

November 2021  
**EXECUTIVE SEARCH PROFILE**  
**PRESIDENT**  
**Portland Community College**  
**Portland, OR**

## **THE OPPORTUNITY**

Portland Community College seeks its eighth President to build on the College's past successes including record-breaking fundraising, and burgeoning business and industry and workforce development partnerships. This opportunity also includes the ongoing implementation of the adopted 2020-2025 Strategic Plan. This plan addresses long-term impacts of the pandemic on academic life, prepares the College to adapt to future enrollment and demographic shifts in the community, and reflects the institution's commitment to equitable student success by delivering access to quality education in a collaborative culture of diversity, equity, and inclusion. The College is poised to be identified as a top-level institution in terms of equitable student success.

The next President must be a dynamic, collaborative, successful and highly visible leader who can communicate an institutional vision to both internal and external constituents, motivate and support employees with implementation of that vision, build external support, and move the institution forward to achieve strategic goals.

## **THE COLLEGE**

### **Overview**

As the largest post-secondary institution in Oregon, PCC serves more than 50,000 full-time and part-time students annually across a 1,500-square-mile district that spans five counties: Multnomah, Washington, Yamhill, Clackamas, and Columbia. The College advances equitable and sustainable economic prosperity for students and the community by providing a high quality education with flexible delivery methods, fostering a culture of belonging for all, being innovative and enterprising, and preparing students to thrive in work and life.

The College is completing a large-scale, holistic reorganization of the institution in order to advance equitable student success. The approach can be described as an organizing principle to improve student outcomes by shifting the way academic programs are grouped and offered: Academic and Career pathways have been created that meaningfully integrate student guidance and support throughout.

Portland Community College is regionally accredited through the [Northwest Commission on Colleges and Universities](#) (NWCCU).

## **College Mission**

*Portland Community College supports student success by delivering access to quality education while advancing economic development and promoting sustainability in a collaborative culture of diversity, equity and inclusion.*

## **Strategic Plan Core Themes**

The 2020-2025 strategic plan has identified 20 initiatives expanded from four themes: Belonging, Delivery, Workforce, and Enterprise.

### **Belonging**

Transform our learning culture toward creating a sense of belonging and well-being for every student

### **Delivery**

Redefine time, place, and systems of educational delivery to create a more learner-centric ecosystem

### **Workforce**

Respond to community and workforce needs by developing a culture of agility

### **Enterprise**

Cultivate a long-term sustainable college enterprise

## **LOCATION**

With more than one million residents, the Portland metropolitan area is the most populous region in the state of Oregon. The City of Portland, located along the I-5 corridor, is a major port in the Willamette Valley, at the confluence of the Willamette and Columbia rivers in Northwestern Oregon, and is both an air and rail hub. The “Silicon Forest” is located within PCC’s service area, as are companies in the technology, manufacturing and healthcare sectors. In addition to Portland, there are several thriving, increasingly diverse cities and communities that significantly contribute to the vibrancy of PCC’s expansive service district.

An hour west is the ocean and an hour east are the mountains. The greater Portland region is renowned for livability, food and drink, arts and culture.

In July 2021, U.S. News identified Portland as one of the best cities to live in for 2020-2021. In fact, it was ranked 10<sup>th</sup> in the country as most livable city. There is a relatively strong job market and consistent growth in population over a five-year period which are some of the reasons for Portland's No. #10 rank.

Portland Community College is accredited as one institution with four comprehensive campuses, 10 centers, and dozens of independent locations throughout the Portland metropolitan area offering courses and providing student services.

## **Four Comprehensive Campuses and 10 Centers, offering job training specialized programs and transfer courses**

- [Cascade Campus](#)
- [Rock Creek Campus](#)
- [Southeast Campus](#)
- [Sylvania Campus](#)

- CLIMB Center
- Columbia County Center
- Downtown Center
- Hillsboro Center
- Maritime Welding Training Center
- Newberg Center
- Portland Metropolitan Workforce Training Center (PMWTC)
- Swan Island Trades Center
- Vanport Building
- Willow Creek Center



## Cascade

A small campus atmosphere in a diverse urban neighborhood in the heart of Portland.



## • Rock Creek

- A spacious, 260-acre campus in the high-tech corridor near Hillsboro.



- **Southeast**

- PCC's newest campus, in the growing and diverse central eastside of Portland.



## • Sylvania

- PCC's largest campus, on a wooded hillside between Tigard and Lake Oswego.

## **HISTORY OF THE COLLEGE**

Portland Community College began as the adult education program of the Portland Public Schools. In 1961, the school district established the College as a separately operating entity. In 1968, voters of the five-county area approved the formation of a new College district named the Metropolitan Area Education District. It included the school districts in Portland, Multnomah County, Lake Oswego, Columbia County, Newberg and Washington County.

The voters have continuously supported the College for operation and building construction. In 1980 and 1986 they voted to increase the PCC tax base, and in 1992 they supported a \$61.4 million bond measure to expand facilities at all campuses, and repair and upgrade existing buildings. In 2000, another bond measure for \$144 million passed. As a result, the College opened new buildings at its three comprehensive campuses (Sylvania, Cascade and Rock Creek) in 2003 and 2004, and unveiled the new Southeast Center. In 2008, area voters approved a \$374 million bond measure, which was the largest ever in the state of Oregon at the time. The money improved

technology and workforce training centers, as well as addressed rising enrollment. The bond led to the completion of the Willow Creek Center in 2009. The energy-efficient Newberg Center opened in 2011, providing Yamhill County with a 12,000 square-foot education and community space.

During the 2011-2012 school year, PCC celebrated its 50th year of serving local communities. In 2014, the College championed both the transformation of the Southeast Center into its fourth comprehensive campus, as well as the creation of the Swan Island Trades Center. The Swan Island Center houses continuing education, training, retraining and professional development for local businesses.

In 2016, PCC welcomed its seventh president, Mark Mitsui, to the district. In 2017, local voters overwhelmingly approved a \$185 million bond measure to improve workforce training programs, expand Health Professions & STEAM (science, technology, engineering, arts and math), and meet needs for safety, security, building longevity and disability access. That same year President Mitsui advocated for PCC's membership to Achieving the Dream, a network of community colleges across the country that shares data and best practices to build inclusive systems of education and support so that more students reach their goals.

In 2020, PCC broke ground on the Columbia County Center in Scappoose, PCC's first physical location in Columbia County. The center opened in fall 2021 and hosts a range of educational opportunities, underscored by the new Oregon Manufacturing Innovation Training Center, a hub for advanced manufacturing training that supports OMIC's R&D work.

## STUDENT PROFILE

Portland Community College enrolls more than 50,000 students in credit and noncredit instruction each year.

The following reflect characteristics of students enrolled in the fall 2020 term (IPEDS Reported Data).

	Credit	Non-Credit
Average Age	27	44
Female*	58%	75%
Male*	42%	25%
White	55%	58%
Black/African-American	5%	4%
American Indian/Alaskan Native	<1%	<1%
Asian/Asian-American	8%	8%



Pacific Islander	<1%	<1%
Hispanic/Latinx	17%	11%
International	1%	2%
Multi-Racial	7%	3%

Note\*: Non-binary gender identificiaton not reported in IPEDS  
 Unreported race/ethnicity: 6%/14% Student Profile

## ACADEMICS

PCC offers two-year degrees, one-year certificate programs, short-term training, alternative education, pre-college courses and life-long learning. [Online Learning](#) gives students the ability to take classes off-campus.

There are 96 programs offered at Portland Community College through a unique system of Academic and Career Pathways. There are six pathways that organize the curriculum of the college and help students identify career goals. The six pathways are the following:

### 1. Arts, Humanities, Communication, and Design

The programs in this pathway can lead to careers in creative professions and offer life-enriching learning that can apply toward a four-year degree.

### 2. Healthcare and Emergency Professions

Students can become professional healers and enter a specialized medical field with the programs in this pathway. They learn in clinical settings with advanced technology. This pathway includes a full range of healthcare programs.

### 3. Business and Entrepreneurship

Organizing information, improving communication, and making business decisions are central to careers in this pathway. Solving problems and achieving goals can lead to building a career in business.

### 4. Construction, Manufacturing Technology, and Transportation

Careers in this pathway are for people who like to work with their hands and enjoy constructing,

repairing, and maintaining buildings, systems, and technology.

## **5. Science, Technology, Engineering, and Mathematics (STEM)**

This pathway can help students launch their professional careers in one of these programs or earn credit with science classes that will transfer to a university.

## **6. Public Service, Education, and Social Sciences**

The programs in this pathway can lead to a career in public service and expand knowledge of the world and society.

## **ATHLETICS**

*"PCC Athletics is committed to providing an outstanding collegiate experience to our student-athletes while supporting educational excellence, community inclusion, and recognizing equity amongst students, faculty, staff, and alumni."*

Home of the Panthers, PCC's athletics includes men's basketball, women's basketball, men's soccer, and women's soccer. Club sports of golf and cross country offer opportunities for students wanting to have an athletic experience.

## **STUDENT LIFE**

Student Life is prioritized at PCC as a means to build a strong and equitable community, one that promotes and supports the interests of PCC students throughout their collegiate journey. By way of student government, civic-engagement events and much more, the college's Student Life services and resources cultivate a sense of belonging, support student well-being, and empower students to enrich their college experience through a variety of leadership opportunities. Numerous student resources and clubs are in evidence, as are five student centers: Queer Center, Multicultural Center, Veterans Center, Women's Center, and the DREAMers Center.

## **RECOGNITIONS**

Portland Community College is the recipient of several awards and designations, with the following being some of the most recent honors:

- PCC was tapped in October 2021 to co-lead the National Cybersecurity Task Force with Towson University, an effort that includes \$2.2 million in grant funding and focuses on increasing the cybersecurity workforce. Because of PCC's commitment to cybersecurity, the College has been designated by the National Security Agency and Department of Homeland Security as a Center of Academic Excellence in Cyber Defense.
- In October 2021, PCC was recognized as a Gilman Program top producing institution by the State Department's Bureau of Educational and Cultural Affairs and the Institute of International Education. PCC was the number one two-year institution in the nation based on the number of Gilman Scholars sent abroad over the past two decades, and recognized for its support of equity, diversity, and accessibility in study abroad.
- In February 2021, PCC's Strategic Energy Management (SEM) team was honored by the Energy Trust of Oregon, nabbing top prizes for "Most Engaged Energy Team," "Exemplary Employee Engagement for Remote Workers," "Earned All Milestone Incentives," and "Attended Most Operations Calls." Since enrolling in the SEM program in 2016, PCC has saved 2,384,680 kilowatt hours' worth of electricity, and 862,117 in natural gas (measured in therms). The college has also garnered more than \$106,000 in cash incentives for its energy conservation efforts over the past five years.
- As of 2021, PCC remains a top performer among community colleges nationwide and is number one in the U.S. for community colleges reporting to the Sustainability Tracking & Assessment Rating System (STARS). PCC has also received recognition for its work centering equity and climate justice in Climate Action Planning.
- In 2020, PCC was awarded the Certificate of Achievement for Excellence in Financial Reporting from the Government Finance Officers Association of the United States and Canada for the 29th consecutive year.
- In 2017 the *Portland Business Journal* analyzed data from Oregon's 56 post-high school institutions, based on the U.S. Department of Education's College Scorecard. PCC ranked best in terms of graduates' salaries given the average cost of tuition per year. It was also the only Oregon institution to make an "honor roll-like list" for its high graduate salaries.
- In 2017, Second Nature and the U.S. Green Building Council presented PCC with the Second Nature Climate Leadership Award for two-year colleges. The honor recognizes innovative and advanced leadership in sustainability, climate mitigation, and resilience at signatory campuses of the Presidents' Climate Leadership Commitments.
- Leadership in Energy and Environmental Design (LEED) is a green building certification program through the U.S. Green Building Council that recognizes best-in-class building strategies and practices. Since passage of PCC's 2008 voter-approved bond measure, all new construction on PCC campuses and centers has earned a LEED Silver certification or higher. Two buildings – Willow Creek Center and Newberg Center – have earned LEED Platinum, the highest rating given.
- For the past several years, PCC has been certified by the Arbor Day Foundation as a Higher Education Tree Campus and the largest community college in the nation recognized as such, with an average of 20% tree

canopy on its combined 1,500-square-mile footprint.

- In 2016, PCC became the fourth institution of higher education in the country to be certified as an affiliate of the Bee Campus USA program, designed to marshal the strengths of educational campuses for the benefit of pollinators.

## **LEADERSHIP**

### **President**

Mark Mitsui began his tenure as president of Portland Community College in 2016. Before joining PCC, he served as a president of North Seattle College in Washington state and as Deputy Assistant Secretary for Community Colleges within the Office of Career, Technical, and Adult Education for the U.S. Department of Education. In Washington, he worked to advance President Obama’s community college agenda through partnerships with numerous federal agencies and national stakeholders. At PCC, he has collaborated with colleagues, students, and community members to define the college’s commitment to equitable student success, galvanize [integrated planning activities](#), and move forward the [College’s strategic plan](#).

For President Mitsui, PCC is fundamentally about the transformative power of education for both individuals and communities.

“Community colleges are the pathway to the middle class,” he says. “That is where opportunity lies. We strive to foster equitable success for students and colleagues, as well as sustainable prosperity for the region. With that kind of shared goal to build upon, we will go far, together.”

### **Board of Directors**

The PCC Board of Directors consists of seven members elected by zones to four-year terms. Among the duties of board members governing the college are selecting the president, approving and adopting the college budget, and establishing policies that govern the operation of the college.

The responsibilities of the Board of Directors include the following duties:

- Approve the college vision and mission statements
- Hire and supervise the college president
- Approve policies
- Approve major expenditures in accordance with Board Policy B505
- Approve and adopt the biennial budget
- Represent the college at events each year
- Support annual board goals

## **THE POSITION**

The President of Portland Community College is the Chief Executive Officer for all four campuses and its many workforce centers and reports directly to the Board of Directors. The following are administrators who report to the President and/or serve on the President's Cabinet:

- Executive Vice President (vacant)
- Vice President, Finance and Administration
- Vice President, Academic Affairs
- Interim Vice President, Student Affairs
- Chief Diversity Officer, Office of Equity and Inclusion
- Chief Information Officer, Information Technology
- Associate Vice President, Human Resources
- Associate Vice President, Financial Services
- Associate Vice President, Academic & Career Pathways (*Healthcare & Emergency Professions; Applied & Advanced Technologies; Business, Community & Workforce Development; Community Education & Lifelong Learning; and Pathways to Opportunity*)
- Associate Vice President, Academic & Career Pathways (*Academic Foundations, Essentials & Gateways; Science, Computing & Engineering; Public Service, Education & Social Sciences; Arts, Humanities, Communication & Design*)
- Senior Director, Communications & Community Engagement
- Government Relations Director
- Special Assistant to the President
- Executive Coordinator, Office of the President and Board of Directors

## **OPPORTUNITIES AND CHALLENGES**

- Unifying the four campuses and multiple centers around the recent re-organization resulting in clarification of roles and clear decision-making processes
- Continuing to build community involvement and support for the College
- Managing the challenge of balancing the budget and ensuring the financial vitality of the institution
- Implementing the strategic plan already developed and approved
- Taking advantage of the collaboration that will be encouraged by centralizing the campus functions
- Expanding career preparation programs in consultation with community business partners
- Maintaining and strengthening the College's commitment to diversity, equity, inclusion, belonging, social justice, and anti-racism

- Keeping students at the heart of decision-making practices
- Increasing focus on retention of staff through career development opportunities
- Ensuring that faculty and staff are included in College plans and policy development no matter which campus they may be located on
- Seizing the opportunity to leverage the benefits of online learning practiced during the pandemic for a post-pandemic future
- Establishing additional community partnerships, such as with the Oregon Manufacturing Innovation Center, Research & Development (OMIC R&D), and Home Forward, with whom PCC is developing an affordable student housing project
- Building more collaborations among units within various curriculum pathways, leading to innovation and creativity in the curriculum
- Ensuring that students receive the “wrap-around services” they need, and have pathway plans that lead them to timely degree and certificate completion, transfer, or entry into or advancement in the workforce
- Spearheading the next General Obligation Bond issue for the College to ensure continued community support
- Reestablishing growth in enrollment following a decline before and during the pandemic
- Being proactive with competition for students from other local institutions
- Advancing equitable student success rates
- Pursuing and contributing to a community college policy agenda in the next long state legislative session.
- Supporting the professional growth of employees, as determined by our Strategic Plan projects and goals, and our new leadership competencies based on social justice and equitable student success.

## QUALIFICATIONS

- Master's degree required from an accredited institution
- Experience with or extensive knowledge of the community college environment preferred
- An understanding of the student experience through previous classroom teaching or working directly with students is a plus
- Demonstrated expertise to create and maintain a collaborative and collegial environment within the context of collective bargaining and shared governance; experience with union negotiations preferred
- Record of supporting initiatives that promote diversity, equity, and inclusion for students, faculty, staff, and constituents
- Demonstrated ability to provide fiscal oversight and manage a comprehensive institutional budget is required
- Workforce experience and the capacity to understand the workforce development needs of business and industry is strongly preferred
- Excellent oral and written language skills are required, as well as a capacity to know when to listen and when to talk
- Board relations – previous experience with higher education governance board
- Fundraising — experience working with college foundations and donors preferred
- Government relations experience would be helpful
- Experience developing a strategic, data-informed, long-term perspective while addressing shorter term issues
- Significant commitment to supporting the whole student in partnership with the community

### KEY INDICATORS

Endowment/Foundation: \$27,432,478	
<p>Total General Fund Operating Budget (2021- 2023):</p> <p>Revenue Mix:</p>	<p>\$582,283,316</p> <p>Tuition/Fees: 37%</p> <p>Local: 16% (property taxes)</p> <p>State: 45%</p> <p>Other: 2%</p>
<p><u>Current Tuition</u></p> <p>In State</p> <p>Out of State</p>	<p>\$123/credit hour</p> <p>\$258/credit hour</p>
<p>FTE Student Enrollment (2020-2021):</p> <p>Total Headcount (2020-2021):</p> <p>Enrolled in Transfer Programs</p> <p>Enrolled in CTE Programs</p> <p>Enrolled in Pre-College Programs</p> <p>Student Diversity Statistics:</p>	<p>20,247</p> <p>50,576</p> <p>64%</p> <p>21%</p> <p>3%</p> <p>Asian: 8%</p> <p>Black: 4%</p> <p>Hispanic: 14%</p> <p>International: 2%</p> <p>Native American: 1%</p> <p>Pacific Islander: 1%</p> <p>Two or more: 6%</p> <p>Unreported: 10%</p> <p>White: 54%</p>



# “Active” Employees # Full-time Faculty # Part-time Faculty	3,245 1,000 397
<u>Intercollegiate Sports</u>  Men’s Programs:  Women’s Programs:	Basketball and Soccer  Basketball and Soccer
Board of Directors (8) 7 elected; 1 student elected by student body	

**APPLICATION PROCEDURES**

Completed applications are **due by Tuesday, Feb. 1, 2022** To ensure full consideration, you will be required to submit: 1) a current resume or CV; 2) a cover letter addressing the position; and 3) the contact information for three professional references. Submit your application securely through our website by clicking **[insert search web page hyperlink]**.

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**RH PERRY POLICY**

RH Perry & Associates is committed to the highest standards of professionalism 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 their consent.

**PORTLAND COMMUNITY COLLEGE NON-DISCRIMINATION POLICY**

The College prohibits unlawful discrimination based on race, color, religion, national origin, sex, marital status, disability, veteran status, age, sexual orientation, or any other status protected by federal, state, or local law in any area, activity or operation of the College. The College also prohibits retaliation against an individual for engaging in activity protected under this policy, and interfering with rights or privileges granted under anti- discrimination laws. In addition, the College complies with applicable provisions of the Civil Rights Act of 1964 (as amended), related Executive Orders 11246 and 11375, Title IX of the Education Amendments Act of 1972, Section 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990 (as amended), Uniformed Services Employment and Reemployment Rights Act (“USERRA”), and all local and state civil rights laws.

