

# BRISTOL

## COMMUNITY COLLEGE

Search for the President  
Bristol Community College  
Bristol County, Massachusetts

*Advancing a vibrant, diverse community through education, learner by learner.*

### THE SEARCH

Bristol Community College (Bristol or the College), one of the leading resources for education and workforce development in southeastern Massachusetts, seeks a strategic, creative, and determined leader to serve as its next President. Whether students are recent high school graduates, new to the English language, juggling family and other responsibilities, seeking specialized career advancement, or returning to college after years away from learning, Bristol offers them the support and guidance they need to thrive. The College's new President will enthusiastically embed themselves in the Bristol County community and be motivated by an authentic passion for high-quality, accessible, and affirming education.

Since its chartering in 1965, Bristol has expanded to include four campus locations in the cities of Attleboro, Fall River, New Bedford, and Taunton, as well as an extensive portfolio of online learning opportunities. In 2023, Bristol also created the National Offshore Wind Institute (NOWI) on New Bedford's working waterfront, which has established the College as a global hub for offshore wind health and safety and skill development training. Bristol's array of career and transfer programs lead to associate degrees in science, arts, and applied sciences, along with certificates of accomplishment or achievement. To maintain the relevance and value of its credit and non-credit programming, the College collaborates directly with industry, community organizations, K-12 public, private, and charter schools, social service agencies, and other colleges and universities.

Over the past several years, Bristol has benefited from proactive leadership, financial stability, and substantial enrollment growth, which is predicted to continue due to statewide policies significantly expanding access to free community college. MassReconnect, which provides free community college to students aged 25 and older, was passed in 2023, and in July 2024, Massachusetts passed MassEducate, which goes a step further by offering eligible residents of all ages without a bachelor's degree to attend community college free of tuition and fees.

Bristol is one of Massachusetts's largest community colleges by enrollment and one of the most affordable. In the spring of 2024, the College enrolled 5,696 students. In FY2023, its unduplicated enrollment was 8,143, and it awarded 909 degrees and certificates. Ninety-seven percent of 2024 graduates would recommend Bristol to others. The College is supported by the Bristol Community College

Foundation, a separate yet highly engaged 501(c)(3) entity that raises funds for Bristol's mission. The College has 105 full-time and 365 part-time faculty and, 259 full-time employees and 74 part-time employees who are non-instructional. In FY2024, the College's operating budget was approximately \$90 million.

Bristol's next President will advance the College's mission to provide an accessible, innovative, and inclusive education that prepares students to navigate and succeed in an ever-changing world. They will build on Bristol's recent impressive progress and co-create the next strategic plan focusing on student and community needs, expected enrollment growth, and evolving policy and economic trends. They will foster a college-going culture in Bristol County, invest in faculty and staff, and think creatively about the mix, delivery, and modality of the College's educational, workforce, and student support programming. The President will effectively advocate for Bristol, connecting the College with the community and collaborating with government, industry, community organizations, donors, and other educational institutions. Reporting to and working closely with the Board of Trustees, the President will ensure Bristol is fiscally, administratively, and technologically sound. They will advance diversity and equity initiatives and foster an inventive, results-oriented, and cohesive culture.

## **ABOUT BRISTOL COMMUNITY COLLEGE**

### **Community**

Located in the ancestral homeland of the Wampanoag, Bristol County is currently home to nearly 580,000 people residing in 20 cities and towns spanning 691 square miles of coastal urban, suburban, and rural communities. The region's distinct cultural identity is defined by its rich history as a center for the whaling and textile industries, its significant population of residents with Portuguese heritage, a thriving arts scene, beautiful beaches, and extensive farming and conservation lands. Bristol's locations in southeastern Massachusetts offer unique and diverse experiences, including excellent restaurants in the city center of Attleboro, museums and history in downtown New Bedford, an array of shopping and dining options in Taunton, and beautiful suburban surroundings at the Fall River Campus. Bristol County is near the bustling metro areas of Boston and Providence and the renowned shorelines of Cape Cod, Newport, Nantucket, Martha's Vineyard, and Block Island. For more information about Bristol County, please see [here](#) and [here](#).

Since 2000, Bristol has expanded access to higher education across the region by adding three college locations, in Attleboro, New Bedford, and Taunton, in addition to its Fall River Campus. All four locations are in what are considered "gateway cities," midsize urban centers once home to robust industry but now lacking the resources and capacity to rebuild and reposition for today's economy. Bristol County has been slow to draw new economic investments, and its population has a higher unemployment rate and lower successful educational attainment than the Massachusetts average. The 2020 U.S. Census reported that of adults aged 25 and older in the County, 32 percent have a high school diploma or equivalent, 15 percent have some college, nine percent have an associate's degree, and 20 percent have a bachelor's degree. As

such, Bristol plays an essential role in the educational and economic advancement of the County and tailors its programs to meet community needs.

### **Academic Programs**

Bristol offers 85 degree and 57 certificate programs across subject matters, including behavioral, global, and social sciences; business and entrepreneurship; communication and media; computer science; creative arts; culinary arts and hospitality; education and childcare; health and wellness; human services; law and justice; science, technology, engineering, and math; and world languages. Courses run during the day, on evenings and weekends, and in-person and online during fall and spring semesters and shorter winter and summer sessions. The programs with the highest enrollment are general studies, business administration transfer, and health and life sciences. The College offers six competitive health sciences programs, including nursing, dental hygiene, medical laboratory technology, occupational therapy assistant, medical assisting, and phlebotomy.

Bristol's faculty include an array of professionals who bring real-world experience to the classroom. Faculty and staff are supported by the Lash Center for Teaching and Learning, where pedagogy and best practices are studied and applied, and professional development is available.

### **Economic and Business Development**

Bristol provides individualized career counseling, custom training, and workforce development programs for a wide range of fields. For adult learners, Bristol offers transition-to-college bridge programs, High School Equivalency Test (HiSET) and General Education Development (GED) preparation, and classes focused on English language proficiency and literacy. Many of these programs are run in partnership with businesses, public agencies, and K-12 public, private, and charter schools to advance the academic and professional success of students and the economic development of the region. Bristol has one of the most extensive adult basic education programs in the Commonwealth and was recently ranked 95<sup>th</sup> in the Best Colleges for Adult Learners among two-year colleges in *Washington Monthly's* annual College Guide and Rankings. Bristol also operates the Experiential Education Center (EEC), which works with students and carefully selected community partners to connect academic theory with hands-on experience.

The [National Offshore Wind Institute \(NOWI\)](#), strategically situated along New Bedford's active waterfront, is Bristol's new state-of-the-art facility equipped with the latest technology and equipment designed to meet the growing workforce demands of the offshore wind sector and related industries. NOWI has a comprehensive training portfolio, virtual reality programs, and private space for trainings and other services. NOWI is supported by Maersk Training to offer Global Wind Organisation (GWO) certification for basic safety training, advanced rescue training, and enhanced first aid. NOWI continues to build key strategic partnerships with developers and the supply chain to ensure that its programs evolve alongside this emerging industry.

## **Fall River Campus**

Bristol's Fall River Campus includes 11 buildings with smart classrooms, a full-service library, offices, student space, a cafeteria, a bookstore, computer labs, and other learning spaces. Sustainability is core to the campus, which boasts a solar canopy generating 70 percent of the campus's electricity at a below-market rate. The Fall River Campus is home to the renowned John J. Sbrega Health and Science Building, one of the East Coast's largest LEED Platinum Zero Net Energy science buildings, which has received numerous awards and recognitions over the years for its dedication to sustainability. The two-story, 50,600-square-foot leading-edge facility brings together the campus's health science programs.

The Fall River Campus is home to several notable centers: the LusoCentro, internationally recognized for elevating Portuguese-speaking language and culture; the Bristol Holocaust and Genocide Center; and the Margaret L. Jackson Arts Center, which includes the acclaimed Grimshaw-Gudewicz Art Gallery. Also located in Fall River are Bristol's mental health counseling services, Multicultural Student Center, Women's Center, and the Joseph A. Marshall Veterans Center (Bristol was awarded the gold designation as a military-friendly school in 2024). These services are available at all college locations.

## **Attleboro Campus**

Celebrating its 20<sup>th</sup> anniversary this year, the Attleboro Campus houses innovative labs supporting programs such as biology, microbiology, anatomy and physiology, chemistry, and physical science. It also features recently renovated facilities, including an inviting student lounge and Library Learning Commons. The campus offers comprehensive services through its enrollment center, admissions, advising, financial aid, adult education, and academic support. Like all the College's locations, students can study entirely on campus or through a combination of on-campus and online courses. The Attleboro Campus also features a 165-person auditorium for community events and hosts the internationally acclaimed annual Manhattan Short Film Festival. Bridgewater State University shares space on campus, providing diverse educational opportunities and resources to students in the Attleboro area.

## **New Bedford Campus**

Located in this historic whaling city and current commercial fishing port, the New Bedford Campus spans two city blocks in the heart of downtown and is surrounded by small businesses, art galleries, performing spaces, and restaurants. The campus is a hub for art and design, health sciences, and business programs and boasts renovated and expanded learning spaces for nursing, occupational therapy, phlebotomy, and other programs. The New Bedford Campus has a full-service enrollment center with admissions, advisement, and financial aid counselors, as well as academic support services, a library, bookstore lockers, cybercafé, a student lounge, and modern computer labs. The campus is strategically positioned to expand and better serve the needs of New Bedford's growing economy, propelled by a flourishing business sector.

## **Taunton Center**

Bristol's Taunton Center recently moved to its new location at the former Coyle and Cassidy High School. Celebrating its 10<sup>th</sup> year in the Taunton community, the Taunton Center offers a range of programs, including in high-demand fields like biology and chemistry, enhanced by modern laboratories. The center is home to Bristol's Bayhawk Athletics program and a 400-seat auditorium available for community events. Comprehensive support services consist of an enrollment center, admissions, advising, financial aid, tutoring, adult education, and career counseling. The Taunton Center's Adult Basic Education program provides English for Speakers of Other Languages (ESOL) courses through a free program sustained by funding from the Massachusetts Department of Elementary and Secondary Education (DESE). The center is easily accessible to downtown Taunton, which is experiencing significant economic development and expansion. New restaurants, businesses, and industries expanding downtown and in industrial parks offer many opportunities for program and service expansion at Bristol.

## **Bristol Online**

Bristol Online offers a wide range of courses, certificates, and degrees in 100 percent online and hybrid settings. Bristol Online provides 24/7 online tutoring support and access to advising, tutoring, and other resources available to on-campus students. All of Bristol's physical locations offer both in-person and online options; more than 75 percent of students enrolled in at least one online course in the spring 2024 semester, and over half of the College's courses are completely online. Bristol recently converted its learning management system (LMS) platform from Blackboard to Canvas to enhance the online learning experience.

## **Students**

Students who attend Bristol for credit programs range from individuals still in high school and recent high school graduates to those who are mature in life experiences. In the spring of 2024, 48 percent of students were 18-24, 45 percent were over 25, and the average student age was 26.8. Approximately 66 percent of the student body is female, 33 percent is male, and 35 percent are Black, Indigenous, and People of Color (BIPOC). Twenty-nine percent of students attend full-time, and 71 percent attend part-time. Bristol's recent Graduating Student Survey demonstrated an increase in overall student satisfaction, from 90 percent in 2023 to 94 percent in 2024, and an increase in the percentage of graduates who would recommend Bristol to others, from 95 percent in 2023 to 97 percent in 2024.

Bristol offers resources at all sites to support student persistence and success. These include the Library Learning Commons, Writing Center, Office of Disability Services, digital literacy tools, and other resources. The College also operates the Basic Needs Center, which assists students with financial, food, housing, transportation, and health crises, as well as other unexpected personal needs. Bristol's Mobile Food Market is particularly notable in its care for students, staff, faculty, and the community at large.

Student Engagement and Belonging provides an array of co-curricular activities and learning opportunities that foster a vibrant and purposeful college experience. Bristol has over 60 student clubs centered on student interests, identities, and academic and career goals. Students are offered opportunities to participate in college governance through the student senate and on the Board of Trustees as the student representative. Students can also engage in leadership development through student club leadership roles, the Student Ambassador program, and the Bristol Leadership Academy.

Athletics and Recreation offers seven varsity programs: women's volleyball, men's and women's basketball, men's and women's soccer, and men's and women's cross country. The College has athletic facilities, including fields and a gymnasium at the Taunton Center used for practices and competition, and the Fitness and Recreation Center on the Fall River Campus, which grants free access to exercise equipment, physical fitness services, and group exercise classes for students, employees, and alums.

### **College Access**

Bristol's goal of developing the college-going culture in the region is supported by a variety of programs targeting middle- and high-school students. These programs are TRIO Upward Bound, TRIO Talent Search, and a suite of college access programs, including Early College and dual enrollment initiatives. Bristol's dual enrollment and Early College opportunities for area high school students seek to align academic pathways with students' college and career goals, promoting equitable access to higher education for underserved populations. Credits earned can be used to complete a degree at Bristol and are transferrable to many colleges in Massachusetts and beyond. In spring 2024, 20 high schools were represented in Bristol's dual-enrolled student body. Bristol also offers incoming students Credit for Prior Learning for experience gained through non-academic work. As a member of the Massachusetts Inclusive Concurrent Enrollment Initiative (MAICEI), Bristol partners with local school districts to enroll students aged 18 to 22 with intellectual disabilities and autism in college courses for credit.

Bristol is a proud member of the CONNECT Partnership, a consortium providing a seamless and cost-efficient process for students transferring to and from any of the region's six public higher education institutions. Bristol also has more than 150 transfer agreements with baccalaureate institutions and is included in the MassTransfer program, which guarantees that Bristol credits can transfer to the Commonwealth's public universities.

### **Enrollment Trends**

Bristol enjoyed enormous enrollment growth – 83 percent – between 2000 and 2015 as it established its four permanent, full-service sites. Consistent with nationwide trends, Bristol then experienced a decline in enrollment, reaching its nadir in the fall of 2020 (-8.7 percent compared to the previous term). This reduction in enrollment is likely a result of several external environmental factors, including the continued impacts of the COVID-19 pandemic, an improved and competitive job market in Bristol's service area, and declining birth rates. However, in the past year, the College has experienced a resurgence in enrollment due to the 2023 introduction of [MassReconnect](#). This ambitious statewide program covers the cost of

community college for Massachusetts residents aged 25 or older without a college degree. The Commonwealth also recently passed the Tuition Equity Law, which provides in-state tuition rates and equal access to state financial assistance to all students who attend a Massachusetts high school for three years and earn a diploma or the equivalent in Massachusetts regardless of their immigration status. The recent passage of [MassEducate](#) further broadens access to community college across the Commonwealth.

In fall 2023, overall admissions applications rose by 14.9 percent, representing a 10.9 percent increase in new students, and there was a 26.2 percent surge in returning students and an impressive 40 percent spike in high school applications from the 2023 graduating class. From spring 2023 to spring 2024, full-time student enrollment increased by 2.5 percent, and part-time enrollment increased by 9.5 percent. BIPOC enrollment grew by more than 16 percent, and adult learner enrollment grew by nearly 31 percent. Bristol had a 60 percent fall 2022 to fall 2023 retention rate for first-time, full-time students and a 41 percent retention rate for first-time, part-time students. The College enrolls many students from nearby Rhode Island and other parts of the Commonwealth.

### **Institutional Details**

Bristol Community College is accredited by the New England Commission of Higher Education (NECHE), and its [2024 NECHE Self-Study](#) was recently released. Bristol is governed by a Board of Trustees, which consists of eleven members: nine appointed by the governor of Massachusetts, one alum, and one student representative. The College is a member of the Massachusetts Association of Community Colleges, and Bristol's President is a member of the Massachusetts Community Colleges Council of Presidents.

Bristol's leadership team includes the President, Chief Academic Officer/Vice President of Academic Affairs, Chief Advancement Officer, Chief Human Resources Officer, Chief Information and Data Officer, Chief of Staff and Strategic Development Officer, and the Vice Presidents of Administration and Finance, Economic and Business Development, Marketing and Communications, and Student Services and Enrollment Management. Bristol has six academic and three campus deans, 105 full-time and 365 part-time faculty, 259 full-time employees, and 74 part-time employees who are non-instructional. The College's student-to-faculty ratio is 14:1. Faculty members and professional staff are represented by the Massachusetts Community College Council (MCCC), and clerical, technical, and maintenance workers and campus police are represented by the American Federation of State, County, and Municipal Employees (AFSCME).

As of June 2023, Bristol's total assets were \$154 million, and its FY2024 budget is approximately \$90 million. Bristol's annual tuition and fee cost to students is \$5,486, and in 2023, \$22.7 million in tuition and fees were recognized. Forty-seven percent of students received Pell Grants, and 30 percent received loans. In FY2023, Bristol raised \$1.16 million and obtained 42 grants totaling \$17.2 million.

## **BRISTOL COMMUNITY COLLEGE FOUNDATION**

The Bristol Community College Foundation is a 501(c)(3) non-profit formed in 1980 with the express purpose of raising funds to support the important work of the College. The Foundation is governed by a 21-member board of directors and is one of the most successful community college foundations in the state. The Foundation has contributed \$15.8 million to the College since 2012, and in FY2023, it awarded 251 scholarships totaling \$309,000. The Foundation also holds investment assets in excess of \$15 million. In 2024, the Foundation will embark on a capital campaign to support the recent construction of the NOWI complex.

## **MASSACHUSETTS BOARD AND DEPARTMENT OF HIGHER EDUCATION**

Bristol is part of the Massachusetts public higher education system, which serves 290,000 students annually and comprises 15 community colleges, nine state universities, and the five University of Massachusetts campuses. The Massachusetts Board of Higher Education (the Board or BHE) coordinates, defines the mission, and establishes statewide goals for the system.

The Board is the Commonwealth's higher education authority with coordinating, oversight, and regulatory authority over all public and private higher education institutions operating in Massachusetts and authorized to grant degrees. The Board is staffed by the Department of Higher Education (the Department or DHE), which is run by a Commissioner who serves as the executive and administrative head of the Department and Secretary to the Board. Together, the BHE and DHE are the leading voices and advocates for post-secondary education in the Commonwealth, serving critical roles as the state's regulator of state authorization and consumer protection.

The Board has the responsibility to analyze the present and future goals, needs, and requirements of public higher education and to establish goals to achieve a well-coordinated, quality system of public higher education. The BHE's system-level priorities and initiatives can be accessed on the Department's [website](#) and include, by way of example, public higher education Strategic Higher Education Finance. Under the direction of the Board and Department, the system is committed to the equitable provision of high-quality postsecondary learning opportunities for all of Massachusetts's residents.

The BHE is also responsible for approving the appointments of and setting the compensation for all community college and state university presidents. The Board's expectations for presidential compensation and evaluation are set forth in the [BHE Compensation and Evaluation Guidelines and Procedures for State University and Community College Presidents](#).

## **LEADERSHIP TRANSITION**

Laura L. Douglas, PhD, has served as Bristol's fourth President since 2017. During her tenure, Dr. Douglas has maintained the College's strong community reputation and connections, introduced new processes,



procedures, and structures, developed an exceptional senior leadership team, and launched new programs and services, including NOWI. She ably led Bristol through the upheaval of the COVID-19 pandemic and the transition to remote learning and ensured the College's swift recovery from a cybercriminal ransomware attack in 2022. Dr. Douglas has been active statewide and played an essential role in the passage of MassReconnect in 2023 and MassEducate in 2024. Bristol's next President will inherit a thriving institution that is well-positioned for ongoing stability and success in the higher education landscape.

## **KEY OPPORTUNITIES AND CHALLENGES FOR THE PRESIDENT**

### **Lead the creation of Bristol's next strategic plan.**

- Building on the College's [2020-2024 Strategic Plan](#), lead a transparent and inclusive planning process resulting in an innovative, comprehensive, and evidence-based strategy placing student and community success at the forefront.
- Ensure that Bristol's strategic direction will evolve to reflect current and emerging trends in higher education and statewide policy, including the MassReconnect and MassEducate programs.
- Take calculated risks in pursuit of initiatives that promote student success and address technology's role in transforming industry, the urgent need for skilled workers, demands for increased flexibility and access to education, and the crucial need to eliminate inequities.

### **Advance Bristol's dual academic and workforce development missions.**

- Create flexible program offerings that respond to student needs and intellectual curiosities and prepare them for well-paying careers.
- Cultivate key relationships with K-12 schools, community organizations, and other higher education institutions to promote educational access and attainment and build partnerships with area employers to enhance student competitiveness and the region's economic growth.
- Consider the increased ratio of online to face-to-face courses and enable students to enroll in modalities that best suit their learning needs and academic demands.

### **Attend to the student experience and achieve strong student outcomes.**

- Build a seamless student experience by providing support and flexibility for all students to persist through scheduling and time constraints and financial and other challenges.
- Increase student success rates (enrollment, retention, and persistence) for groups that the College serves in increasing numbers, including BIPOC, first-generation, adult, first-time, part-time, and dual-enrolled students.
- Advance student services and institutional infrastructure to support a growing student body.

**Attract, retain, and develop knowledgeable, skilled, and committed faculty and staff.**

- Ensure that faculty and staff at all levels receive the resources, empowerment, advocacy, and professional development they require to best serve the College's students and communities.
- Promote trust, transparency, and positive relationships with the faculty and professional staff unions and senates.
- Appropriately align staffing priorities and structures with strategic needs and continue refining hiring and retention practices to increase the racial and ethnic diversity of Bristol's workforce to reflect better the student population and communities served.

**Embed into Bristol's culture the values of equity, diversity, collaboration, and continuous improvement.**

- Increase the achievement of BIPOC students, eliminate equity gaps, and ensure that equity and diversity are fundamental to every aspect of the College. Communicate how and why equity and diversity add value to the College, students' education, and the quality of life in surrounding communities.
- Create a welcoming and respectful environment and a culture of clear communication, openness, cooperation, and problem-solving.
- Foster shared community across all four physical campuses and online, in the context of a decline in feelings of community since the outbreak of COVID-19 and the rise of online learning.

**Inspire external constituencies to support the College's mission and vision.**

- Build essential relationships with the Board of Higher Education, elected and appointed officials, local and statewide education and business leaders, and donors, and advance policy change to benefit Bristol and the public higher education system.
- Connect deeply and authentically with Bristol County communities by regularly attending events, proactively building relationships with community groups, and engaging with the region's culture.

**Maintain a sound financial operation considering Bristol's short- and long-term priorities.**

- Collaboratively develop Bristol's financial strategy and budget and align them with the College's mission and strategic plan. Make student success the guiding principle for fiscal decisions.
- Cultivate public and private funds through connecting with appointed and elected officials, business leaders, prospective and existing donors, especially major donors, and alums.

**Continue modernizing Bristol's technology infrastructure and refining its internal processes.**

- Implement operational efficiencies and introduce relevant, innovative technologies to improve teaching practices and student success and allow the College to better collect and measure data.

- Advance data literacy across the College to encourage data-informed decisions at all levels. Improve cross-functional collaboration and ease of decision-making.

**Develop positive and productive relationships with Bristol’s governing bodies.**

- Engage trustees as active contributors and thought partners, leveraging their diverse expertise in service of short- and long-term strategy. Ensure alignment between the Bristol Community College Foundation and the College.
- Ensure that Bristol’s strategies align with the system-level priorities and accountability initiatives of the Board of Higher Education.

**QUALIFICATIONS AND CHARACTERISTICS OF THE PRESIDENT**

The next President will be an innovative and purposeful leader with substantial experience in a senior leadership position within an institution of higher education, preferably a multi-campus community college. The successful candidate will bring many of the following qualifications, experiences, and attributes:

- Exceptional communication skills, including public speaking and interpersonal skills, to persuasively convey the value of Bristol’s mission to a diverse audience of students and families, policymakers, legislators, industry stakeholders, alums, donors, and others.
- The ability to prioritize blue-sky thinking while confronting everyday practicalities and grace in managing a broad spectrum of viewpoints and lived experiences.
- Eagerness to play an active role in college and community activities. Described by others as visible, approachable, and accessible.
- Track record of building authentic, mutually beneficial relationships with racially, ethnically, and socioeconomically diverse communities. Experience working alongside low-income, BIPOC, immigrant, and LGBTQ+ students.
- Record of success as a people-centered leader who motivates, engages, inspires, and believes good ideas can come from anywhere. Expertise in recruiting and retaining top talent.
- Experience fostering positive and productive relationships with unions. Demonstrated appreciation for the principles of shared governance.
- Proven ability to manage complex institutional budgets and a thorough understanding of public and private funding streams.
- Demonstrated success in building relationships with and generating funding from government sources, businesses and corporations, individuals, and others.
- Experience working collaboratively with an appointed or elected Board of Trustees.
- The conviction that accessible education is essential to a healthy society and the commitment to ending existing injustices within education systems. Deep personal and professional commitment to and a record of advancing diversity, equity, and inclusion.

- Politically adept and persuasive, with integrity and a predisposition toward transparent, evidence-based, and people-centered decision-making.
- An earned doctorate coupled with substantial experience relevant to the mission of a comprehensive community college. In exceptional circumstances, an earned master's degree coupled with considerable relevant experience may satisfy minimum requirements.

## EMPLOYMENT DETAILS

**Salary range and benefits:** As a Commonwealth of Massachusetts employer, Bristol offers a [comprehensive benefits package](#). Please inquire with the search team below for salary details.

**Commitment:** The President is routinely required to work early morning, evening, and weekend hours and must meet the position's physical demands and work environment. Reasonable accommodations may be made to enable those with disabilities to perform the essential functions of the role.

**Location:** The President must reside within daily commutable distance of Fall River, Massachusetts. If necessary, relocation support will be provided.

## APPLICATIONS, NOMINATIONS, AND INQUIRIES

Interested candidates should review the [Massachusetts Board of Higher Education Guidelines and Procedures for the Search, Selection, Appointment, and Removal of State University and Community College Presidents](#). The application process will be confidential through the first round of interviews, which are currently scheduled to take place in the fall of 2024. After the first round is concluded, the search committee will recommend to the Board of Trustees three to five finalists for consideration. Finalists will be invited to campus for a series of open meetings with various constituencies in the fall. The Board of Higher Education and the Commissioner of Higher Education will have the opportunity to interview finalists as part of the campus visit process. Following the campus visits, the Board of Trustees will vote in open session to recommend to the Board of Higher Education the appointment of a single candidate as President. The Board of Higher Education must approve the appointment, compensation, and all terms and conditions of employment for the President.

Bristol fully respects the need for confidentiality and assures interested parties that their background and interest will not be discussed without the consent of the applicant prior to them becoming a candidate.

All inquiries, nominations, and applications (including CVs and two- to three-page letters of interest describing relevant experience relating to the opportunities, challenges, and qualifications outlined above) should be directed in strict confidence to the search team below. Applications will be reviewed as they are submitted. To be assured full consideration, please submit materials by Friday, September 27.

Donna Cramer and Tatiana Oberkoetter  
Isaacson, Miller

**Bristol Community College President Search**

*Bristol Community College is an affirmative action/equal opportunity employer and does not discriminate on the basis of race, color, national origin, sex, disability, religion, age, veteran or military status, genetic information, gender identity, or sexual orientation in its programs and activities as required by Title IX of the Educational Amendments of 1972, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, and other applicable statutes and college policies. The College prohibits sexual harassment, including sexual violence. Inquiries or complaints concerning discrimination, harassment, retaliation, or sexual violence shall be referred to the College's Title IX Officer, Emmanuel Echevarria, at [diversitytitleix@bristolcc.edu](mailto:diversitytitleix@bristolcc.edu) or 774.357.2682; the Massachusetts Commission Against Discrimination; the Equal Employment Opportunities Commission; or the United States Department of Education's Office for Civil Rights.*