

**POSITION DESCRIPTION  
FOR THE SEARCH OF THE NEXT PRESIDENT  
OF JAMES A. RHODES STATE COLLEGE**

The next President of James A. Rhodes State College, aka Rhodes State College, will have an outstanding opportunity to take one of the region's best community and technical colleges to the next level with the support of an outstanding faculty, a diverse student body, a supportive staff and the local community. At Rhodes State College you will find a combination of Midwestern values and an Ohioan spirit of collegiality that has been provided and grown over the almost 50-year history of the College. The campus has expansion in the future with community recognized programs for associate degrees in technical, professional disciplines, the arts and sciences.

We are searching for a principled leader who can harness the College's strengths, history of rich traditions and innovative thinking. We are searching for a leader to inspire and champion a collective vision similar to the mission of our namesake Governor James A. Rhodes, the only four-term governor of our state. Governor Rhodes famously stated that "graduates should have a diploma in one hand and a job in the other". He has the distinction of being known as the "father" of the vocational and two-year education system in the state of Ohio. Our College provides graduates who excel in business, allied health disciplines, education, management, liberal arts, and sciences.

**Rhodes State College - Campus and Region**

Rhodes State College is an accredited, public and state-assisted institution of higher learning which is chartered to provide degree-granting career education programs, non-credit workforce development, and consulting for business and industry. The College shares a campus with The Ohio State University at Lima. Rhodes State College, previously Lima Technical College, was founded in 1971 in Lima, OH. The College operates with a \$50 million dollar per year budget. Lima is a city in and the county seat of Allen County, Ohio, United States. The municipality is located in northwestern Ohio along Interstate 75 approximately 72 miles north of Dayton and 78 miles south-southwest of Toledo. The city population is 38, 771 at the last census. Allen County has a population of slightly over 100,000. Although a small city and county the Lima region is a hub for the surrounding counties. The region has a large number of employers, including numerous health care centers. Health Care is a leading industry in this region. The region also has a large number of manufacturing and retail centers. Information technology is also a potential growth industry for our region.

In this region, there are successful small corporations such as Alpha Inc. This is a small company in the plastics bottles industry in Lima, OH. This company currently has approximately 10 to 20 employees and annual sales which averages \$2 million dollars per year. Another company, American Trim, is a regional company long established in the Lima area. During the early years of this company the emphasis was on forming and decorating metal and it has grown into the forming and development of high-quality components for its customers. That growth and

expansion have allowed American Trim to be a major supplier for the appliance industry as well as the heavy truck industry. American Trim, in partnership with Rhodes State College and other institutions, received over \$10 million dollars in grant funding from the Third Frontier Wright Projects to develop agile manufacturing in the areas of Electromagnetic Forming, Physical Vapor Deposition, Digital Printing and advanced surface modification. This reflects Rhodes State College's commitment to continually forecast the issues that will change United States manufacturing for the companies in our region. The College has plans for research, development facilities and laboratories that will surpass educational institutions in the region and across the country. The area also is fortunate to be supported by additional large industries in the areas of oil refinery, government contracts for tank construction and agricultural production.

Health care is a major resource for Lima, Ohio. In the county the largest facility is the St. Rita's Medical Center. It has 400 beds. The Lima Memorial Health System has 300 beds. Both provide broad services including subspecialty and trauma care. The hospitals not only serve Lima and Allen County but provide health care for a 10 county region. In addition, the region also has other significant health care facilities in Allen County including the award-winning Orthopedic Institute of Ohio, Bluffton Campus of the Blanchard Valley Hospital and the Kindred Hospital (Long Term Acute Care). Outside our county, but within our region, Joint Township District Memorial Hospital and Mercer Health provide health care to segments of the region. A large and growing number of the employees in these facilities obtain their degrees from the Rhodes State College. The College has made a commitment in this area with an ambitious project, to building the Health Science Center for Excellence. This project is a \$20 million-dollar expenditure in development of an educational center for "hands-on" training in the health care arts. The new facility will be located in downtown Lima between the St. Rita's Medical Center and Lima Memorial Health System. This state-of-the-art Center will enhance the educational experience of our students studying in the health care programs at Rhodes State College.

The region boasts a large number of outstanding businesses in which Rhodes State College graduates participate.

## **History**

The Rhodes State College prepares students for entry into careers, develops the regional workforce through credit and non-credit occupational training, and offers curricular programs that prepare students for transfer completion baccalaureate programs at selected colleges and universities. With over 4,100 students, the College's core institutional values of integrity, caring, responsibility, respect, and quality guide its policies and practices.

Rhodes State College is a two-year, state-assisted institution located in Allen County in west-central Ohio. Although its legally chartered district, established by the Ohio Board of Regents, is limited to Allen County, Rhodes State's service area extends to nine other surrounding counties. The College was established in direct response to Allen County leaders' expressed need for post-secondary technical education.

In February 1967, the Lima Area Chamber of Commerce conducted a survey to identify the technical education needs more clearly. The survey results served as the basis for the College's

Official Plan submitted to the Ohio Board of Regents. The Regents subsequently appropriated funds to The Ohio State University (OSU) to construct facilities on its Lima Campus to accommodate technical education. Penta County Technical Institute of Perrysburg, Ohio was invited by the Ohio Board of Regents and OSU to assume operational control of technical education on the Lima Campus.

The first class, representing 49 nursing students, enrolled at the Lima Technical Center in September 1969. In June 1971, upon further recommendation of the Ohio Board of Regents, and in accordance with the Ohio Board of Regents-Master Plan of 1966, the Allen County Technical College District was created under the provisions of Chapter 3357 of the Ohio Revised Code. Interim operation of technical education was transferred from Penta County Technical Institute to OSU. On September 17, 1971, a local Board of Trustees was appointed and assumed legal, statutory, and fiduciary control of the College. On May 18, 1972, the College was officially recognized as Lima Technical College (LTC).

By the mid-1990s, LTC offered over 70 associate degree programs and certificates. The College boasted an enrollment of approximately 2,500 students, and numerous non-credit courses serving professional training, skills upgrading, recreational, learning and personal development were offered through the Division of Community Education Services.

During this time, the unique relationship with The Ohio State University at Lima (OSU-L) had extended beyond proximity and included sharing the same facilities; some courses; and some service unit personnel, including the Chief Executive Officer who served as both the President of LTC and Dean/Director of OSU-L. The relationship was and continues to be governed by a Cost-Share Agreement, which details terms of operation and financial responsibility.

In 1991, separations occurred between LTC and OSU-L. LTC hired its own CEO as President, and OSU-L hired its own Dean/Director. The separation extended beyond leadership, freeing LTC to broaden the scope of its curricula and non-credit offerings by assuming full responsibility for required general education courses and moving from a general continuing education platform into workforce development training. Security, Student Athletics and Activities, Central Duplication and Mail Services, Library Services, Facilities/Grounds, and Room Scheduling continued to be shared, although each reports to one or other of the institutions. During this same period, the Ohio Board of Regents' Managing for the Future and Securing the Future initiatives resulted in converting Ohio's free-standing technical colleges to community colleges. After significant debate, the technical colleges co-located with University branch campuses (similar to Lima Technical College) were denied this conversion opportunity. Over the years this has changed in Ohio. With that, the College's horizons expanded to develop new educational opportunities.

In 2002, to symbolize the diverse educational opportunities that the College offered, Lima Technical College changed its name to James A. Rhodes State College, in honor of former governor James A. Rhodes, who played a vital role in establishing Ohio's two-year college system.

In 2005, Rhodes State College offered applied associates degrees and certificates in over ninety programs. That same year, over three thousand students enrolled. By fall of 2007, enrollments grew to 3,386 students.

In recent years the Board of Trustees has approved the awarding of the Associates of Arts and Science degrees at Rhodes State College. The Associate of Arts and Sciences is designed for students who plan to transfer to a Bachelor of Arts and Sciences degree at a four-year college or university and desire a broad-based liberal arts education. The Associate of Arts has a more intentional humanities and social & behavioral science orientation which prepares students for the Bachelor of Arts degree. The Associate of Science has a more intentional mathematics and natural sciences orientation which prepares students for the Bachelor of Science degree. Both degrees provide the general education distribution requirements for a future baccalaureate degree in the arts and sciences. The credits earned in an Associates of Arts or Associates of Science degree will be transferable to a public university in the University System of Ohio and to various private institutions.

An important and growing student population at Rhodes State College stems from the College Credit Plus Program. College Credit Plus gives high school students the opportunity to take college courses and receive college credit for free, while still in high school. All courses in the Rhodes State College catalog are available to College Credit Plus students.

College Credit Plus courses can be taken in a number of ways. High school students can take approved courses at the participating high school taught by a high school instructor (an adjunct Rhodes State Faculty), or at the high school taught by a Rhodes State professor or at the Rhodes State College campus taught by a Rhodes State professor.

Online courses have become increasingly available at the College and continue to grow in popularity.

### **Vision-Rhodes State... the #1 Choice**

The mission at Rhodes State College changes lives, builds futures, and improves communities through life-long learning.

### **Core Values**

- The core values of Rhodes State College are the underlying principles that are the basis for vision, plans, policies and actions.
- We hold ourselves accountable to these core values as we seek to fulfill the vision and mission of Rhodes State College.
- Integrity: Value trust and honesty
- Caring: Committed to meet the needs of others
- Responsibility: Do competently what is supposed to be done, when it is supposed to be done.
- Respect: Treat people with dignity and fairness
- Quality: Take pride in excellence

- Our next president must incorporate the vision and mission of our College in work and in deed. Our next president must function in creating the future of the College through transformative leadership.

### **Responsibilities**

As our Rhodes State College chief executive officer, the President, reports to the Board of Trustees. The president is responsible for:

- Articulating the University's College's vision, mission, and values
- Supporting and enhancing the institution's academic mission and overall operations
- Building upon the existing traditions, distinctiveness, and strengths of the College
- Approving and overseeing the budget of our Rhodes States College; management of the College's funds and securing external funding support if needed
- Working with the Board of Trustees, Governor, Chancellors, pertinent organizations, elected officials, alumni, donors, and the broader community to advance the mission of the College.

### **Qualifications**

Preferred Education and Experience:

- An earned doctorate or terminal degree
- Prefer classroom and teaching experience
- Administrative experience demonstrating the ability to lead a complex academic institution
- Expertise in working with communities and organizations to express the mission and vision of our College.
- Working with staff and faculty through transformative leadership.

Values and Principles:

- A commitment to the development of faculty, staff, and students, and a proven track record of inspiring people and organizations through principled leadership
- A commitment to the institution's academic quality and to the role of scholarship, research, and creative works in the mission of the College
- A commitment to the student-centered mission of the College and an understanding of associate student interests
- A commitment to academic freedom, tenure, and shared governance
- An understanding of their importance shared governance is to the quality of the College
- A commitment to equal opportunity and access and to the important role that diversity must play in educational institutions
- A commitment to student safety and welfare
- A sensitivity to issues related to campus culture
- A commitment to external constituencies including alumni, the Foundation, and the broader community

#### Skills:

- Excellent communication skills
- Interpersonal skills to interact effectively with the various constituencies of our Rhodes State College, including alumni, Foundation, media, and community at large
- Interpersonal skills to interact effectively with elected officials, governmental bodies, and the Board of Regents
- Ability to maintain, hire and build an effective administrative team
- Ability to foster an innovative environment that attracts high-quality faculty, students, and staff by stimulating creativity, research, teaching, and learning
- Ability to identify opportunities and to convert challenges into innovative solutions and programs that will advance the future of our institution
- Ability to promote a shared vision to address challenges and create opportunities, especially in the areas of student recruitment, research support, finances, and improvements to facilities and technology
- Ability to raise funds from private, state, and national sources and to articulate to external audiences the value of supporting our Rhodes State College.
- Understanding of and willingness to develop and use skills needed to work in a shared campus arrangement
- Strong leadership skills in strategic planning and fiscal planning and management

#### Challenges and Opportunities:

1. Serve as an effective spokesperson and passionate representative for Rhodes State College, developing partnerships and engaging our diverse communities to expand the college's local, regional, and national impact.
2. Position Rhode State College as a leader in diversity, equity, inclusion, and student success. Foster cross-campus engagement and Strategic Enrollment Management Plans to eliminate gaps in aspirations, access, achievements, and graduation rates.
3. Collaborate with high schools throughout Rhodes State College's selected service areas to support not only the college credit plus program but also implement opportunities for students where they become aware of the value of a high school degree and what a degree from RSC could mean for their future.
4. Collaborate with local regional and state leaders to address our expanding demographic, economic and workforce changes, population shifts and community challenges.
5. Development of a management process that all staff embraces and clearly understands their strategic and tactical accountabilities. They are challenged to think creatively, act boldly and work wisely while staying within the perimeters established by the president's office.

The Board of Trustees of James A. Rhodes State College invites letters of nomination, applications for this position.

**To apply for this position**

Please include your complete resume with a summary of your education and a cover letter (*not to exceed five pages*), your unofficial transcripts, and ten professional references (*at least three from former supervisors, three from peers, and three from direct reports*). Submit your materials electronically to [PresidentialSearch@RhodesState.edu](mailto:PresidentialSearch@RhodesState.edu). References will be contacted at the point when applicants advance through the interview process. All applicants who are invited into the interview process will be required to undergo a background check and complete the College employment application.

***James A. Rhodes State College is an Equal Opportunity and Affirmative Action Employer.***