

# PHSC

PASCO-HERNANDO STATE COLLEGE



Visit [phsc.edu/about/leadership](https://phsc.edu/about/leadership) to learn more.

*Milton O. Jones Hall, West Campus, New Port Richey*

*Inviting Applications and Nominations for*

# President



**Pasco-Hernando State College**, an open access, multi-campus public college in west Florida, seeks a higher education administrator with substantial and successful leadership experience and a commitment for student success to serve as **President**. The President is responsible for all campus operations and services to ensure achievement of the strategic plan, mission, vision, and goals. The appointment for this executive position will be effective January 2024.

## Mission

Pasco-Hernando State College, a comprehensive, learning-centered institution, serves its community by providing affordable, accessible, and diverse educational experiences that empower students to achieve academic success, personal enrichment, and socio-economic advancement.

## Vision

PHSC will be the premier college of choice for our community, driving transformational change for intellectual, social, and economic mobility through educational opportunities.

*Robert W. Judson Building, East Campus, Dade City*

# ABOUT THE COLLEGE

In 1967, the Florida Legislature established Pasco-Hernando Community College, and in 1972, initial classes were offered. In December 2012, the College was approved for a level change by the Southern Association of Colleges and Schools Commission on Colleges ([sacscoc.org](http://sacscoc.org)) to offer baccalaureate degrees. In January 2014, the College's District Board of Trustees revised the College's mission to include offering bachelor's degrees and the institution was renamed Pasco-Hernando State College (PHSC).

Now celebrating its 50th Anniversary, the College has conferred more than 60,000 degrees and certificates. With an operating budget of \$68.2 million for 2022–2023, PHSC employs 550 administrators, faculty and staff, and more than 100 adjunct instructors. In 2021, Florida Gov. Ron DeSantis announced the award of \$6.1 million from the Florida Job Growth Grant Fund that provides for collaboration between PHSC, Hernando County Government, and

Hernando County School District for a new education center for workforce training programs in Hernando County. The grant is part of his goal to make Florida No. 1 in workforce education by the year 2030.

PHSC combines high-tech educational facilities and state-of-the-art programs with a focus on outstanding instruction by a faculty dedicated to student success. More than 9,200 students are enrolled in classes across the College's six locations in Pasco and Hernando counties. With 70+ career program options available, students may earn a Bachelor of Applied Science degree, Bachelor of Science degree, Associate in Arts degree, Associate in Science degree, College Credit Certificate, Career Certificate, and Applied Technology Diploma. Students have options to take courses on campus or in hybrid or digital formats. Currently, 16 degrees are available exclusively online.

Eligible high school students may enroll in accelerated academic Dual Enrollment and Early College Admission programs.

PHSC's faculty, staff, and administrators work collaboratively to provide students with the highest quality of academic, co-curricular, cultural, and collegiate experiences. A variety of PHSC programs and services support student success, including career and educational assessments that provide academic guidance and information relating to future employment opportunities.

The College hosts many academic clubs and organizations, along with quality programming events and activities, designed to develop life and leadership skills, and promote global citizenship, personal growth, and career exploration. Each campus has a Student Government Association (SGA) that represents the voice of the students on campus and at the district and state levels.

PHSC Athletics is an integral part of the overall mission of the institution. PHSC Bobcats compete in seven National Junior College Athletic Association (NJCAA) sports—men's baseball, basketball, and cross country, and women's cross country, soccer, softball, and volleyball.

Many College alumni serve in a variety of professions, including physicians, attorneys, teachers, nurses, law enforcement officers, firefighters, computer programmers.

PHSC's five full-service campuses and center provide students with opportunities to pursue a variety of degrees and programs:

### HERNANDO COUNTY

- North Campus, Brooksville
- Spring Hill Campus, Spring Hill

### PASCO COUNTY

- East Campus, Dade City
- Porter Campus at Wiregrass Ranch, Wesley Chapel
- West Campus/District Office, New Port Richey
- Instructional Performing Arts Center (IPAC), Wesley Chapel

## PHSC Core Values

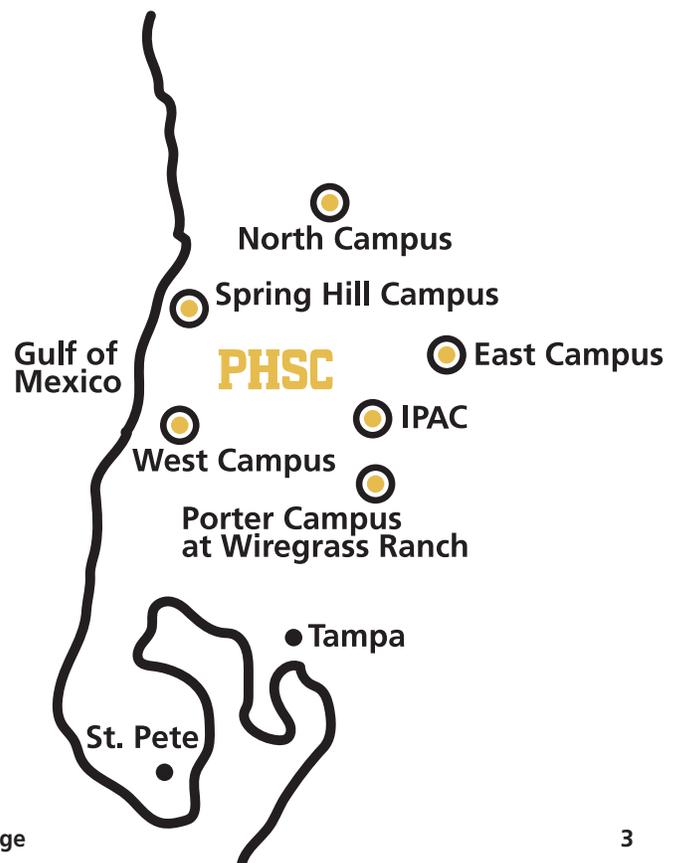
**EXCELLENCE:** Continuous improvement in teaching, learning, operations and service through innovation, responsiveness, and rigorous data analysis create the expectation for and delivery of exceptional educational, workplace, and community achievements.

**INTEGRITY:** Civility, stewardship, accountability, and a commitment to safety create an environment of transparency, trust, and respect at all levels within the College and with our community stakeholders.

**SUCCESS:** A commitment to student and employee engagement, development, and achievement creates a holistic focus on the competencies and skills that will empower students and employees to make positive decisions for educational attainment, career advancement, and personal growth.

**EQUITY:** Intentional actions taken to ensure the fair treatment of all and the commitment to make necessary interventions to advance underserved individuals and groups through inclusion and measurable support create a diverse and rewarding educational and workplace culture.

**COMMUNITY:** Engaging, serving, and partnering with our community creates a mutually beneficial relationship that expands and enhances the educational, entrepreneurial, and economic opportunities to improve our quality of life.



## PHSC District Board of Trustees

Pasco-Hernando State College is governed by a nine-member local District Board of Trustees (DBOT), which establish board rules and policies for the operation of the College in accordance with Florida Statutes and Rules of the State Board of Education. Trustees, appointed by the governor and confirmed by the Florida Senate, serve as volunteers in multi-year terms.

The DBOT is committed to having PHSC serve the entire district with a comprehensive educational program of high quality, emphasizing college parallel programs, career and technical opportunities, and continuing education courses, through multiple campuses, sites, and alternative delivery systems.

See information on the District Board of Trustees at [policies.phsc.edu/district-board-trustees](https://policies.phsc.edu/district-board-trustees).

## The Pasco-Hernando State College Foundation

The Pasco-Hernando State College Foundation, Inc., established in 1975, supports the advancement of the College's mission. The Foundation assists in matching generous donors with opportunities to impact students, staff, faculty, and the community and is governed by a volunteer board of community representatives from Pasco and Hernando counties. The Foundation currently awards over \$1.2 million in scholarships to students annually.

## PHSC Strategic Plan, 2021–2024

Pasco-Hernando State College developed the *We are Gold, Planning Tomorrow's Success Today* strategic plan through a comprehensive, disciplined, and thoughtful planning process built on the foundation of past success. This strategic plan is guiding the future direction of the institution that has been providing accessible and affordable quality higher education and training for area residents for more than 50 years.

Approved by the DBOT, the College's Strategic Plan outlines the College's goals through 2024. This comprehensive publication sets the agenda as the College builds upon and brings focus to what PHSC currently does well and will do well in the future. The strategic plan is available at <https://tinyurl.com/2p5zhm5p>.



*Porter Campus at Wiregrass Ranch, Wesley Chapel*



*A classroom building at the North Campus, Brooksville.*



# THE OPPORTUNITY

Timothy L. Beard, Ph.D., has served as president of Pasco-Hernando State College since 2015. During his tenure, the College has constructed new facilities, implemented important initiatives, and added new degree and certificate programs. President Beard has announced plans to retire January 31, 2024, and the College has initiated this search for its next president to continue to advance the College to the next level in serving the community.

The College anticipates exponential growth as it continues to expand programs and opportunities throughout Pasco and Hernando counties. This

presidency provides an excellent leadership opportunity for a well-experienced academic administrator to advance this dynamic multi-campus college. The new president will have an opportunity to expand academic and workforce programs to meet the region’s growing economic demands.

The President serves as the chief executive officer of the College and corporate secretary of the DBOT. Responsible for the operation and administration of the College, the president has a leadership team of College Vice Presidents and other key administrators.

## The President shall:

- Recommend the adoption of rules, as appropriate, to the DBOT to implement provisions of law governing the operation and administration of the district, including rules delegating powers to the President.
- Ensure that all rules and policies of the DBOT and applicable laws and rules of the State Board of Education are followed and met appropriately and as prescribed to conduct the operations of the College.
- Prepare budget requests and operating budgets.
- Establish and implement policies and procedures to recruit, appoint, transfer, promote, compensate, evaluate, reward, demote, discipline, and remove personnel.
- Govern admissions.
- Approve, execute, and administer contracts for and on behalf of the DBOT for licenses; the acquisition



PHSC’s Legacy of strong leadership: (l to r) current president Timothy L. Beard, Ph.D., and presidents emeriti Katherine M. Johnson, Ed.D.; the late Robert W. Judson Jr., Ed.D.; and founding president Milton O. Jones, Ph.D.

or provision of commodities, goods, equipment, and services; leases of real and personal property; and planning and construction to be rendered to or by the College for the implementation of approved programs.

- Serve as custodian of all College property and financial resources and to prioritize use of institutional space, property, equipment, and resources and to impose charges for the use of those items.
- Direct and support fundraising and grant solicitation activities to increase financial resources available to support the College's programs and services.
- Establish the internal academic calendar of the College.
- Administer and maintain the College's intercollegiate athletics program to promote high standards of academic and athletic achievement, equity, citizenship, behavior, and integrity for athletic staff, student athletes, and support groups.
- Recommend the establishment and termination of programs consistent with the mission and goals of the College and governing law.
- Award degrees and certificates.
- Recommend to the DBOT a schedule of tuition and fees to be charged by the College.
- Structure the College's administration and staff for optimal performance.
- Review PHSC operations to ensure that PHSC is operating effectively and meeting administrative goals.
- Secure agreements for student exchange programs with other institutions of higher learning.

- Approve the internal procedures of student organizations and provide purchasing, contracting, and budgetary review processes for these organizations.
- Ensure compliance with applicable federal and state laws, rules, regulations, and other requirements.
- Maintain all data and information pertaining to College operations and report on the status of institutional and statewide performance accountability goals.
- Certify to the Department of Education a project's compliance with the requirements for expenditure of Public Educational Capital Outlay funds prior to release of funds pursuant to the applicable provisions of law.
- Develop and implement jointly with school superintendents for Pasco and Hernando counties a comprehensive articulated acceleration program, including a comprehensive inter-institutional articulation agreement.
- Oversee student discipline.
- Submit an annual employment accountability plan.
- Annually provide appropriate law enforcement agencies and fire departments with updated floor plans and other relevant documents for facilities.
- Evaluate vice presidents and other administrators to ensure that goals are met and progress is made toward achieving long term objectives according to the employment accountability plan.
- Perform other such duties as the law, rules of the State Board of Education or policies of the DBOT may require.



Health program students interact with "Bones."



Faculty proudly participate in commencement ceremonies.

## Qualifications

The President will have the leadership skills, administrative experience, and management abilities to effectively oversee College personnel, facilities, and operations. The successful candidate will possess an earned doctorate and five years of experience as a senior administrator at a post-secondary institution, preferably at a community or state college. Three or more years of college-level teaching experience is preferred.

Candidates must demonstrate current knowledge and understanding of all aspects of the instructional program, educational and facility planning, and effective organizational management skills. Superior communication and presentation skills, a record of community involvement and exemplary personal conduct are required.

### **The successful candidate will demonstrate dynamic leadership in community/state college programs:**

- Plan for and implement change.
- Establish and maintain successful partnerships with education, business, industry, and community leaders.

- Manage fiscal resources.
- Lead an efficient and productive program of institutional effectiveness.

### **The next President will:**

- Facilitate the College's success in accomplishing its mission and achieving its vision.
- Provide innovative and collaborative leadership that will guide PHSC in becoming a more learning-centered college.
- Enhance PHSC's working and learning environment.
- Support and promote the use of emerging technologies in educational and general College operations.
- Interact positively with state legislators.
- Interrelate effectively with diverse populations and create a climate of inclusiveness.
- Work collaboratively with other college presidents and academic leaders within the Florida College System, including the Association of Florida College's Council of Presidents.
- Attract and raise funds for the College Foundation.
- Embrace the principles and practices of academic freedom.
- Solve problems creatively.



Spring Hill Campus



Instructional Performing Arts Center, Wesley Chapel

*PHSC subscribes to and endorses equal employment and educational opportunity. Its policies and practices will assure nondiscriminatory treatment of all persons without regard to race, color, age, national origin, religion, marital status, gender, gender identity, sexual orientation, disabling condition, ethnicity, pregnancy, or any other factor or condition protected by law. In addition, the College shall not solicit, collect, maintain, or utilize genetic information, as defined in Federal regulations for any purpose. PHSC makes every reasonable effort to accommodate persons with disabilities.*



Pasco-Hernando State College's two-county service district is home to approximately 800,000 residents. Hernando and Pasco counties offer exceptional K-12 academic opportunities in well-rated public and private schools. Articulation agreements between PHSC and public and private high schools provide opportunities for students to earn college credit and certifications without cost to families.

Residents also enjoy world class shopping, dining, libraries, parks, recreation centers, athletic complexes, miles of hiking and biking trails and the quaint historic towns of Brooksville and Dade City.

Outdoor enthusiasts enjoy pristine Gulf of Mexico beaches and stunning sunsets. Swimming, boating, fishing and kayaking and paddleboarding are popular outdoor activities along the shoreline and in local rivers and lakes.

The nearby cities of Tampa, St. Petersburg and Orlando provide many additional opportunities to enjoy entertainment and professional sports, including the Tampa Bay Buccaneers, Tampa Bay Rays, Tampa Bay Lightning, the United Soccer League's National Soccer League, and Orlando Magic.

## Application & Nomination Process

*Confidential inquiries are welcomed, and nominations are invited.*



### Applications

#### 1) Application packet must include:

- a) A letter of application that addresses the responsibilities and qualifications of the position
- b) Current curriculum vitae or résumé
- c) At least five references with full contact and e-mail information. (*References will not be contacted without applicant's consent.*)

2) **Submit application packet (preferably as PDFs) to PHSC-President23@myersmcræ.com by July 1, 2023**, for best consideration. Additional information will be requested upon receipt of application. Applications will be accepted until the position is filled.

### Nominations

**Submit nominations to PHSC-President23-nominate@myersmcræ.com** with complete contact and e-mail information for the individual being nominated.

### Consultant

**Kenny Daugherty**, President of **Myers McRae Executive Search and Consulting**, is assisting Pasco-Hernando State College with this search. **Request a conversation at KennyDaugherty@myersmcræ.com.**