

SEARCH PROFILE:

PRESIDENT



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West Virginia Northern Community College, a public, tri-campus, comprehensive, two-year college, seeks a dynamic, visionary leader with significant post-secondary education and training, community college, and senior administrative experience to serve as President. Committed to advancing the institution to even higher levels of achievement, this executive officer will embrace and passionately articulate our mission of providing learning opportunities that enrich the lives of individuals and promote the economic growth of the region and the state.

The new President is expected to join the College in late summer 2026.



THE COLLEGE

The West Virginia Board of Regents established West Virginia Northern Community College (Northern) in 1972, by re-designating the former Hancock County Branch and the Wheeling Campus of West Liberty State College (now known as West Liberty University). The Board specified that the newly created dual-campus community college would be responsible for providing educational programs of two years or less duration for high school graduates and adults. Responding to local community needs, the College began offering courses in New Martinsville in 1973, establishing its third campus there in 1975.

In the 2024-25 academic year, Northern enrolled 2,480 credit students plus 852 non-credit workforce students across its three campuses in Wheeling, Weirton, and New Martinsville. Students are primarily from the Northern Panhandle region of West Virginia, with approximately 16 percent attending from out of state.

Northern's tuition is among the lowest in West Virginia. In addition to affordable in-state tuition, Northern has a tuition reciprocity agreement with the State of Ohio that provides students from either state with in-state tuition rates. A lower "metro rate" is also provided to students in adjacent counties in Pennsylvania.

COLLEGE MISSION STATEMENT

West Virginia Northern is a comprehensive community college that provides affordable, quality education and training for all who wish to learn. Northern strengthens our community and empowers individuals to pursue fulfilling lives.

With its open enrollment policy, Northern admits all students seeking postsecondary education. Northern also has a robust dual enrollment program with high school partnerships across the Northern Panhandle, including the West Virginia Level-Up Pathways program in which career-technical students earn college credit for high school courses aligned with degree programs at Northern. Currently, dual enrollment students comprise over 30 percent of Northern's total credit headcount.

The College has 55 full-time and 100 part-time adjunct faculty, providing a 12-to-1 student-faculty ratio. Faculty bring both knowledge and real-world experience to their classrooms, as well as a strong commitment to student success.

THE COLLEGE (CONT.)

As a comprehensive community college, Northern provides 71 programs and courses in applied technology, business, career studies, computer information technology, culinary arts, education, healthcare, human services, criminal justice, and liberal arts. Workforce development is a key part of the mission and includes dozens of non-credit continuing education offerings. The College awards the Associate in Arts (AA), Science (AS) and Applied Science (AAS) degrees including nearly 20 specialized 2+2 transfer programs with numerous four-year institutions. Online courses and enrollments continue to expand currently comprising approximately 30 percent of total credit course offerings and enrollments.

At the May 2025 Commencement ceremony, Northern awarded 240 degrees and certificates to 214 students. The College's Radiography program pass rate on the national licensure exam was 100 percent, with Northern's students consistently scoring above state and national averages. In addition, students in Nursing, Surgical Technology, Medical Lab Technology, and Health Information Technology programs all achieved 90 percent or higher success rates on licensure exams. Ten academic programs have specialized program accreditation from national accrediting agencies.

Students are engaged on campus and in the community. Student government, academic honor organizations, academic program clubs, intramural/club sports including eSports, and special interest groups are active at the College. The Office of Student Engagement offers a number of community service opportunities and events

that both engage students in community experiences and raise funds and donations to support students and for community causes.

The College has an active Foundation that raises funds to support student scholarships, emergency assistance, facility upgrades, and student success initiatives. The WVNCC Foundation Board is comprised of 25 community members from diverse backgrounds. Current assets exceed \$10 million. The Foundation recently received its largest private donation to date, a \$650K planned gift from a former faculty member.

Significant multi-year federal and state grants and programs currently underway include:

- TRIO/Upward Bound – US Department of Education, \$300K, awarded annually.
- HEA Title III – US Department of Education, \$1.2M, Year 4 of 4.
- Rural Guided Pathways – National Center for Inquiry and Improvement, one of 16 first round colleges, Year 4 of 6.
- Manufacturing and Production Skills 2.0 – US Department of Labor, \$1.5M, Year 2 of 4.
- WV Advance Grant for Respiratory Therapy – WV Community and Technical College System, \$250K, Year 2 of 3.

For more information about the College, please visit our website at www.wvncc.edu.





THE PRESIDENTIAL OPPORTUNITY

In concert with the Board of Governors and the College, the President sets the vision, direction, and strategic priorities of Northern, ensuring that all are reflective of the institution's mission of addressing the educational needs of the state and region while demonstrating a commitment to broad student access and success.

Building on past accomplishments, the President will further strengthen and expand programs, technology, and services while introducing new initiatives that address emerging trends and needs in the region. Working collaboratively with the college, the state education system, and the region, this executive officer will advance fresh ideas and initiatives that enhance the learning and working environment at Northern.

To keep the institution on target in accomplishing its goals and aspirations, the President will understand how to balance and prioritize challenges and opportunities through strategic planning and utilize data in decision-making. This executive officer will have a record of establishing effective connections, collaborations, partnerships, and coalitions that benefit the institution

and its students, especially with academic institutions and business and community partners across the region. The President will embrace these opportunities through networking and active involvement in the community.

The President will demonstrate effective administration of fiscal and human resources and will understand the funding and budgeting processes at the state legislative level. This senior administrator will work closely with the Foundation in resource development through gifts and grants.

A supporter of shared governance and proponent of transparency, the President will understand the importance of being both visible and involved on all three campuses and the value of professional development for faculty and staff. A good listener with a sense of humor, this executive administrator will be approachable and able to engage people at all levels. This leader will be an advocate for the College, our students, faculty and staff, and will seek common ground when there are diverse viewpoints.

PRESIDENTIAL CHARACTERISTICS AND EXPERIENCE

Candidates should have the academic and administrative leadership experience to successfully accomplish the responsibilities and goals of the position. An earned doctoral degree from a regionally accredited institution is strongly preferred.

It is strongly preferred that individuals seeking this opportunity should also possess:

- Administrative and teaching experience at a community college, especially a multi-campus institution
- The ability to foster a vibrant and empowered community through a proven leadership style that evokes trust, welcomes collaboration, reflects confident decision making, and effectively engages the talents and experiences of employees
- Highest standards of personal and professional integrity and credibility
- Effective communication skills, both oral and written, especially in articulating the College's mission, vision and goals
- Successful financial leadership experience that demonstrates resourceful approaches to handling a complex operating budget
- Proven track record of collaborating with local and regional employers to address workforce skill needs to include both credit and workforce learning solutions
- The knowledge and ability to be effective within a state political system, including interacting with elected and appointed officials, agencies, and boards
- The ability to lead collaboratively in a manner that provides a supportive, responsive working and learning environment for faculty, staff, and students
- A leadership style that enhances the relationship of the College to other educational institutions and the broader local and state community
- The ability to strategically position the College to achieve future success
- The expertise to recognize emerging trends and opportunities that will benefit the College and its students
- The ability and confidence to develop new relationships and nurture present ones that support the College's vision, mission, and goals
- Leadership qualities and characteristics that inspire excellence and dedication in others





WHEELING, WEST VIRGINIA

Serving three campuses, Northern's administrative offices are located in the historic B&O Building, originally the passenger terminal of the Baltimore & Ohio Railroad, in the City of Wheeling. Known as "the friendly city," Wheeling and the surrounding area has a unique, rich, and historic heritage. The city has a population of 27,052, while the metro area has more than 140,000 residents.

Whether it's dining, shopping, or exploring, Wheeling offers a treasure of one-of-a-kind experiences. The city combines a wonderful mixture of small-town characteristics and major market quality of life. Along with a low cost of living, Wheeling boasts an outstanding cultural attractions, a variety of entertainment venues, and ever-growing employment opportunities. Private and public schools are available.

The city is located on the Ohio River in West Virginia's Northern Panhandle, between Ohio and Pennsylvania. The scenic riverfront location, proximity to mountains, festivals, parks and playgrounds, century-spanning historical sites, and award-winning events solidify the City as a great place to work, live, and play.

If seeking a more urban outing, Wheeling is less than an hour's drive from Pittsburgh International Airport and two hours from Columbus, Ohio.

Visit the Wheeling Convention & Visitors Bureau website for more information at VisitWheelingWV.com.



APPLICATION AND NOMINATION PROCESS

Academic Search is partnering with West Virginia Northern Community College in this search. Confidential discussions about the position are encouraged and may be arranged by contacting Dr. Pam Balch: pam.balch@academicsearch.org

Nominations and inquiries should be sent to WVNCCpresident@academicsearch.org. Please submit complete contact information and an email address for individuals being nominated.

Applications can be submitted confidentially at: www.academicsearch.org/WVNCCpresidentApply

Applications should consist of:

- A Letter of Interest addressing the “Presidential Qualities and Requirements” listed above
- A current resume or curriculum vitae

References will be requested later in the search. The position is open until filled, but only applications received by **April 23, 2026**, will be guaranteed full consideration.

West Virginia Northern Community College (WVNCC) is an Equal Opportunity/Affirmative Action Institution and does not discriminate based on race, sex (e.g., sex stereotypes, gender identity, gender expression, sexual orientation, and pregnancy or parenting status), disability, religion, color, national origin, or age in admission, employment, educational programs or activities. It also does not discriminate based on genetic information in employment or employee health benefits. Further, faculty, staff, students, and applicants are protected from retaliation for making complaints or assisting in investigations of discrimination. WVNCC will take steps to ensure that a lack of English language skills will not be a barrier to admission and participation in the College’s CTE offerings. Auxiliary aids and services are available upon request for individuals with disabilities. If you have questions, more information can be found on our website, <https://wvncc.edu/offices-and-services/title-ix-/5251>.

An Affirmative Action/Equal Opportunity/Veteran/Disabled Employer

ABOUT ACADEMIC SEARCH

Academic Search is assisting West Virginia Northern Community College in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

