

Request to Approve the Initial Salary Range and Key Qualification Areas for the NPC President Position

Recommendation:

Staff recommends approval of the initial salary range for the NPC President position as \$185,000 to \$220,000 based on qualifications.

Staff also recommends approval of the key qualification areas for the NPC President position, with an understanding that (1) the qualification details will be discussed and finalized by the Presidential Search Committee in consultation with the board-approved search firm; and (2) the complete presidential profile will be reviewed and approved by the board at a later time.

Summary:

Staff used the Mountain States Association of Community Colleges 2019-20 Survey to evaluate current salary of current president's position. NPC's salary was listed within the bottom fifth of the 28 community colleges responding to the survey. It was also listed as the lowest of the seven Arizona community colleges. In order to attract the most qualified candidates, the initial salary range needs to be adjusted to reflect a more reasonably competitive option to attract the most qualified candidates.

Staff began crafting the qualifications for the NPC President position by reviewing the listed qualifications published for its previous presidential search. The initial drafts of the qualifications were vetted through the executive team. College faculty and staff were also invited to review the draft qualifications and provide input.

During the initial evaluation of potential search firms for the current presidential search, staff recognized the additional value these firms would bring in strengthening the articulation of the qualifications and in developing an attractive presidential profile. Staff presents the key qualification themes as foundational parameters in this recommendation.



The key areas include:

- Advanced educational credentials: Master's degree is required, earned doctorate strongly preferred.
- History of educational experiences: At least 5 years of instructional and/or curriculum experience.
- History of administrative experiences: At least 7 years of higher education administrative experience in positions of increasing responsibility. Prior president experience preferred.
- Demonstrable accomplishments/achievements in leading institutional change; practicing effective shared governance; achieving enrollment growth and student success; expanding sources of revenues; and advocating diversity, equity, and inclusion.
- Qualities such as strong leadership; effective collaboration; excellent communicator.



Northland Pioneer College

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