



**NORTHERN  
PENNSYLVANIA**  
REGIONAL COLLEGE

# NPRC

P R E S I D E N T I A L   P R O F I L E

# 2021

# BACKGROUND



## HISTORY

The Education Consortium of the Upper Allegheny (ECUA) was formed in 2009 with the vision of delivering open admission and low cost, high-quality community and technical education/training opportunities to the underserved residents of north-central and northwestern Pennsylvania. In 2012, ECUA partnered with Gannon University of Erie, PA, to operate the Affordable Associate Degree pilot program. Legislation creating the Rural Regional College of Northern PA was enacted in July 2014, and a Board of Trustees was seated to create the college plan. The college, now known as the "Northern Pennsylvania Regional College" (NPRC) was approved by the Pennsylvania Department of Education to operate as a college in the Commonwealth in 2017; and, in 2019, received formal authorization as a degree-granting institution.

## THE COLLEGE TODAY

Today, the NPRC, with its administrative offices located in Warren, PA, offers six associate degree programs and 63 workforce development courses across nine counties of northern Pennsylvania – a total population of approximately 550,000. Given the broad geographic spread and the low population density, there is no central campus; classrooms are housed in 25 different locations throughout the nine-county region. Using live interactive video technology, instructors teach from one of these locations to students across the region. For more information, visit [regionalcollegepa.org](http://regionalcollegepa.org).

# MISSION, VALUES, IDENTITY STATEMENT

## NPRC MISSION

The NPRC Mission is to provide affordable and accessible post-secondary education to the residents of northern Pennsylvania. As a two-year, open-admission institution of higher education serving Cameron, Crawford, Elk, Erie, Forest, McKean, Potter, Venango, and Warren counties through the use of innovative real-time, synchronous, cloud-based instruction delivered by instructional television, NPRC works with existing educational institutions and community organizations to provide excellent college-level instruction at an affordable tuition and convenient locations.

## NPRC VALUES

NPRC Values lifelong and organizational learning by encouraging and fostering continuous **learning** and intellectual curiosity among all those served by the College; **compassion** by providing and maintaining a welcoming and understanding environment that embraces the diversity of our students and meets their needs, regardless of age, experience, ability, and background; **inspiration** by striving to empower those served and equip them with curiosity, hope, and courage; **integrity** through authentic, honest, reliable, and responsible service, while holding fast to its mission; **innovation** through its uniquely adaptive delivery model and organizational structure in order to

best serve students and overcome logistical and educational barriers; **community** by growing connections, promoting engagement, and fulfilling community goals within each community and instills this value in its students and employees.

## NPRC IDENTITY STATEMENT

We serve communities in northern Pennsylvania by engaging recent graduates, high school or college non-completers, returning adults, and first-generation students. We bring classrooms to communities by providing a flexible, career-focused curriculum and quality instruction using interactive media. We offer associate degrees, certificate programs, short-term classes, workshops and seminars, and customized training. We are low-cost, high quality, easily accessible, student-centered, and highly responsive to existing or emerging community needs. We enhance regional economic growth and civic development by meeting employers' needs for skilled workers. By doing so, we create greater opportunities and the career and educational pathways that will help retain and attract residents to our region. Our future is bright because we fill a unique niche in the way we deliver post-secondary education and workforce development to our region. Our dedicated, highly qualified, and passionate faculty, staff, and trustees partner to ensure our students' success in school and life.

# ABOUT

## **FAST FACTS**

[Designated delivery sites](#)

[Strategic plan](#)

[Annual report](#)

## **ACCREDITATION STATEMENT**

The College is proudly pursuing institutional accreditation.

## **THE OPPORTUNITY**

The next President of the Northern Pennsylvania Regional College will have the opportunity to take an affordable, accessible, and open-admission educational institution that serves the communities in north-central and northwestern Pennsylvania to the next level. The distributed interactive educational model is competency- and evidence-based and serves to further student success and economic development in the nine counties the NPRC serves.

The NPRC seeks a dynamic leader who demonstrates big-picture thinking and initiative to lead the college into the next phase of its development. The successful candidate will possess a sense of urgency and competitive drive, the willingness to take calculated risks, and the ability to make quick decisions in response to changing conditions and accept responsibility for the results. The achievement of results requires engaging the cooperation of others and building upon the collaborative nature of the established institution.

## **GOALS AND EXPECTATIONS**

The successful candidate will have demonstrated success in these and/or comparable areas. They will be expected to:

- Expand the NPRC's partnerships and affiliations with business, industry, and community-based organizations to strengthen and enhance educational and workforce pathways;
- Develop additional fiscal resources through public and private fundraising by working with the NPRC's Board of Trustees, establishing partnerships throughout the College's service area, and maintain fiscal stability through sound and prudent financial management;
- Work collaboratively and openly with the Board of Trustees, employees, and the community to advance the mission and maintain communication and transparency with all stakeholders;
- Have a deep understanding and appreciation for the region served by the NPRC;
- Reinforce strong ties with local and state legislators to ensure their support on the federal, state, and local levels and unify stakeholders by articulating NPRC's mission, vision, and priorities; and
- Oversee efforts and strategies required to continue the pursuit and attainment of institutional accreditation.



## PROFESSIONAL AND PERSONAL QUALIFICATIONS

The Board of Trustees seeks a President who will make a long-term commitment to the region and the NPRC. The President will have proven experience in community and civic engagement and will be an outstanding advocate for the College with area constituents and within the federal and state systems of higher education. The President must be innovative, committed to the needs of rural areas, and have exceptional interpersonal and communication skills. Bachelor's degree required with a master's degree and Higher Education experience preferred. Ideally, in their career, the President will also have demonstrated the following attributes:

- A risk-taker, a visionary, and a pioneer who can lead and motivate others, and empower faculty, staff, administrators, and students to share their creativity and innovations to facilitate the NPRC's growth and development;
- A skilled communicator with the ability to actively listen, to understand, analyze, and engage with the NPRC's communities and articulate a clear vision internally and externally, and who uses excellent interpersonal, communication, and advocacy skills to foster trust and build strong relationships and teams;
- Successful experience in fiscal leadership, capital and strategic planning, board relations, and the ability to effectively make and support data-driven decision-making;
- Skills and experience in aligning strategic directions with institutional, federal, and state performance; determining priorities; and executing significant tasks in a timely and efficient manner;
- A high-energy authoritative, collaborative, and results-driven leader who genuinely values cultural, racial, and economic differences and has a deep understanding of social justice issues;

- A respected and respectful leader who displays a clear understanding of the demographics, culture, history, and needs of the counties the NPRC serves and collaboratively takes strategic action to meet those needs;
- Understand the challenges and opportunities with providing post-secondary and workforce development training in both urban and rural areas;
- Strike a good balance between academic post-secondary training and workforce development since both components are essential to the success of the NPRC;
- An engaging individual who has or shows the willingness to successfully pursue financial support from foundations, corporations, private donors, and governmental sources;
- An entrepreneurial, visionary spirit who demonstrates knowledge and empathy for the role education plays in the communities and an accessible, visible leadership style that is inclusive and collaborative and who will chart a course for the next decade and beyond; and
- Reside, or be willing to relocate, within the College's nine-county service area.

The Board of Trustees of the NPRC is particularly focused on finding a candidate who will become the face of the college and work to set bold goals for growth and enrollment and enhance communication with all stakeholders. The successful candidate will embrace the opportunity to inspire the nine counties' residents to welcome the NPRC into their lives. They will make a long-term commitment to the NPRC and the diverse communities it serves. They will be passionate about and committed to the advancement of the communities served by the NPRC. The Board of Trustees hopes that the new President will be able to begin in the Spring of 2021.

## **APPLICATION PROCEDURE**

The review of applications begins **January 22, 2021**, and will continue until the position is filled. To ensure full consideration, materials should be received by that date. Only electronic submissions will be received via email, as Microsoft Word or Adobe Acrobat attachments. Please forward the following:

- 1) a cover letter that specifically addresses each of the Goals and Expectations and Professional and Personal Qualifications identified above (This material will be evaluated by the Presidential Search Committee.);
- 2) a current résumé or CV; and
- 3) the names and contact information of three professional references to [presidentsearch@rrcnpa.org](mailto:presidentsearch@rrcnpa.org).

Finalists will be subject to background and credit checks.

## **CONFIDENTIALITY**

The Board of Trustees of the Northern Pennsylvania Regional College is committed to the highest professional standards in all dealings with candidates, sources, and

references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without the applicant's consent before becoming a finalist.

## **EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

NPRC is an Equal Opportunity Employer. NPRC does not discriminate based on race, religion, color, sex, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status, or any other basis covered by appropriate law. All employment is decided based on qualifications, merit, and business need.

## **FOR FURTHER INFORMATION, PLEASE CONTACT:**

Amanda E. Hetrick, Search Committee  
Co-Chairperson: 814-755-4491 or  
[presidentsearch@rrcnpa.org](mailto:presidentsearch@rrcnpa.org).