



Black Hawk College

Position Profile

President



Pauly Group INC

ACADEMIC SEARCH CONSULTING

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College Overview

Black Hawk College began as Moline Community College in 1946 in the Moline High School to accommodate World War II veterans seeking higher education. Moline Community College was organized into three divisions – Moline Cooperative Extension of the University of Illinois, Terminal Course Division for career training and Adult Education Division for personal enrichment. The college continued to offer transfer, career, and adult education classes, and in 1961 it became Black Hawk College – the first county-wide junior college in Illinois. The College expanded as neighboring school districts petitioned to join the College district. In 1965, with the passage of “The Illinois Public Junior College Act,” Black Hawk College became part of the state’s system of higher education, committed to offering traditional liberal arts courses, occupational courses, and adult education courses at its campus in Moline.

At the request of citizens from Kewanee, IL, the college expanded operations to communities in the southeastern portion of the district. Instruction was delivered at the Kewanee National Guard Armory and at Kewanee High School beginning in 1967. Instruction began at the present site of the East Campus in 1971. Black Hawk College East was operationally separate from the Quad-Cities Campus from 1971-89. At the request of the College, the North Central Association (NCA) approved unification of the campuses in 1986, and the Illinois Community College Board approved the College as one college with two campuses in 1989. The two campuses continue to be united, with each offering a full complement of courses and curricula.

Black Hawk College operates within Illinois Community College District #503, an area encompassing 2,200 square miles in nine counties of northwestern Illinois (Bureau, Henderson, Henry, Stark, Whiteside, Knox, Marshall, Mercer, Rock Island). In addition to full-service campuses in Moline and near Kewanee, the college operates the Adult Learning Center in Rock Island, the Community Education Center in Kewanee, the Industrial Training Lab Extension Center in Moline, the Outreach Center in East Moline, and the Welding and Skilled Trades Center in Kewanee. The college offers a variety of career and transfer programs and serves more people than any other institution of higher education in the Quad-Cities area.



College Overview (Cont.)

Black Hawk College is unique in the fact that both the Quad-Cities Campus and the East Campus have their own foundation, with their own board of directors. The Black Hawk College Foundations are committed to securing resources in the interest of education and meeting needs in the areas of scholarships, general endowment, faculty development, facilities, instructional equipment, campus beautification and more. For more information on the foundations, click [here](#).

2022 Consumer Report Card Facts and Figures

- Annual enrollment—5,789
- Students by gender— 61% female, 39% male
- Minority Student Enrollment—35%
- Fall to Spring semester retention—72%
- Fall to Fall persistence—49%
- Transfer rate in three years— 21%
- Associate of Applied Science programs offered— 26
- Certificate programs offered— 43
- Credit and non-credit courses offered— 1,406
- High School partners offering dual-credit options— 19
- Dual credit enrollment— 1,197— There are currently (mid-point fall 22) 1,132 dual credit students

At mid-point Fall 2022

- Unduplicated total headcount FT/PR— 3,413. This is 98.67% compared to prior year
- Total credit hours— 30,533. This is 97.7% compared to prior year
- 71% of all students are 17-20 years old

Accreditation

Black Hawk College is accredited by the following organizations:

- Black Hawk College is accredited by the [Higher Learning Commission](#) and participates in the Open Pathway, one of two pathways leading to reaffirmation of accreditation with the Higher Learning Commission.
- Commission on Accreditation in Physical Therapy Education.
- Accreditation Commission for Education in Nursing, Inc. (ACEN).

Black Hawk College is recognized and certified by the Illinois Community College Board (ICCB).

For more on accreditation, planning and institutional effectiveness, budget and annual report information, and our facilities master plan, click [here](#).

Campus Locations

Quad-Cities Campus

The Quad-Cities Campus has six buildings situated on a park-like 161-acre site in Moline, Illinois. It also serves as the district office for the college. In addition to transfer programs, the Quad-Cities campus offers their recently launched new programs in Cybersecurity, Court Reporting, Surgical Technology, as well as their popular Early Childhood Education and Healthcare programs.

East Campus

The East Campus is located five miles south of Kewanee in Galva, IL. In addition to classroom buildings, the campus has specialized agriculture and equine facilities and the Veterinary Sciences Center, all situated on a 102-acre site with rolling hills and cultivated farming ground.

Black Hawk College Outreach Center

The Outreach Center offers General Education Development (GED®), English as a Second Language (ESL), Optional Education (high school credit and youth GED®), and Professional and Continuing Education (PaCE) classes.

Community Education Center

The Community Education Center is located in downtown Kewanee. This location offers General Education Development (GED®), English as a Second Language (ESL), career assistance, college-credit and Professional and Continuing Education (PaCE) classes.

Business Training Center

The Business Training Center is committed to designing and providing high quality training and business services that advance the skills of your workforce and increase organizational productivity. Our goal is to help you build a higher level of performance in your organization by investing in your employees. In addition to training, the Business Training Center also offers pre- and post-assessments, review of processes, consulting, and quality and safety audits.

Adult Learning Center

Services available at the Adult Learning Center include general education development (GED®) classes, English as a Second Language (ESL) classes, Business Training Center computer classes, Optional Education (high school credit and youth GED®) classes, and Professional and Continuing Education (PaCE) classes. The center is located at the intersection of 11th Street/U.S. 67 and Black Hawk Road/46th Avenue in Rock Island.

Industrial Training Lab Extension Center

The ITLEC is home to non-credit training programs in welding and forklift operation. Students earn certificates upon completion of programs that range from 7 weeks to 2 months. The Center is designed to meet the needs of manufacturing, construction and logistics companies throughout northwest Illinois.

Welding and Skilled Trades Center

Services available at the Welding and Skilled Trades Center include customized welding classes for industry, Dual Enrollment Welding Certificate classes and the Welding Certificate Program.

For a full list of addresses, maps and directions, please click [here](#).

Mission, Vision, and Core Values

Mission

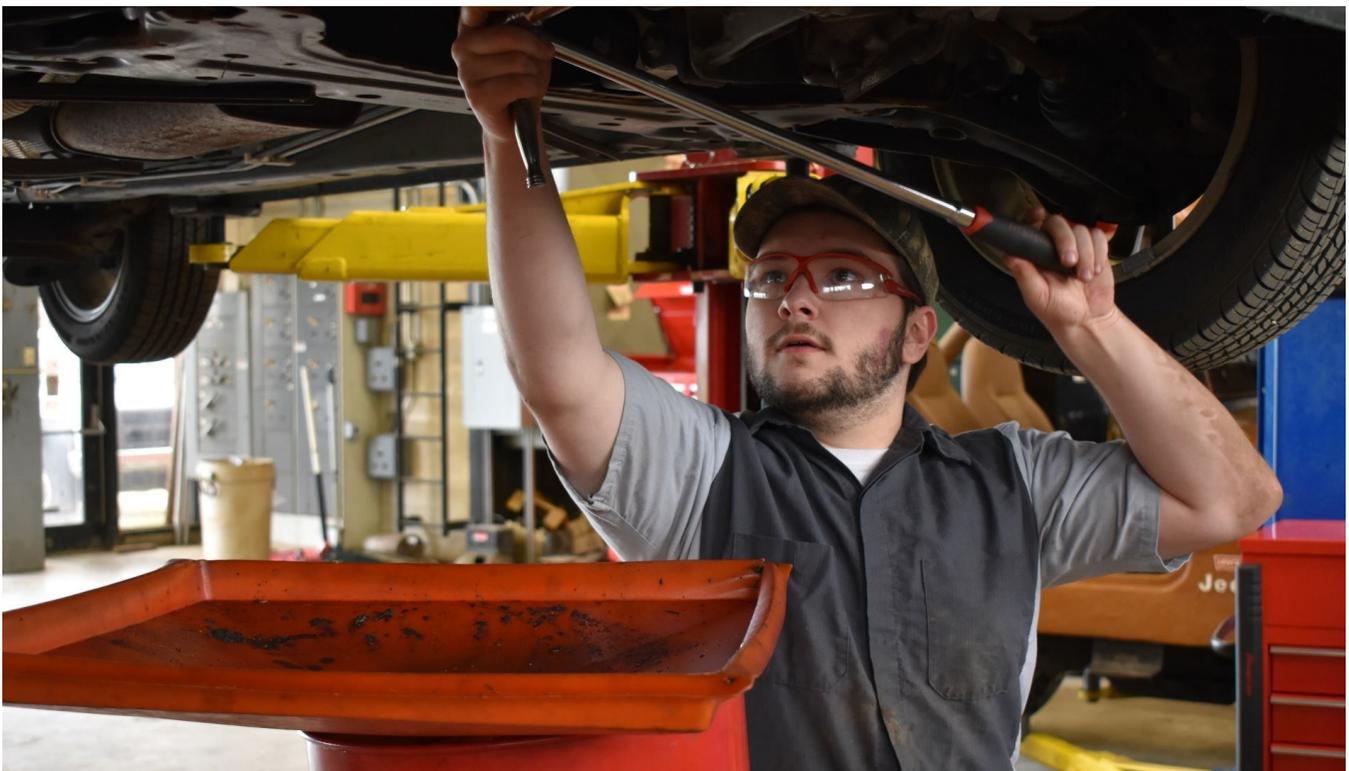
OUR MISSION is to inspire students, develop talent and strengthen communities.

Vision

OUR VISION is to prepare learners to live and work in diverse global communities through the relentless pursuit of student success, innovation and educational excellence.

Core Values

- Caring and Compassion – We advocate being kind, considerate, and empathic as we work toward our collective and separate goals.
- Fairness – We promote consistency and evenhandedness in our policies, procedures, and dealings with others.
- Honesty – We advocate being truthful, sincere, and candid in all aspects of our daily activities.
- Inclusion and Diversity – We value the inclusion of all individuals and celebrate their unique attributes, characteristics, and perspectives.
- Integrity – We promote being trustworthy, honorable, and consistent with our values in our interactions with others; we do the right thing even when it is not popular or easy.
- Respect – We treat others with positive regard and esteem.
- Responsibility – We are accountable, dependable, and reliable as we follow through on our commitment to teaching excellence, student learning, and service to others.



Opportunity Overview

With the retirement of President Tim Wynes, the Black Hawk College Board of Trustees and college constituency groups seek in their next President a leader who is student focused and willing to be invested in the communities served by the college. With an approachable and friendly leadership style, this person will build on a culture of transparency and enthusiasm for the college, while being a strong decision maker, strategic thinker, and visionary.

Enrollment and Student Success

Black Hawk College's decreasing enrollment trends have followed the pattern most community colleges in Illinois have experienced over the last 5+ years. The next President will have a record of turning around enrollment decline and increasing retention by having a leadership style with a focus on student success, innovation, and entrepreneurialism.

College Culture and Communication

With a record of creating a culture of trust, accountability, and effective communication, the next President will have an outgoing and transparent leadership style. This person will have a history of success from gathering input, taking the information under advisement, making decisions, communicating the decisions, and following through. Interpersonal skills to recognize silos, improve college-wide processes, and thrive within a college with multiple campuses and centers that have different cultures and needs are a must for the President's long-term success at the college.

Community Involvement

It is critical the new President have a focus on innovative and traditional education while taking appropriate risks to enhance the reputation of Black Hawk College. This President will have an outgoing personality that connects easily with business leaders, education partners, and other community members. In addition, Black Hawk College serves multiple communities with two campuses and several outreach centers. This next President will have the interpersonal skills, energy, and ability to become involved, invested, and seen as an active member within the communities in the service area.

Financial Expertise and Resource Development

Black Hawk College is financially healthy, and the expectation is this attribute will continue despite enrollment challenges. The next President will have a strong understanding of finances and the ability to build relationships that lead to donor support and funding from both public and private partnerships.



Job Description

The President serves as the chief executive officer of the College District with responsibility for: formulation of recommended policy for Board of Trustees consideration; implementation of the policies approved by the Board of Trustees; direction of current and long-range planning; development and maintenance of an appropriate administrative and academic organization; development and maintenance of a program for the effective management of institutional resources in support of all institutional programs.

- a. Recommends appropriate policies for Board of Trustees action and provides for the implementation of those policies and procedures adopted by the Board of Trustees.
- b. Strategic Planning
- c. Serves as the official representative of the Board of Trustees except when the Board is meeting as a body.
- d. Provides overall leadership in establishing priorities and objectives and in planning of the current and long-range educational, financial, personnel, and facilities needs of the College District.
- e. Provides for development and maintenance of appropriate administrative resources.
- f. Provides for development and maintenance of the academic programs of the College District through the creation of a climate which enhances student learning, stimulates creative approaches to teaching and learning, and motivates both staff members and students to optimum achievement.
- g. Establishes the accountability of the College District for student learning and provides for assessment of educational outcomes.
- h. Recommends personnel actions to the Board of Trustees including employment and dismissal and provides for the recruitment, assignment, supervision, and evaluation of the professional staff and classified personnel.
- i. Provides for the preparation of the annual budget, for the administration of expenditures in accordance with the budget as approved by the Board of Trustees, and for initiation of studies of the cost effectiveness of the College District programs.
- j. Provides for identification of available sources of grant support to fund College District program needs, for the preparation of grant proposals, and for the monitoring of funded projects.
- k. Provides for an information program by which the community, College personnel, and students are informed about the programs, needs, and achievements of the College District.
- l. Appoints all district-wide standing, special, and advisory committees of the College District and serves as ex-officio member of committees appointed by him or her.
- m. Provides for the preparation and submissions of all reports required by local, state, and national agencies.
- n. Provides for review of policies and activities of groups and organizations functioning as part of the College District to insure that the actions of such groups are consistent with the philosophy and policies of the College District.
- o. Has authority to exercise discretionary power necessary to ensure the continuous, efficient operation of the College District including emergency appointment of personnel and authorization of expenditures to meet urgent and unexpected needs.
- p. Provides for efforts toward continued accreditation of the institutions of the College District and for recognition by, and membership in, appropriate associations and organizations.
- q. Provides for representation and active participation in appropriate local, state, and national efforts to promote the interest of community college education.
- r. Submits an annual report and metrics to the Board of Trustees and community.
- s. Takes responsibility for the oversight of all legal matters involving the college, especially those relating to education, and compliance with Federal, State, and local laws and regulations.
- t. Maintains satisfactory Motor Vehicle Record and a valid driver's license.
- u. Works collaboratively with community, business, and industry partners.
- v. Solicits private and donor funding sources.

Education and Experience

Education and Experience: (To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.)

- a. Masters Degree from an accredited institution required; earned doctorate preferred.
- b. Significant administrative experience required; administrative experience at a multi-campus community college preferred.
- c. Teaching experience is preferred.

Knowledge, Skills, and Abilities

- a. Demonstrated leadership and communication skills with all segments of the college community, other educational entities, governmental agencies, legislative bodies, business, and industry.
- b. Demonstrated commitment to a comprehensive community college philosophy including area vocational/technical, liberal arts, and adult continuing education and community services.
- c. Experience in working in collective bargaining process and administering a master contract.
- d. Experience in dealing with both urban industrial and rural agricultural communities, with multiple campuses.
- e. Knowledge of budget process, resource allocation planning and management in public community college with local, state, and tuition funds.
- f. Ability to work with an elected board in establishing and implementing college goals and policies and ensuring the Board's involvement in the college's shared governance processes is required.
- g. Experience or knowledge of multi-campus district operations preferred.
- h. Should be a dynamic educational leader possessing outstanding communication skills, desire for hard work, humor, and the ability to inspire confidence and respect.

The above statements reflect the general details necessary to describe the principle functions of the described job; it is not an all-encompassing statement of all the work requirements that may be necessary to perform the job.



Application Process

Apply online at www.paulygroup.com and click on "Apply Now" for Black Hawk College, President.

Attach (1) a cover letter that addresses the knowledge, skills, and abilities, and required education and experience; (2) a current resumé; and (3) reference names and contact information.

Please direct all confidential inquiries and nominations to the College's search consultant,

Dr. Angela Provart
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Pauly Group Inc.
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Phone: 217-241-5400 Fax: 217-241-5401
Email: aprovart@paulygroup.com

The committee will begin review of applications immediately. Applications will be accepted until the position is filled, with materials submitted by **Monday, February 6, 2023** receiving priority consideration. All applications are confidential and references will not be contacted without the expressed authorization of the applicant.

Black Hawk College is proud to be an equal opportunity employer. Applicants with disabilities who need assistance in the application, interview and/or hiring process should contact Human Resources.

