



WOR-WIC
COMMUNITY COLLEGE

Presidential Search Profile

The Wor-Wic Community College board of trustees invites nominations and applications for the position of president of Wor-Wic Community College. Dr. Ray Hoy will retire effective June 30, 2023, after serving for 23 years as the second president of the college.

Wor-Wic empowers a diverse population of students to achieve success by delivering high-quality, affordable education, professional training, workforce development opportunities and comprehensive student services that strengthen economic growth and improve the quality of life on the Lower Eastern Shore of Maryland.

Founded in 1975, Wor-Wic is a public community college located on a beautiful 200-acre campus in Salisbury, Maryland. Wor-Wic serves the residents of Worcester, Wicomico and Somerset counties and enrolled more than 7,000 students (3,355 credit and 4,038 non-credit) in FY 2022.

Wor-Wic offers credit programs that lead to a certificate, associate degree or transfer to a four-year college or university, as well as workforce development courses and seminars to help students prepare for a new career, upgrade existing job skills and provide opportunities for self-improvement. The college partners with area businesses, industries, agencies and organizations to strengthen workforce skills by providing customized training for their employees.

The next president of Wor-Wic should be an innovative and entrepreneurial leader focused on helping students reach their educational goals. The college seeks a president who is committed to the community college mission, who will champion its strategic priorities and who will lead the college with a clear vision for the future.



Wor-Wic has many opportunities and challenges that will require specific skills and experience in its next president. They are as follows:

1. Commitment to student access and success, while serving diverse, inclusive and equitable learning communities, and having demonstrated results to show the effectiveness of actions.
2. Ability to engage faculty, staff and students regarding college policies and procedures, support services, and strategic planning.
3. Commitment to shared governance, transparency and open communication.
4. Dedication to fostering a collegial environment to enhance college faculty and staff morale.
5. Ability to develop and maintain critical partnerships throughout the region and state, including K-12, higher education institutions, local and state governments, businesses, not-for-profit organizations and other career-oriented organizations.
6. Ability to work effectively with the college's foundation to achieve fund-raising goals.
7. Dedication to working with the community on career and technical education and workforce development programs and initiatives.

Expected Leadership Qualities:

1. Demonstrated record of successful executive leadership, with experience sufficient to warrant the respect and confidence of the college's wide range of stakeholders.
2. Ability to listen effectively and engage all stakeholders.
3. Understands the unique strengths and challenges facing a small, rural community college that serves a diverse multi-county area.
4. Ability to maintain and sustain a culture of trust, accountability, vision, inclusiveness and equity.
5. Manages current fiscal resources effectively and efficiently, while providing leadership in the face of competing financial priorities and funding shortfalls. Ensures the college has sufficient resources into the future for its fiscal health and sustainability.
6. Recognizes the current strengths of the college and builds on those strengths as it faces enrollment and funding challenges.
7. Fosters a sense of community and belonging to support faculty and staff in achieving the college's mission of student success by being an approachable leader.
8. Builds support at the local, state and federal levels to benefit the college.
9. Demonstrated ability to fundraise and collaborate with donors and legislators to obtain financial support for the college.
10. Leads with integrity and fosters collegiality, trust and respect.
11. Ability to understand implications of federal, state and local legislation as it pertains to higher education.

President's Minimum Requirements:

1. A master's degree earned from an accredited college or university (doctorate preferred).
2. Minimum of seven years of senior executive and team leadership experience, preferably in a higher education institution.

President's Preferred Requirements:

1. Experience in community college teaching, workforce development and/or student services preferred.
2. Experience in aligning budgets with strategic goals, allocating resources effectively and setting financial priorities.