

Pennsylvania College of Technology

invites nominations and applications
for the position of eighth president of
the institution.



**Pennsylvania
College of Technology**
A Penn State Affiliate

After a very successful 23-year tenure, President Davie Jane Gilmour

has announced that she will retire at the end of the 2021-2022 academic year. The next President will build upon her good work and move the institution forward with a bold vision and innovative approach.

For more than 100 years, Penn College has built a legacy of hands-on learning. As an access-oriented public institution and an affiliate institution of The Pennsylvania State University, the College offers degrees that work®, grounded in a comprehensive, hands-on technical education that empowers graduates for success. The College boasts a 96 percent placement rate for graduates and is an important partner to industry and the Commonwealth of Pennsylvania, providing skilled workers to meet tomorrow's challenges.



PENN COLLEGE IS GUIDED BY THE FOLLOWING CORE VALUES

HANDS-ON EDUCATION

We create a learning environment emphasizing applied instruction in small classes and labs with state-of-the-art equipment, led by skilled faculty with real-world experience.



STUDENT-CENTERED ENVIRONMENT

We promote a holistic experience that fosters lifelong learning through physical, personal, and social development.



COMMUNITY OF RESPECT

We celebrate our diversity and are committed to inclusiveness, recognizing that mutual respect for individual differences is the foundation of our learning community.



BUSINESS AND INDUSTRY PARTNERSHIPS

We partner with business and industry to keep our curriculum, technology, and equipment current, preparing our graduates to compete successfully in the global economy.



LEARNING LABS

150+

EMPLOYERS RECRUITING
ON CAMPUS

694

HISTORY

The evolution of Penn College over the last century reflects its commitment to achieving a vision of inspired leadership.

It began in Williamsport, Pennsylvania, as a [vocational-technical program](#) that gained national acclaim for efforts to fight joblessness during the Great Depression.

It grew into the [Williamsport Technical Institute](#), which became the foundation for [Williamsport Area Community College](#)—one of the first community colleges in Pennsylvania and the only one dedicated to hands-on, technical education.

When challenged by sponsorship requirements within the community college system, the College continued its evolution and growth through a unique affiliation with Penn State, which led to the establishment of [Pennsylvania College of Technology](#) in 1989.

Now, as a special mission affiliate of Penn State, Penn College has earned its position as the state's premier technical college and pursues a vision of national distinction as the leader in applied technology education. With its focused mission, nimbleness in launching, adapting, and sunseting programs with ease, and remarkable record of student outcomes—a 96 percent placement rate in graduates' intended career fields as just one measure—Penn College is poised for a leader who will capitalize on its assets and establish a vision for even greater impact.



GRADUATE PLACEMENT RATE

96.2%

DIVERSE MAJORS

100+

AVERAGE CLASS SIZE

16

ACADEMICS

Penn College believes students learn best by doing. The academic approach is rooted in real-world experience and a curriculum that evolves just as quickly as industry. Students can choose from more than 100 majors in the most in-demand fields, taking advantage of small classes (11:1 student-faculty ratio) and more than 150 learning labs for hands-on experiences. The College offers competency credentials, certificates and associate's, bachelor's, and master's degrees with courses offered on the main campus in Williamsport. Coursework can be completed at Schneebeli Earth Science Center and the Lumley Aviation Center as well. Non-credit courses and training occur at Penn College at Wellsboro. Additionally, Penn College offers 120 courses and 11 majors online. More than 4,500 students enroll in courses within three academic Schools:

[School of Business, Arts & Sciences](#)

[School of Engineering Technologies](#)

[School of Nursing & Health Sciences](#)

Since 2020, a sampling of new program offerings include:

- ◇ Master of Science in Nursing, Nursing Education
- ◇ B.S. Automation Engineering Technology: Mechatronics
- ◇ B.S. Automation Engineering Technology: Robotics
- ◇ B.S. Business Administration (revision of a prior program)
- ◇ B.S. Health Science
- ◇ A.A.S. Electrical Construction
- ◇ Certificate: CNC Machinist
- ◇ Certificate: Brewing & Fermentation Science
- ◇ Certificate: Culinary Applications
- ◇ Minor in Engineering Design Technology
- ◇ Minor in Non-Destructive Testing

Penn College has been accredited by the Middle States Commission on Higher Education since 1970 and was most recently reaffirmed in 2017. The College is currently undergoing the [Self-Study process](#) with an evaluation visit scheduled in 2021-22.

SPECIALIZED CAMPUSES

EARTH SCIENCE CENTER

Montgomery, PA

409 acres



AVIATION CENTER

Montoursville, PA

50,000-square-foot facility



LOCATION

The College is located in Williamsport, Pennsylvania, where residents enjoy a beautiful part of the state that offers a reasonable cost of living and a laid-back pace of life. The Williamsport metro area has a population of nearly 115,000 and offers a vibrant art, cultural, and restaurant scene. Residents can take advantage of myriad outdoor activities that North Central Pennsylvania has to offer with the added bonus of being a short drive to major cities in the region which include New York City, Philadelphia, Baltimore, Washington, D.C., and Pittsburgh.

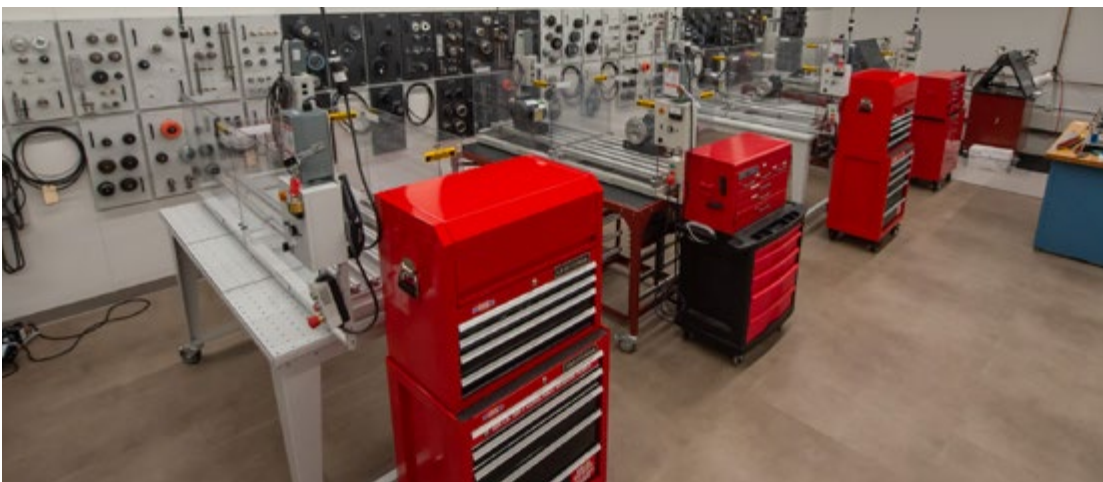




**ALL ROADS LEAD TO
PENN COLLEGE**

WORKFORCE DEVELOPMENT

The ongoing and lifelong learning needs of organizations and their members are the focus of the College's Workforce Development office. The office provides customized training for companies across the Commonwealth of Pennsylvania, the United States, and the world. The office's non-credit programs align with industry training needs and have grown substantially over time, and even during the pandemic. The office houses the Apprenticeship Center, Clean Energy Center, Plastics Innovation & Resource Center, Penn College at Wellsboro, and WEDnetPA. In 2019, the College received the only US Department of Labor Scaling Apprenticeship grant awarded in Pennsylvania totaling \$8 million. The grant supports training over 3,200 apprentices in five years in the advanced manufacturing sector. Annual Workforce Development enrollments range from 3,000 to 8,000 over the last eight years.





FACULTY

The faculty at Penn College provide students with skills and knowledge that will make a difference on the job. They are a talented and dedicated collection of teachers, craftspeople, and skilled technicians, with a deep commitment to student success. There are 407 faculty in total: 291 full-time and an additional 116 part-time. The part-time faculty each term come from a large pool of experts and educators in Penn College's network. The palpable culture of centering students in all of the College's decisions is a major attraction for prospective faculty to join Penn College, as is the opportunity to build meaningful relationships with students through the hands-on approach to learning and small class sizes. Given the experience Penn College students have with the faculty, it is not surprising that many alums return to the College to teach courses once they have established expertise in their chosen career path.

Traditional tenure does not exist at Penn College. Faculty are typically hired for a three-year probationary status. At the conclusion of the probationary period, faculty are considered non-probationary and receive annual reappointment letters. The decision not to reappoint a faculty member follows an established protocol. Penn College's educators, counselors, and librarians belong to an association, the Pennsylvania State Education Association, that represents their interests. While formal channels for negotiating faculty issues exist, it is notable that Penn College's administration has a strong record of satisfactorily resolving issues more quickly than the established protocols would ordain.

STAFF

A talented staff contribute greatly to the success of the College. Nearly 550 full-time staff and roughly 500 part-time staff ensure the efficiency of the institution in organizational operations, student affairs and services, faculty support, and physical plant.

Hear about Penn College and our location from our [faculty and staff](#).

F/T EMPLOYEES

840

549: NON-FACULTY

291: FACULTY





STUDENT BODY

4.5K

STUDENTS

Penn College's 4,500 students are active citizens of the community. Approximately 1,300 students live on campus with nearly 62 percent of students pursuing bachelor's degrees. The first-year retention rate for first-time full-time students pursuing a bachelor's degree is 75 percent, and the six-year graduation rate is 63 percent. Students participate in numerous clubs and organizations formed around vocational, honorary, community service, special interest, and personal support purposes. From honor societies, Greek organizations, and social clubs to professional and special mission organizations, the students are engaged in co-curricular opportunities that enhance the student experience.

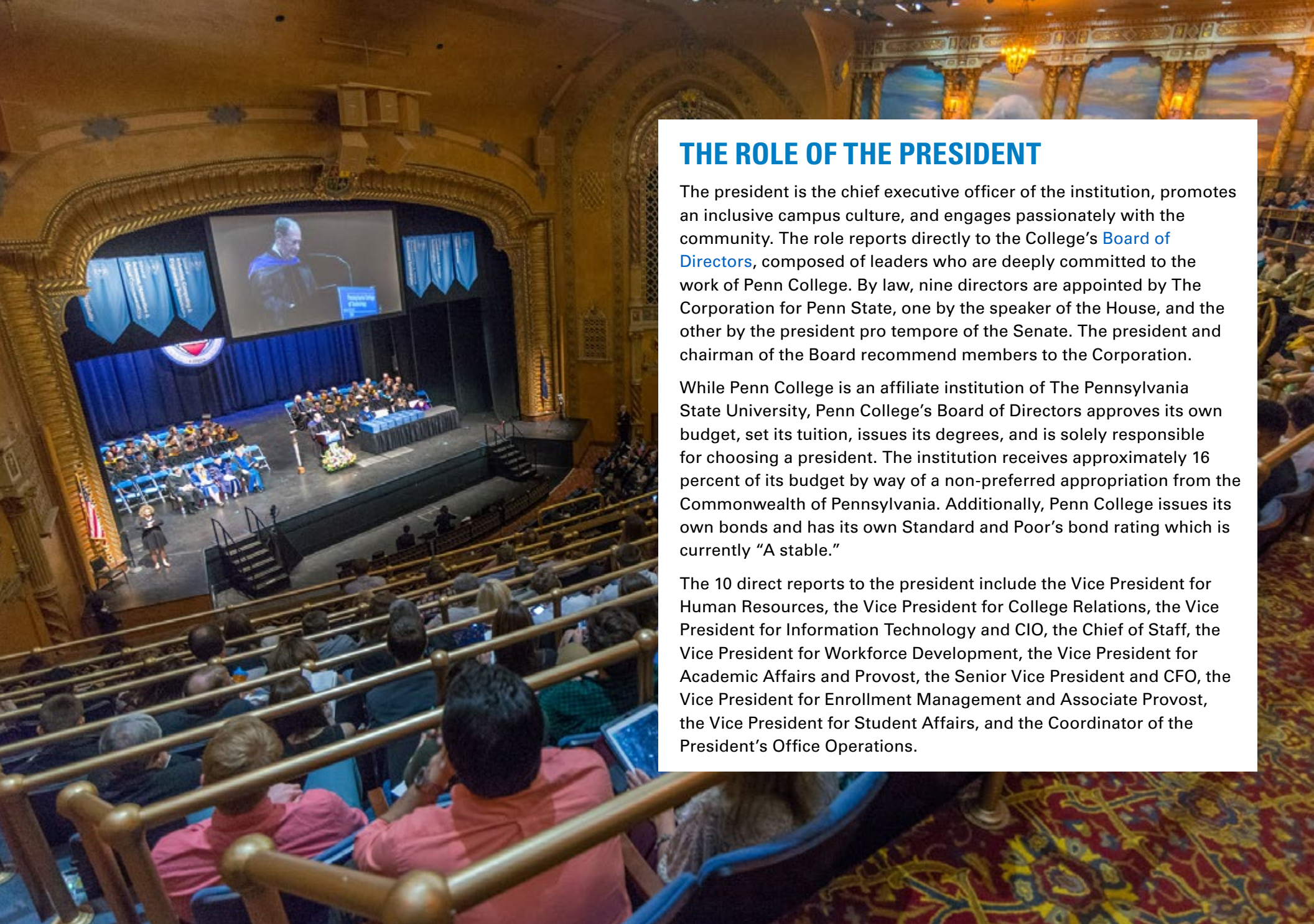
Penn College fields 16 intercollegiate sports teams competing in NCAA Division III athletics programs in the United East Conference, United States Collegiate Archery, and the National Association of College Esports.

Students are recognized for their contributions receiving numerous awards in regional and national competitions.

FINANCIALS

Penn College is financially sound and has an annual operating budget approaching \$142 million, including more than \$26 million in state appropriations. Grants from the US Department of Labor, state apprenticeships, and WEDnetPA and other sources contribute \$15 million. The College's endowment is \$21 million. The average annual in-state tuition and fees for students is \$17,610. Consistent with institutions of its type, Penn College has a low tuition discount rate of 3.1 percent. Thirty-seven percent of students are Pell eligible, and over 91 percent of students receive financial aid.





THE ROLE OF THE PRESIDENT

The president is the chief executive officer of the institution, promotes an inclusive campus culture, and engages passionately with the community. The role reports directly to the College's [Board of Directors](#), composed of leaders who are deeply committed to the work of Penn College. By law, nine directors are appointed by The Corporation for Penn State, one by the speaker of the House, and the other by the president pro tempore of the Senate. The president and chairman of the Board recommend members to the Corporation.

While Penn College is an affiliate institution of The Pennsylvania State University, Penn College's Board of Directors approves its own budget, set its tuition, issues its degrees, and is solely responsible for choosing a president. The institution receives approximately 16 percent of its budget by way of a non-preferred appropriation from the Commonwealth of Pennsylvania. Additionally, Penn College issues its own bonds and has its own Standard and Poor's bond rating which is currently "A stable."

The 10 direct reports to the president include the Vice President for Human Resources, the Vice President for College Relations, the Vice President for Information Technology and CIO, the Chief of Staff, the Vice President for Workforce Development, the Vice President for Academic Affairs and Provost, the Senior Vice President and CFO, the Vice President for Enrollment Management and Associate Provost, the Vice President for Student Affairs, and the Coordinator of the President's Office Operations.

LEADERSHIP OPPORTUNITIES FOR THE NEXT PRESIDENT

I. ENHANCE INDUSTRY AND COMMUNITY IMPACT

The next president will provide thought leadership and vision that mobilize the Board, faculty, staff, industry partners, and the local community. The College's mission and structure provide a built-in head start for serving post-traditional students as well as launching first-time students who are seeking a hands-on education. In all of Penn College's efforts, a focus on future-proof educational experiences will be central.

Workforce development and apprenticeships will play a larger role in the future of higher education nationally, and Penn College is positioned to extend its already formidable lead in these areas. The next president must both understand and appreciate the value of this work and the clear pathways between workforce and academics. Continued and even more purposeful alignment of programs with the skills employers will need in the future is paramount.

Working with both College and industry leadership, the next president must continue to nurture these partnerships and form new, mutually beneficial connections that advance the College and create opportunities for engagement across campus and the Commonwealth of Pennsylvania. The College must be nimble and responsive to identified needs and continue to elevate the status of Penn College as the primary resource for meeting these critical areas and the starting point for solving industry challenges.

With the president's leadership and a robust network of partners, Penn College will be the top-of-mind institution in the state and across the country when institutions of the future are identified.

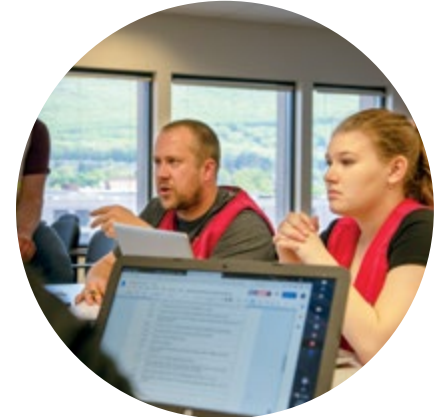


LEADERSHIP OPPORTUNITIES FOR THE NEXT PRESIDENT

II. STEWARD THE COLLEGE'S FINANCES AND STRATEGICALLY GENERATE NET REVENUE

The president will lead the development and implementation of strategies that impact the College's financial position and capacity. Delivering hands-on experiences and high-quality programs with a technical foundation often is an expensive proposition. It is a worthy pursuit, and it has changed the life trajectory of countless Penn College graduates. The identification of new revenue streams through partnerships, grants, and programs will be important to creating a sustainable model to lead Penn College into the next chapter of the institution.

The College operates a substantial portfolio of competitive grants and continues to look for avenues to support projects that align with the mission and vision of the College. In addition, a critical eye toward optimizing enrollments and tuition and training revenue will be important. State appropriations are expected to continue as a source of revenue, and the next president will have important relationship-building work across the Commonwealth to secure these resources. Additionally, the president will ensure that the College's resources are appropriately allocated and invested strategically into areas of impact that benefit both students and industry. Stewardship of resources, including adapting the campus's physical infrastructure investments to appropriately match needs, will be critical to success in the role.



LEADERSHIP OPPORTUNITIES FOR THE NEXT PRESIDENT

III. ENSURE RELEVANT ACADEMIC PROGRAMS

Penn College is a nimble institution, able to pivot quickly and meet critical industry needs through academic program offerings. The president will be an important partner to local and state government and industry leaders and a voice in the national conversation surrounding relevant, innovative programs that meet the ever-changing demands of the nation. Timely and consistent methods for programmatic evaluation leading to additions, alterations, and phaseouts must be an important priority for the College. The president will partner with the College's leadership to enhance current practices and implement new processes that provide this consistency in programmatic evolution, ensuring a contemporary program portfolio that positions students for opportunity and success and the College as a national leader in producing top talent. Simultaneously, the next president will provide vision and direction to ensure that targeted prospective student segments are aware of Penn College's distinctive approach and truly remarkable student outcomes. Different student segments may well benefit from differentiated outreach. In all of these efforts, the next president will appreciate the centrality of student welfare and the reality of an increasingly competitive market for students.



LEADERSHIP OPPORTUNITIES FOR THE NEXT PRESIDENT

IV. CREATE A CULTURE OF INCLUSIVE EXCELLENCE

Penn College is deeply committed to the continued diversification of both the institution and the surrounding community. The president will ensure best practices in recruitment and hiring to attract, develop, and retain colleagues who are not only expert in discipline but also rich in diverse experiences in order to more accurately reflect the College's national reputation. They will be a champion of the commitment to recruit and serve a diverse student body and the creation of an environment where a broad array of individuals can learn, live, work, and thrive. In part, this will entail student programming and greater opportunities for students to come together as a community. The president will possess the skills, awareness, and passion to advance access, diversity, equity, and inclusion on campus and in the community and be an important voice in leading campus conversations that advance a vibrant institutional culture.



QUALIFICATIONS AND PERSONAL CHARACTERISTICS

The next president will be an experienced leader with deep knowledge of and appreciation for the current state of applied technical education as well as future directions of applied technical education. This individual will offer a record of collaboration and transparent leadership with the ability to create consensus and move an organization forward. An earned terminal degree or credentials and achievement that garner the respect of the College's faculty and staff are essential. The next president will be:

- ◇ A visionary, innovative, and strategic thinker able to articulate a clear and coherent vision for Penn College, able to unify constituents around that vision;
- ◇ An outstanding listener who communicates clearly, welcoming ideas from the Penn College community and speaks boldly and passionately about the College and the importance of applied technical education to wide-ranging constituencies;
- ◇ An approachable, visible leader;
- ◇ An individual capable of moving decisively when mission-centered opportunities present themselves—change and progress operate at a difference pace at Penn College than most higher education institutions;
- ◇ An experienced higher education professional, or a leader from a comparably complex setting, with a passion and demonstrated advocacy for applied technical education;
- ◇ An inclusive leader who respects and outwardly appreciates the significant contributions of the Board of Directors, faculty, staff, students, and many supporters of Penn College;
- ◇ A partnership builder with experience engaging both internal and external stakeholders, including, faculty, staff, alumni, board, donors, industry, government, and community partners;
- ◇ A fiscally savvy leader who will bring innovation and an entrepreneurial spirit to assessments of existing and potential markets and resource allocation;
- ◇ A knowledgeable student of the higher education landscape including the intricacies and challenges of enrollment management, budget modeling, marketing and branding, technology, and sustainability;
- ◇ A passionate leader with a demonstrated record of promoting diversity, equity, and inclusion among faculty, staff, students, and the broader community;
- ◇ A gifted partner and fundraiser, who has experience in cultivating critical relationships and building a positive culture of philanthropy and engagement;
- ◇ A technologically astute person with an understanding of evidence-based pedagogies and technological approaches that enhance student learning and program delivery;
- ◇ An accessible leader with a predisposition to engage authentically with all constituencies of the College while maintaining the authority of each unit and its leaders;
- ◇ A communicator eager to share the Penn College story and tirelessly advocate for its importance to the Commonwealth and region;
- ◇ An inclusive and transparent decision maker who builds consensus, prioritizes, and communicates in a timely and thoughtful manner;
- ◇ A team builder who will empower others and optimize the effectiveness of a talented and committed leadership team, faculty, and staff;
- ◇ An authentic and resilient leader with a good sense of humor; and
- ◇ An individual with deep personal integrity.

For more information, please visit the Pennsylvania College of Technology website at www.pct.edu

Please send all nominations and applications to:



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Beth McCarthy, Senior Associate

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Pennsylvania College of Technology is committed to the concept and practice of equal opportunity for employment and achievement without discrimination because of race, color, religion, national origin, sex, gender identity or expression, disability, age, sexual orientation, political affiliation, status as a protected veteran, genetic information, or any characteristic against which discrimination is prohibited by applicable law.