

RH PERRY & ASSOCIATES
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EXECUTIVE SEARCH PROFILE

PRESIDENT

SUNY Adirondack Community College

Queensbury, New York

Contents

Interactive



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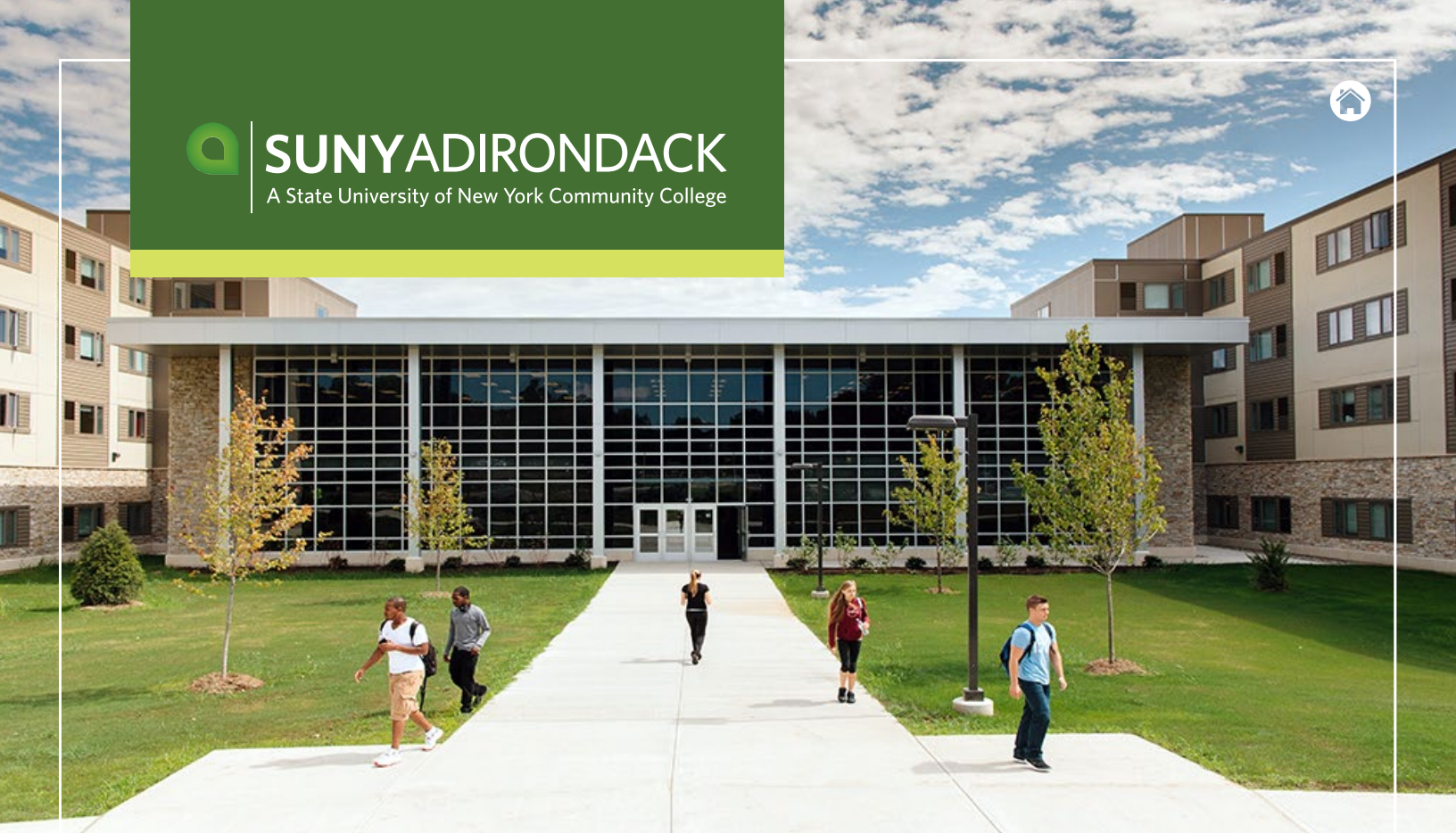
The Opportunity

SUNY Adirondack Community College Board of Trustees seeks confidential nominations and expressions of interest for the College's next President. The successful candidate will build upon the strong reputation of the College and its critical role in the primarily rural communities it serves.

Located in the upstate New York Adirondack region, the next President will lead a vibrant, stable institution to greater heights as it continues to provide innovative quality educational programs and services to residents of Warren, Washington and Saratoga counties in northeastern New York State.

Due to the retirement of President Kristine D. Duffy at the end of the current fiscal year, this is an excellent opportunity for a seasoned leader with a true passion for the students and the mission of community colleges to lead the talented faculty, staff and administrators at the College in creating a collective vision for the future of SUNY Adirondack. As such, the next president must be a dynamic, collaborative, successful and highly visible leader with financial acumen who can maintain the College's stable finances, communicate well both internally and externally, motivate and support employees effectively, build and diversify external support and revenue streams, increase enrollment, expand program offerings to meet the needs of the region's workforce, and move the institution forward strategically.





VISION STATEMENT

Through its commitment to innovation, excellence, and inclusion, SUNY Adirondack will be the educational provider of choice and pathway to success for all.

MISSION STATEMENT

SUNY Adirondack enriches and transforms lives and communities through accessible, lifelong educational opportunities.

STRATEGIC GOALS: 2025 ANNUAL KEY PERFORMANCE INDICATORS

- 1. Develop Innovative Programs and Services.** Enhance program offerings and services to support diverse learners through innovative strategies, use of technology, and flexible scheduling and delivery methods.
- 2. Expand Enrollment.** Seek new student populations to expand credit and non-credit enrollment and invest in retention strategies that create equitable outcomes.

- 3. Champion Student Success.** Create and promote deeper partnerships and initiatives that lead students to transfer and employment success.
- 4. Strengthen Organizational Capacity.** Increase the diversity of employees, improve investments in employee development and continue to streamline administrative work.

VALUES

With student success at the heart of its work, SUNY Adirondack believes in:

- **Lifelong Learning:** Education is transformative through endless learning.
- **Thriving Communities:** We are successful when we partner as a community for the community.
- **Open Access:** Higher education opportunities for all, inclusive of diverse backgrounds, ages, goals, and learning styles.

Institutional Overview



SUNY Adirondack Community College is a two-year community college, founded in 1961 to serve Warren, Washington, and northern Saratoga counties in New York State. SUNY Adirondack is a community college with an emphasis on community. SUNY Adirondack's main campus is in Queensbury, a recently accredited branch campus is in Saratoga County and the Culinary Center, which houses the Seasoned restaurant, is in Glens Falls, New York in the Adirondack region of the state. SUNY Adirondack also provides instruction to dual credit high school students on campus and in twenty-seven schools across the region. The College also partners with four-year, degree-granting institutions to provide access to selected degrees on the SUNY Adirondack campus in Queensbury through SUNY Plattsburgh, SUNY Cobleskill in Saratoga and through many other dual admission and transfer articulation agreements. The institution offers over thirty unique academic degree programs, workforce training courses, and certificate programs to almost 6,000 students. SUNY Adirondack prepares students to transfer and creates the next generation workers and leaders for a bright future.

SUNY Adirondack is one of 30 community colleges operating under the [State University of New York \(SUNY\)](#) system and is locally sponsored by Warren and Washington Counties. In addition, SUNY Adirondack Community College is a member of the New York Community College Association of Presidents (NYCCAP), a SUNY leadership organization that advances the mission and advocates on behalf of the system's two-year institutions.

In 2021, the institution turned 60, celebrating six decades that began with humble beginnings and an initial enrollment of 215 students in September 1961. The college was located temporarily on Lower Main Street in Hudson Falls, with physical education classes taking place in the nearby YMCA facilities. In 1963, the Glens Falls Insurance Company gave SUNY Adirondack Community College 141 acres of land on Bay Road in Queensbury, which became the College's permanent home. In 1967, the College moved into its new campus on Bay Road after the close of the summer sessions in August. In 1971, the College was granted initial accreditation by the Middle States Commission on Higher Education (MSCHE), a prestigious standing it maintains today.

SUNY Adirondack currently employs 381 talented, dedicated, and committed staff and faculty: 143 represent full-time staff, 16 part-time staff, 83 full-time faculty, and 139 part-time faculty. Most employees are represented by two Collective Bargaining Units: The Educational Support Personnel and The Faculty Association. Both Units' contracts are in effect through August 31, 2025.

SUNY Adirondack's FY2024 operating budget was over \$35M, inclusive of \$2.3M in grants. Funding for the college comes from its county sponsors, New York State, student tuition, and grants. There is also an active and enthusiastic non-profit foundation with net assets of about \$8.6M that allocates \$450,000 annually in support of students.

SUNY Adirondack is proud of their culture in which everyone can be their authentic selves. The College is steadfast in its commitment to provide a welcoming and inclusive community of belonging for all to thrive by promoting and supporting the benefits of diversity, equity and inclusion. SUNY Adirondack's recently adopted diversity plan outlines specific strategies and goals related to narrowing achievement gaps for students from traditionally underrepresented groups. [SUNY Adirondack 2024-2027 Plan for Diversity, Equity and Inclusion](#)

Among SUNY Adirondack's central values is a belief that success comes through partnering as a community, for the community. Through its curriculum, programs and day-to-day actions, the college is working to help build a better future. The college is dedicated to preserving our natural resources and developing the next generation of change-makers to create a sustainable society. [SUNY Adirondack Sustainability Impact](#)

As of its last economic impact study, the college contributes nearly \$140M in employee salaries, purchasing and through the students and alumni living and working in the community. The college is an active participant in enhancing the intellectual, social and cultural life of the community.

SUNY System

The State University of New York is the largest comprehensive system of higher education in the United States, and more than 95 percent of all New Yorkers live within 30 miles of any one of SUNY's 64 colleges and universities. Across the system, SUNY has four academic health centers, five hospitals, four medical schools, two dental schools, a law school, the country's oldest school of maritime, the state's only college of optometry, and manages one US Department of Energy National Laboratory. In total, SUNY serves about 1.4 million students amongst its entire portfolio of credit- and non-credit-bearing courses and programs, continuing education, and community outreach programs. SUNY oversees nearly a quarter of academic research in New York. Research expenditures system-wide are nearly \$1.1 billion in fiscal year 2023, including significant contributions from students and faculty. There are more than three million SUNY alumni worldwide, and one in three New Yorkers with a college degree is a SUNY alum. To learn more about how SUNY creates opportunities, visit www.suny.edu.





The Region



SUNY Adirondack serves the residents of its sponsoring counties, Warren and Washington, as well as northern Saratoga County. Its main campus in Queensbury is located approximately one hour north of the State capital, Albany, NY, four hours from New York City and Boston, and three hours from Montreal.

The College's location in northeastern New York State within the beautiful Adirondack Park is one of the most beautiful and diverse destinations on the East Coast. The region offers a high quality of life, affordable cost of living, rich social and cultural events and venues, abundant natural beauty, and ample four-season outdoor recreational opportunities.

Some of the most well-known areas in the service region include [Lake George](#), with its charming towns and villages, gorgeous lake for boating and water activities, and family-friendly alpine skiing in the winter months. Lake George is located in the southern Adirondack Mountains which is an outdoor enthusiast's paradise with more than 2,000 miles of hiking trails, over 3,000 lakes and ponds, and 1,200 miles of rivers.

The College's service region includes [Glens Falls](#), in southeastern Warren County. Glens Falls is known as "Hometown U.S.A.," a title [Look](#) magazine gave it in 1944. In July 2023, for the second year in a row, Glens Falls was named [safest city in the United States](#) by Rocket Mortgage. The Greater Glens Falls area has a rich history of arts and culture. The Charles R. Wood Theater is home to the Adirondack Theater Festival (ATF), the Lower Adirondack Regional Arts Council (LARAC) hosts an annual arts festival and maintains a gallery at the Lapham Carriage

House next to City Park, and the Glens Falls Symphony has been performing for 30+ years.

At the southern end of SUNY Adirondack's service region is [Saratoga Springs](#), a year-round destination filled with world-class attractions, thriving arts and culture, exquisite restaurants, upscale retail and boutique, the Saratoga Race Course, and mineral springs that make the area a thriving health and spa destination.

With locations spanning Warren, Washington, and Saratoga counties, the College is in the Capital Region of New York State. The three counties had a population of 364,138 according to the US Census Bureau's 2023 estimate. The service area boasts a stable and strong economy driven by three primary industry sectors that make up close to 1/3 each of the economy: manufacturing, natural resources and small businesses. Tourism, hospitality, retail, healthcare, human services, education and government all contribute to the stable economy. SUNY Adirondack's programs are in line with the top industries in the region and continue to remain closely connected with current and emerging employers to ensure its curriculum remains relevant. The greater Capital District also provides rich educational opportunities for residents with a high concentration of well-regarded post-secondary institutions.



The College



GOVERNANCE

SUNY Adirondack Community College defines shared governance as a commitment on the part of the faculty, trustees, the administration, and SUNY to work together, each as fully accountable entities, to carry out the college's educational Vision, Mission, Strategic Plan, and Values responsibly and effectively.

New York State law specifies that shared governance is the decision-making process among the three key responsible bodies: The Board of Trustees, the President, and the Faculty. Shared governance thrives in an environment of mutual respect and trust among all members of the college community. The President serves as the chief academic and administrative officer of the college working within policies set by the State University of New York (SUNY).

The SUNY Adirondack Board currently consists of 10 members of which 4 trustees have been appointed by the Governor, 5 trustees appointed by the County sponsors, and an elected student representative. The College also has in place a Faculty Caucus, Administrative Staff Employee Group, Support Staff Employee Group, a College Council which is the representative body of all employees, and a Student Senate. The Faculty Student Association (FSA) is not a formal governing body but a separate auxiliary service. All members of the campus community are encouraged to respectfully voice their concerns and generate ideas through shared governance; however, the institution also adheres to the principle that the Board of Trustees, in conjunction with the President, has the ultimate decision-making responsibility.

ACCREDITATION

SUNY Adirondack curricula are approved by the State University of New York (SUNY) and the New York State Department of Education (NYSED).

SUNY Adirondack is regionally accredited by the Middle States Commission on Higher Education. Its last institutional reaccreditation visit occurred virtually in spring 2020, in lieu of an on-site visit in accordance with United States Department of Education (USDE) guidelines published March 17, 2020. The next evaluation visit is scheduled for 2027-2028.

In addition, SUNY Adirondack's nursing program is accredited by the Accreditation Commission for Education in Nursing (ACEN).

ACADEMICS

SUNY Adirondack offers over thirty degree programs, certificates, and micro-credentials for learners at all levels of their educational goals. These academic program offerings are organized across eight divisions. The academic divisions include:

- Arts, Media and Culture
- Business
- English
- Health Sciences
- Mathematics
- Science
- Social Science
- Technology, Engineering and Computer Science

The most highly enrolled programs include associate's degrees in Liberal Arts and Sciences, Business Administration, Nursing and Criminal Justice: Police Science. SUNY Adirondack also offers five degrees and a certificate program fully online as well as twenty degree programs of at least half of required courses online. All online courses are delivered through Brightspace, the institution's Digital Learning Environment (DLE).

The academic enterprise is supported by an array of academic and student support services that focus on fostering student growth and student success in a safe and nurturing environment. These services include a comprehensive first-year experience, college placement testing, academic advising, tutoring, library

The College



and learning resources, computer labs, Health Professions Opportunity Grant program (HPOG), TRIO programs (SSS and Upward Bound), bursar, career development, financial aid, registrar, student employment opportunities, personal counseling, registration services, bookstore, dining services, accessibility services, veterans' resources, and wellness programs among others.

CAMPUS LOCATIONS

SUNY Adirondack Community College manages three locations in the northern part of the Capital Region with its main campus in Queensbury, a Culinary Arts Center and student-run restaurant, Seasoned, in downtown Glens Falls, and a branch campus in Saratoga County in the town of Wilton. Its main campus, located in Queensbury, NY, consists of 141 acres and includes four academic buildings (Adirondack Hall, Dearlove Hall, Eisenhart Hall, and Washington Hall), the Scoville Learning Center, Student Center, Warren Hall (an administrative building), a 400-bed residence hall, a gymnasium, athletic Turf Field, and a 2-acre arboretum (with a farm, orchards, and greenhouses).

Other amenities that support and enrich the teaching-learning process include a Center for Reading and Writing, Child Care Center, Community Hub (to address clothing, counseling, food insecurity, health insurance, and transportation needs), Fitness Center, Media Arts Center which operates the WGFR 92.7 FM Radio Station and houses a television studio, video editing facilities, photography labs, and a Mac lab, Northwest Bay Conference Center which is a 3,750 square feet, state-of-the-art conference space, a 380-seat Performing Arts auditorium, and a Visual Arts Gallery.

In Wilton, just minutes from downtown Saratoga Springs, SUNY Adirondack Saratoga offers classes and event space in a beautiful modern facility. SUNY Adirondack Saratoga offers many business and health sciences classes, and is busy throughout the day with College Academy, ECCA and PTECH courses. Many of the Office of Continuing Education classes

are also offered at this facility.

SUNY Adirondack's Culinary Arts Center has become a fixture in bustling downtown Glens Falls. The facility has classroom and kitchen spaces, and a fully functioning fine-dining restaurant, Seasoned. Students can put what they're learning in the test kitchens to the test, as they present lunch and dinner twice a week, and host countless special events.

The College's facilities, the result of a shared commitment and steady investments by the College's County sponsors, donors, and the State of New York, are among the institution's most significant assets that are recognized throughout the community and the region. In addition, the institution has invested in modern technology, providing high-tech computer labs, modern equipment to facilitate collaboration, wireless access and charging stations throughout campus, and much more, all designed to provide students with the services they need to succeed both in college and in their future careers.

[More information about Campus and location](#)

STUDENTS AND STUDENT LIFE

SUNY Adirondack Community College's student body consists of a fall enrollment of about 2700 students in degree and certificate programs with about 3000 additional students enrolled in personal and professional enrichment courses. The student to faculty ratio of 15:1 ensures that students receive very personalized attention and instruction. Nearly 350 students live in the residence hall on the Queensbury Campus.

The student body has grown more racially diverse in the past 10 years and over 16% of the student body identifies as other than white, Caucasian. That compares to 12% of the college's service area region. Nearly 85% of its students are from the three-county service area with the rest hailing from the larger Capital Region, the New York City metropolitan area, other parts of New York and a small number from out of the country.

The College supports students with diverse, inclusive and equal opportunity learning experiences. The campus



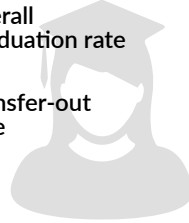
The College

63% First to second year retention of full-time students

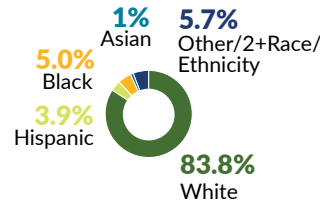
49% part-time student retention

29% overall graduation rate

20% transfer-out rate



The student body:

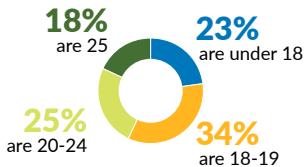


55% female

45% male



Of students enrolled in a degree or certificate program...



66% of all students receive financial aid

55% are Pell eligible

37% receive federal loans

Of the first-time, full-time students...



73% receive aid

46% are Pell eligible

53% of students are enrolled full-time

47% of students are enrolled part-time



community celebrates people and their human experiences and acknowledges their differences. The college recognizes many types of diversity including, but not limited to race, ethnicity, nationality, gender, sexual orientation, biological sex, socio-economic status, age, regional background, marital status, parental status, ability, political beliefs, religious beliefs, educational achievement and occupation. SUNY Adirondack's diversity, equity, and inclusion initiatives: [Commitment, Diversity, Equity and Inclusion](#)

SUNY Adirondack provides a broad array of student programs and services that supports the academic enterprise, fosters student growth, and prepares students for success. The College understands the value of co-curricular activities in higher education and the connection between participation and greater student success rates.

ATHLETICS AND RECREATION:

SUNY Adirondack offers plenty of opportunities to connect with others including a comprehensive first-year experience, new student orientation, more than 30 clubs and organizations, recreation and intramural sports including outdoor sports, gaming, and skateboarding, student government (Student Senate), leadership development programs, residential life, social activities, Division II athletics, lectures, movies, and performing arts. SUNY Adirondack wants to ensure that students develop into well-rounded individuals while at the institution. The goal is to create and maintain an engaging and safe campus environment that has an appreciation for the

diversity present on its main campus, additional locations, and other instructional sites, and in its larger community.

The SUNY Adirondack Timberwolves are a member of the National Junior College Athletic Association (NJCAA), Region III and the Mountain Valley Conference. Men's athletic teams include baseball, basketball, golf, and soccer. Women's athletic programs include basketball, golf, soccer, softball, and volleyball. Recent accolades include 2019 Men's Golf Champions; 2022-2024 Sub-regionals in Men's Baseball; 2023 Quarterfinalists in Women's Soccer, Men's Basketball, and Men's Baseball; 2023 Runner-up in Women's Volleyball.

In addition to its Athletics programs, two SUNY Adirondack Fishing Club teams recently competed in the New York "The Bass Federation" State Championship Collegiate Qualifying Tournament. The two teams representing the ADK anglers placed first and fourth and will now be competing in the State Championship Tournament on beautiful Lake George, NY in mid-October.

SUNY Adirondack is proud to offer students of all skill and experience levels opportunities to participate in events that keep one moving including an annual Color Run, late-night intramural football, turf field games, and team-building activities on the Challenge course.

SUNY Adirondack Foundation

The SUNY Adirondack Community College Foundation has operated since 1983 and is governed by a 19-member Board of Directors (5 Officers and 14 Directors) and 6 Directors Emeriti. The Foundation Board consists of community leaders, business and industry professionals, student representatives, a representative of the Board of Trustees, and the College President. The Foundation is overseen by the Chief Advancement Officer and Executive Director of the SUNY Adirondack Foundation. The SUNY Adirondack Foundation maintains net assets of \$8,634,000 and \$452,000 is awarded each year in the form of student scholarships, emergency aid, student support and activities, capital support funding, and faculty and staff professional development.

The Foundation manages the endowed and restricted funds for many individuals and organizations, establishing a scholarship for SUNY Adirondack students. Scholarships are offered for every program and to recognize the achievements of deserving students.

Through the generosity of friends, alumni, and donors, the Foundation ensures immediate and impactful resources that empower its students to succeed in all fields of study. Contributions fuel scholarships, enhance learning environments, support vital initiatives such as *Workforce 2030*, and strengthen connections with its extensive alumni network.



Points of Distinction



- SUNY Adirondack is a forward-looking, top-tier community college in New York offering over thirty high quality degree programs, certificates, and micro-credentials for learners at all levels of their educational goals.
- SUNY Adirondack is a major economic engine for the region, with an operating budget of \$35M, human resources totaling 381 employees, and educating thousands of students annually through certificates, academic degrees, workforce development, and dual-credit programs.
- SUNY Adirondack provides dual-credit opportunities to more than 3,000 high school students across 27 high schools in the region, designed to provide high school students with the opportunity to enroll in college-level courses and earn high school and college credit concurrently.
- SUNY Adirondack has invested nearly \$50M in the past 10 years into new buildings to support science education and workforce development; renovations to create state-of-the-art nursing classrooms and labs, renovations to the student center, a new home for the Culinary Arts programs and student-run restaurant, and a new multi-sport turf field complex.
- SUNY Adirondack is proud of their state-of-the-art student-run restaurant, Seasoned, in bustling downtown Glens Falls, NY. Coursework is brought to life as students enrolled in its culinary programs run every element of the restaurant – front-of-house operations, bar service, menu planning, mixology and more.
- SUNY Adirondack has implemented programs and services to support the needs of students in and out of the classroom and are proud to say that 80% of SUNY Adirondack students graduate debt-free.





Key Indicators



Cost of Operating Physical Plant	The annual facility budget is ~\$10M (approximately 1/3 of the college operating budget).
Deferred Maintenance	Deferred Maintenance = \$3.6M. These projects are necessary to maintain buildings, replace outdated equipment and bring the campus into compliance with current building codes and accessibility requirements. There is an additional \$25.5M in renovations needed to existing buildings in the next 10 years to maintain them. There is an additional \$33.7M identified in the Facilities Master Plan for new facilities to support new academic and student support initiatives.
Endowment/Foundation (current)	\$8,634,000
Financial Aid Awards (annual)	\$12,381,250
Scholarship Awards and other student assistance (annual)	\$425,000
ADK Budget FY24	
Operating Funds	\$35,488,714 (inclusive of \$2,306,493 in grants)
Auxiliary Funds	\$2,834,854
Capital Funds	\$9,851,095
ADK Overall Revenue Mix	State Aid 23%; Student Revenue 39%; Local Share 31%; Other 7%
ADK Active Grants (06/2024)	Perkins, Federal Work Study, Upward Bound 1, Upward Bound 2, TRIO SSS, Title 3 (end 9/30/24)
Discretionary	
Federal	
State	EOP, Library Collection, Accelerate Learning Program, SUNY Reimagine, SWDPS, High Needs Local Workforce, HN Allied Health, Cannabis Grant, SUNY Supplemental, SUNY Transformation Initiative Fund, SUNY Internship Program, SUNY Future of Workforce, SUNY Transfer Funds 2024, SUNY Veterans Internship Program, SUNY SEM Phase 2, Veterans Peer to Peer, Strong Start to Finish, Apprenticeship Grant, SUNY Microcredential
Foundation	Managed by the Foundation auxiliary.
Current Tuition (annual)	
In-District	\$5,328
Out-of-District	\$5,328 with COR
Non-Resident	\$7,992
Room and Board	\$4,795 - \$6,650



Key Indicators



Student Enrollment (Fall 2023)	
FTE:	1,916
Credit Headcount:	2,733
Concurrently enrolled High School:	675
Non-credit Headcount:	3,207 (unduplicated)
Student Diversity Statistics (%):	American Indian/Native American: <1% Asian/Pacific Islander: 1.3% Black or African American: 5.0% Hispanic: 3.9% White: 83.8% Other/2+ Races: 5.7%
Student Gender:	Female: 55% Male: 45%
Student Age:	Under 18: 23% 18-19: 34% 20-24: 25% 25 and older: 18% Average: 21.7
High School Penetration Rate:	Warren County: 20.0% Washington County: 16.5% Saratoga County: 6.3%
First Year Retention Rate (SUNY Adirondack):	First time Full-time: 63% First time Part-time: 49%
SUNY Adirondack Total Number of Degrees Awarded in 2023:	517
% SUNY Adirondack Students Transferring to 4-year Institutions Annually:	37%
Faculty & Staff (2022-2023)	
FT Faculty:	83
Part-time Faculty:	139
FT Staff (Admin/Support Staff):	143
PT Staff:	16
Total Employee Base:	381
Faculty Starting Salary:	\$50,000 with a master's degree (effective Fall 2024)
Student/Faculty Ratio:	15:1



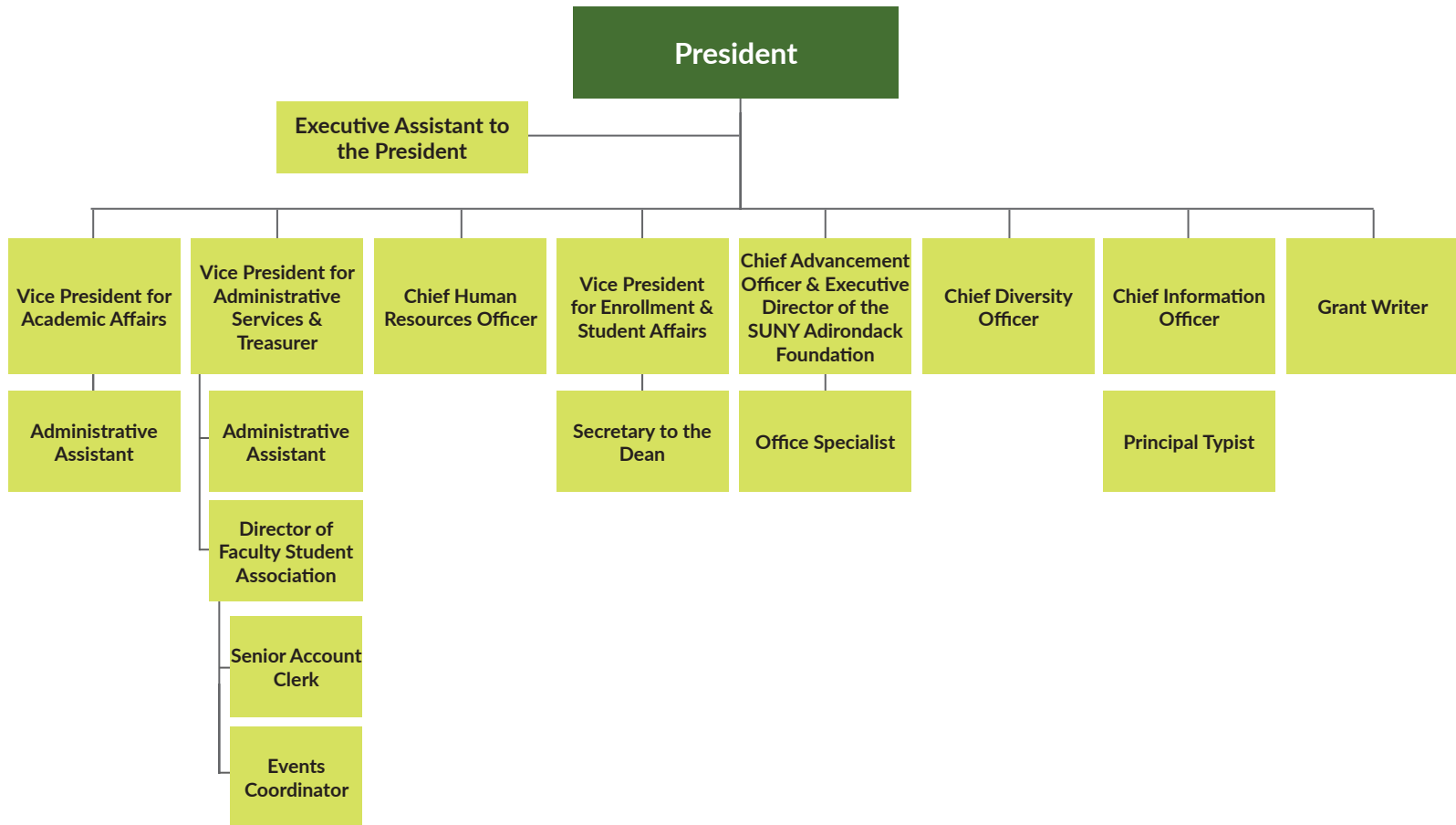
Key Indicators



<p>Library Collection: Print Resources: Digital Resources:</p>	<p>30,500 books 120 databases with more than 200,000 online books and 134,000 online magazines, journals and newspapers</p>
<p>Collegiate Athletics:</p>	<p>SUNY Adirondack is a member of the National Junior College Athletic Association (NJCAA), Region III and the Mountain Valley Conference. Men's Programs: Baseball, Basketball, Golf and Soccer Women's Programs: Basketball, Golf, Soccer, Softball and Volleyball website link: https://www.sunyacc.edu/campus-life/athletics-and-recreation</p>
<p>Unions Faculty: Staff: Non-Union: What is Outsourced:</p>	<p>Faculty Association of Adirondack Community College Adirondack Community College Educational Support Personnel Association (ESPA) Administrators Dining Services - Chartwells Higher Ed serves breakfast, lunch and dinner in the Student Center; Also on-demand vending options in the cafeteria, Residence Hall and at Eddy's Eat, a cafe in Scoville Learning Center Bookstore - SUNY Adirondack Book Store is managed by Barnes and Noble; Book Smart, for course material and textbooks, is a partnership with SUNY Adirondack College and Barnes and Noble College Student Housing - Residence Hall is owned and operated by the Adirondack Housing Association, LLC (AHA), a not-for-profit corporation affiliated with the Faculty Student Association (FSA) On-campus Childcare - Outsourced to Warren County Head Start; housed in a building owned and maintained by SUNY Adirondack</p>
<p>Board of Trustees - SUNY Adirondack</p>	<p>Ten (10) members: nine (9) persons appointed by the Governor or a sponsoring county and one (1) student trustee elected by the students of the College.</p>

The Position

The President of SUNY Adirondack Community College, reporting to the SUNY Adirondack Board of Trustees, serves as the Chief Executive Officer of SUNY Adirondack and oversees the daily administration and operation of the college. The President is also expected to represent the college as an institution within the SUNY System under the direction of the Chancellor and the SUNY Board of Trustees. Additionally, the President will be expected to adhere to New York Education Law, and all other applicable local, state and federal laws. The President is responsible for leading the College toward meeting its vision, mission, strategic plan. The President of the College advances the strategic agenda of the College by providing a strategic focus for every aspect of the operation of the institution and fulfills duties set by the Board of Trustees and as outlined by NYSED and SUNY.



Challenges & Opportunities



- SUNY Adirondack, like many other community colleges, has experienced a decline in enrollment in recent years. Most of the College's service area is experiencing population decline, especially among high school students. Developing strategies and initiatives to increase enrollment to maintain and ensure the financial health and stability of the College will be a major priority for the next President.
- SUNY Adirondack has made a significant investment in their physical facilities in recent years and is rightly proud of their beautiful campuses. The next President will have the opportunity to develop and implement a plan to fully utilize facilities including residence halls, the Saratoga Campus, and the new multi-sport turf complex among other attractive and versatile spaces.
- The next President will enjoy working with a talented, committed, student-centered faculty and staff who take pride in working together to achieve the College's goals. At the same time, the next President will want to explore ways to strengthen harmony among employee groups, increase opportunities to participate in College decisions, and enhance morale while developing a collective vision for the future of the College
- A large majority of the employees at SUNY Adirondack belong to a collective bargaining organization and the College operates within a shared governance system. The President will welcome the opportunity to work collaboratively within a unionized campus and a shared governance system that provide the framework for the next President to benefit from listening to the voices of faculty and staff throughout the College.
- Like many rural community colleges, many employees of SUNY Adirondack have a long history with the College. The next President will be accomplished at assessing the need for innovation and implementing large- and small-scale transformative changes adeptly with employee input and support.
- While SUNY Adirondack is fiscally sound and stable, the next President will need to bring financial acumen, strong ability to prioritize with an emphasis on return on investment for potential initiatives and utilize data effectively to assess progress and make difficult decisions when necessary.
- The next President will need to be politically astute and able to advocate for the College within the SUNY system and share the College's story adeptly within the community to maximize funding and support.
- SUNY Adirondack has been forward thinking in implementing programs and initiatives to meet the diverse needs of its students to ensure they complete their educational, career, and personal goals. The next President is expected to be passionate about the success of all students and ensure that they have the best opportunity for timely degree and certificate completion, and successful transfer or workforce outcomes.
- The communities and neighborhoods near the College and in the College's service region vary with respect to geography and demography. The next President is expected to maintain a highly visible and engaging presence in the different communities to acquire a thorough understanding of how SUNY Adirondack can best partner and serve the entire region.
- SUNY Adirondack is committed to diversity, equity and inclusion. The next President will ensure that the College maintains and continues to demonstrate its commitment to equity in every area of the College.
- SUNY Adirondack has an outstanding reputation in the area and strong support from county sponsors, community leaders and business partners. The next President will build on the College's existing support and strong reputation to expand strategic partnerships and coalitions that will assist the College in strengthening its programs and services and identifying and securing additional opportunities for students and sources of revenue for the College.
- The next President is expected to strengthen SUNY Adirondack's position as an economic driver in the region through the expansion of workforce initiatives, brokering mutually beneficial partnerships and coalitions with public and private sector interests. Such connections will prove beneficial in aligning programs with prospective student expectations and changing workforce demands.
- The College's current Strategic Plan is updated annually with priorities and key performance indicators. The next President will have the opportunity to work with a supportive Board of Trustees and the College community to develop a strategic vision and plan for the future of the College.



Professional Qualifications & Personal Characteristics



QUALIFICATIONS:

- An earned doctorate from a regionally accredited institution.
- Significant and progressive administrative leadership experience in higher education, preferably at a community college.
- Higher education faculty experience strongly preferred, especially at a community college.
- Leadership experience within a community college system or district preferred; rural college experience preferred.

CHARACTERISTICS AND EXPERIENCE:

1. A visionary and transformative leader with excellent communication and interpersonal skills, high emotional intelligence, and an active listener who is visible, approachable, engaging, compassionate, and eager to “roll up their sleeves” with their team to accomplish shared goals.
2. Demonstrated understanding of, and commitment to, the mission of a comprehensive community college.
3. Demonstrated ability to facilitate organizational development and successfully implement/manage transformative change.
4. Ability to use data effectively and collaborate with employees and colleagues to uncover/discover, analyze, and solve problems creatively.
5. Understanding of evidence-based student success initiatives and their role in student success, closing equity gaps, and increasing enrollments.
6. Demonstrated history of supporting initiatives that promote diversity, equity, inclusion and social justice for students, faculty, staff, and constituents; sensitivity to diverse learning styles and needs of students and a

- passion for leveling the playing field so that all students can experience success.
7. A firm understanding of the grants process including acquisition, management, and assessment.
 8. Experience in motivating employees to develop and execute a strategic enrollment management plan to increase enrollment, fully utilize facilities, and meet community workforce needs.
 9. Strong financial acumen and demonstrated success in managing budgets and raising funds from individuals as well as public and private sources.
 10. Ability to build and cultivate partnerships and advocate successfully on behalf of the College with public, private, and governmental entities and leaders.
 11. Demonstrated in-depth knowledge of workforce and economic development and an understanding of the integral role of the College as an economic driver for the region to meet the workforce needs of area employers.
 12. Understanding and appreciation of the changing role and significance of technology in the delivery of education and services for students.
 13. An understanding and appreciation of the role unions and shared governance play in academic settings and the ability to establish and maintain positive, collaborative, and transparent relationships with the collective bargaining units as partners of the institution; experience with union negotiations preferred.
 14. Demonstrated understanding of the values of peer review and self-improvement within the constructs of regional and programmatic accreditation.



RH PERRY & ASSOCIATES

SEARCH COUNSEL TO HIGHER EDUCATION

APPLICATION PROCEDURES

Completed applications are due by November 6, 2024. To ensure full consideration, please submit: 1) a current resume or CV; 2) a cover letter addressing the position; and 3) the contact information for three professional references. Submit your application securely through our website by clicking [here](#).

FOR FURTHER INFORMATION

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RH PERRY POLICY

RH Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without their consent.

NOTICE OF NON-DISCRIMINATION

SUNY Adirondack, a community college of the State University of New York, does not discriminate against any employee, applicant for employment, intern, whether paid or unpaid, contractor, student, or applicant for admission or other members of the college community (including but not limited to vendors, visitors, and guests) based on a individual's race, color, national origin, religion, creed, age, disability, sex, gender identification, gender expression, sexual orientation, self-identified or perceived sex, the status of being transgender, familial status, pregnancy, predisposing genetic characteristics, military status, veteran status, domestic violence victim state, criminal conviction or any other category protected by law. The College adheres to all federal and state laws prohibiting discrimination and sexual harassment in public institutions of higher education.

The College prohibits conduct by any employee or any student who disrupts or interferes with another's work performance or education experience, or who creates an intimidating, offensive, or hostile work or educational environment due to discrimination based on protected status or sexual harassment. SUNY Adirondack is committed to educating employees in the recognition and prevention of workplace and education discrimination and sexual harassment and to informing students, employees and others, how to report a discrimination complaint.