



ABOUT VIRGINIA'S COMMUNITY COLLEGES

A Brief History of Virginia's Community Colleges

Over nearly six decades, Virginia's Community Colleges have developed a track record of innovation and excellence to serve our residents and strengthen Virginia's economy. Founded in 1966, our college system was designed to address unmet needs in higher education and workforce training.

Where We Are

With 23 colleges operating on 40 campuses serving every corner of the Commonwealth, Virginia's Community Colleges are dedicated to promoting economic mobility for Virginians through innovation and collaboration with business and industry, and with educators from K-12 through senior colleges and universities.

Where We're Going

Our strategic plan, Opportunity 2027, commits our community colleges to ensuring that students from every race, ethnicity, gender, and socioeconomic group have access to our colleges, achieve expected learning outcomes, and enjoy success after meeting their academic or career goals.



A Message from the Chancellor

If you want to play an integral role in shaping the future of higher education in a manner that positively impacts the lives of Virginians while also building the Commonwealth's 21st century economy, then I encourage you to consider Virginia's Community Colleges. We are seeking an innovative and entrepreneurial leader who has a passion for serving students and who will create a learning environment that inspires the success of all learners. The candidate must make data-driven decisions and be able to forge valuable community and industry partnerships. We seek a visionary leader who positively supports our faculty, staff, and students to realize their full potential by building a culture of high trust and opportunity.

Virginia's Community Colleges are the primary workforce provider in the Commonwealth and are primed to serve all learners. We serve high school graduates who seek academic degrees and workforce credentials and have a growing number of adult learners, military veterans, and working people who need to up-skill and re-skill to advance in their careers. We pride ourselves on curricula that align with K-12 and university partners and the regional needs of business and industry.

Our colleges serve and reflect the diversity of a Commonwealth that stretches from the Atlantic Ocean to the Blue Ridge Mountains, with burgeoning urban centers and remote rural enclaves. Our people are as diverse as the regions where they live, and there's room to grow here. We are understandably proud that Virginia consistently ranks among the top states for business, education, and quality of life.

As a Virginia Community College president, you must be invested in the growth and upward economic mobility of our learners. This means continually pursuing ways to ensure the college is evolving to meet the ever-changing needs of the community and students it serves. Great things are happening in Virginia within our community colleges. If this profile describes you, I encourage you to apply.

Sincerely,

A handwritten signature in dark ink that reads "David A. Doré". The signature is fluid and cursive.

David A. Doré
Chancellor, Virginia's Community Colleges



Mission Statement

We give everyone the opportunity to learn and develop the right skills so lives and communities are strengthened.

VCCS ENROLLMENT DATA AT A GLANCE

Annual Student Headcount, as of 2022:

199,926



25,738

Total Graduates in 2022

Race & Ethnicity



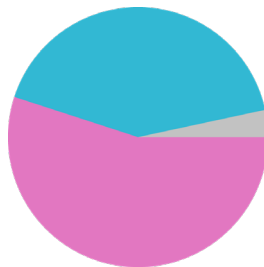
Note: Each figure represents 0.5% of the total VCCS student body. Populations of fewer than 0.5% are represented by one figure.

51%	White
18%	Black or African American
13%	Hispanic or Latino
8.5%	Asian
5%	Two or More Races
0.3%	Native American
0.2%	Hawaiian / Pacific Islander
3.5%	Unknown / Not Specified



4%

Military Veterans in 2022



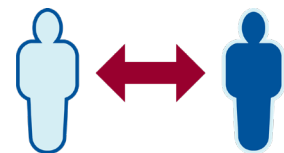
Gender Identity

58%	Female	39%	Male
3%	All Others / Did Not Answer		



60,286

Transfer Students in Fall 2022



31%

Dual Enrollment High School Students in 2022



FastForward
CREDENTIALS FOR A CAREER THAT MATTERS

44,167

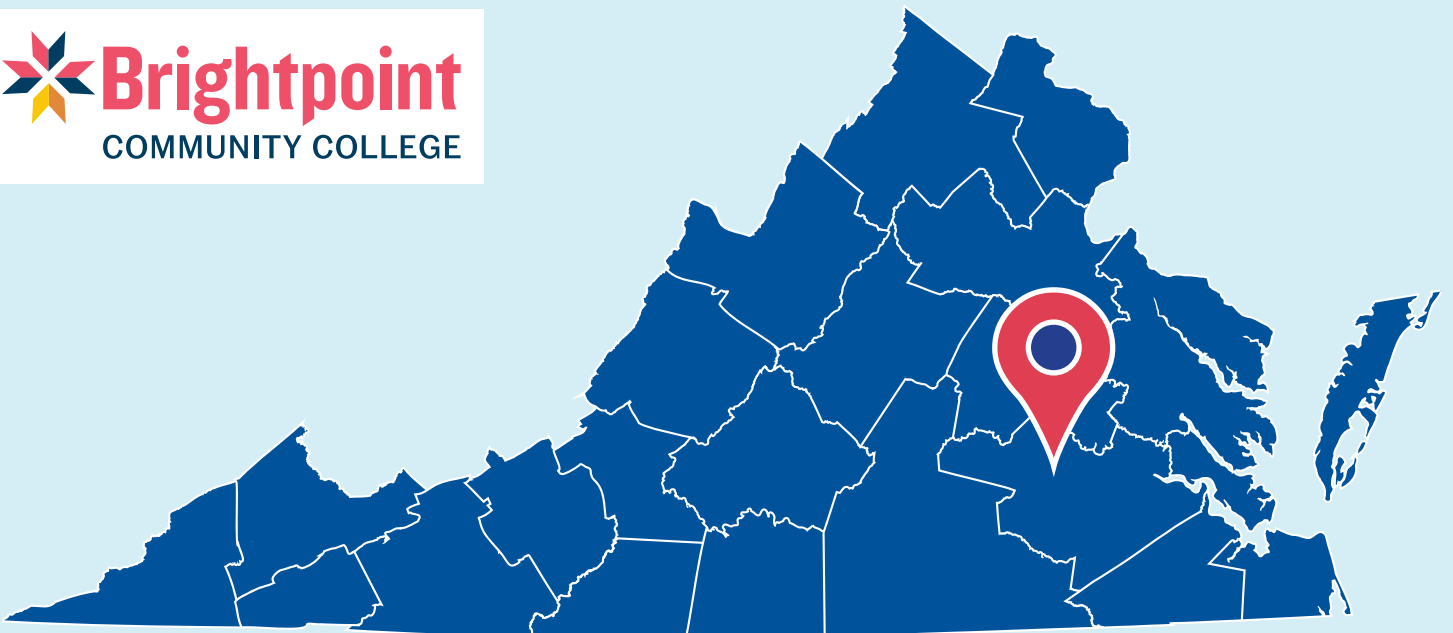
Workforce Credentials Earned
(Program Life, as of F.Y. 2022)



81%

FastForward Graduates
Employed within 6 Months of
Program Completion (2020)

ABOUT THE OPPORTUNITY



WELCOME TO BRIGHTPOINT

Mission Statement

Brightpoint Community College provides quality educational opportunities that inspire student success and community vitality.

Vision

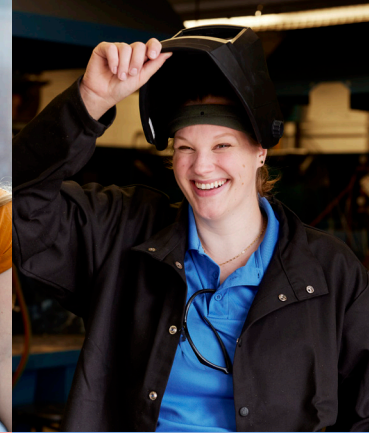
A success story for every student.

Values

- Ensuring access to a high-quality, high-value education for all
- Fostering supportive relationships that help students stay on track
- Empowering students to achieve success on their own terms
- Encouraging a positive, diverse and inclusive campus community
- Partnering to create mutually beneficial collaborations
- Helping the community thrive by meeting local educational and economic needs

Diversity Statment

Brightpoint Community College embraces a culture of diversity, equity and inclusion that empowers anyone from anywhere to be successful in their academic and professional pursuits. We strive to provide an environment that is enriching to all by understanding and appreciating our dimensions of diversity, becoming global citizens, and welcoming new ways of engaging the unique contributions of all people.





About Brightpoint

Brightpoint Community College, the third largest institution in the Virginia Community College System, opens doors to life-changing opportunities through high-value education, in-demand programs and connections with employers. The college is committed to providing an environment where all feel welcomed and supported and have the opportunity to succeed in their academic and professional pursuits. Brightpoint offers transfer- and career-focused majors, student support services, and workforce training programs that are as diverse as its student body and service region. The college serves three cities and seven counties that are home to urban, suburban and rural communities.

The college, originally named John Tyler Community College, opened the doors of its Chester Campus in Chesterfield County, on October 2, 1967, as a result of the 1964 passage of legislation establishing two-year technical colleges across the Commonwealth of Virginia. To meet the increasing needs of the service region, the college began offering classes at different sites within the Midlothian area of Chesterfield County in 1981. In May 2000, the college's Midlothian Campus opened at its permanent site.

In the years since, the college has broadened its offerings to include a robust blend of on-campus, online and hybrid classes and services. It currently offers more than 85 academic programs, which include transfer and career-focused majors, through its academic divisions, as well as more than 30 credential prep courses and hundreds of open enrollment classes through its workforce division.

Brightpoint operates under policies established by the State Board for Community Colleges and by the institution's College Board.

Timeline

1965
State Department of Technical Education approved the application to establish John Tyler Community College.

1966
Construction of the Chester Campus began.

1967
The college began offering classes at its Chester Campus.

1973
Construction began on a new academic building at the Chester Campus.

1981
The college opened a Midlothian Outreach Office and started offering classes in various locations within the area.

1988
The Midlothian operations moved to the Featherstone Professional Center.

1991
The college's Featherstone site in Midlothian gained campus designation with the VCCS.

1993
Construction began on a new academic building at the Chester Campus.

1994
An agreement providing land for a permanent Midlothian Campus was signed.

2000
The Midlothian Campus opened.

2003
Community College Workforce Alliance was created.

2009
A second academic building opened at the Midlothian Campus.

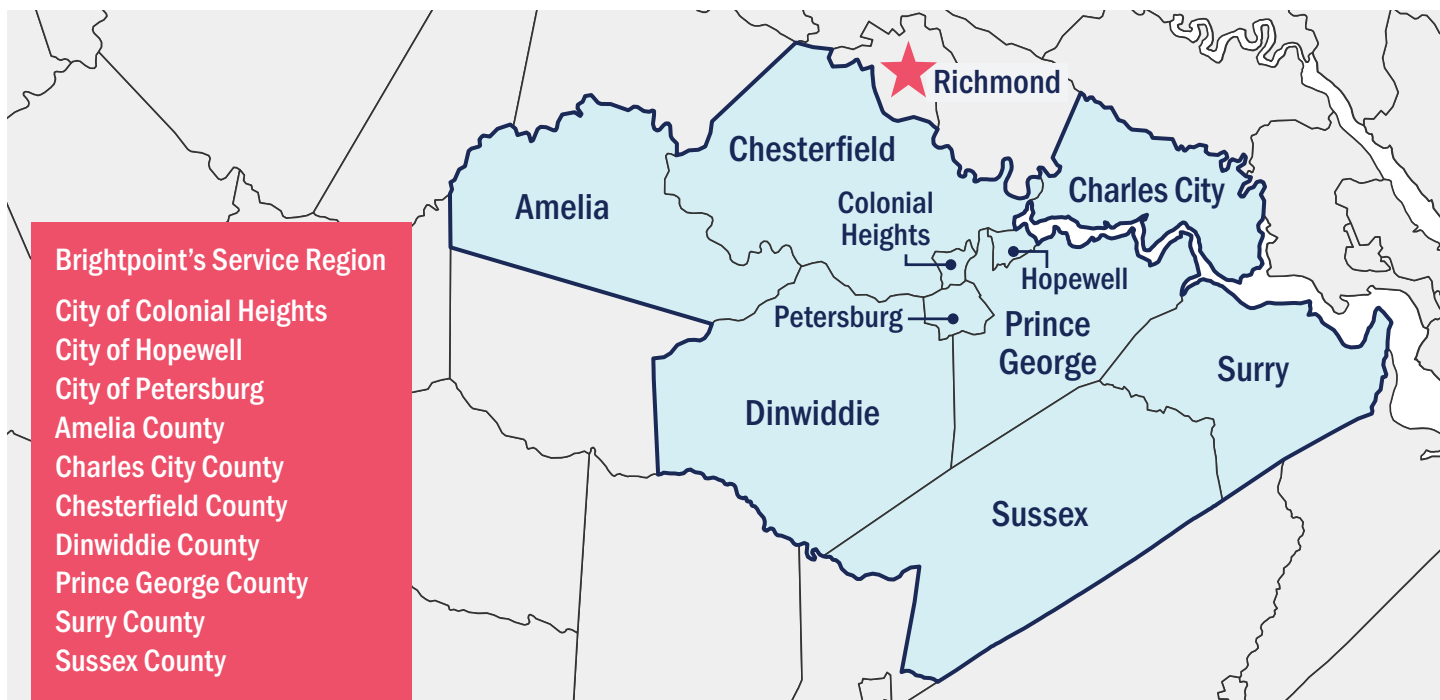
2014
The college community selected a mascot, the Trailblazer.

2016
A third academic building opened at the Midlothian Campus.

2019
The college's workforce center opened at the Chester Campus.

2021
The State Board for Community Colleges approved Brightpoint as the college's new name.

2022
The institution's name officially changed to Brightpoint Community College.



College Name

On July 1, 2022, the college's name changed to Brightpoint Community College. During a nearly yearlong review and renaming process, it was determined the institution's original name, John Tyler Community College, did not reflect the college's mission, vision, and values and its commitment to diversity, equity and inclusion. In July 2021, a new name was presented to and approved by the State Board for Community Colleges in Virginia, which has the sole authority to name community colleges in the Commonwealth.

The name selected through the process, Brightpoint, celebrates the heart and energy of the college; connects to the experiences people have at the institution; and reflects the uplifting and welcoming environment the college strives to create for all. While it is forward-looking, the name also encompasses the college's history and more than 50 years of being a "bright point" for its students and the region it serves.

About the Community

The college's two campuses are located in Chesterfield County, a large suburban county in Central Virginia, nestled between the City of Richmond and the Tri-cities area, which includes Colonial Heights, Hopewell and Petersburg.

The Central Virginia region features cityscapes that blend the modern with the historic, rivers and lakes, large and small neighborhoods, open fields and farmland, tree-line roadways, parks, and a variety of cultural and entertainment venues. History buffs, foodies, art and music lovers, sports fans, and outdoor enthusiasts can always find something to enjoy. Plus, Virginia's beaches, the Chesapeake Bay, the state's mountain region, and Washington, D.C. are all in about a two-and-a-half hour drive or less. Central Virginia is home to employers in fields such as healthcare, finance, advanced manufacturing, technology, and government.

Service Region Snapshot

TOTAL POPULATION

547,594

RACE/ETHNICITY

American Indian/
Alaskan Native: ≤ 1%
Asian: 3%
Black: 28%
Hawaiian/Pacific Islander: ≤ 1%
Hispanic/Latino: 9%
Other: ≤ 1%
Two or More Races: 4%
White: 55%

MEDIAN HOUSEHOLD INCOME

\$62,331

EDUCATIONAL ATTAINMENT (among those ≥ 25 years)

No diploma: 9%
High School: 27%
Some college, no degree: 19%
Associate degree: 9%
Bachelor's degree: 22%
Graduate degree: 14%

Source: U.S. Census, 2020

OUR STUDENTS AND PROGRAMS



Student Life

During the 2021-2022 academic year, Brightpoint served more than 11,400 students, including 2,732 who were dual enrolled, through its academic courses, which are taught on campus, remotely, in hybrid formats, and at area high schools. That same

year, the college awarded 1,180 graduates 1,557 credentials, including 637 transfer degrees, 345 career technical degrees, 292 certificates, and 283 career studies certificates. Of the students enrolled between academic years 2019-2020 and 2021-2022 who earned at least 12 credits, 2,709 transferred to a four-year college or university.

To support student success, the college offers comprehensive services that begin when students initially connect with the institution during the application process and continue as they move through their academic journey. Brightpoint provides advising; accessibility support services; veteran and military education services; a Care Team; research assistance through its libraries; career services; and free tutoring and academic help through its Academic Resource Center, which includes writing and STEM centers. On campus, students also have access to college Wi-Fi, gyms, and study spaces. In addition:

- The college's Help Hub provides a range of on-campus and remote services tied to student records, financing college, advising, retention, and technology support.
- Navigators guide new students through all onboarding processes and are a dedicated resource for these students as they move into their first weeks of classes.
- Brightpoint's Libraries administer a technology loan program, which allows students to borrow devices, such as laptops, web cameras or calculators for free.
- The college's Great Expectations program offers academic and other supports for those aging out of the foster care system.
- A clothing closet, providing free, professional attire for job interviews, is available to students.
- Brightpoint's Student Activities Office supports more than 30 clubs and organizations and holds a wide range of activities throughout the academic year.

Student Snapshot

OVERALL ENROLLMENT

(including dual enrollment)

Headcount: 11,491

FTE: 4,727

COURSE LOAD

Full-time: 14%

Part-time: 86%

STUDENT-TO-FACULTY RATIO

21:1

PROGRAM TYPES

Transfer Degrees: 36%

Career Technical Degrees: 21%

Certificate/Career Studies

Certificate: 6%

Unclassified: 37%

GENDER

Female: 60%

Male: 39%

Not Specified: 1%

AGE

≤ 24 years: 74%

≥ 25 years: 26%

RACE/ETHNICITY

American Indian: < 1%

Asian: 4%

Black: 22%

Hawaiian/Pacific Islander: < 1%

Hispanic/Latino: 11%

Not Specified: 2%

Two or More Races: 5%

White: 55%

FINANCIAL ASSISTANCE

Received financial aid, grants, scholarships, and/or loans: 34%

Received PELL: 20%

Data for 2021-2022



Academic Programs

Brightpoint offers more than 85 academic programs in high-demand fields, including associate degrees that prepare students to transfer to a four-year college or university as well as associate degrees, certificates and career studies certificates designed to help students enter the workforce immediately. Four academic divisions oversee these majors, which are offered within multiple career clusters: advanced manufacturing, architecture, construction and skilled trades; general transfer; arts and communications; government, human services, public safety and law; business, management, finance and marketing; health sciences; engineering, computer science and natural sciences; information technology; and education.

Brightpoint keeps our community strong by forming mutually beneficial business collaborations and partnerships to meet evolving workforce demands. Through these partnerships with business and industry, the college evolves its program offerings and curriculum to meet current and future workforce needs; keeps its high-tech learning spaces up-to-date; and provides students opportunities for internships, apprenticeships and other types of experiential learning.

Brightpoint also works closely with its four-year college and university partners to develop and maintain pathways and supports for transfer students. Currently, Brightpoint has guaranteed admissions agreements with more than 35 institutions. Its partnerships with area K-12 institutions create opportunities for students to jump-start their higher education or their careers by earning college credit or even a college credential before completing high school.

In 2021-2022, the college's top majors included health sciences, nursing, general studies, business administration, and science.



Commitment to Providing High-Quality, High-Value Education

Brightpoint:

- Works to lower textbook costs by integrating open educational resources into its classes when possible.
- Gives students the option to plan ahead by registering for three semesters at a time.
- Offers a range of class formats, allowing students to select modalities that fit into their lives and learning styles.
- Provides shorter class sessions that give students the option to focus on fewer courses at one time and still have full-time status for the semester.



Workforce Services

Brightpoint Community College provides short-term training opportunities through its workforce division, Community College Workforce Alliance (CCWA), a unique partnership between Brightpoint and Reynolds community colleges. CCWA was created in 2003 after the presidents of both institutions determined area businesses and job seekers in the Greater Richmond area would be better served by one entity providing workforce solutions. CCWA operates under a memorandum of understanding between both colleges. The vice president of workforce development and credential attainment, who oversees CCWA, reports to both college presidents and collaborates with leadership from both colleges on strategy and program development. CCWA, which employs 32 people, is 100 percent self-sustaining with its funding coming from student tuition and grants. The colleges provide CCWA office and classroom space on their campuses and share in providing support services to CCWA.

During fiscal year 2022, CCWA served 5,977 students; awarded 1,386 credentials; and worked with more than 75 business and industry clients. CCWA's offerings include FastForward credential prep courses and hundreds of open enrollment classes, many of which are used by area business and industry for custom and contract training programs.

At Brightpoint, CCWA offers training programs on both campuses, as well as online. Top CCWA programs at Brightpoint are CDL, clinical medical assistant, EducateVA (a statewide teacher licensure program), and Virginia Department of Transportation Inspector Series courses.



FastForward

FastForward is a state-supported program designed to help students earn affordable certifications in high-demand industries. It covers two-thirds of tuition for qualifying Virginia residents who complete their course.

CCWA:

- Is one of the top providers of FastForward programs in Virginia, ranking second among community colleges in enrollments.
- Currently provides 31 FastForward courses, the largest number offered statewide.
- Served 2,146 students in FastForward courses during fiscal year 2022.

CCWA's FastForward Students

Gender	Age
Female: 55%	≤ 24 years: 15%
Male: 35%	≥ 25 years: 85%
Not Specified: 10%	
Race/Ethnicity	
Asian: 4%	Indigenous: <1%
Black: 32%	Not Specified: 28%
Hawaiian/ Pacific Islander: 0%	Two or More Races: 1%
Hispanic/Latino: 4%	White: 30%

OUR COLLEGE

Faculty and Staff

Brightpoint Community College's dedicated employees are at the heart of the institution. While some are recently hired, others have been at the institution for nearly 30 years. They bring to the college a variety of backgrounds, talents, and voices, but they share a commitment to supporting the success of Brightpoint's students. They include 116 full-time teaching faculty, 370 adjunct faculty, 36 administrative/professional faculty, 128 classified staff, 130 part-time workers, 65 student workers, and 11 federal work-study students (May 2023). Among Brightpoint's full-time faculty, 23 percent have been with the college for 11 or more years, 59 percent are female, 76 percent are White, 16 percent are Black, 5 percent are Asian, and 3 percent are Hispanic/Latino.

All Full-Time Employees (May 2023)

Gender

Female: 67% Male: 33%

Race/Ethnicity

Asian: 3% Hispanic/Latino: 1%
Black: 28% White: 68%

Years of Service

0 – 5: 45% 16 – 20: 9%
6 – 10: 26% 21 – 24: 5%
11 – 15: 14% 25 – 30: 1%

Reporting Relationships

The president of the college reports to the Virginia Community College System Chancellor and is advised by the local College Board. Brightpoint's College Board is a 15-member advisory body, with members appointed by the jurisdictions within the region the institution serves.

The president's cabinet consists of the vice president of administration; vice president of institutional advancement; vice president of learning and student success; vice president of workforce development and credential attainment (CCWA); director of communications and public relations; director of governmental and administrative services; and director of institutional effectiveness.



Facilities

Brightpoint Community College has two campuses, both located in Chesterfield County.

The Chester Campus features six buildings with approximately 187,511 square feet on 55.9 acres. The campus is home to CCWA's workforce development center, state-of-the-art learning and simulation spaces for the college's health sciences programs, skilled trades labs, and a student center.

The Midlothian Campus features five buildings with approximately 220,006 square feet (not including parking deck) on 117.76 acres. The campus is home to the college's visual and performing arts programs, which include a black-box theatre that provides flexible performing and learning space, an art gallery, and an art studio. The college's engineering program's maker space also is located on the campus.

Libraries, located on both Brightpoint campuses, support students and faculty. The libraries provide books and materials on campus, as well as through online services; access to databases; research help; 24/7 Ask a Librarian assistance; and on-campus study spaces and computer stations. They also administer the college's technology loans to students.

Budget and Finance

Brightpoint Community College is financially healthy, with a combined state and local budget of approximately \$54 million in fiscal year 2023. The institution is financed primarily by tuition and state funds supplemented by contributions from the service region jurisdictions for local funds projects.

Accreditation

Brightpoint Community College is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award associate degrees, certificates, and career studies certificates. Questions about the accreditation of Brightpoint Community College may be directed in writing to the Southern Association of Colleges and Schools Commission on Colleges at 1866 Southern Lane, Decatur, GA 30033-4097, by calling (404) 679-4500, or by using information available on SACSCOC's website (<https://www.sacscoc.org>).

Brightpoint is currently going through the reaffirmation of accreditation process, conducted every 10 years. The reaffirmation process will conclude in summer 2023, with the final vote from the SACSCOC Board of Trustees. The decision will be announced to the College Delegate Assembly during its annual business session in December 2023.

Educational Foundation

The Brightpoint Community College Foundation's mission is to partner with the community to provide financial resources that aid students, support academic programs and facilities, and fund student support services. This work ensures the college continues its pledge of providing academic excellence to students while expanding the services it offers to meet the community's workforce requirements.

Founded in 1967, Brightpoint's educational Foundation is a nonprofit 501(c)(3) organization. It has a 23-member Board of Directors comprised of leaders from a variety of businesses and who represent Brightpoint Community College's service region. The college president serves on the board.

In fiscal year 2022, the Foundation had net assets of \$8,148,125. During the same fiscal year, the Foundation:

- Raised \$1,438,960 in philanthropic support from companies, individuals, foundations, and public institutions.
- Awarded \$261,810.22 in scholarships, including annual and endowed scholarships, to 190 students.
- Awarded \$33,731.82 in emergency funds to 91 students.
- Secured \$1.5 million in grant funding from philanthropic partners. This includes more than \$545,000 raised for expansion of Brightpoint and CCWA's healthcare pathways and nearly \$800,000 for Brightpoint and CCWA's pharmaceutical manufacturing programs.

The Foundation also played a major role in a regional effort, in which Brightpoint was a partner, for a national Build Back Better Regional Challenge, funded by the U.S. Department of Commerce's Economic Development Administration and awarded in fiscal year 2023. As part of the public-private Alliance for Building Better Medicine coalition, the college received \$2.4 million of the \$52.9 million grant to support pharmaceutical manufacturing technician training at Brightpoint and CCWA.

In addition, the Foundation offers an internal grant program to faculty and staff that supports short-term projects that advance Brightpoint's mission, enhances student learning and benefits the college community. Past awards through this program supported course development, course revisions that reduce textbook costs for students, equipment purchases to enhance programs, campus events, and new resources for departments.

Real Estate Foundation

The college established a Real Estate Foundation in 2015 to support the mission of Brightpoint by maximizing the real estate holdings of the college. The Real Estate Foundation, a 501(c)(3) corporation separate from the college's Educational Foundation, has a nine-member board that includes individuals from Brightpoint's service area who have experience in matters related to business, real estate and economic development. The college's president serves on the board as the secretary/treasurer.

OUR NEXT PRESIDENT

Brightpoint Community College is excited to begin the search for its next president.

Success Factors

The next president will be a skilled strategist able to envision, propose, and implement change. This individual also will have a proven record of building relationships and engaging the community and other external partners in improving student access and success.

The president will develop and maintain strong leadership teams; seek continuous improvement; and foster positive change through transparency, integrity and collaboration.

This leader will build dynamic and successful partnerships with highly diverse stakeholders and advance fundraising efforts.

Internally, the individual will ensure operational efficiency, fiscal strength, and college affordability, while ensuring the sustainability of programs to meet the needs of the students and community at large.

An understanding of the mission and goals of a comprehensive community college in the 21st Century and appreciation for colleges that serve urban, suburban, and rural communities are essential characteristics, along with a clear commitment to instruction, student access/success, revenue generation, community partnerships, diversity, and strategic leadership.

College Priorities and Key Characteristics

Brightpoint has identified priorities and key characteristics for its next leader. These include:

- Leading through collaboration, with integrity and accountability, and setting a clear vision for the future
- Demonstrating commitment to increased student access and success
- Developing programs to meet current and emerging workforce needs
- Focusing on diversity, equity, and inclusion
- Developing new and expanding existing partnerships with stakeholders
- Advocating for increased funding and philanthropic resources



HOW TO APPLY

Qualifications for President

Qualified candidates must have an earned doctorate and demonstrated successful senior executive experience at the highest levels. Previous experience must include significant responsibility for programs, budgets, personnel, facilities and other appropriate administrative duties. Successful candidates must have proven leadership abilities along with excellent communication skills, a strong belief in a collaborative administrative style as well as a servant leadership perspective. They must also have a broad vision for the college together with the skills and energy for implementation and the demonstrated ability to work with business, industry, government, and the community at large.

Application Information

The search will remain open until the position is filled; however, to be considered for the initial screening, candidates should submit the below application materials by August 4, 2023, through our applicant portal at <http://www.vccs.edu/careers>.

A complete application packet will include a cover letter, résumé/CV, and one-page statement of leadership philosophy. The leadership statement should address the applicant's perspective on taking strategic risks, navigating change, and funding and growing programs for the future. Additional information about the college, its community, the position, and application procedures can be found at: <https://www.vccs.edu/careers/#presidential-searches>

The expected start date for the presidential appointee is January 1, 2024, or as soon as is practical thereafter. The hiring salary for this position ranges from a minimum of \$178,795 to the midpoint of \$219,958, commensurate with experience. Questions may be directed to either Victoria Waldron at vwaldron@vccs.edu or Carla Kimbrough at ckimbrough@vccs.edu.

The Virginia Community College System is committed to fostering, cultivating, and sustaining a culture of diversity and inclusion and is an Equal Opportunity/Affirmative Action Employer. The VCCS encourages and desires applications from women, minorities, veterans, and those with disabilities in our effort to reflect our diverse society.



