INDIAN RIVER STATE COLLEGE
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The Invitation

The Indian River State College (IRSC) District Board of Trustees and Presidential Search Committee invite applications and nominations for the presidency of this extraordinary institution of higher learning. IRSC is the most recent winner of the coveted Aspen Prize for Community College Excellence, one of the many reasons why this leadership position will compel interest from across the nation.

The next president will succeed Dr. Edwin Massey, who will retire in the summer of 2020. President Massey has served the College with high distinction since 1973, including 31 years as president. IRSC is on a quest to find a remarkable leader with immense passion for learning, access and student success. He or she will be a consultative, creative visionary who values all who work, study and serve at this outstanding institution. IRSC’s next president will exhibit an unwavering commitment to the communities served by the College and enormous talent for relationship building with philanthropists and public policy makers. Indian River State College’s new president will be invited to assume office on or about September 1, 2020.

The president reports to an extremely capable nine-member District Board of Trustees, representative of the four counties it serves—St. Lucie, Indian River, Martin and Okeechobee. The Board is ably led by Chair Jose Conrado, who was just named the statewide Trustee of the Year by the Association of Florida Colleges.
Indian River Junior College was authorized by the Florida Legislature and opened its doors to students in a temporary, one-building structure in 1960. The College moved to its present campus in 1963 after the City of Fort Pierce donated 87 acres of land to the institution.

In 1965, with the advent of integration, Indian River Junior College and Lincoln Junior College merged. As the newly merged colleges continued to grow, the institution’s mission evolved to become a comprehensive college, allowing the District Board of Trustees to adopt the name Indian River Community College in 1970.

In 2007, IRSC was authorized by the State of Florida and accredited to offer Bachelor’s Degree programs. The following year the District Board of Trustees changed the name to Indian River State College.

Today, IRSC serves some 30,000 students annually, representing nearly every state. The College attracts international students from Europe, Asia, Central and South America and the Caribbean. It offers more than 100 programs leading to Bachelor’s and Associate degrees, technical certificates and applied technology diplomas. IRSC’s Virtual Campus provides 15 web-based degrees and hundreds of individual web-based courses.

IRSC is the dominant educational and cultural center in the four-county region it serves. It stands out as an institution of higher learning dedicated to serving the educational, career training and cultural needs of its surrounding area.

IRSC maintains an open, innovative administration; a dedicated staff; and concerned, well-qualified faculty. College faculty and staff members contribute to their communities through involvement in many local organizations.

Indian River State College is accredited by the Southern Association of Colleges and Schools Commission on Colleges. It is a member of The Florida College System, a network of 28 state colleges that operates under the auspices of the Florida Department of Education.

View the College’s strategic plan and related documents at: [www.irsc.edu/presidential-search/college-overview.html](http://www.irsc.edu/presidential-search/college-overview.html).

**Core Values**

- **Trust:** IRSC is a family where people care and have faith in each other.
- **Innovation:** IRSC goes beyond the commonplace and routine.
- **Integrity:** IRSC community members do what is right, with quality and excellence at the forefront.
- **Relevance:** IRSC provides the programs that the community wants and needs.
- **Excellence:** Members of the IRSC community strive for improvement every day.
- **Access:** IRSC is here for its students and reaches out to the community.
- **Dedication:** IRSC is committed to providing lifelong learning opportunities to the community.

**Guiding Principles**

- The “will” to be the best
- Challenge the status quo
- Face the brutal facts
- Surgically evaluate
- React to the results
Indian River State College comprises five campuses and numerous other sites, providing full-service educational facilities throughout Indian River, Martin, Okeechobee and St. Lucie counties.

Campuses offer convenient one-stop student services, including academic and career planning, financial aid information, registration, free tutoring and test preparation.

**Main Campus (Fort Pierce)**

Centrally located on Florida’s Treasure Coast, the Indian River State College Main Campus includes 56 buildings—more than one million square feet of facility space—on 362 beautifully landscaped acres. State-of-the-art facilities include the Mary L. Fields Health Science Center, Brinkley Science Center and Hallstrom Planetarium, Brown Center for Innovation and Entrepreneurship, Kight Center for Emerging Technologies, Tomeu Center for Career and Academic Advancement and the McAlpin Fine Arts Center. Also located on Main Campus is a gymnasium, world-class swimming complex, child development center, regional crime lab, large student center, public radio station (WQCS), the Brenda and Vernon Smith Center for Medical Education—which houses a branch of the Florida State University Medical School—and the Treasure Coast Public Safety Complex. The IRSC River Hammock on Main Campus features fully furnished apartments for those students residing on campus.

**Treasure Coast Public Safety Training Complex (Fort Pierce)**

The Treasure Coast Public Safety Training Complex at Indian River State College (IRSC) is one of the most comprehensive, technologically advanced public safety training facilities in the nation. The 50-acre, eight-building Complex has gained national and international attention for its proactive approach to disaster prevention, response, recovery and relief. The Complex enables IRSC to combine criminal justice, fire science, emergency management, public administration, paralegal and human services education in one place for a coordinated response to all types of emergencies.
Mueller Campus (Vero Beach)

The Mueller Campus sits on 147 acres in Indian River County and serves over 3,600 students each year. More than 126,000 square feet of facility space houses daytime, evening and weekend classes leading to the completion of Associate and Bachelor’s degrees. Customized industry training, computer technology and professional certification programs are also available. Situated on the Mueller Campus are the Richardson Center—an entrepreneurial learning center offering high-tech facilities and services for business meetings, teleconferences, strategic planning sessions and customized business training, and the home to the Culinary Institute of the Treasure Coast—and the Brackett Library—a joint-use facility partnering with the Indian River County Library System. Between the two structures lies the 1910 homestead of American poet Laura (Riding) Jackson, which relocated to Mueller Campus in summer 2019. The Laura (Riding) Jackson Foundation operates the historic home. Additionally, IRSC serves north county residents through educational sites in Fellsmere and Sebastian.

Chastain Campus (Stuart)

Situated on 58 acres in Martin County, the Chastain Campus offers a wide range of classes leading toward Associate and Bachelor’s degrees. The campus is also home to Clark Advanced Learning Center, a high performing, “A”-graded, technology-focused charter high school for sophomores, juniors, and seniors. Facility space at the Chastain Campus exceeds 122,000 square feet. Buildings of note include the Clare & Gladys Wolf High-Technology Center—a structure that combines high-tech learning spaces for students with a conference center for business and community use—and the Morgade Library, a joint-use library in partnership with the Martin County Library System. Nearly 5,000 students utilize the Chastain Campus annually. Additionally, IRSC serves greater Martin County through the Career Training Center at Stuart Square and the Indiantown Education Center.
Pruitt Campus (Port St. Lucie)

Nine buildings—offering more than one quarter million square feet—comprise the 132-acre Pruitt Campus in fast-growing Port St. Lucie. The campus serves nearly 9,000 students annually and is abuzz with classes that lead to completion of Associate and Bachelor’s degrees. Among buildings of note is the William and Helen Thomas STEM Center, which combines classrooms and laboratories for genetics, ecology, chemistry, molecular science and botany to prepare students for cutting-edge and high-paying jobs. The Schreiber Conference Center, the Enterprise Hub—a one-stop shop for business assistance—and the joint-use Pruitt Campus Library—presented in partnership with the St. Lucie County Library System—serve students and community alike. IRSC also operates the Prima Vista Adult Education Center located on Irving Street where GED® preparation and English as a Second Language (ESL) classes are available.

Dixon Hendry Campus (Okeechobee)

The Dixon Hendry Campus is a hub for workforce development and training in Okeechobee County. In addition to offering flexible schedules for those enrolled in career training programs or classes that lead to the completion of Associate and Bachelor’s degrees, the 45-acre Dixon Hendry Campus works closely with local businesses and agencies to develop customized training. The Williamson Conference and Education Center supports academic, economic, community, cultural and business development in a technologically sophisticated environment that includes nursing, biology and computer laboratories, strategic planning areas for business meetings and more. In addition to degree and career training programs, the Dixon Hendry Campus is active with GED® preparation and English as a Second Language (ESL) classes. More than 1,300 students take courses at the Dixon Hendry Campus annually.
Blackburn Educational Building
(Fort Pierce)

Supporting the revitalization of Fort Pierce, the Blackburn Educational Building serves as the hub of the R. Duke Nelson Human Development and Resources Center (HDRC). The HDRC serves as a community center for meetings, after-school activities, and community events. The Blackburn Educational Building offers more than 20 college programs, career and technical training and adult education, including programs of the Lincoln Park Career Pathways Initiative, a collaborative effort between St. Lucie EDC, CareerSource Research Coast (CSRC), Treasure Coast Manufacturers Association (TCMA) and Indian River State College (IRSC), and sponsored by Allegany Franciscan Ministries through the Common Good Initiative.

Virtual Campus

The IRSC Virtual Campus offers 15 online degrees and hundreds of online courses. Courses within the Virtual Campus degree programs are nationally certified through Quality Matters (QM). Nearly 2,900 IRSC students are wholly online during a typical semester. Virtual Campus support is available 24 hours a day, seven days a week through the Blackboard learning management system.

GED® is a registered trademark of the American Council on Education (ACE) and administered exclusively by GED Testing Service LLC under license.
POINTS OF DISTINCTION

• IRSC earned the 2019 Aspen Prize for Community College Excellence, the nation’s signature recognition for high achievement and performance among America’s community colleges. In 2017, the College was a Top 3 Finalist with Distinction and in 2015 was a Top 10 Finalist.

• IRSC is the only community college in the nation with two National Science Foundation Advanced Technological Education Regional Centers—RCNET and LASER-TEC.

• IRSC is the most affordable college in Florida and the third-most affordable college in the country. (U.S. Department of Education’s 2017 College Affordability and Transparency Report)

• 91% of IRSC students graduate without any debt. (U.S. News and World Report, 2019)

• Each year, area high school graduating classes matriculate to IRSC at rates approaching 46%.

• IRSC enrolls students from more than 110 foreign countries.

• Since 2016, IRSC has been an Achieving the Dream Leader College at the forefront of innovative measures to enhance achievement, particularly among low-income and minority students.

• In 2017, the College joined the Frontier Set, a select group of colleges and universities, state systems, and organizations committed to increasing student access and success, and eliminating disparities in college attainment.

• IRSC is highest among Florida College System institutions in instructional investment in the classroom, and lowest in administrative costs.

• IRSC has a 56% transfer rate, compared to the national average of 32%.
With a 52% Bachelor’s attainment rate for students who go on to pursue a Bachelor’s Degree, IRSC is well above the national average of 42%.

More than 96% of IRSC graduates are employed or continue their education after graduation.

Since 1973, nearly 7,000 migrant and seasonal farmworkers and their dependents have successfully entered the Farmworker Career Development Program at Indian River State College. The program, which helps participants achieve economic self-sufficiency, is the third oldest and the largest and highest-funded program in the state.

IRSC will soon break ground on the $23.3 million Treasure Coast Advanced Manufacturing Center, a state-of-the-art facility that will serve as the region’s home to all manufacturing training, as well as programs such as HVAC, Automotive Technology, Welding, and more.

This past year, the Florida Small Business Development Council at Indian River State College recorded 4,900 hours of credentialed consulting to 307 unique clients, helping clients gain access to more than $4.8 million in capital and $35 million in government contracts.

In a typical academic year, IRSC students complete 14,000 hours of service learning.

The IRSC swimming and diving teams are NJCAA swimming and diving national champions with consecutive winning streaks at 45 for men, 37 for women (41 overall).

The IRSC Foundation awards more than $3 million in student scholarships and $2 million in faculty and instructional enhancement annually.

The IRSC Foundation operates the Fielden Institute for Lifelong Learning, for men and women age 50 and better who are interested in exploring shared topics of interest in a college environment.
AN ENVIOUS QUALITY OF LIFE—
St. Lucie, Indian River, Martin & Okeechobee Counties

The new president will live in one of the nation’s most scenic regions. IRSC is proud to serve St. Lucie, Indian River, Martin and Okeechobee counties, and their nearly one million residents. St. Lucie, Indian River and Martin comprise Florida’s Treasure Coast and Okeechobee is the jewel of Florida’s Heartland. With its business-friendly economy; boundless recreational opportunities; high quality education at all levels; excellent healthcare (including affiliations with the Cleveland Clinic); exquisite arts, culture; and cuisine, and exceptional weather, the area offers an enviable quality of life.

St. Lucie County

- St. Lucie County’s population increased by nearly 12% between 2010 and 2019.
- The County is the hub of Florida’s Research Coast and is home to leading research and development institutions such as Torrey Pines Institute of Molecular Studies, U.S. Department of Agriculture, FAU/Harbor Branch Oceanographic Institute, Smithsonian and others.
- The local economy reflects a blend of diverse sectors that includes manufacturing, life sciences, aviation, agriculture, tourism, professional and technical services, construction, healthcare and retail.
- St. Lucie County is a low-density, low-crime, livable community with small-town charm and all the amenities of a large city.

- The school system has a graduation rate over 90% and the myriad private school options include a “Best High School” as rated by U.S. News.
- St. Lucie County has 21 miles of uncrowded and pristine beaches where nearly half the coastline is public preservation.

Indian River County

- Indian River County’s population has grown steadily by approximately 2% per year over the past 10 years.
- Industries such as agriculture and tourism are complemented by an increasing number of firms in the healthcare and professional/scientific industries along with a steady stream of light manufacturing jobs.
- The school district has a graduation rate above 90%.
- Indian River County’s 543 square miles contain beautiful white sandy beaches, groves of renowned Indian River citrus, immaculate oceanfront estates and riverfront communities, plus an array of recreational, cultural and eco-friendly adventures.
- In 2018 Coastal Living ranked Vero Beach the nation’s 4th Happiest Seaside Town.
**Martin County**

• Martin has seen steady population growth, and is expected to grow 18% between now and 2030, according to the Florida Chamber of Commerce.

• Martin County has seen new industry investment and existing business expansion. Manufacturing, marine, construction, hospitality/tourism, government, retail, medical and service businesses are all important economic contributors.

• More than 77 parks and miles of shoreline offer an abundance of outdoor activities ranging from golf to eco-friendly sea turtle adventures. Peaceful beaches, beautiful water, and natural sand dunes are complemented by high-end shopping, art galleries, one-of-a-kind museums and family-friendly activities.

• Coastal Living named Stuart the country’s Happiest Seaside Town in 2016.

• Martin County is home to one of the highest performing school districts in Florida. The district has the second highest graduation rate at 95.2%.

**Okeechobee County**

• Okeechobee County’s major employers represent manufacturing, distribution, healthcare, agriculture and agribusiness sectors.

• Okeechobee embodies the best of “Old Florida,” complete with rich farmland and authentic cattle ranches passed down through multiple generations of Florida families.

• Lake Okeechobee is integral to Okeechobee’s economy and recreational scene, offering superior boating and fishing, and home to some of the nation’s most competitive bass fishing tournaments.

• With thousands of acres of pristine natural areas, Okeechobee is truly for the outdoor enthusiast, with hunting, hiking, biking, horseback riding, bird watching, golfing and competitive clay shooting.

• Okeechobee Schools were named a Gold Award Recipient by the Florida Healthy Kids Corporation in 2019.
DESIRED CHARACTERISTICS, EXPERIENCES & CREDENTIALS

Indian River State College seeks a remarkable leader with keen intelligence, immense passion for access, learning and student success. A track record of accomplishment in these areas is a plus. He or she will be a consultative, creative visionary who values all who work, study and serve at this outstanding institution. The next president’s vision must be promulgated clearly and compellingly throughout the institution.

IRSC’s next president will exhibit a strong commitment to the communities served by the College and enormous talent for approachability and relationship building with all members of the IRSC community, external partners, private philanthropists and public policy makers. A terminal degree is preferred.

IRSC encourages candidacies from women and other underrepresented groups. The College also welcomes applications from accomplished leaders in professions other than higher education as well as educators from other sectors.

The new president should:

- Show that he or she has the experience and ability to lead successfully a large, complex, multi-site higher education enterprise.
- Have a big picture systems orientation and superb critical thinking skills.
- Demonstrate the highest degree of integrity and transparency.
- Evidence a commitment to stay at IRSC for a significant period of time.
- Have teaching experience.
- Grasp IRSC’s mission and culture and what makes them exceptional.
- Either understand the political and legislative processes or be a quick study so that he or she can be an effective advocate.
- Encourage innovation, calculated risk taking and data informed decision making.
• Maintain learning and administrative technological currency.

• Possess humility, confidence, empathy and emotional intelligence.

• Be a consensus builder who is not reticent to make tough decisions.

• Champion diversity and efforts to close equity gaps in performance.

• Examine the classes and services available at locations other than the main campus to ensure comparability within fiscal realities.

• Be visible at all IRSC locations.

• Possess an understanding of the marketplaces in which IRSC operates to determine whether there are additional channels through which IRSC could increase awareness of its offerings.

• Work with others to fashion a concerted approach to enhance enrollment.

• Have the acumen to build and inspire, and sustain cohesive, motivated high performing teams.

• Be a talented communicator in all forms, including listening.

• Show that he or she is an effective financial steward.
The next President of Indian River State College will build on the impressive legacy of the outgoing President, Dr. Edwin Massey. Dr. Massey’s more than 30 years in the Presidency, and his 47 years of service to the College, culminated in IRSC receiving the Aspen Prize for Community College Excellence in 2019. IRSC’s Trustees, senior leaders, faculty, staff, and students concur that it is essential for the College to maintain momentum and strive for even greater levels of success. Some key opportunities for the next President are to:

- Lead in a manner that conveys compassion, commitment, trust, respect, and integrity—key values of the IRSC community.
- Assure the ongoing academic excellence and high standards of the College for all students.
- Continue to improve access, retention, and completion for IRSC students, including those in two- and four-year degree programs; keep student success at the forefront.
- Encourage continued enrollment growth for the College, while maintaining the personalized, high-touch experience that students praise.
- Evaluate the feasibility of additional baccalaureate programs and the expansion of online offerings.
- Continue to cultivate the campus culture at each IRSC location, ensuring it is welcoming, supportive, and caring for students, faculty, staff, and all constituents.
- Ensure the ongoing engagement of IRSC in the College’s four-county region, in order to elevate the diverse communities that it serves; bridge gaps between demographic groups through fairness, equity, and consistency of offerings across campuses.
- Focus on continually improving communication both on- and off-campus; ensure that information is shared through multiple channels to foster a community that is well-informed about all key issues, events, etc.
- Continue to build the financial resources of IRSC through state funding, federal grants, and philanthropy, in order to continue development of programs that respond to market needs, and to provide the infrastructure necessary for faculty, staff and students to succeed.
- Expand business and community partnerships to provide additional, valuable learning experiences for students and to create more meaningful employment pathways for alumni.
- Sustain and extend partnerships with K-12 education, including vocational programs that prepare students for trade careers.
- Review student service support systems to ensure they are as user-friendly as possible.
THE NOMINATION AND APPLICATION PROCESS

The Presidential Search Committee will begin a review of applications in late March and will continue work until an appointment is made. To assure full consideration, applications should be received by May 26, 2020, and include a letter of interest, a curriculum vitae and five professional references with email addresses and telephone numbers. References will not be contacted without prior authorization from the applicant.

Women and individuals from underrepresented populations are encouraged to apply.

Applications should be sent electronically (MS Word or PDF Format) to:
IRSCPres@agbsearch.com

Candidates are advised that Florida’s public records law is very broad. Applications are public record as soon as they are received, and other documents related to the search and application process are also considered public record subject to limited exceptions.

Please direct nominations and inquiries to:

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EQUAL ACCESS EQUAL OPPORTUNITY

Indian River State College is an equal opportunity/equal access educational institution. It is the policy of the District Board of Trustees to provide equal opportunity for employment and educational opportunities to all (including applicants for employment, employees, applicants for admission, students and others affiliated with the College) without regard to race, color, national origin, ethnicity, sex, pregnancy, religion, age, disability, sexual orientation, marital status, veteran status, or genetic information, and any other factor protected under applicable federal, state and local civil rights laws, rules and regulations.

ADA STATEMENT

It is the policy of Indian River State College to comply with all federal and state laws concerning the admission, education and employment of persons with disabilities and to act in accordance with regulations and guidance issued by the Equal Employment Opportunity Commission (EEOC).

Furthermore, it is the policy of the College not to discriminate against qualified individuals with disabilities in regard to any aspect of employment, including application procedures, hiring, advancement, discharge, compensation, training or any other term, condition or privilege of employment. Indian River State College will make a reasonable accommodation to any known disability in order to allow the applicant to fairly apply for employment and, if hired, to perform the tasks essential to the functions of the job.