

Pennsylvania College of Technology

invites nominations and applications for the position of vice president for academic affairs & provost.



**Pennsylvania
College of Technology**

A Penn State Affiliate

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%

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. Penn College offers master, bachelor, and associate degrees, along with certificates and competency credentials. The majority of for-credit coursework is completed on the main campus in Williamsport, and specialized programs are offered at Lumley Aviation Center and Scheebeli Earth Science Center. The College also provides 120 courses and 11 majors online. In addition, Penn College delivers a comprehensive Workforce Development portfolio which includes a standalone LPN program in Wellsboro. More than 4,200 students enrolled in Fall 2021 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 2022.

DIVERSE MAJORS

100+

AVERAGE CLASS SIZE

16

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

4.2K

STUDENTS

Penn College's 4,240 students are active citizens of the community. Approximately 1,300 students live on campus with 60 percent of students pursuing bachelor's degrees. The first-year retention rate for first-time full-time students pursuing a bachelor's degree is 76 percent, and the six-year graduation rate is 65 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.

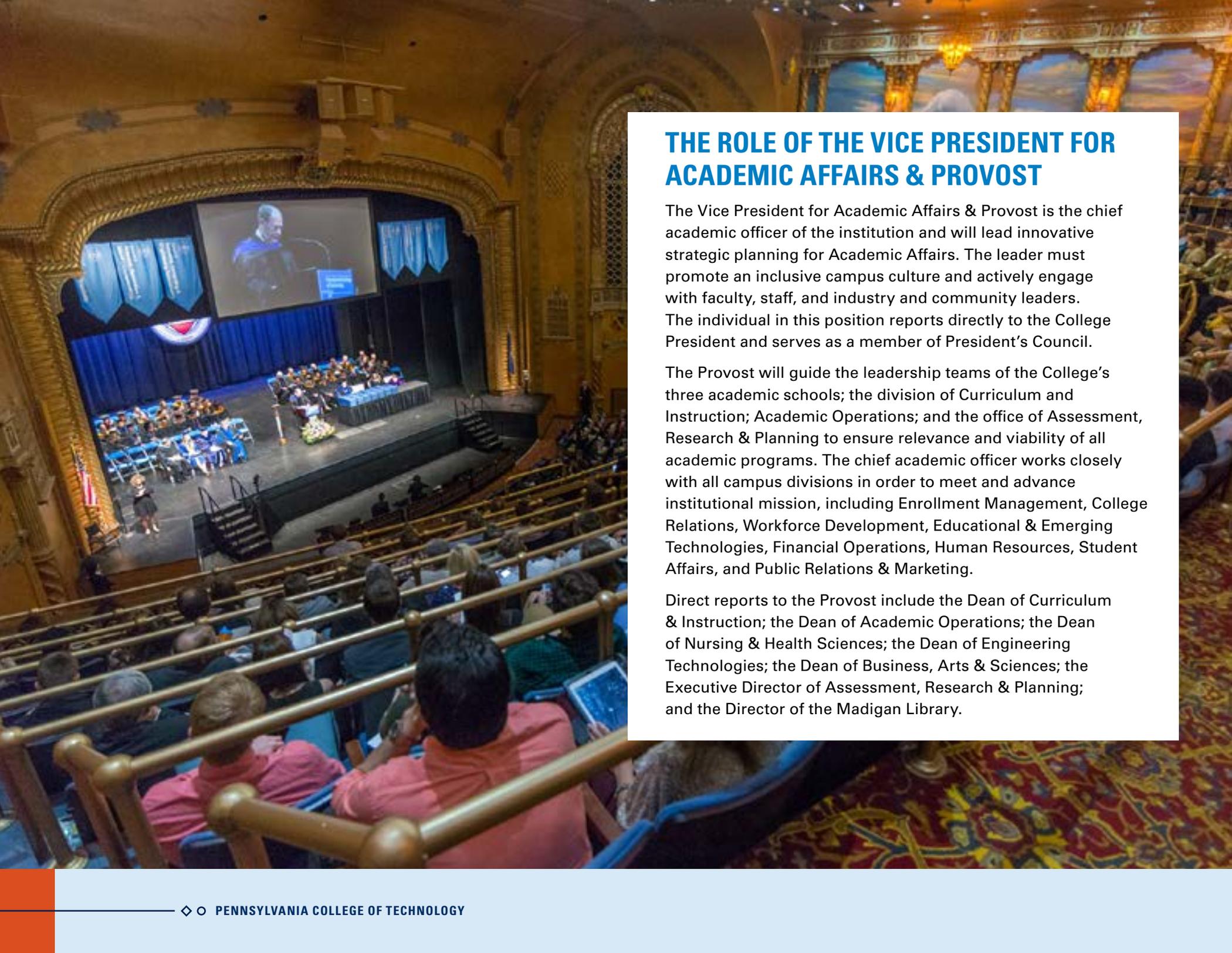
Penn College fields 16 intercollegiate sports teams competing in NCAA Division III athletics programs in the United East Conference, United States Collegiate Archery, and the National Association of College Esports.

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.

FUTURE
MADE
BY
HAND



THE ROLE OF THE VICE PRESIDENT FOR ACADEMIC AFFAIRS & PROVOST

The Vice President for Academic Affairs & Provost is the chief academic officer of the institution and will lead innovative strategic planning for Academic Affairs. The leader must promote an inclusive campus culture and actively engage with faculty, staff, and industry and community leaders. The individual in this position reports directly to the College President and serves as a member of President's Council.

The Provost will guide the leadership teams of the College's three academic schools; the division of Curriculum and Instruction; Academic Operations; and the office of Assessment, Research & Planning to ensure relevance and viability of all academic programs. The chief academic officer works closely with all campus divisions in order to meet and advance institutional mission, including Enrollment Management, College Relations, Workforce Development, Educational & Emerging Technologies, Financial Operations, Human Resources, Student Affairs, and Public Relations & Marketing.

Direct reports to the Provost include the Dean of Curriculum & Instruction; the Dean of Academic Operations; the Dean of Nursing & Health Sciences; the Dean of Engineering Technologies; the Dean of Business, Arts & Sciences; the Executive Director of Assessment, Research & Planning; and the Director of the Madigan Library.

QUALIFICATIONS

EDUCATION & EXPERIENCE

- ◇ Earned doctorate in appropriate academic discipline.
- ◇ Demonstrated success in providing leadership in a comprehensive college environment including diverse elements that might include, associate and baccalaureate programming, career/technical education, non-credit instruction, student support services, multiple sites, international students, distance education/outreach, grantsmanship, and cooperative ventures with business and industry.
- ◇ Successful senior level academic administration experience (Dean level or higher).
- ◇ Curriculum development/management experience.
- ◇ Full-time teaching experience in higher education.
- ◇ Experience or documented capacity for working effectively in a collective bargaining environment.
- ◇ Evidence of community involvement.
- ◇ Evidence of scholarly achievement. (Desired)

ABILITIES & SKILLS

- ◇ Thorough understanding of and commitment to technical education.
- ◇ Competence in oral and written communication skills appropriate to senior level management.
- ◇ Sensitivity to the expectations of students, faculty, staff, and advisory and community groups.
- ◇ Ability to establish and maintain effective personal relations throughout the College and community.
- ◇ Evidence of continuing professional development.
- ◇ Demonstrate understanding of issues related to diversity, equity, and inclusion in a higher education setting.
- ◇ Knowledge of the negotiating process and appreciation of the values of cooperative decision-making, shared governance, appropriate delegating, and planning.
- ◇ Computer literate and comfortable with communication technology.

RESPONSIBILITIES & DUTIES

EDUCATIONAL LEADERSHIP & PLANNING

- ◇ Provide educational leadership and ensure relevance and quality control for credit programming at the College.
- ◇ Lead short- and long-term strategic planning for Academic Affairs.
- ◇ Foster an environment which stimulates and expedites instructional innovations and improvements.
- ◇ Act as liaison to the President for all matters related to academic programming.
- ◇ Ensure academic instructional programming focused on student learning and development.
- ◇ Provide leadership for the continued expansion of business and industry partnerships across all academic schools.
- ◇ Assist with the development and ensure implementation of college and divisional strategic plans, program reviews, accreditation and assessment requirements.
- ◇ When the President is unavailable, act in the position as President.
- ◇ Oversee global experiences and coordinate initiatives through the faculty liaison.
- ◇ Actively support and coordinate corporate relationships through College Relations.
- ◇ Ensure engagement with Workforce Development to advance program development through stackable credentials and provide support for workforce training needs.
- ◇ Chair Deans Council
- ◇ Coordinate grant writing activities for Academic Affairs.
- ◇ Oversee the Academic Affairs budget preparation and implementation to ensure achievement of College-wide priorities.

PERSONNEL

- ◇ Supervise and evaluate appropriate staff.
- ◇ Provide leadership in the recruitment, employment and evaluation of Academic Affairs staff and recommend to the President status change for all personnel involved in administering and delivering academic programming.
- ◇ Ensure enrichment and effective use of faculty expertise at the College.
- ◇ Ensure compliance with College Education Association collective bargaining agreement.
- ◇ Meet regularly with the Faculty Association President to maintain positive employee relationships and engage in proactive and responsive problem-solving.

FACILITIES & EQUIPMENT

- ◇ Ensure development of priorities and strategies for effective initiatives relative to facility and equipment acquisition, construction, renovation, use and allocation to support quality academic programming, to align with industry and education standards.

OTHER

- ◇ Participate in student orientation activities for large and small groups.
- ◇ Ensure compliance with all College and Board of Directors policies related to the academic area including academic probation.
- ◇ By position, serve on various College committees, e.g., College Council, APT and Faculty Salary System Committee.
- ◇ Approve retraining and upgrading submissions, promotions in academic rank and sabbaticals, new hire probationary statuses, and teaching awards.

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

Please send all nominations and applications to:



Jim Sirianni, Managing Director

Chris Bernard, Senior Research 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.