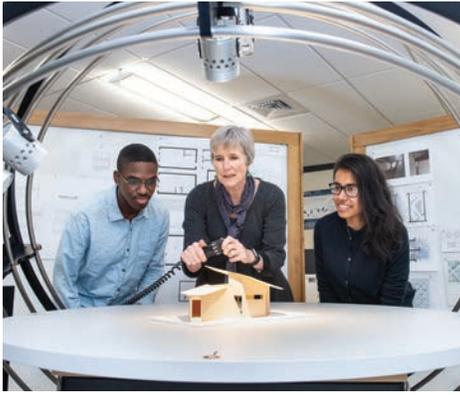




Search for the Dean of the
Division of Math, Science
and Health Careers *at*
Community College of Philadelphia



**Community
College
of Philadelphia**
www.ccp.edu



Community College of Philadelphia is a dynamic urban institution with a mission to provide access to higher education for all. Opened in 1965, the College is an open admission, associate degree-granting institution. We serve a variety of educational needs through more than 100 associate degree, certificate and proficiency certificate programs, as well as workforce training opportunities, taught by experienced and caring faculty. Our extensive academic and student support services, coupled with our curriculum, provide a strong foundation for transfer, employment and lifelong learning. The College’s defined goals in our strategic plan, [Impact 2025: An Uncompromising Focus on Student Success](#), guide our institution, along with our strengths: a diverse student body; dedicated faculty and staff; extensive collaborations with community organizations and businesses; and graduates who stay in Philadelphia to work, lead and create positive change.

The Main Campus is adjacent to Philadelphia’s business and cultural center. This location was developed around the third U.S. Mint Building, which houses administrative offices and classrooms. The campus has grown in recent years to include award-winning classroom and laboratory buildings, culinary kitchens, an expanded café, student life and athletics centers, a centralized enrollment center, and a center for business and industry. [The College also operates three Regional Centers](#) around the city to increase access to education for all Philadelphians.

Annual enrollments for the 2019–2020 academic year were approximately 24,826 credit and noncredit students. More than 1,500 full-time and part-time faculty, staff and administrators work at the College. Full-time faculty, part-time faculty and classified staff are represented in collective bargaining by the Faculty and Staff Federation of Community College of Philadelphia, American Federation of Teachers Local 2026. Community College of Philadelphia is fully accredited by the Middle States Commission on Higher Education, the Pennsylvania Department of Education, and several program-specific accrediting bodies.

The College is committed to increasing access to education in a joint effort with the city to eliminate the cycle of poverty.

The College is committed to increasing access to education in a joint effort with the city to eliminate the cycle of poverty. One of our most recent and proactive initiatives to address this goal, the Octavius V. Catto Scholarship, enables eligible citizens with no prior higher education experience to receive last-dollar funding to complete a degree. This program includes extensive coaching and advising, and support for food, transportation, and books, to help participants become successful students who persist and earn their degree.

Safety of staff and students is our first priority. Most College classes have been online since March 2020 because of the COVID-19 pandemic. Only a limited number of classes that require hands-on training and experience with equipment have been occurring at the College. [COVID-19 updates and procedures](#) for faculty, staff and students are regularly communicated to the College community.

Learn more about the College at www.ccp.edu.

City of Philadelphia

[Philadelphia](#) is an exciting, world-class city. It is the sixth largest city in the United States with great neighborhoods, museums, theaters, restaurants, professional sports, health care, higher education and a thriving business base. This exceptionally livable city was the crucible of American democracy, and its [historical and cultural sites](#) attract millions of national and international visitors annually. It is a vibrant, diverse community in every sense. Rail, air and highway transportation provide accessibility to anywhere in the world as well as to the beaches, mountains and major metropolitan locations. Many top-rated colleges and universities are in the city or nearby.

Community College of Philadelphia continues to be actively involved in increasing Philadelphians’ educational attainment and addressing the needs of students and businesses. Philadelphia’s leaders recognize that a skilled and better educated work-force is one of the key elements in the region’s future economic success. Citizens and businesses recognize the College as a vital educational resource that allows residents to gain specific skills for in-demand occupations and further education, complete a college degree, change careers and keep competitive in their current job.

Community College of Philadelphia continues to be actively involved in increasing Philadelphians’ educational attainment and addressing the needs of students and businesses.

The Division of Math, Science and Health Careers (MSHC)

Graduates from the division’s high quality career and transfer programs are highly sought after by employers throughout the city, and successfully continue their education at competitive four-year programs. Students regularly train in the community as part of their education, and service learning opportunities exist in within several programs. Students in the Dental Hygiene program assist community members throughout the year at our onsite dental clinic. Most recently, the Nursing program received the 2021 Greater Philadelphia Social Innovations Award for joining with community partners during the pandemic to gather funding, provide COVID-19 screening and testing, offer education and disperse supplies to more than 5,000 vulnerable Philadelphians in a time of uncertainty. The Nursing School Hub also recognized the College as offering [one of the top 25 most affordable](#) Associate degree in Nursing programs.



DIVISION OF MSHC: CLASS OF 2020

**540 ASSOCIATE DEGREES AND
39 PROFICIENCY CERTIFICATES**
WERE AWARDED IN 2020.

HEALTH CARE PROGRAMS’ 2019 LICENSURE PASS RATES

	COMMUNITY COLLEGE OF PHILADELPHIA	NATIONAL PASS RATES
 NURSING	91.8%	88.07%
 DIAGNOSTIC MEDICAL IMAGING	100%	89%
 DENTAL HYGIENE	100%	—
 MEDICAL LABORATORY	85%	82.7%
 RESPIRATORY CARE TECHNOLOGY	91%	62.48%



The Position

Community College of Philadelphia welcomes inquiries, nominations, and applications for the next Dean of Math, Science and Health Careers. The Math and Natural Science programs prepare students for career programs and certificates as well as transfer to baccalaureate programs at other highly regarded institutions, and programs in Health Careers prepare students to meet current and evolving labor market needs.

Reporting to the Vice President for Academic & Student Success, the Dean of [Math, Science and Health Careers](#) provides energetic, strategic, and collaborative leadership in the supervision and administration of divisional academic programs. The Dean serves as a member of the Vice President's leadership team, participates in the College's strategic planning, provides oversight and management of assessment in the division, and works closely with both academic and administrative areas of the College.

In their support for department heads, instructional support staff, faculty and curricula, the Dean provides strategic development, direction and implementation of academic operations, policies, practices and procedures. The Dean is also responsible for maintaining and developing high quality academic programs, selection and retention of divisional faculty and staff, and day-to-day management of divisional operations including budget preparation and oversight.

Opportunities and Challenges for Leadership

The College is at the mid-point of its Strategic Plan, Impact 2025 and has made substantial progress toward its vision of "An Uncompromising Focus on Student Success." Opportunities for further contributions await the next dean with a Division that is central to the success of both the College and the City.

Collaboration Across the Division

The next dean will join a committed and engaged group of faculty and peer colleagues, where dedication to student success is evident. There is an awareness of the ambition and challenges this population brings to the task, and there is a remarkable willingness to partner with them to achieve their goals. In an environment of collective bargaining, the Dean will demonstrate excellent communication and relationship building skills to pursue innovation in teaching, practice, and service opportunities for the faculty. In this work, the Dean values the dignity and importance of people from all backgrounds and demonstrates an interest in mentorship, collaboration, and partnership.

In this work, the Dean values the dignity and importance of people from all backgrounds and demonstrates an interest in mentorship, collaboration, and partnership.

Faculty, Staff and Program Development

MSHC students are supported by many dedicated professionals, who take great pride in the successes of both students and colleagues. Faculty are expert in their disciplines and many of them are leaders in incorporating innovative and creative practices to their teaching. They bring a range of perspectives and approaches to teaching and the development of curricula working collaboratively to advance both teaching practice and curricula. The Dean will guide and support faculty and staff in the ongoing assessment of programs to evaluate the currency and effectiveness of program offerings with demonstrated commitment to mentorship of faculty and to nurturing their development as outstanding educators.



Teaching, Technology and Pedagogy

The Division continues to explore and adopt state-of-the-art technology to enhance the teaching and learning environment in the Division and the College. The Division is ripe for initiatives in Interprofessional Education. Interdepartmental collaboration in Health Career education is increasingly essential to preparing students for the emerging interdependent healthcare environment where collaborative practice is central to providing patient-centered care. As IPE is in its early stages at the College, the new Dean will foster further development of this academic practice.

The Division uses a multifaceted approach to keeping students up to date with science-related fields and career prospects and partners with other College departments and divisions to identify opportunities and strengthen efforts to educate students about science and technology. In supporting these goals, the Division provides professional development opportunities for faculty and science departments to collaborate in improving course offerings and curricula. The Dean will encourage the Division faculty and staff to continue this collaboration in the development of new pedagogies along with forward-looking programs and initiatives. There is tremendous opportunity to expand the range of viable and innovative programs and initiatives.

Programs and Outreach

Prominent among recent initiatives at the College is Guided Pathways, which has gained energy and support across the campus. This has been an effective and collaborative effort between Academic and Student Development, as is evidenced by the early success of the Health Sciences. Opportunity remains to complete other pathway initiatives, such as in Science and Technology.

MSHC offers a teaching and learning environment that exemplifies ongoing and productive communication and collaboration across the College as well as the development of strong relationships with the Philadelphia Community. The Division enjoys many long-standing and mutually beneficial partnerships with public and parochial schools, other colleges and universities as well as community organizations and governmental agencies that model effective community-based educational programs. The Dean regularly engages business leaders in discussions about the career and professional development opportunities for students, including clinical placements and internships. The new dean will continue to support and cultivate these important relationships and encourage faculty and staff to take better advantage of these resources. There is also significant opportunity to create greater awareness of the expertise of the faculty and the many impressive successes of its graduates.

MSHC offers a teaching and learning environment that exemplifies ongoing and productive communication and collaboration across the College as well as the development of strong relationships with the Philadelphia Community.

Desired Experiences and Attributes:

- Strong administrative and leadership experience as a Dean or Division Head.
- Subject matter expertise in an academic discipline represented within the Division.
- Strategic planning.
- An innovator – the ability to inspire change.
- Excellence in teaching – explore new methods of pedagogy to shore up core curriculum, specifically foundational math.
- Utilization of best practices to increase student success rates, learning outcomes and retention rates.
- Well versed in assessment of student outcomes.
- Accreditation experience.
- Ability to build effective relationships with faculty.
- Recruit and retain faculty.
- Collaborative – ability to support strong department heads.
- Demonstrated success in growing online programs.
- Budget management experience.
- Interprofessional education experience – inspire new IPE opportunities.
- An understanding of demographics of community colleges.
- Prior experience in a union environment.
- Commitment to diversity in all its forms, equity and inclusion.
- Excellent communication skills.
- Nimble – comfortable with structure, while flexible.
- A relationship builder – capable of developing external relationships.
- An advocate for internal programs, faculty, and staff.
- Comfortable with ambiguity.
- Not afraid to ask questions.
- Diplomacy and political acumen.

Required Qualifications

An earned doctorate is required. The successful candidate will possess subject matter expertise in an academic discipline represented within the Division and will be an experienced, dynamic, and creative leader with an appreciation for the work and mission of Community College of Philadelphia and a strong desire to advance the training and education of Philadelphia's future workforce.

Procedure for Applications and Nominations

The Search Committee will begin a review of applications immediately and continue its work until an appointment is made. To assure full consideration, application materials should be received by April 9 and include a letter of interest addressing why the applicant is interested in this position and how the responsibilities and requirements described in the position profile are met, a resume, and five professional references with email addresses and telephone numbers. References will not be contacted without prior authorization of the applicant.

Application materials and nominations should be sent electronically (Microsoft Word or PDF format) to: CCPDeanMSHC@agbsearch.com.

Alternatively, direct inquiries can be addressed to Community College of Philadelphia's executive search consultants:

Concetta M. Stewart, Ph.D., Principal,
concetta.stewart@agbsearch.com / (908) 341-2178

Joy Yablonsky, Executive Search Consultant,
joy.yablonsky@agbsearch.com / (215) 934-1386

Community College of Philadelphia is committed to the principles of equal employment and equal educational opportunity and does not discriminate on the basis of race, color, ancestry, creed, national origin, age, sexual preference, religion, sex/gender, individuals with disabilities, protected veterans, marital status, genetic information or any other protected category under the applicable local, state or federal law. Any questions regarding this statement should be directed to Leila Lawrence, Diversity Compliance Officer/Title IX Coordinator, Room M2-7; telephone number 215-751-8036.