

QUINSIGAMOND
Community College

President

AGB
SEARCH



Presidential Opportunity at QCC

Quinsigamond Community College (QCC) invites applications for the position of President. This is an exceptional opportunity for a forward-thinking leader to chart QCC's future and build on its legacy of student success, innovation, and service to the community. The next President will play a pivotal role in advancing the college's mission and impact throughout Central Massachusetts.

About QCC

For over 60 years, Quinsigamond Community College (QCC) has provided thousands of students with opportunities for a high-quality education and personal growth. Established in 1963 to provide access to higher education to residents of Central Massachusetts, the college today serves over 13,000 full- and part-time students. QCC prepares students for immediate entry into the workforce, transfer to bachelor-level programs, or for personal and cultural enrichment. Area and regional businesses and professionals have benefited through regular and customized workforce training and education programming.

In addition, the college works directly with K-12 school systems in a variety of collaborations and has a robust early college program with schools across Central Massachusetts, offering hundreds of high school students the opportunity to earn college credits.

The college offers over 100 associate degree and certificate career options, as well as over 1,000 non-credit traditional and online courses, workshops, seminars, professional development, and customized training programs through QCC's Center for Workforce Development and Continuing Education.

About Worcester County

Worcester County, home to over 888,000 residents, is the largest county in Central Massachusetts and a dynamic center of education, healthcare, innovation, and economic opportunity. At its core is the City of Worcester, with a population of over 200,000, a dynamic and growing community known as the "Heart of the Commonwealth." Worcester County benefits from a strategic location between Boston, Providence, Hartford, and Springfield, offering access to major markets in the New England region. The area is supported by public and private K-12 school systems that create a strong pipeline of students prepared for higher education and workforce success.

Worcester is widely recognized as a regional hub for learning and healthcare. The city is home to eight colleges and universities, creating a rich intellectual environment and fostering collaboration among educational, business, and civic leaders. World-class healthcare institutions serve the region, providing advanced medical care, research, and employment opportunities. The business community is anchored by the Worcester Regional Chamber of Commerce, which boasts the largest membership of any chamber in New England.

Residents and visitors alike enjoy a thriving cultural ecosystem with standouts such as the Worcester Art Museum and the annual Harvey Ball, the eponymous gala honoring the local artist whose smiley face

design has stood as a symbol of hope for decades. A robust sports scene, including the popular WooSox (the Triple-A affiliate of the Boston Red Sox), keeps fans active year-round, while local media outlets such as the Telegram & Gazette and the Worcester Business Journal help inform and connect the community. Together, these assets make Worcester County an exceptional place to live, work, learn, and lead.

QCC Mission & Vision

Our Mission

Quinsigamond Community College is the gateway to advanced educational and employment opportunities in Central Massachusetts. We are a public, student-centered institution of higher learning, providing accessible, affordable, high-quality educational and training programs and services that are relevant and responsive to diverse regional and student needs.

Our Vision

Quinsigamond Community College is a premier learning community recognized for teaching and learning excellence, relevant and responsive programming, student success, and community outreach and impact. We thrive as a vital regional asset and first choice for transforming lives and sustaining healthy, prosperous communities. All are welcomed and embraced in our community, where students come first, and faculty and staff strive to develop potential and help make dreams come true. At QCC, we excite, we ignite, we open new vistas of opportunity.

Our Mission Principles

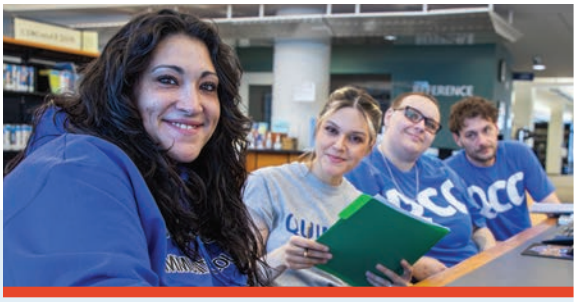
In fulfillment of mission, the college community commits to the following principles:

- **Students First**
- **Teaching & Learning**
- **Comprehensive, Flexible Programming & Services**
- **Open Access to Learning**
- **Potential for Success**
- **Community Outreach & Support**

Our Values

Faculty and staff infuse life into our vision and live mission principles by creating and sustaining a college climate and culture where all are warmly welcomed, accepted, and valued for their individual dignity and worth. We recognize the importance of diversity and acknowledge the rich and unique contributions that each community member makes to advance the college. To this end, the following values guide our individual actions and community interactions.

- **Excellence & Quality**
- **Integrity & Accountability**
- **Inclusiveness**
- **Cooperation & Collaboration**
- **Respect & Trust**
- **Open, Civil Communications & Collegiality**
- **Creativity & Innovation**







Massachusetts Board of Higher Education

Quinsigamond Community College operates within the Massachusetts public higher education system, which includes 15 community colleges, nine state universities, and five University of Massachusetts campuses.

The Massachusetts Board of Higher Education (BHE) is responsible for defining the mission of and coordinating the Commonwealth's system of public higher education and its institutions. The Board of Higher Education works to create and maintain a system of public higher education which provides Massachusetts citizens with the opportunity to participate in academic and educational programs for their personal betterment and growth, to contribute to the area's existing base of research and knowledge, and to contribute to the Commonwealth's future economic growth and development. Dr. José Luis Santos currently serves as interim commissioner as of October 1, 2026.

The mission of the Board of Higher Education 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.

On January 29, 2025, the BHE voted to approve four strategic priorities that will guide the BHE and the Department of Higher Education's (DHE) work in the years ahead. These priorities are designed to support BHE's equity goal: to significantly raise the enrollment, attainment, and long-term success outcomes among underrepresented student populations.

These priorities include:

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





Governance and Leadership

Quinsigamond Community College operates within a multi-tiered governance structure that includes participation from state, institutional, and local stakeholders. The QCC Board of Trustees, composed of area residents appointed by the Governor of Massachusetts, provides institutional governance and oversight. The Board of Trustees includes appointed representatives and a Student Trustee, elected annually by fellow students, to serve as the liaison between the student body and the Board.

The President's Cabinet is the College's senior leadership team, composed of executive leaders who advise the president and help guide the institution's strategic direction, operations, and decision-making.

The College's faculty and professional staff are represented by the Massachusetts Community College Council (MCCC), which is part of the Massachusetts Teachers Association. The MCCC negotiates statewide contracts covering day (full-time) faculty and Division of Continuing Education (DCE/adjunct) faculty on behalf of all 15 Massachusetts community colleges.

Certain staff employees at QCC are represented by the American Federation of State, County and Municipal Employees (AFSCME), which negotiates separate collective bargaining agreements covering working conditions, compensation, and benefits for support staff, administrative assistants, facilities workers, and other non-faculty positions. Other employees are considered non-unit professionals.

The college also engages in shared governance through various campus committees and councils that include faculty, staff, and administrative representation. At QCC, shared, participatory governance is a systemic process of transparent, collegial leadership to further the long-term goals of the institution as expressed in the Strategic Plan, Mission, and Vision. It is sustained through the communication and investment of all college community members. While it is advisory in nature, participatory governance is an important mechanism for ensuring that individual and constituency points of view are heard and significantly contribute to the achievements of the college.

The QCC Student Government Association (SGA) serves as the legislative, representative, and investigative body of the student population, with elected student members.

Strategic Plan

The 2023-2027 Strategic Plan is characterized by its focus on student success and its integrative and data-driven response to campus challenges. The plan consists of five major goals:

Goal #1 Achieve 100% student success.

Goal #2 Lead by providing quality, innovative, and inclusive academic and workforce programs.

Goal #3 Optimize communication to enhance collaboration.

Goal #4 Foster a diverse, inclusive and engaged community.

Goal #5 Strengthen QCC's organizational sustainability.











NECHE

Quinsigamond Community College is accredited by the New England Commission of Higher Education, Inc. (NECHE), formerly the New England Association of Schools and Colleges (NEASC).

Individual programs of study, such as Practical Nursing, Dental Hygiene, and Early Childhood Education, are also fully accredited by various agencies.

Teaching and Learning

The Office of Distance Learning & Center for Academic Excellence provides activities that support academic excellence and classroom innovation for faculty, as well as training and activities designed to enhance the teaching and learning environment; these activities include:

- **Assessment & Teaching & Learning Excellence**
- **On-campus Workshops**
- **Skills Training**
- **Classroom Innovation Seminars**
- **Learning Management System (LMS) Training**

Student Engagement

QCC offers a wealth of support services to help remove barriers to education and ensure students succeed academically and professionally. Offices such as the Tutoring Center, Parenting Student Services, Counseling and Wellness, and the First-Generation Student Support Center form a network that takes a holistic, data-driven, proactive approach to student retention and completion.

Numerous clubs, activities, and student social events offer many ways for students to become involved at QCC. Multiple honor societies encourage academic rigor, research, and community service, while affinity and interest groups help students make new connections and strengthen existing ones.

QCC is a member of the National Junior College Athletic Association and participates in many sports at the intercollegiate level, such as basketball, volleyball, and e-sports. QCC's mascot, The Wyvern, a mythical creature who watches over the community, serves as a symbol of school spirit at games, as well as community events.

Access and Opportunity

At QCC, our community is comprised of many unique identities and cultures that enrich our campus. We value and support the diversity of our community, including differences in age, race, gender, ability, religious beliefs, socioeconomic background, ethnicity, and sexual orientation.

Workforce Development and Continuing Education

The Center for Workforce Development and Continuing Education offers a variety of instructor-led and online classes, workshops, certificate programs, licensing and professional development classes and seminars, test prep programs and certification testing that reflect the current needs of employers in numerous industries. The center also works with area employers to ensure they have the skilled workforce they need. Courses include (but are not limited to): Nurse Assistant, Medical Assistant, Ophthalmic Assistant, Radiographic Techniques & Safeguards for the Dental Assistant, Veterinary Assistant, Sterile Processing Technician, Medical Coding and Billing, Personal Care Assistant, and TEAS Review.

Community Partnerships

QCC stays current on the needs of the community by collaborating with numerous organizations and businesses to offer responsive programming and services.

One prime example is the College's apprenticeship programs. QCC has teamed up with regional employer partners to offer cutting-edge apprenticeship programs, which allow students to earn a livable wage while furthering their careers. Apprenticeships have been pivotal for the many individuals who are already working, taking care of loved ones, or have financial responsibilities that cannot be put on hold.

Additionally, QCC recently completed its first year of the Auxilium Center for Entrepreneurship at QCC, a partnership with the Cliff and Susan Rucker Foundation where students with new or developing businesses gain access to community mentors, workshops, planning resources, and networking.

The college also offers many free programs and services, such as education and training for formerly incarcerated individuals through the Worcester County Sheriff's Office, dental care for seniors and veterans, GED/HiSET preparation, and English for Speakers of Other Languages (ESOL).



Alumni

QCC's graduates are deeply embedded in the Central Massachusetts community, with over 38,000 living alumni, the majority of whom live in Worcester County. The QCC Alumni Association fosters connections between graduates, current students, and the institution by providing the alumni community with networking opportunities, community events, mentorship, professional development, and workshops.

College Finances

Post-COVID, the college has established strong financial footing and is poised to maintain fiscal stability for the foreseeable future. The advent of "Free Community College" in the Fall of 2023, funded by the Commonwealth of Massachusetts, has led to increased enrollment and a corresponding increase in revenue. Over that timespan (FY24 FY27), the college's operating revenue has grown from $65.3M to $83.3M (approximately 28%), and the college's net unrestricted position has increased by $24.2M, or approximately 43%. The college has also set aside a prudent level of reserves to both support strategic investment and to mitigate possible operating shortfalls in the future. Despite the positive financial outlook, QCC's leadership team has been proactive in efforts to reduce costs and improve operational efficiency to counter inflationary pressure and relatively modest appropriation growth from the state.

Over 13,000 Students Annually

through its Credit and Non-Credit/Workforce Training divisions

The Average Student Age is

26

Student-to-Faculty Ratio is

17 to 1

Student Life Offers

+35

Clubs, Teams, and Organizations

Over 100

Associate Degrees and Certificate Programs

The Center for Workforce Development and Continuing Education offers

Over 1,200

Non-credit, Traditional, and Online Professional Development Courses, Workshops, Seminars, and Customized Training Programs







Facilities

The college and the Commonwealth of Massachusetts have invested significantly in QCC's facilities and infrastructure. In early 2027, the college will open the dramatically renovated Alden Library in the Harrington Learning Center. The $2M renovation, primarily funded by philanthropic support, will transform the student experience by providing dedicated learning and study space in a supportive environment.

In the Fall of 2027, the college will open the doors to a $35M renovation of the QCC Center, a 57,000-square-foot student life, athletic, and academic building in the heart of QCC's West Boylston Street campus that will reinvigorate the student experience. QCC, in collaboration with Sasaki Architects and the state's capital agency (DCAMM), is also completing a 10-year campus Master Plan in Fall 2026 to strategically inform future capital investment on the West Boylston Street campus, including funding from the state's proposed "BRIGHT Act."

The Federal Street campus is home to the Healthcare and Workforce Development Center, where healthcare students have access to the latest technology in hands-on learning. Noncredit learners also have the ability to take classes, so they can quickly improve their skills to obtain employment or advance their careers. The Adult Community Learning Center, which offers GED/HiSET preparation and English for Speakers of Other Languages, is also located at the Federal Street campus.

QCC at Southbridge offers a convenient option for residents of southern Worcester County to start the process of higher education. Students at this location can start courses for a certificate or degree, while still gaining access to the services and benefits of the college.

The Foundation

The QCC Foundation proudly supports Quinsigamond Community College as a vital gateway to higher education and career advancement in Central Massachusetts. Through strategic initiatives, the Foundation strengthens the college and empowers its students by supporting capital projects, campus improvements, scholarships, student services, fundraising efforts, grant opportunities, industry and community partnerships, and investments in academic programs and equipment.

The College Offers Career Placement Services that Include

Credit for Prior Learning,

Workplace Experience and Training

Current Endowment of

$7.3 million

99%

of Alumni Would Recommend QCC to Others

The Adult Community Learning Center Offers

Free

English Literacy Programs from Beginner to Intermediate and GED/HiSET Classes

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78%

of QCC Students Receive Financial Aid Such as: Federal and State Loans, Private Loans, Grants, and Scholarship Funds

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QCC Alumni Number Over

38,000

One of the

40 Largest

Employers in Central Massachusetts

Academics

At Quinsigamond Community College, students are welcomed into a learning community that offers opportunity, flexibility, and clear pathways to achieve their personal and professional goals. With 102 academic programs, QCC provides a broad range of options that prepare students for meaningful careers, transfer to four-year institutions, and lifelong success.

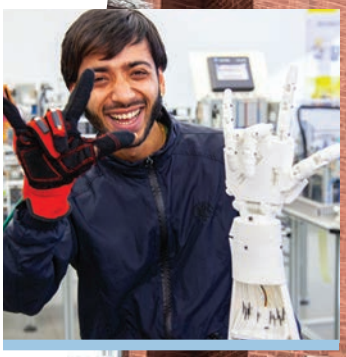
The college's academic offerings span high-demand fields such as healthcare, business, science, technology, engineering, education, public service, and the skilled trades. From Nursing, Respiratory Care, and Radiologic Technology to Business Administration, Computer Information Systems, Manufacturing Technology, Criminal Justice, and Early Childhood Education, students benefit from programs that are closely aligned with workforce and community needs. Whether pursuing an associate degree or a career-focused certificate, learners gain the knowledge, skills, and hands-on experience needed to thrive in today's evolving economy.

QCC's certificate programs provide accessible and flexible opportunities for students seeking to enter the workforce quickly, advance in their current careers, or build a foundation for further education. Many certificates are designed as stackable credentials, allowing students to continue seamlessly into degree programs as their educational and career aspirations grow.

Hands-on learning is a cornerstone of multiple programs that rely on facilities such as the QCC Dental Hygiene Clinic, an automotive shop, and a full-service diner at the Worcester Senior Center. The QuEST Center provides modern lab space for science, technology, and advanced manufacturing courses, as well as a Fab Lab, which also operates as a resource for the Worcester community.

The college also expands educational access through its Adult Community Learning Center, which supports adult learners pursuing high school equivalency credentials, English language acquisition, foundational academic skills, and successful transitions into higher education and career training. These programs reflect QCC's commitment to meeting learners where they are and helping them achieve their goals at every stage of life.

Together, QCC's degree programs, certificates, workforce training initiatives, and adult education services reflect a deep commitment to student success, community impact, and educational opportunity. As an institution dedicated to transforming lives through education, QCC empowers learners from diverse backgrounds to achieve their aspirations while strengthening the workforce, economy, and communities of Central Massachusetts.







Key Opportunities and Priorities for the Next President

The next President of QCC will have the opportunity to guide the college through important priorities and advance the college's mission. The following section outlines significant areas to make a lasting impact on the institution and its surrounding community.

Strategic Planning and Institutional Vision

Develop a clear, measurable strategic plan that aligns Quinsigamond Community College's mission, academic priorities, resources, and long-term goals. Prepare for accreditation requirements and position QCC for sustainable growth, innovation, and continuous improvement.

Employee Engagement, Trust, and Campus Culture

Foster a respectful, inclusive workplace through transparent communication, active listening, shared governance, and accountability. Strengthen morale, build positive relationships among leadership, faculty, staff, and collective bargaining units, and recognize employee contributions.

Student Success, Retention, and Accessibility

Expand support for students facing barriers, including childcare, transportation, and financial challenges, while maintaining equitable access to education. Strengthen advising, tutoring, financial assistance, technology support, and career services to improve student retention and completion.

Financial Sustainability and Resource Allocation

Establish a multiyear financial plan that maintains balanced budgets, healthy reserves, and responsible spending. Improve budget transparency, align resources with institutional priorities, expand fundraising and alumni giving, and advocate for increased public funding to support staffing, academic programs, and student services.

Community Partnerships and Workforce Development

Strengthen relationships with employers, community organizations, alumni, donors, and public officials. Expand apprenticeships, internships, transfer agreements, and career pathways aligned with workforce needs. Increase community engagement and reinforce QCC's role as an educational and economic resource for Worcester and surrounding communities.

Technology, Artificial Intelligence, and Academic Innovation

Modernize technology infrastructure, implement Jenzabar One, and improve data-informed decision-making. Explore responsible AI integration, online learning, and emerging fields while supporting faculty and staff development to enhance teaching, learning, and student services.

Campus Infrastructure, Enrollment, and Sustainable Growth

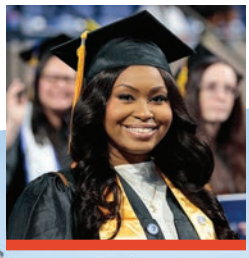
Advance facility improvements, including the QCC Center, athletic and multipurpose spaces, library renovations, student spaces, and childcare initiatives. Evaluate space utilization, staffing, and operational capacity to manage enrollment sustainably while maintaining educational quality and a supportive campus environment.

Leadership Qualifications, Attributes, Skills, and Experiences

The next President of Quinsigamond Community College will be a forward-thinking, student-centered leader who cultivates and inspires a college culture focused on academic excellence, student access and success, and service to the community. As one of fifteen public community colleges across the State, Quinsigamond Community College continues to be an open-access institution providing an affordable, quality education. The President will have a deep commitment to the community college mission, recognizing that Quinsigamond serves as a gateway of educational opportunity for various student populations.

Reporting directly to the local Board of Trustees, the next President will work collaboratively within a coordinated, multi-tiered state structure, including the state-level coordinating authority of the Massachusetts Board of Higher Education.

The minimum qualifications for a president are as follows: An earned doctorate (including but not limited to a Ph.D., J.D., or Ed.D.), along with substantial experience relevant to the institution's mission and needs, is preferred. In exceptional circumstances, an earned master's degree with substantial relevant experience may satisfy the minimum educational requirements. Candidates should also have substantial experience in a senior management position in higher education, or in a comparable leadership role outside higher education where the experience is relevant and demonstrates the capacity to serve successfully as a college or university president.







Additional Leadership Attributes, Skills, and Experiences Include:

- Demonstrated experience navigating the shifting higher education landscape and leading change to address the legislative, social, and economic impacts on colleges
- A deep understanding of the Massachusetts Community College system and mission; the proven ability to work collaboratively across a state-coordinated system
- A track record of strategic planning; the capacity to develop a shared vision and key strategic goals with all stakeholders to spark innovation and meet educational and workforce development needs of the community
- Evidence of being student-centered and inclusive with a strong focus on academic quality, student engagement, and student success; demonstrated experience in leading strategic enrollment management initiatives with successful results
- Exceptional skill in financial planning, stewardship, and decision-making to maintain long-term fiscal stability and sustainability of an institution
- High emotional intelligence and compassion for colleagues to support an institution's organizational health and positive work environment, employee retention, and work-life balance
- A transparent, inspirational leadership style, demonstrated through the ability to motivate, listen, be visible, and actively collaborate with all stakeholders to build trust and nurture a strong sense of community
- Demonstrated experience reporting to a governing board and maintaining a productive and supportive working relationship
- The proven ability to develop and maintain successful working relationships with labor groups and shared governance to address key issues and goals, support collaborative decision-making, and enhance effective communication across the college
- Evidence of building strong relationships and partnerships with community organizations, business and industry, K-12 school systems, and other educational institutions to create sustainable support for various student populations, transfer initiatives, and workforce development and career training programs
- The capacity to be a strong, persuasive institutional advocate and leader within the community who will garner increased support for students and the college
- A demonstrated track record of fundraising and building strategic, collaborative relationships with an institution's Foundation and its Board of Directors to advance philanthropic priorities, strengthen donor engagement and stewardship, and expand financial support for student success and institutional innovation
- A working knowledge of emerging technology, such as Artificial Intelligence (AI), relevant to supporting academic programming, student learning, and administrative functions
- Effective and clear oral and written communication skills, including the ability to listen to different groups and communicate effectively with a wide range of audiences
- Strong critical thinking and problem-solving skills, and the ability to utilize quantitative and qualitative data to inform decisions
- Professional and personal integrity and ethical conduct

Benefits

The current annual salary range for this position is $262,000 - $340,000. For more information on presidential compensation, including factors that the Board of Higher Education (BHE) takes into consideration in establishing the initial salary of a new president, please see the BHE Compensation and Evaluation Guidelines and Procedures for State University and Community College Presidents, Section II.A. There is also a housing allowance, vehicle allowance, and relocation support.

Application and Nomination

AGB Search is pleased to assist Quinsigamond Community College with this leadership search.

To apply for the President position, candidates are requested to submit the following:

- a complete CV;
- a letter of interest that addresses how the candidate's experiences and qualifications connect with the minimum/preferred qualifications and desired personal attributes as expressed in this position profile; and
- contact information for five references (to be contacted with the candidate's permission at a later date).

For best consideration, **submit applications by January 25, 2027,** to the AGB Search portal at: Quinsigamond CC. The search remains open until an appointment is made.

Nominations and expressions of interest in the President position are encouraged. Please direct them to QuinsigamondCCPresident@agbsearch.com or the AGB Search consultants listed below:

Fred Moore, JD/MBA
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QUINSIGAMOND
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Quinsigamond Community College is an affirmative action/equal opportunity employer and does not discriminate on the basis of race, color, national origin, sex, disability, religion, age, veteran status, genetic information, gender identity or expression, sexual orientation, or pregnancy or related conditions in its admission, employment, and access to all programs, activities, and services.



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