



# Presidential Position Profile

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# COLLEGE OVERVIEW

Springfield Technical Community College (STCC), the only technical community college in Massachusetts, was founded in 1967 with the mission of providing access to comprehensive higher education to the Greater Springfield region, with a particular focus on developing a skilled workforce. Springfield, Massachusetts is in Hampden County, and is the fourth largest city in New England and the largest municipality in Western Massachusetts.

As an institution, STCC is proud to be designated as a Hispanic Serving Institution (HSI). The College strives to create a campus culture where all faculty, administration, staff, and students are aware of and dedicated to embracing and fostering the HSI designation and identity. In 2015, STCC became one of only three colleges in the state to achieve this prestigious recognition.

Throughout its history, the College has offered the community a comprehensive portfolio of academic offerings, including non-credit/workforce development, with a unique array of healthcare and Science,

Technology, Engineering, and Mathematics (STEM) programs. In addition, STCC provides transfer and career-focused programs in Applied Psychology, Human Services/Social Work, Business, Education, Criminal Justice, Information Technology (IT) and Cybersecurity, Manufacturing and Engineering, as well as Architecture/Building Technology and Heating, Ventilation, and Air Conditioning (HVAC)/Energy Systems.

Established on the grounds of the Springfield Armory National Historic Site, the nation's first armory, STCC has over one million square feet of campus infrastructure, labs, and teaching facilities. The historical nature of many of the campus's buildings offers unique character. STCC's designation on the National Register of Historic Places brings with it an extraordinary distinction and stewardship responsibility. Special attention to, and scrutiny of, modern updates to historic buildings, as well as substantial infrastructure cost considerations requires ongoing monitoring, planning, and investment.

## MISSION, VISION, AND VALUES

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**Mission Statement:** STCC supports students as they transform their lives.

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**Vision:** STCC will be the premier technical community college in the Northeast.

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**Values:** STCC will build on our values to center and strengthen our mission.

- **Student-Centered:** We listen to students and provide the access and affordability needed to excel in the educational experience. We provide students with knowledge and experiences to support their learning and holistic personal and professional development and success.
- **Equity:** We work tirelessly toward racially equitable outcomes by ensuring access to opportunities, removing barriers to success, and committing to antiracism. We embrace our identity as a Hispanic Serving Institution and are intentional in our efforts to best support marginalized populations and those in need of extra support.
- **Dedication:** We deliver excellent learning experiences, supporting students in achieving their own goals. We are compassionate and professional when working with our students and each other. We listen and provide thoughtful and non-judgmental feedback which creates safe and welcoming spaces for everyone. We do everything we can to ensure student success and community well-being.
- **Integrity:** We are moral, ethical, and honest when working with our students and each



other. We foster an environment that builds trust and supports individual character.

- **Respect:** We champion and incorporate mutual respect and trust among administrators, faculty, staff, and students. With respect, we embrace differences to create an inclusive environment for all.
- **Community:** We partner and work with employers, industries, and non-profit organizations to develop programs, student activities, scholarships, and athletic opportunities. Together, we enhance educational opportunities and connect students and alumni to local career opportunities in the region.



## ACADEMIC PROGRAMS AND STUDENT SUCCESS INITIATIVES

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At present, the College has 83 degree and certificate programs, many of which are not available anywhere else in the region. As a comprehensive community college, STCC provides an expansive range of for-credit, community, and professional education opportunities, as well as early college and intentional student success initiatives. Classes are offered in day, evening, weekend, and hybrid/online modalities designed to meet the needs of recent high school graduates as well as adult students.

The College has invested significantly in early college pathways, including two formal state designations with high schools in Springfield. The recently-opened Center for Early College features offices and study space for partner schools and STCC staff. STCC also offers many short-term Workforce trainings, as well as other educational opportunities with a community/needs focus, High School Equivalency (GED/HiSET) classes and exams, classes for English Language Learners, and career/certificate programs.

STCC is an important part of the pipeline for the region's major health-care and social services employers, among others, as well as its higher education peer institutions throughout the region.

Signature student success initiatives include Lead: Female Leadership and Mentoring Program, Male Initiative for Leadership and Education (MILE), and TRIO Student Support Services.







# A DISTINCTIVE TECHNICAL MISSION

Since its founding as the Commonwealth's only technical community college, STCC has remained committed to its unique career and technical mission. The College continues to invest significant resources in maintaining technology-driven and career-focused programs that serve sectors that are in high demand in Western Massachusetts. Signature programs and initiatives that support the College's technical mission include:

## **SCHOOL OF HEALTH AND PATIENT SIMULATION (SHPS) AND THE SIMS MEDICAL CENTER**

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SHPS offers 27 Associate, Certification, and Certificate programs in healthcare and is vital

to the educational and workforce development needs of Western Massachusetts. Nursing, Dental Sciences, Surgical Technology, Respiratory Care, and Radiologic Technology are a few examples of accredited SHPS programs with selective admissions. The School of Health also serves over 1,000 students annually in an open access Health Science program that provides the opportunity for students to explore careers in healthcare, to receive hands-on training, and to earn a professional certification. The Health Science pathway has helped increase Black, Indigenous, and People of Color (BIPOC) enrollment in clinical programs, including Nursing, Dental Hygiene, and Radiologic Technology; currently 48% of students in competitive health programs are BIPOC, an increase of 17% since the pathway's establishment in 2018.

## SIMs Medical Center

SHPS also hosts the nationally accredited SIMs Medical Center. Created to provide an integrated and state-of-the-art educational environment, this unique setting supports students and healthcare professionals as they develop patient care skills, build interdisciplinary teamwork, enhance communication proficiency, and further their critical thinking skills. With over 100 patient simulators and an innovation lab that integrates virtual reality into instruction, the College provides the largest simulated learning environment for clinical experiences in New England.

The SIMs Medical Center, along with most School of Health and Patient Simulation programs, will soon be relocated to Scibelli Hall (Building 2), which is undergoing a \$50 million renovation. The project, when complete in 2027, will feature state-of-the-art learning spaces.

## EXCELLENCE IN STEM

- **Advanced Manufacturing:** In service to a high-demand regional manufacturing industry, STCC offers a number of programs that support precision, advanced, and diversified production specific to manufacturing. Labs

feature industry-current equipment and associated design and product manufacturing systems. The College's Laser Optics Technology program, one of only a few community college optics/photonics programs nationwide, is a key example of STCC's readiness to support Western Massachusetts's designation as a Quantum Technology TechHub.

- **Energy Systems Technology:** The College also enrolls over 100 students in its Energy Systems Technology (inclusive of HVAC) programs and will serve the Commonwealth's efforts to close the workforce supply gap in heat pump and HVAC technicians.
- **Cybersecurity:** STCC, through local, state, and federal funding, operates the Richard E. Neal Cybersecurity Center of Excellence at Union Station in downtown Springfield. Leading a consortium of partners, the Center includes a cyber range, as well as a security operations center. The College provides world-class training and management operations education for over 200 students across STCC cybersecurity programs and professionals throughout Western Massachusetts.  
*For a listing of degrees and certificates, visit [stcc.edu/explore/programs](https://stcc.edu/explore/programs).*







# STUDENT PROFILE AND CAMPUS COMMUNITY

STCC has a diverse student body in terms of age, race/ethnicity, income, and academic interest. In 2015 STCC was federally designated a Hispanic Serving Institution (HSI), with over 30 percent of students today identifying as Latino/a/x.

STCC enjoys small class sizes affording students opportunities to build rapport with faculty. The College is continually adapting to meet its purpose as an accessible institution, with tuition/fees the lowest of any higher education institution in the City of Springfield. STCC faculty and staff, which total nearly 700, are devoted to helping students achieve their goals, with survey results demonstrating how students enjoy a strong sense of community and belonging. A noteworthy Center for Innovation in Teaching and Learning provides comprehensive instructional design support to faculty.

**>50%**

of students are  
students of color

**55%**

of students are  
Pell-eligible based  
on income and  
expected family  
contribution

**60%**

of students are  
female

**85%**

of students live  
within eight miles  
of campus

**>40%**

of class sections are  
online.



# AFFILIATED ORGANIZATIONS

## STCC FOUNDATION

The STCC Foundation is a separate, non-profit, 501(c)(3), tax-exempt corporation whose purpose is to support the mission of the College and serve as a catalyst for workforce and economic development. With total assets of approximately \$8.5 million, the STCC Foundation is designated to accept tax-deductible gifts and bequests of cash, real estate, equipment, securities, life insurance, and other property. All gifts are used to enhance the high quality of education offered at STCC. The STCC President serves on the STCC Foundation Board.



## STCC ASSISTANCE CORPORATION

The College also enjoys affiliation with the STCC Assistance Corporation, a quasi-public entity established for the benefit of the College that operates the Springfield Technology Park, a 250,000 square-foot complex across the street from the STCC campus. The Technology Park currently hosts STCC's Mechanical Engineering Technology program and has been selected and funded by the Commonwealth for development of a Quantum Supply Chain Accelerator. The STCC President serves on the STCC Assistance Corporation Board.



# FACTS AND FIGURES

## ENROLLMENT

**9,458**

Total Students  
Credit and Non-Credit

**6,150**

Students Enrolled Fall 2025

**334**

Early College  
Students

## ENROLLMENT STATUS

**67%**

Part-time Students

**33%**

Full-time Students

## GENDER

**62%**

Female

**36%**

Male

**2%**

Unknown or Other

## STUDENT DEMOGRAPHICS

**14–78**

Age Range of Students

**25**

Median Student Age

## CREDENTIALS AWARDED (2025)

**882**

Total Credentials Awarded

**619**

Associate Degrees

**263**

Certificates

## ETHNICITY

**39%**

Hispanic

**32%**

White

**15%**

Black

**14%**

Multi-Racial/Other/Unknown



## PROGRAMS AND ACADEMICS

**4**

Divisions:

- Health and Patient Simulation
- Liberal Arts and Professional Studies
- STEM
- Workforce Development

**83**

Degree and Certificate  
Programs (FY26)

## FACULTY AND STAFF

**655**

Faculty and Staff

**115**

Full-time Faculty

## ALUMNI

**43,245**

Alumni





# THE MASSACHUSETTS DEPARTMENT OF HIGHER EDUCATION AND BOARD OF HIGHER EDUCATION

STCC is part of the Massachusetts Public Higher Education System. The system includes 15 community colleges, nine state universities, and the University of Massachusetts system of five campuses. Links to individual campuses' websites and a map of the campus locations are available on the [Public Higher Education campus directory](#).

A statewide Board of Higher Education (BHE) is the Commonwealth's state higher education authority with coordinating and some governing authority over the Commonwealth's public higher education system, and regulatory authority over all public and private higher education institutions operating in the Commonwealth and authorized to grant degrees.

The mission of the BHE is to ensure that Massachusetts residents have the opportunity to benefit from a higher education that enriches their lives and advances their contributions to the civic life, economic development, and social progress of the Commonwealth.

To that end, the programs and services of Massachusetts higher education must meet standards of quality commensurate with the benefits it promises and must be truly accessible to the people of the Commonwealth in all their diversity.

The Department of Higher Education (DHE), headed by Commissioner Noe Ortega, is the executive arm of the BHE. The BHE has a seat in the search and selection of college presidents, approves recommended presidential appointments, and sets the compensation of presidents. Presidential performance is also evaluated annually by trustees through a process that is executed under BHE policy and includes Commissioner involvement.

The BHE has established four strategic priorities designed to build upon, and be in service to, the BHE's equity work-- to significantly raise the enrollment, attainment, and long-term success outcomes among underrepresented student populations.

These four priorities will guide the BHE's and the DHE's work in the years ahead.

1. **Student Success and Financial Aid:** Supporting and advancing student access and success through well-designed, sufficiently funded, clear and consistent financial aid and success program funding
2. **Economic Mobility:** Increasing the economic mobility benefits of postsecondary participation
3. **Public Good:** Improving alignment between public good outcomes and postsecondary higher education opportunities
4. **Innovation:** Facilitating and fostering high-impact innovation throughout the public higher education system

*To learn more about the BHE's priorities, visit its [Strategic Priorities to Serve Massachusetts Residents and Communities](#) page.*



# OPPORTUNITY OVERVIEW

## COMMITMENT TO STUDENT SUCCESS

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STCC faculty and staff demonstrate an unwavering commitment to students and their success. This dedication is evident throughout the campus, where students consistently recognize and appreciate the support they receive from employees at every level. The accessibility and responsiveness of support services contribute significantly to the positive student experience at STCC.

As the College seeks its next President, it is essential that this individual embodies the same unwavering devotion to student success. The ideal candidate will prioritize the student experience, demonstrating a genuine understanding of the unique needs of the STCC student body. Achieving progress in areas like student retention, completion, and equity will further contribute to the future President's achievements. Additionally, it's vital for the next President to be accessible and active around campus so that students feel encouraged and appreciated throughout their educational experience.



## ACADEMIC INNOVATION

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STCC distinguishes itself as the only technical community college in the Commonwealth of Massachusetts. This unique status underscores the institution's pride and responsibility in providing technical education and general transfer preparation to its diverse student body. The next President will be expected to demonstrate a strong commitment to advancing these educational offerings, ensuring that STCC continues to serve as a leader in academic innovation.

Creating clear and accessible pathways from non-credit to credit courses remains a central priority for the College. By fostering these transitions, STCC aims to better meet the evolving workforce and continuing education needs of its students, empowering them to achieve their academic and career goals.

## EXCELLENT COMMUNICATION AND RELATIONSHIP BUILDING SKILLS

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All faculty and some staff at STCC are unionized and are represented by two collective bargaining units, the American Federation of State, County, and Municipal Employees (AFSCME) representing maintenance, clerical, and administrative staff and campus police, and the Massachusetts Community College Council (MCCC), representing full-time and adjunct faculty, and some professional staff. While collective bargaining agreements are negotiated at the state level, experience working in a union environment is strongly preferred.

Additionally, it is essential for the next President to have experience working in a state governed by rules and laws related to open meetings and public records. This expertise ensures that the President is well-versed in maintaining transparency and accountability in institutional operations, adhering to legal requirements, and fostering a culture of openness and trust within the College community.

STCC has an ongoing commitment to continued development of shared governance processes. These efforts are designed to ensure that College constituencies actively participate in sharing their expertise, diverse perspectives, needs and wants for consideration in administrative decision making. The next President's communication and interpersonal skills will be critical in building relationships, strengthening trust, and uniting teams throughout the College. The successful candidate must communicate messages effectively at all levels, fostering transparency and openness. This leader will be direct in responding to questions and will provide clear reasoning behind decisions, even when those decisions may not be popular.

The next President will maintain a steady and reliable presence on campus, ensuring that they are both visible and approachable to all members of the College community. This means consistently engaging with students, faculty, and staff, and making themselves available to listen to concerns and feedback.

Patience and the ability to respond thoughtfully to criticism are essential qualities for the role, as is a genuine commitment to being involved and attentive to the needs of the College. Through this engaged and thoughtful approach, the next President will foster a supportive and inclusive environment that promotes open communication and trust across the institution.

## **EXCELLENCE IN FINANCIAL ACUMEN AND OPERATIONAL LEADERSHIP**

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STCC is currently well-positioned financially, generating substantial growth in reserves over the last several years through disciplined and thoughtful budgeting focused on its student-serving mission. It will be important for the next President to carry forward this intentional approach to fiscal planning.

The recent historic investment in public higher education by the Governor and Legislature, particularly the Massachusetts free community college program, represents a transformative opportunity for STCC and its students. This landmark initiative underscores the Commonwealth's commitment to expanding access to quality higher education and removing financial barriers for students seeking to advance their careers and contribute to the regional economy. The next President must be prepared to maximize the impact of this initiative by strategically aligning institutional resources, strengthening partnerships with state agencies, and ensuring that STCC remains a leader in delivering accessible, affordable, and high-quality education. Successfully leveraging this historic investment will be essential to advancing STCC's mission and securing its long-term financial stability.

STCC has also demonstrated significant progress in updating its internal processes and controls. The institution has prioritized the enhancement of operational systems to support the overall mission of the College. As STCC moves forward, it is important that the next President takes time to understand and appreciate the campus culture while continuing to advance these improvements. The next President is expected to be a systems thinker, committed to building upon the operational advancements already in place.

STCC's technical programs and online learning initiatives require robust, cutting-edge IT systems and infrastructure. The next President must ensure sustained investments in technology and resources to support the academic mission. The successful candidate will embrace emerging technologies for future educational models, advance digital transformation initiatives, and recognize technology as essential to teaching effectiveness, student success, and operational efficiency.

It is also important to note that STCC's historic campus, while distinctive, requires significant investments that will require experience with aging infrastructure, capital fundraising, and project management. The ideal leader will possess the confidence and expertise to engage in a campus master planning process that ensures that the campus remains functional and well-preserved for future generations.



## **ADVOCACY AT THE LOCAL, STATE, AND FEDERAL LEVELS**

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STCC is well-regarded within the community and has a reputation built on strong and effective relationships with local, state, and federal officials. These connections have been instrumental in contributing to the ongoing success of the institution. STCC Trustees and Foundation board members play a vital role in supporting the President's efforts to cultivate and maintain strategic relationships with both community organizations and business partners.

Their expertise and connections serve as valuable resources, helping to strengthen the College's outreach and collaboration with local industries and community groups.

As STCC looks to the future, the next President must serve as an equity-driven and culturally competent advocate for the College. It is essential that this leader continues to foster and strengthen these relationships, actively seeking funding opportunities through state and federal channels. In addition, the next President will pursue strategic partnerships, grants, and support from private donors to ensure the continued growth and sustainability of STCC.

## **BUSINESS & COMMUNITY ENGAGEMENT**

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STCC relies on not only the business community's financial support but also its role as employers of our graduates. The College's next President will be expected to maintain, manage, and grow those relationships, as a leader within the business community. Additionally, STCC is in an active and engaged community in which keeping stakeholders informed and engaged is key to managing those relationships, but also fundamental to donor and alumni relations and opportunities for continued growth and collaborations.



# QUALIFICATIONS

All new presidents shall reflect the education and experience that represent the highest levels of qualifications for such positions. A well-documented history of organizational leadership and proven success in meeting specific performance goals and objectives is required, preferably in organizations with comparable size and complexity. **The minimum qualifications for a president shall therefore be as follows:**

## EDUCATION

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- An earned doctorate (including but not limited to a Ph.D., J.D., or Ed.D.), coupled with substantial experience relevant to the College's mission and needs of the institution. In exceptional circumstances, an earned master's degree, coupled with substantial experience relevant to the College's mission and needs of the institution, may satisfy minimum educational requirements.

## EXPERIENCE

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- Substantial experience in a senior management position in higher education.
- Or
- Substantial experience in a senior management position in a field outside higher education, where such experience is deemed relevant to, and provides a basis for judging the candidate's capability to serve as a college or university president.

## PREFERRED EXPERIENCE

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- 5-7 years of executive level experience within higher education or similar organization
- Experience in technical or workforce-aligned education
- Equity-driven leadership, particularly within an HSI or similarly diverse institution
- Experience operating within unionized environments



# APPLICATION PROCESS

Apply online at [www.paulygroup.com](http://www.paulygroup.com) and attach the following 3 items as an application: (1) A cover letter, not to exceed 5 pages, addressing the general topics listed in the Opportunity Overview (beginning on page 10 of the profile); (2) A current résumé; (3) A list of 3 references' names and contact information.

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

Dr. Angela Provart  
President, Pauly Group Inc.  
3901 Wood Duck Dr. Suite E, Springfield, IL 62711  
Phone: 217-241-5400  
Email: [aprovart@paulygroup.com](mailto: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 23rd, 2026 receiving priority consideration. All applications are confidential, and references will not be contacted without the expressed authorization of the applicant.

Candidates selected as finalists will be invited to campus to introduce themselves to the STCC community and meet with campus stakeholders. In addition, finalists will be interviewed by the STCC Board of Trustees in a meeting open to the public. At this stage of the process, the Commissioner of the Department of Higher Education and members of the Board of Higher Education will also be provided with an opportunity to interview the finalists. The successful candidate will be expected to pass an extensive background check, and final appointment is subject to Board of Higher Education approval. For more information, please see [the Board of Higher Education's presidential search, selection and appointment guidelines](#).

This is a full-time, benefited, exempt, professional non-union position. The current annual salary range for this position is \$240,000 to \$300,000. In addition, the successful candidate will be eligible for an annual, regional housing allowance and vehicle benefit (either a college-supplied car or car allowance).

STCC's personnel and academic decisions, programs, and policies are formulated and conducted in a manner that will ensure equal access for all people and prevent discrimination. As part of this effort, a College will ensure that employment and academic decisions, programs, and policies will be based solely on the individual eligibility, merit, or fitness of applicants, employees, and students without regard to race, color, creed, religion, national origin, age, disability, sex, marital status, military service, gender identity, genetic information, sexual orientation, or political or union affiliation.