



## **Presidential Profile**

### **The College of the Mainland Board of Trustees invites applications for the position of President of the College of the Mainland**

#### **About College of the Mainland**

The Board of Trustees invites nominations and applications for the position of President of College of the Mainland (COM) located in Texas City, Texas.

President Dr. Warren Nichols is retiring after seven years of exemplary service at COM. Under his leadership, the College has experienced extensive growth, garnered significant community support, added new facilities, and is recognized as a workforce training leader for the Houston metropolitan area.

Founded in 1966, COM is a comprehensive community college with its main campus, a scenic 120-acre campus, just 15 minutes from Galveston Island and 30 minutes from Houston. COM boasts five learning centers, including the main campus, COM League City, and the COM City Centre which is home to COM's Lifelong Learning Center, Cosmetology Lab, and Culinary Arts. COM also holds dual credit classes at six local high schools and hosts a successful collegiate high school on the main campus. It offers state-of-the-art facilities and labs as well as innovative learning experiences. The College District spans 237 square miles, covering four independent school districts—Dickinson, Hitchcock, Santa Fe, and Texas City—and serving Friendswood ISD and part of Clear Creek ISD in Galveston County. The area boasts a strong economy.

COM is a Hispanic-Serving Institution (HSI), and a Minority Serving Institution (MSI). COM's student body is highly diverse, with approximately 55% minority representation, including 37% Hispanic and 15% African American students. Additionally, 63% of its students are first-generation college students.

COM's fall 2024 record enrollment is approximately 6,300 and has over 900 employees. It offers 41 associate degrees, 29 certificates, a bachelor's degree and is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). A recent study by College Measures found that first-year graduates with technical degrees from COM earned the highest median salary of any new graduate from a Texas university or community college. In 2024 the National Institute for Staff and Organizational Development (NISOD) and *Diverse: Issues in Higher Education* recognized College of the Mainland (COM) as one of the most Promising Places to Work in Community Colleges. The annual award recognizes community and technical colleges committed to diversity through best-in-class student and staff recruitment and retention



practices, inclusive learning and working environments, and meaningful community service and engagement opportunities. COM's Foundation, the fundraising arm of the College, is a non-profit organization with its own Board of Directors and annually awards over \$638,000 in scholarships and has established the Promise program which awards additional scholarships. COM's strategic planning 2018-2023 goals and metrics can be found [here](#).

### **Location**

Texas City is part of the Texas Gulf Coast area which provides many leisure activities with great fishing, bird watching, and tropical sunshine while, at the same time, being home to Fortune 500 companies such as Marathon Petroleum and Valero Refining. With six major petrochemical operations breathing life into the business community, along with massive expansion along the I-45 corridor, growth is occurring rapidly throughout the region.

**The President of COM:** The new President will have experience in serving a diverse student population, lead the College in meeting student goals and labor market demand, and actively partner with industry, organizations and government in the community, state, and region. Achieving student success requires a growth mindset that embraces the expansion of campus facilities, strategic enrollment growth, and active engagement with a growing community population. The next President of College of the Mainland will embody the [mission, vision, and values](#) of the college and focus on the following **Opportunities and Challenges**:

### **College Growth, Academic Excellence, and Student Focus**

- **Student-Centeredness and Managing Growth:** Understands student demographics and works in partnership with faculty and staff to ensure programs and services meet the needs of the diverse student population. Strategically grow programs to meet increasing enrollment, build on what is working well and identify areas for improvement. Balance emphasis on enrollment growth with focus on student retention, graduation and employment.
- **Expand and Align Academic and Workforce Programs:** Work closely with community and regional partners to understand current and future workforce needs and align academic, workforce and certificate programs. Incorporate the latest technology and innovations, such as AI, and teaching and learning strategies to prepare students, faculty and staff, for the changing workforce. Enhance COM's reputation as a regional leader in education, community, and economic development.
- **Academic and Workforce Excellence and Competitiveness:** Work closely with faculty to assure quality instruction and evaluation in all program offerings and to offer course scheduling and delivery options that meet student needs, especially working students.



Continue to support customized and corporate training solutions for business and industry.

- **Regional Workforce Needs:** Continue to provide innovative workforce programs to meet the needs of the region's competitive and highly skilled workforce environment, especially in high demand fields.
- **Value, Attract, and Retain Talented Employees:** Assess current and future staffing needs. Develop strategies to recruit and retain dedicated faculty and staff. Prioritize professional development opportunities for all employees.
- **Board Relationship:** Work collaboratively with the Board of Trustees to foster trust, communication, priorities, goals, and community relationships.

### Resource Development

- **Budgeting:** Have extensive knowledge of budgeting including sources of revenue and local, state and national economic trends and analysis. Understands the new State of Texas Finance Model based on performance metrics and data. COM's six sources of financial support are: bonds, grants, tuition and fees, state appropriation, local property tax, and fundraising.
- **Secure Additional Funding:** Work with government, college foundation, alumni and other entities to raise funds that support student enrollment and retention, and workforce preparation.

### Ideal Characteristics

COM seeks a bold, visionary, and future-focused leader who will value the College's rich history, continue to deliver accessible, affordable, and high-quality education and who has the following characteristics:

- **Visionary, Decisive, and Transparent Leadership:** Proven commitment to the community college mission who can articulate and actualize a compelling future for the College. Empowers employees, makes decisions with broad input, and sets clear and measurable goals for accountability.
- **Workforce Oversight Experience:** Comprehensive knowledge of workforce programming and an understanding of its significance to the community, business partners and the College.
- **Student-Focused Leader:** Prioritizes the well-being and success of students and assists to create a supportive and enriching educational environment. Engages with students and supports the full spectrum of needs of today's students.



- **An Innovative and Forward-Thinking Futurist:** Embraces change and encourages creative solutions to challenges. Experience in strategically scaling and prioritizing changes in technology, growth, and changing demographics.
- **Visible Community Leader:** A leader who is accessible and will actively engage with constituents throughout the community including, chambers, civics organizations, foundations, business and industry, K-12 systems, and colleges and universities. Continuously keeps the community informed and updated on progress.
- **Empathy and Inclusivity:** A leader who embraces, honors, respects, and celebrates diversity within the student population, including unrepresented, first generation, and at-risk students. Prioritizes creating an environment where all voices are heard and valued. Respects and trusts employees and deeply values participatory governance. Values work/life balance for all employees.
- **Fundraising and Financial Management Acumen:** Skilled in securing funding and building partnerships that enhance the college's resources. A strong financial steward with budgetary experience who will appropriately prioritize financial resources and will pursue new funding.
- **Academic Integrity:** Supports faculty and student success, and highest standards for academic and workforce excellence.
- **Crisis Management Skills:** Level-headed, agile, resilient and adaptable during challenging times to ensure campus safety and wellness. Communicates effectively and efficiently to the public during crisis situations.
- **Integrity:** An accessible, personable, and humble leader who demonstrates accountability, has empathy, and makes decisions based on the best interests of students, employees, and the community.
- **Effective Listener and Communicator:** Clearly articulates his or her decision-making process, encourages input from all constituents, and shows commitment to listening to all points of view and fostering respect across the college.

### Qualifications

- An earned doctorate from a regionally accredited institution is required.
- Recognition of the unique needs of a minority serving institution with a diverse and growing student body.
- Extensive progressive senior level administrative experience, preferably at a community college.
- Classroom teaching experience in higher education is preferred.