CHANCELLOR SEARCH
The mission of the LCTCS is to improve the quality of life of the State’s citizens through educational programs offered through our colleges. By providing excellent educational and skills training programs, we increase opportunities for Louisiana’s citizens to succeed in the workforce. We are committed to teaching what is needed when it is needed, and where it is needed within available resources.

The LCTCS provides strategic management and support for Louisiana’s 12 community and technical colleges. Our colleges award associate degrees, technical diplomas, and industry-based credentials in programs that are aligned with business and industry and local economies. We are committed to providing each student access to quality educational programs and lifelong learning. This commitment includes eliminating geographic, financial, and scholastic barriers to postsecondary educational programs. The LCTCS is the most geographically diverse system of higher education in the state, with campuses in both rural and urban areas. Our colleges are as diverse as the communities they serve. Students receive a world-class education in a nurturing and rigorous academic environment that prepares them for future rewarding careers.
**LCTCS Commitment to Diversity, Equity and Inclusion (DEI)**

The LCTCS has established an unwavering commitment to diversity, equity, and inclusion in all forms, internally and externally, and as a personal and professional value. The System seeks candidates across all sectors with strong character, a passion for excellence and a relentless commitment to diversity, equity, and inclusion, which will lead to student achievement. In 2020, the System established a statewide DEI Task Force with representation from faculty, staff, and students. The task force is charged with developing meaningful, actionable, and measurable recommendations focused on diversity and inclusion for all. These recommendations, along with other priority projects, are being implemented statewide and must be embraced by the new Chancellor.

**About River Parishes Community College (RPCC)**

Established in 1998 by the Louisiana Legislature, RPCC is a comprehensive community college accredited by the Southern Association of Colleges and Schools Commission on Colleges to award associate degrees. Since its inception, the college has benefited from strong and consistent leadership having had two previous chancellors. With four state-of-the-art campuses, all built after 2016 and most recently in 2020, the college boasts a student body of nearly 4,000 and serves another 3,700 non-credit students annually. Spread across four parishes (counties) RPCC operates the Gonzales Campus (main campus), United Way of St. Charles Campus, Westside Campus, and the Reserve Campus. Each campus represents the highest quality and access to academic, adult education, and workforce training programs throughout the River Parishes. With its Early College Academy, the college also offers Dual Enrollment opportunities for high school juniors and seniors to earn college credits and associate degrees.

**Academic and Workforce Development Programs**

River Parishes Community College takes pride in its academic programs and offers comprehensive student experiences by prioritizing the needs of its students and community. RPCC offers six Louisiana Transfer concentrations and 13 technical programs. In keeping with the latest trends in technology and the needs of the emerging economy, the college was recently approved to offer a System Administration degree program beginning Fall 2021. RPCC continually works to add high-value programs that lead students to good-paying jobs.

River Parishes Community College’s workforce development initiatives are a leading force in economic development by providing student-centered workforce education and training in collaboration with local employers to strengthen the region’s economy and workforce competitiveness. RPCC aims to supply Louisiana’s business and industry with a well-educated, highly skilled workforce capable of improving the State’s competitive advantage in Southeast Louisiana, within the United States, and throughout the global economy. RPCC provides year-round career readiness resources and opportunities that empower students to overcome challenges, improve skills, and gain a competitive edge in the workforce.

**Community**

Conveniently located between Baton Rouge and New Orleans, RPCC’s main campus is nestled in Ascension Parish serving the river region area by providing opportunities for educational and economic stability. The River Parishes region is the ‘Gateway’ to a glorious and sublime portrait of time and people spanning more than five centuries. The area is an immense collection of diverse histories, cultures, cuisine, lifestyles, and where art, agriculture and industry meld to echo yesterday and today. The region’s bustling manufacturing economy drives much of Louisiana’s economy. RPCC has multiple industry partners that contribute their time, talents and treasures to educate and skill the people of the region.
RPCC C.A.R.E.S.

RPCC is a community asset that serves students and the community by creating opportunities for accessible and relevant lifelong learning. While meeting the ever-changing training and capability needs of business and industry, RPCC prepares students to fully engage in and contribute to their personal development, and educational and economic successes.

RPCC’s Core Values define the principles and standards that are most important to RPCC employees.

Collaboration
The value of collaboration occurs when we bring together our students, faculty and staff, community leaders and business and industry partners, and leverage relationships to build and improve our educational offerings to ensure that our for-credit and workforce offerings meet the needs of our diverse communities, students and industries.

Accountability
The value of accountability occurs when we hold ourselves accountable to our students, our business and industry partners, our community leaders, and most importantly to ourselves to continually improve and innovate at every level to ensure that the courses offered are current and pertinent to the student’s and/or client’s goals.

Respect And Inclusion
The value of respect and inclusion occurs when we believe that each individual adds value to our college, and we are better positioned to serve our students and communities because of our team’s diverse experiences, educational backgrounds, skills, ideas, races, ethnicities, and perspectives. We will be respectful of all and actively promote our culture that is inclusive to the full spectrum of humanity.

Excellence
Excellence occurs when we focus on adding value to achieve intentional results through seeking continual improvement in processes, development of our faculty, staff and leaders in a manner that is transparent and rewards integrity and innovation.

Sustainability
The value of sustainability occurs when we are committed stewards of human, fiscal, intellectual, and physical resources entrusted to us as we pursue innovations that foster sustainability of our resources allowing for growth and diversification of the college and its subsidiaries.
STUDENT LIFE

Student life at River Parishes Community College is thriving. RPCC has eight active student organizations including a Student Government Association. Students are encouraged to participate in student organizations, as RPCC believes that learning outside of the classroom is just as important as in-classroom experiences to create and develop holistic emerging leaders for an ever-changing and diverse society.

ACCREDITATION

RPCC is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award associate degrees. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call (404) 679-4500 for questions about the accreditation of River Parishes Community College.

RPCC FOUNDATION

The River Parishes Community College Foundation, Inc. is a 501(c)3 charitable organization established to provide assistance to RPCC by promoting the educational and cultural welfare of the college and its facilities; articulate the aims, objectives and needs of the college to the public; and solicit and accept gifts, grants, and funds of all kinds, including property, for purposes of providing scholarships, teaching and training equipment, and other designated benefits for RPCC and its faculty and students. Primarily, the Foundation provides scholarships for students in all fields of study at all campuses.

REPORTING RELATIONSHPS

The Chancellor of the college reports to the Louisiana Community and Technical College System President, who reports to the Louisiana Community and Technical College System Board of Supervisors. The Board is a 17-member body with 15 members appointed by the Governor of the state of Louisiana with the consent of the Senate. The additional two members are student members elected by and from membership of a council composed of student body presidents.
River Parishes Community College (RPCC) is excited to begin the search for its next Chancellor and has identified priorities and key characteristics for the next leader.

**Vision:** The Chancellor will be a skilled strategist able to envision, propose and implement a comprehensive strategic plan. This leader will also have a proven record of building relationships and engaging the community, and other external partners, in improving student access and success.

**Transformational:** The Chancellor will develop and maintain strong leadership teams; seek continuous and comprehensive improvement; and foster positive change through transparency, integrity, and collaboration.

**Partnerships:** This leader will build dynamic and successful partnerships with highly diverse stakeholders and advance fund-raising efforts.

**Operations:** Internally, the Chancellor will ensure operational efficiency, fiscal strength, and college affordability, while ensuring the sustainability of programs to meet the needs of the students and community.

**Mission-Oriented:** An understanding of the mission and goals of a comprehensive community college, along with a clear commitment to instruction, student access and success, revenue generation, community partnerships, diversity, and strategic leadership are essential characteristics for the next leader.

**Awareness:** The Chancellor will prioritize noticing, interpreting, and anticipating others’ concerns and feelings, and a thoughtful way of communicating empathetically to all stakeholders. This leader must see the best in people and motivate all employees to excel in unique and impactful ways.

**Success Factors:** The LCTCS and college community have identified the following organizational priorities for the College in the next 3 to 5 years:
- Continue to cultivate a culture of unity for all employees
- Improve access and enrollment to college courses, programs, and services
- Increase student success rates, including retention, completion, and transfer
- Strengthen the financial position of the College
- Expand Workforce Development and accelerated Career Readiness Programs
- Establish innovative approaches and new technologies
- Increase business and community partnerships
Qualifications for Chancellor: Qualified candidates must have:

- Earned a master’s degree or equivalent, doctoral degree preferred
- Demonstrated successful senior executive experience at the highest levels
- Previous significant experience and responsibility for programs, budgets, personnel, facilities, and other related administrative duties
- Proven leadership ability along with excellent communication skills
- A demonstrated collaborative administrative style as well as a servant leadership perspective
- A broad vision for the College together with the skills and energy for implementation
- Demonstrated ability to work with business, industry, government, and the community at large.

Salary
Salary, benefits, lengths of contract, and other terms and conditions of employment are negotiable and competitive.

Application Process
Nominations and applications will be accepted until the position is filled; however, to be considered for the initial screening, candidates should apply no later than September 10, 2021.

For detailed information, the chancellor profile and information on how to apply, please visit www.rpcc.edu.

To apply, go to: https://acctsearches.org.

For additional information, nominations or inquiries, contact:
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