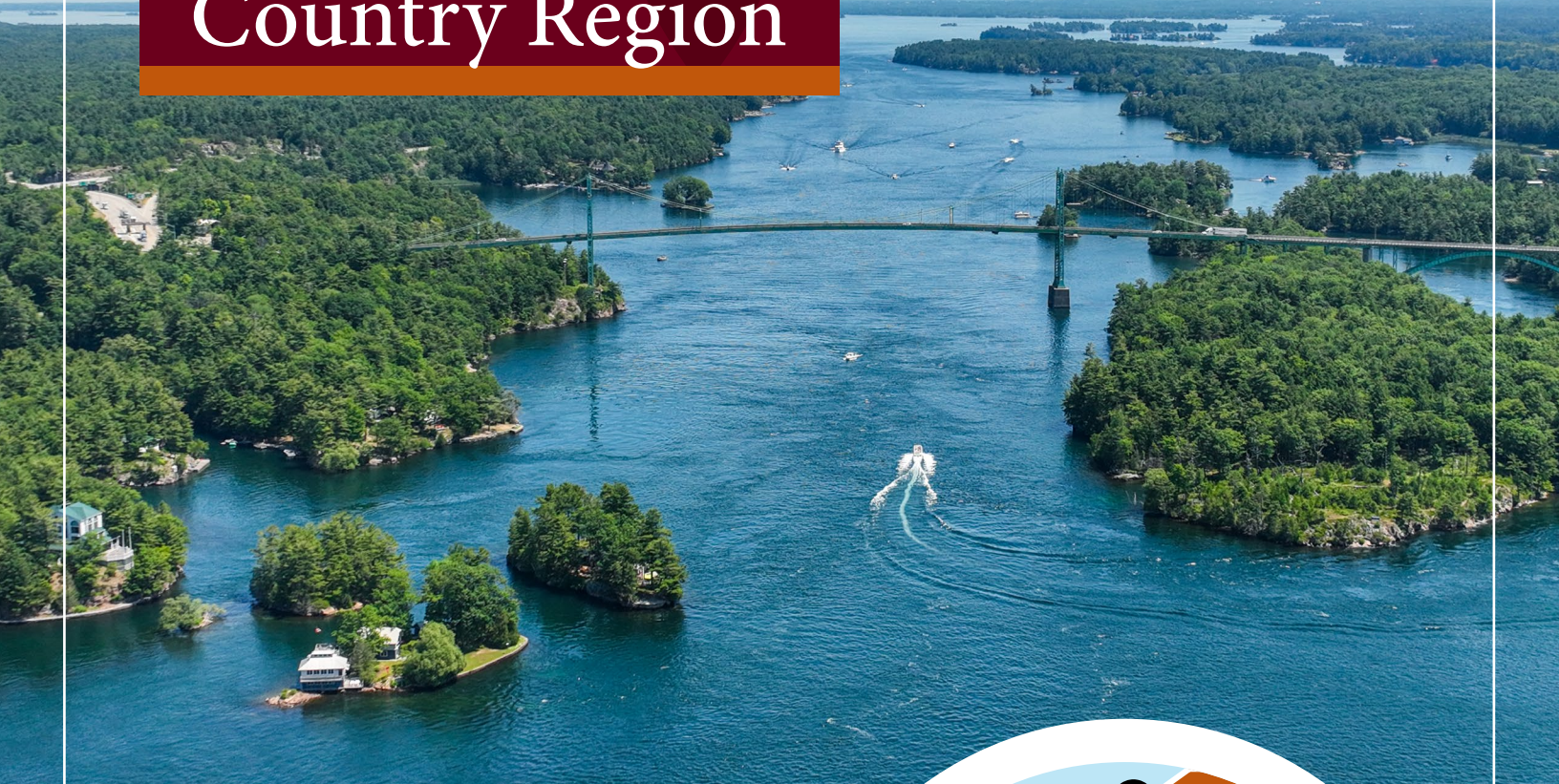
Often referred to as the "jewel of the North Country," JCC is located in Watertown, NY in the county seat of the College's sponsor, Jefferson County. The College admitted its first class of 119 full- and 221 part-time students in September of 1963. In the fall 2022 semester, Jefferson's total headcount was 2,462 students. JCC is the only institution of higher education whose campus is within a 50-mile radius of the city of Watertown. Cultural events, open to the public, routinely include film and theatrical events, lectures, seminars, and art exhibitions. Library resources are open to the public and community members are encouraged to use them.

JCC's Center for Community Studies is a point of pride for the College, and unique within community colleges nationally, as it conducts community-based research and provides a forum for the productive discussion of ideas and issues of significance to the community. Guided by seasoned professionals, math students gain a real-world, hands-on experience assisting with survey design and the collection and analysis of data.

The Lewis County Jefferson Community College Educational Center, which opened in 2019 in neighboring Lowville, NY, offers credit-bearing coursework as well as workforce training, and has enormous potential for the region. There is strong support for greater expansion of programs and services that serve that part of the College's service area.

Jefferson's Center for Professional Excellence provides in-house, ongoing professional training and development to faculty and staff, a reflection of the College's commitment to and investment in its faculty and staff. Additionally, a SUNY Small Business Development Center (SBDC) was opened on the campus in 1986. The SBDC assists nearly 700 businesses annually with startups, business plan development, market analysis or financial projections for commercial funding.

# The North Country Region



The North Country sits in the northern tier of New York State at the junction of Lake Ontario and the St. Lawrence River, bordering to the north the Province of Ontario, Canada – collectively, a region of rich history, abundant natural resources and unique culture. The County and the College’s proximity to the Black River, Adirondack Park, the Thousand Island region and Lake Ontario provides easy access to a variety of year-round activities and attractions. For the four-season adventurer, hiking, boating, kayaking, fishing, whitewater rafting, and downhill or cross-country skiing are popular activities located close by or within a one-hour drive from campus. Jefferson County has a population of just over 119,000, with the agriculture and tourism industries as significant sources of employment and economic growth. There are opportunities to develop and support new industries across the North Country region.

In 1985, the US Army posted the 10th Mountain Division at nearby Fort Drum, bringing some 30,000 new residents to the area and doubling the population of the Watertown metropolitan area. Situated on 107,245 acres approximately nine miles from JCC’s campus, Fort Drum is the largest Army installation in the Northeast and the 10th Mountain Division (Light Infantry) is the most deployed division of the U.S. Army. Fort Drum serves more than 15,000 troops and an equal or larger number of family members. With the addition of a civilian workforce of nearly 4,000, Fort Drum is the largest employer in Northern



New York and the largest single site employer in New York State. Approximately 30-35% of the College’s enrollment is military-related – including active duty, veterans, and family members. The College has dedicated staff, both on-post and on campus to serve military-related students in the pursuit of their educational endeavors. Jefferson also offers courses on post in the McEwen Education Center. As evidence of its deep commitment to serving the US Army, JCC has received both Best for Vets and Military Friendly designations for numerous years.



# The College

## Our Mission

Educate. Inspire. Empower.

## Our Vision

Jefferson Community College will be a premier higher education institution, transforming lives to strengthen the region and foster positive change worldwide.



# Student Success



The College is committed to helping every student succeed in completing their academic, professional and personal goals. Jefferson's award winning faculty, professional staff, educational support staff and administration emphasize a students-first approach with tangible results.

## Student Experience Statement

Jefferson Community College aims to provide a quality education exemplified by an empowering and transformative student experience. That student experience is characterized by:

- An academically challenging education that fosters intellectual curiosity, leadership skills, and lifelong learning;
- Innovative teaching practices and an enriching curriculum emphasizing a balance between transfer- and career-focused education;
- Flexible and accessible programs and services that promote equitable outcomes for all students; and,
- A sense of belonging created through inspiring and encouraging relationships with faculty, staff, and other students.

Jefferson Community College faculty, staff, and administration support this experience with:

- A student-ready institution with clear pathways to meet students' diverse goals, whether they be short-term credentials, a degree, or transfer opportunities;
- Welcoming and personalized campus services that are easy to navigate and empower students, particularly in enrollment, financial aid, and academic advising;
- A comprehensive orientation and first-year experience that provide all students with financial and information literacy and the ability to effectively use technology; and
- A commitment to equity including an inclusive community that challenges students to grow beyond their comfort zones within a safe environment.



# Accreditation

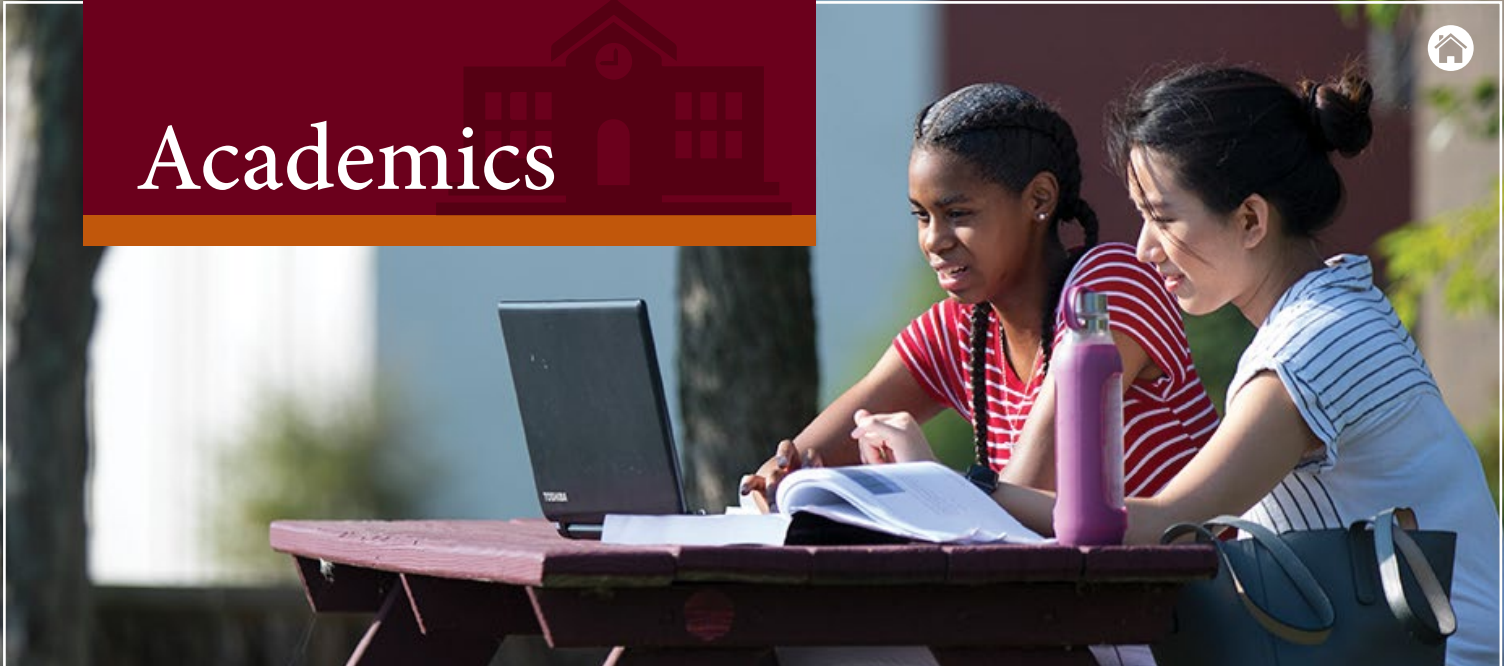
The College was chartered in 1961 and was initially accredited in 1969 by the Middle States Association. The College's accreditation was re-affirmed by the Middle States Commission on Higher Education (MSCHE) on June 25, 2015. The College is in the process of writing its self-study report in preparation for the accreditation site visit in 2024. In addition to its Middle States accreditation, the College is accredited by the Accreditation Commission for Education in Nursing (ACEN) and is also accredited through the National Alliance of Concurrently Enrolled Partnerships (NACEP).

JEFFERSON COMMUNITY COLLEGE  
STATE UNIVERSITY OF NEW YORK

THE JOHN W. DEANS  
COLLABORATIVE  
LEARNING  
CENTER



# Academics



The College offers a 15 A.A.S. career curricula, 23 transfer A.A. or A.S. curricula, an exciting new A.O.S. business studies curriculum, nine certificate programs and 10 microcredentials. Seven degree programs and three certificate programs are available entirely online and many other degree programs can be completed largely online. To ease transfer, Jefferson has articulation agreements with colleges and universities across the United States, as well as two jointly registered programs (Business Administration and Liberal Arts—Childhood Education) with SUNY Potsdam. A strong working relationship with the local BOCES (Board of Cooperative Educational Services) has led to articulations and pathway programs.

Along with its credit-bearing programs, the College offers a variety of workshops, seminars, and workforce training opportunities.

Discover Our Academic Programs

Check Out Our College Catalog

JCC has been awarded several competitive grants that assist with student success initiatives, including:

## TRIO Support Services (S.T.A.R Program)

A federally-funded intensive support program currently serving 160 students, TRiO serves as a centralized location for its participants, assisting them with the necessary tools to be successful.

## Educational Opportunity Program (EOP)

EOP provides academic support services, personal counseling and financial assistance (including financial assistance in purchasing your textbooks each semester) to New York State residents who are first time college students and enroll full-time.

## Collegiate Science Technology Entry Program (CSTEP)

Funded by the New York State Department of Education, CSTEP is a grant program aimed at promoting careers in mathematics, science, technology and health-related fields and licensed professions.

## Liberty Partnership Program (LPP)

The Liberty Partnerships Program is a student success program funded by a grant from the New York State Department of Education. The program is a partnership between JCC, the Watertown City School district, and multiple community agencies including the YMCA and Cornell Cooperative Extension.

The LPP is designed to promote collaboration among post-secondary institutions, community organizations, school districts, businesses and industries, parents, and volunteers. JCC's LPP fosters innovative support programs which help Watertown City School District students achieve their full potential and pursue appropriate post-secondary education or employment.

# Business & Career Training



Jefferson strives to meet the demands of local employers by providing targeted in-demand training to meet their workforce needs. The College meets with various stakeholders on a continuous basis to determine the needs it can fill through credit bearing (or degree-seeking) and non-credit classes and workshops.

Discover More  
Today!

In October, 2022, the US Department of Labor awarded JCC and 11 other SUNY community colleges a Strengthening Community Colleges Training grant to increase the number of marginalized and underrepresented students entering and completing health science programs. This award, \$300,000 over four years, dovetails with JCC's recent Education-to-Employment initiative, which surveyed local employers and businesses to drive the alignment of education and training with real North Country employment opportunities. Also, in direct response to employer feedback, the College developed a microcredential policy and introduced 10 new microcredentials in the areas of business leadership and communication, hospitality and tourism, healthcare management, administrative support and technology.

Current non-credit career training opportunities include pre-certification programs in allied health, transportation, construction, and childcare. Recently, the College collaborated with the Community Action Planning Council and JCC's Small Business Development Center to offer non-credit and credit-bearing educational and entrepreneurial training for individuals to start new home-based childcare businesses and help mitigate the childcare desert crisis in the North Country region. The first cohort resulted in eight new businesses and 56 new childcare slots in the local community. A second home-based childcare training program is underway. This training model has been replicated at other SUNY schools and in other states.

Home Childcare  
Bootcamp

NCPR Article on Increased  
Child Care Options

# Campus Facilities



The College's attractive and well-maintained 90-acre campus provides excellent facilities for its programs of study.

Discover Our Facilities  
on Our Map

The **Robert F. Lansing Building** is the administrative center of the College and houses the offices of the President, Vice President for Academic Affairs, Vice President for Administration & Finance, as well as Financial Operations, Human Resources, Purchasing, and the JCC Foundation and Alumni Association.

The **Samuel L. Guthrie Building** contains classroom and laboratory space for physics, chemistry, biology, engineering, energy, geology and mathematics, along with an amphitheater. All classrooms and labs are electronically-smart. This building also houses most of the School of STEM and Health Professions faculty offices, and Facilities departments.

The **John F. Foster Dulles Building** contains accounting labs, general-purpose classrooms including nine smart classrooms and School of Business, Hospitality & Tourism faculty offices.

The **James E. McVean Student Center** houses a large multipurpose gymnasium and the athletic department. The building provides space for Vice President for Student Affairs, Student Activities and Inclusion, New Student Services, an instructional music room, the Walker Instructional Dining Room and Kitchen, the Courtyard cafeteria, fitness center, dance studio, a student lounge, and the 478-seat Sturtz Theater.

The **David G. Gregor Building** completely renovated in 2016, is home to Jefferson's renowned nursing program with dedicated classrooms, simulation labs, and faculty offices. Offices of School of Arts and Humanities and School of Education, Behavioral Sciences, and Public Services faculty, institutional technology department staff, Center for Professional Excellence, and Computer Center are also found in the Gregor Building.

The **Jules R. Samaan Instructional Resource Center** houses fourteen general classrooms, five computer classrooms, a brand new e-Sports Gaming Arena and a 130-seat amphitheater. The Jules Center is also the location for enrollment services, the marketing and communications department, the School of Arts and Humanities faculty offices, art lab, early childhood instructional room, the Boardroom, Faculty Student Association, and College Bookstore.

# Campus Facilities



The **John T. Henderson Child Care Center** accommodates up to 40 children, from 21 months to 5 years old, in three classrooms.

The **Extended Learning Center** contains seven classrooms including a distance learning classroom, a seminar room, and a student lounge. The Extended Learning Center houses the Workforce Development Division, the Strategic Planning and Institutional Research Offices, Higher Education Center partner institutions, and the New York State Small Business Development Center.

**East Hall** houses 294 students and includes two classrooms, a large group meeting room, security desk, technology nook, two large study/social lounges on the main floor and study lounges on each floor in both wings. Opened in 2014, East Hall provides a safe and comfortable living and learning community. The office of Residence Life and Housing is located here.

**John W. Deans Collaborative Learning Center (CLC)**, which opened in March 2016, was designed to support student success by enabling increased collaboration among students, faculty and community. The CLC houses the College Library, access and opportunity programs (EOP, C-STEP, TRIO), accommodative services, career and veteran's services, and office of campus safety and security.

**Health & Wellness Center.** With a goal to reduce non-academic barriers to degree completion, the College opened the Health & Wellness Center on campus designed to provide privacy and convenient access to healthcare services for students. The Center was made possible with capital support from the Jefferson Community College Foundation and leveraged SUNY Community Schools Grant funding. The building is currently home to the North Country Family Health Center (NCFHC) with whom Jefferson collaborated in March 2020 to provide physical and behavioral health services to students, faculty and staff. The NCFHC at JCC is also open to community members.

**Exterior Athletic Facilities** will be transformed in 2023 when several athletic fields will be replaced with an all-weather artificial turf field, supporting intercollegiate and intramural soccer, lacrosse, softball, and baseball. The campus also features walking, running, and cross-country skiing trails.

# Diversity, Equity, Inclusion & Social Justice at JCC

JCC made the following Statement on Social Justice, passed in October, 2020.

**WHEREAS**, as the governing body of an institution dedicated to diversity, equity, inclusion, and anti-racism, the Jefferson Community College Board of Trustees reaffirms the College's Institutional Values of Learning, Inclusion, Community, Integrity and Empowerment to ensure all voices are heard and valued, reflect an appreciation of diversity, a common goal of equity and inclusion, and an anti-racist community for all students and employees.

**WHEREAS**, in light of recent events that serve as a painful reminder of the role that systemic racism and social injustice play in our country, we denounce all acts of racism, hate, violence and injustice. The College is strongly committed to standing up for the oppressed and the marginalized due to their race, ethnicity, gender, and sexual identity and to constantly improve our practices, policies and programs so that they are deeply rooted in the guiding principles of social justice and reform.

**WHEREAS**, the Jefferson Community College Board of Trustees supports the College President's recently announced actions:

- **The creation of town hall sessions and educational series on social justice, antiracism, and equity for all students, faculty and staff at our College;**
- **Data evaluation to address disproportionate outcomes and identify issues of inequity and disparate treatment;**
- **The enhancement of cultural competency training for all who lead our institution and deliver our courses, programs, and services**

**NOW, THEREFORE, BE IT RESOLVED**, that the Jefferson Community College Board of Trustees does hereby adopt this statement as our commitment to the College and the community and solicits others to join us on our path toward eradication of systemic racism and social injustice.

Learn More About Our  
Statement on Social Justice

# Strategic Plan



With faculty, staff and students leading the way, Jefferson Community College embarked upon a year-long strategic planning journey in September of 2018. More than 500 alumni, community members, supporters, educational partners and workforce development leaders actively engaged in the planning process to map Jefferson's future.

In support of the mission and reflecting campus and community input, the following strategies were identified as the foundation of Strategic Plan 2020-2025. The strategies aim to fulfil the College mission, align with the College's vision and promise to deliver a transformational student experience. Each strategy has several measurable objectives with timeframes and numerous action items designed to achieve the various objectives.



## Pathways

Create educational and career pathways that meet the needs of students and the community.



## Partnerships

Strengthen partnerships with K-12 schools, universities, and employers to enhance program excellence, drive economic development, and ensure regional prosperity.



## Student Experience

Design and implement an inclusive student experience that advances equitable outcomes, purposefully integrates diversity, and prepares students to be successful global citizens.



## Sustainability

Secure financial sustainability through organizational efficiencies, best practices, and innovative initiatives.

Having concluded the third year of implementation, the College has made significant progress on its goals, including:

- Development, pilot and introduction of the first-year experience course, which has proven to increase semester-to-semester persistence. The course, entitled College Foundations, is now a graduation requirement for any student enrolling at Jefferson with fewer than 24 college credits.
- Launch of a new eSports program complete with a state-of-the-art gaming arena on campus in August 2022. eSports provides both intercollegiate and intramural play and supports enrollment through engagement, retention and new student recruitment.
- Addition of a new multi-sport turf field will provide the College a sparkling new venue for its athletics teams as well as local sporting events. Currently under construction, the turf field will be completed in late spring/early summer 2023.
- Collaboration with Jefferson-Lewis Board of Cooperative Educational Services (BOCES) to implement a pipeline that provides the opportunity to complete JCC's new Business Studies A.O.S. degree within one year through the coordinated use of concurrent enrollment credits, prior learning assessments (PLA), and intersession coursework.

[View Our Annual Report](#)

[View Our Economic Impact Report](#)

[View Our Strategic Plan](#)

# Downtown Revitalization Initiative



With its announcement in 2021, the Downtown Revitalization Initiative (DRI) is an exciting opportunity for the College to collaborate with Neighbors of Watertown and Empire State Development to restore a historic downtown Watertown building and transform it to an educational hub for aspiring entrepreneurs and small businesses. The College will provide

programming and training of interest to small business owners, and the facility will include JCC's Small Business Development Center for specialized start-up assistance and will feature shared workspaces available for community members. The co-working space will be the first of its kind for Jefferson County.

# Jefferson Foundation



The Jefferson Community College Foundation, Inc. is a non-profit, charitable, educational organization whose purpose is to raise, manage and distribute funds to assist students and to enrich and enhance the educational opportunities provided by Jefferson Community College.

For more than thirty-five years, the Foundation has been doing exactly that. Among its 200+ need and academic-based scholarships, the Foundation offers the prestigious Jefferson-Can Community Scholars program, which awards the first year of tuition to area students in the top 15% of their class.

Working hand-in-hand with our dedicated community, the Foundation continues to advance the College's mission by enhancing and strengthening the teaching and learning environment, and encouraging public support of the College. The Foundation actively seeks donations from individuals and businesses through a variety of methods and fundraising activities and events in support of our mission. Recent collaborations include funding support for the College's new all-weather artificial turf field and new scholarships to aid student recruitment efforts.

Learn More About  
Our Foundation





# The Position



The President serves as the Chief Executive Officer of the institution and is responsible for administrative leadership for the College. Equally important is for the President to be a visible and community-focused leader who understands the important role the College plays in the lives of students, staff and faculty and in the surrounding community. The President must have an understanding of, and a commitment to, the mission of a comprehensive community college; knowledge of the issues and challenges facing community colleges; and, an understanding of challenges unique to a rural community college.

The College seeks a highly collaborative leader who has held increasingly responsible, broad administrative management roles, preferably in a community college or other higher education institution of similar scope and complexity. In addition, the incumbent will also demonstrate the proven ability to work effectively with various constituencies across campus and in the community. The new President must ensure that diversity, inclusion, and equity are woven into the fabric of the College. Success will require outstanding organizational, interpersonal, oral and written communication skills, and strong consultative instincts combined with the ability to act decisively when necessary.



# Challenges & Opportunities



- Like the other community colleges in the SUNY system and around the country, JCC has experienced a decline in enrollment over the past decade. This decline was further exacerbated by the COVID-19 pandemic. A major priority for the next President will be to build upon improved modalities of delivery and enhanced services to students, while simultaneously maintaining and ensuring the financial health and stability of the College.
- The President will lead key internal and external partners in the implementation and assessment of the strategic enrollment management plan designed to grow enrollment, improve retention and graduation rates, and meet current and future regional workforce needs.
- Building upon the College's strong support within the community achieved through extensive outreach and innovative responses to student and community needs, the President must be a highly visible and engaging presence in the different segments that comprise the community to acquire a thorough understanding of how JCC can best serve them.
- The President will assess the current administrative structure of JCC and determine effectiveness given current enrollments, facilities usage, and faculty/staff strengths.
- Most of the employees at JCC belong to one of two collective bargaining units and the College operates within a shared governance system. The President will welcome the opportunity to work collaboratively within a unionized campus and a shared governance system, and consider the voices of faculty and staff when making decisions.
- The President will work in concert with a highly committed Board of Trustees and passionate community partners dedicated to the success of the College and the impact it has on the North Country region. It will be critical to inspire others and lead by example, to continue building an inclusive campus culture rooted in success for all students, faculty, and staff.
- The President must make effective use of the current Strategic Plan, while introducing additional best practices that address current and emerging trends impacting higher education, and working with a seasoned faculty and staff to embrace innovations that keep JCC competitive in the higher education landscape.
- A key opportunity will be to leverage the new entrepreneurial education center, a part of downtown Watertown's revitalization, and the Education Center in Lewis County to help JCC further its important regional mission.
- The President will actively engage with and continue to strengthen the College's long-standing relationship with Fort Drum to best serve the unique needs of military students, their families, veterans, and civilian workforce.
- The President will assume a leadership role in preparation for a Spring 2024 Middle States accreditation team visit.
- As a principal fund raiser and friend raiser, the President will continue to strengthen the relationships between the Jefferson Community College Foundation, the Board of Trustees and business and community leaders.
- The President will be expected to successfully navigate a complex external environment and advocate effectively for the College at the County, State and Federal levels.

# Challenges & Opportunities

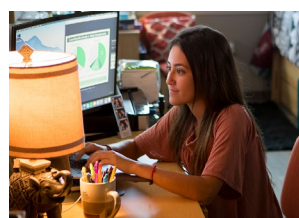


## Required Qualifications:

- Master's degree from a regionally accredited institution; an earned doctorate strongly preferred.
- Evidence of significant visionary leadership.
- Demonstrated effectiveness in progressive senior-level leadership positions, preferably in a community college or other higher education institution.
- Demonstrated commitment to student success.
- Authentic, open, "down-to-earth" management style.
- Understanding of higher education culture.
- College teaching experience.
- Strong desire to become invested in and develop partnerships with the several "communities of the college" (North Country region, military, agriculture, health care, education, business/industry, government entities, etc.).
- Capacity to understand, value, and embrace the rural nature of the North Country.
- Demonstrated skills in financial management including financial planning, budget development and management with an eye to appropriate cost containment.
- A history of effective leadership in an institution with a shared governance structure.
- Understanding of and capacity to develop appropriate and effective organizational structures.
- Proven track record of data-based decision making.
- Success introducing, implementing, and managing change in a collaborative and transparent manner.
- Demonstrated commitment to diversity, equity, and inclusion among faculty, staff, and students.
- Excellent interpersonal and communication skills.




## Preferred Qualifications:

- Experience with State educational systems, particularly SUNY.
- Ability to leverage current technologies to improve instruction and services to students.
- Familiarity with current educational programs and delivery systems including micro-credentials, pre-certification programs, and stackable credentials.
- Experience in union relations and collective bargaining.
- Experience in media relations.
- Experience in legislative relations.
- Experience with the military, particularly with meeting the educational needs of military personnel and their families.
- Experience working with or reporting to a Board.
- Experience with a rurally located institution.







# Key Indicators

	Investment in Plant, less depreciation	\$32,223,527 Million (2021/2022)
	Plant Replacement Insured Value	\$64,465,732 Million (2022/2023)
	Cost of Operating Plant	\$3,184,955 Million (2021/2022)
	Endowment/Foundation:	\$ 7,489,668 Million
	Operating Budget:2021/2022	\$24,473,972
	Revenue Mix:	Tuition/Fees 32.4%
		Local 28.9%
		State 26.7%
		Other 12%
	Federal Grants:	\$2.537 Million (27 Grants) 8.89%
	Operating Budget per FTE:	\$16,019
	Tuition & Fees:	
	Full-Time Tuition (per semester)	\$2,580
	Tuition Per Credit Hour	\$215
	FTE Student Enrollment for fall 2021:	1,790
	Total Headcount:	2,462
	% In Developmental Programs:	11%
	Non-Credit Enrollment:	96
	Student Diversity Statistics:	Asian: 3%
		Black: 8%
		Hispanic: 8%
		Native American: 1%
		Pacific Islander: 0%
		Two or more: 1%
		White: 72%
	First Year Retention Rate (first time, full time) Fall 2020 to Fall 2021	52%
	# of Degrees Awarded 2020-2021 academic year:	353
	# of Students Transferring to 4-year Institutions (Fall 2020-Fall 2021):	Of the fall 2020 students, 531 transferred to a 4-year school. Of the 531, 364 transferred without earning a degree;167 transferred with a degree from JCC



# Key Indicators

	<b># of Full-time Faculty:</b>	52
	<b># of Tenure Track Faculty; #Tenured</b>	9 on tenure track/43 tenured
	<b>Number of Part-time Faculty (Fall 2021)</b>	106
	<b>Faculty Diversity (Full-time):</b>	Asian: .69% Black: 3.13% Hispanic: 3.47% Native American: 1.04% Pacific Islander: 0.00% Two or more: .69% White: 87.15% Other: 3.83%
	<b>Average Faculty Salaries:</b>	\$69,541
	<b>Starting Salary:</b>	\$47,589
	<b>Student/Faculty Ratio:</b>	18:1
	<b>Library Volumes:</b>	633,543
	<b>Percent of Electronic Volumes:</b>	93.3%
	<b>Unions:</b>	Educational Support Professionals Association (ESP); Faculty Association of JCC (FAJCC)
	<b>What is Outsourced: Bookstore, Technology, Security, etc.:</b>	Bookstore, Food Service, Security, & IT Helpdesk
	<b>Board of Trustees: #; Elected/Appointed:</b>	10; 1 elected student trustee, 5 appointed by County Legislature, 4 appointed by Governor
	<b># of Sports Programs:</b>	13
	<b>Men:</b>	6
	<b>Women:</b>	7



# Application Procedures

Jefferson Community College fully respects the need for confidentiality and assures interested parties that their background and interests will not be discussed without their consent.

The deadline for applications is **January 13, 2023**. To ensure full consideration, candidates will need to include the following in their submitted materials:

1. A cover letter that addresses the position's challenges and opportunities, and professional qualifications and personal characteristics;
2. A current resume or CV; and,
3. The name and contact information for a professional reference.

Submit your application materials securely through our website by clicking [here](#) or at the email address listed: [JCCPresident@rhperry.com](mailto:JCCPresident@rhperry.com)

## For further information, please contact:

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## RH Perry Candidate Policy

RH Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without the consent of the applicant prior to her or his becoming a candidate.

Jefferson Community College provides equal opportunity in employment for all qualified persons; prohibits discrimination in employment; and promotes the full realization of equal employment opportunity through a positive, continuing program for the College as a whole.