NEW MEXICO JUNIOR COLLEGE
PRESIDENTIAL SEARCH PROFILE
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The elected seven-member Board of Directors of New Mexico Junior College (NMJC) invites nominations and applications for a dynamic and visionary leader to serve as the 8th President of New Mexico Junior College. New Mexico Junior College, located in Lea County of Southeastern New Mexico, provides students a first-rate education that prepares them for both transfer and workforce opportunities.

The New Mexico Junior College is a comprehensive community college with dedicated and talented faculty and staff. While the new President of NMJC will respect the culture, traditions, and history of the College, the College is seeking an exceptional and experienced leader that will provide visionary, long-term and trusted leadership throughout the predominantly rural service area and position the College for continued regional relevance in academia and workforce development.

NEW MEXICO JUNIOR COLLEGE PROFILE

New Mexico Junior College, which enjoys the distinction of being the first junior college built in the state, first opened its doors to students in the fall of 1966. Since that time, it has grown to be one of the finest community colleges in the "Land of Enchantment" and serves as a jewel of Lea County. The College delivers high-quality academic programs and technical education programs, continuing education, and community service programming to Lea County of Southeastern New Mexico.

The College's 300-mile service region consists of all towns within Lea County, including Jal, Eunice, Hobbs, Lovington, and Tatum, New Mexico including West Texas. The College is also located in the middle of the Permian Basin, and the rich natural resources of the oil and gas industry have placed New Mexico Junior College in a strong strategic and financial position. With over $14 M in reserves, the NMJC Foundation fosters, encourages, and promotes college education at NMJC by providing qualified individuals with opportunities to pursue academic, technical, and career technology programs.

Today, NMJC occupies 245 total acres and has a facility count of 35 buildings, including state-of-the-art student apartments, the Western Heritage Museum Complex & Lea County Cowboy Hall of Fame, and the Workforce Development Facility. The Museum hosts multiple cultural community events and world class exhibits. The College has recently approved a $77 million addition to increase and improve residential life.

The College has a student population of approximately 3,100 students receiving credit and non-credit offerings provided by 345 full-time and part-time employees. NMJC's student population is exceedingly diverse, with 66% female, 34% male, 55% Hispanic/Latino, 29% White, and 8% Black or African American. Approximately 50 countries are represented through the student population. This diversity of the NMJC student population provides great opportunities for varied educational and cultural experiences.

New Mexico Junior College offers a comprehensive array of academic offerings and community education. Students can pursue AA, AS and AAS degrees and certificates through the College's Program of Study. The College delivers both in person and online education and maintains an extremely robust dual credit initiative with its five surrounding school districts. NMJC has established and maintained a vibrant relationship with the public-school districts and municipalities located in Lea County. The College provides an expansive offering of transfer classes, a wide selection of community education classes, and a significant number of career and technical career educational opportunities.

The College supports and maintains an exceedingly vibrant on-campus population with 400 plus beds, as well as significant commuter and online student populations. Life on Campus includes an array of opportunities, student resources and recreational opportunities that include numerous athletic programs and college clubs. NMJC is home to the NMJC Thunderbird Athletic program and boasts a full complement of, often nationally ranked, NJCAA Division I athletic teams. Additionally, NMJC has some of the best athletic facilities in the country.

Mission
New Mexico Junior College, as a comprehensive community college, promotes success through learning.

Vision
New Mexico Junior College's mission will be achieved by building a culture that values and promotes excellence, effectiveness, responsiveness, access and community involvement.

Core Values
New Mexico Junior College values integrity, student centeredness, innovation, collaboration, accountability and access.

THE OPPORTUNITY
NMJC is a strong, comprehensive community college with a proud history, established strategic direction, significant community support and substantial opportunities for continued growth. The College is positioned for significant opportunities as the region experiences changing workforce needs, economic development, population and enrollment trends, major construction and capital projects, technological change and increasing demand for skilled workers.

THE LEADERSHIP CHALLENGE
NMJC seeks a leader who can balance:

- Stability without complacency
- Respect for tradition without resistance to change
- Vision without a personal agenda while aligning with the established Strategic Plan
- Growth with financial and strategic discipline
- Local understanding without parochialism
- A strong Board partnership with independent presidential leadership

The successful candidate will first understand NMJC's culture, strengths and direction, then build upon them. The President should be a humble steward—someone committed to leaving the College stronger, more unified and better prepared for the future.

THE PRESIDENT NMJC SEEKS

Integrity, Trust and Authentic Leadership

Integrity, honesty, transparency, fairness and trustworthiness were among the most consistently identified qualities in the community feedback. The President must demonstrate sound judgment, humility and accountability; treat people equitably; and have the courage to do what is right even when decisions are difficult or unpopular.

The President should be visible, approachable and accessible—a leader who listens before acting, communicates openly, knows the people of the College and creates an environment in which employees and students feel respected and heard.

A Unifying "One NMJC" Leader

One NMJC. One mission. One institutional strategy.

The next President must strengthen institutional unity and reduce silos among academics, workforce development, athletics, student services and administration, career and technical education, adult and noncredit education, entrepreneurship and community engagement. The NMJC leader should continue strengthening arts, culture, athletics, student life and campus experiences as part of being a comprehensive community college.

The President will:

- Understand how academic excellence, student success, workforce preparation and regional economic development reinforce one another.
- Align people and resources around student success
- Connect academic and workforce missions
- Build trust and collaboration across the institution
- Empower employees and administrators
- Establish accountability without unnecessary micromanagement

An Independent and Decisive Executive

The President must be an effective partner with the Board while maintaining appropriate presidential authority and judgment.

The successful candidate will communicate candidly with the Board, make difficult decisions, challenge assumptions when appropriate, and have the courage to challenge "we've always done it this way" when evidence supports change.

The President should be a partner to the Board.

A Strategic, Financially Responsible and Results-Oriented Executive

The President must be capable of managing the institution as effectively as leading it. Desired experience includes:

- Demonstrated financial stewardship, management, and resource allocation
- Enrollment, retention and student success
- Strategic planning and implementation
- Facilities and capital projects
- Organizational and personnel development
- Program evaluation and sustainability
- Disciplined management of institutional growth
- Demonstrated ability to use data, measurable outcomes and evidence to evaluate programs and make difficult institutional decisions.

NMJC seeks **growth with purpose**—expansion that responds to community needs while protecting long-term institutional strength.

A Regional and Community Leader

- The President should understand and embrace **Lea County, Southeast New Mexico**, and West Texas including its rural communities, economy, employers, schools and workforce needs.
- The President will build strong relationships with business and industry, K–12 partners, universities, government, legislators, community organizations, and alumni and become an active, respected member of the community.
- Regional experience is valuable, but being local is not a prerequisite. Candidates from outside the region should demonstrate the ability to quickly understand the community and become genuinely invested in NMJC and the people it serves.

PRIORITIES FOR THE NEXT PRESIDENT

Protect Financial and Institutional Strength

- Provide disciplined stewardship of finances, facilities, capital investments, personnel and programs while managing growth strategically.

Advance Student Success

- Strengthen enrollment, recruitment, retention, completion, and placement in the workforce or transfer while responding to the changing needs and preparation of today's students.

Lead Thoughtful Innovation

- Prepare NMJC for technological and workforce change—including artificial intelligence—while protecting academic integrity and educational quality

Strengthen Institutional Unity

- Create a culture in which NMJC operates as one institution, with departments and divisions working together around student success

Expand Workforce and Community Partnerships

- Ensure NMJC remains responsive to regional employers, industry, schools and emerging workforce needs.

Develop People and Future Leaders

- Value institutional knowledge, invest in employees, strengthen succession planning and develop leadership throughout the College.

MINIMUM QUALIFICATIONS:

Education and Experience

- An earned Doctorate from an accredited college or university is strongly preferred, but the minimum qualification is a Master's Degree.
- Three to Five years of demonstrated senior level administrative leadership experience in higher education at the collegiate level that demonstrates a commitment to collaboration with faculty, staff, and students.
- Community college classroom teaching experience is strongly preferred.

HOW TO APPLY – SUBMISSION PROCESS

This is a confidential process. To ensure full consideration, all application materials should be received no later than January 21, 2027. To apply, go to the link at www.nmjc.edu or directly to the link at ACCT at http://www.acctsearches.org and upload your documents.

For additional information, nominations or confidential inquiries, please contact:

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