



CALHOUN
COMMUNITY
COLLEGE

Inviting Applications and
Nominations for

President

Calhoun Community College, Alabama's largest community college and sixth largest higher education institution, seeks a visionary and experienced senior administrator, who will provide exceptional leadership as the **President**. The President reports to the Chancellor of the Alabama Department of Postsecondary Education. The Governing Board is the Alabama State Board of Education.

The review of applications begins immediately.

For consideration, application materials should be received by October 17, 2014.



Calhoun Community College serves more than 11,000 students across northern Alabama. This presidency provides an excellent leadership opportunity for a well-experienced administrator who is committed to successfully preparing students for career paths that meet the area's growing economic and workforce development needs.

The Responsibilities

The President is the chief administrative officer of the college and is in direct reporting relationship to the Chancellor of Postsecondary Education. The President is responsible for administering and supervising the total college program of Calhoun Community College.

As chief executive officer, the President must delegate authority and yet retain final responsibility for the effective operation of the college. The President shall:

- Follow established policies and procedures of the State Board of Education and the Chancellor
- Follow established channels in relating the affairs of the college to the Chancellor and the State Board of Education
- Represent the needs of the college at the state and national levels by attending presidents' meetings, serving on special interest committees, and attending regional and national meetings as appropriate
- Appoint all faculty and staff of the institution in prescribed procedures, assign their duties and responsibilities, and ensure periodic evaluation
- Report data and information in a timely and accurate manner to the Alabama Department of Postsecondary Education
- Manage the fiscal affairs of the college efficiently and economically
- Interpret the mission of the college to local business, industry, and civic interests
- Involve the community in planning programs and services to be offered at the college
- Promote the maximum utilization of the college's facilities and resources to the benefit of the community
- Promote the articulation of the college's programs with secondary and other postsecondary institutions
- Secure, as appropriate, governmental and other outside funding for the college projects
- Provide leadership for maintaining quality educational programs
- Create an atmosphere conducive to high faculty, staff, and student morale

- Effectively delegate responsibility and authority to appropriate administrative officers
- Maintain open channels of communication with faculty, staff, and students
- Direct long-range planning activities that include input from the faculty, staff, and students
- Support continuous professional development activities of faculty and staff
- Develop annual and long-range goals for the college
- Provide effective leadership and management for the overall direction of the institution

Qualifications

The president will display high integrity and trustworthiness and provide the vision and courage needed to ensure the continued success of the Alabama Community College System.

Candidates must have a minimum of five years of senior-level, full-time administrative experience in an applicable institution, government agency, or industry. A master's degree from an accredited institution is required; an earned doctorate degree from an accredited institution is preferred.

Other requirements include:

- Experience and knowledge of the mission and role of public two-year institutions, particularly their role in academic preparation and in community economic development and workforce development
- Experience in interpreting organizational needs, programs, and activities to the employees, the community organizations and agencies, the area school systems, and the legislature
- Experience providing services training for business and industry

Additionally, the successful candidate will possess:

Leadership

- The capacity to be an energetic and highly-visible leader who can articulate and communicate the System's mission and vision to internal and external constituencies
- A clear commitment to the System's statutorily defined purpose, including its special emphasis on academic preparation and on workforce training and supporting economic development
- An understanding of the System's mission as defined by the Alabama State Board of Education and the ability to inspire the support of this mission by others
- An understanding of the global dimensions of the economy and workforce issues and the role of community colleges in meeting contemporary education and training needs
- Politically astute advocacy skills, with experience in working successfully with policy makers at the local, state, and federal levels

Management Expertise

- Financial/business systems
- Resource development
- Strategic planning
- Conflict resolution
- Team building
- Bond issues and construction program support
- Skills to lead and manage a complex organization
- A record as a consensus builder
- Fund-raising experience



Commitment

- Strong student-orientation, recognizing that all aspects of the college exist to facilitate learning and student development, so that the student obtains the optimum level of competency and is informed of progress
- An understanding of and support for the System's open door philosophy, including a strong commitment to access for all citizens
- Demonstrated sensitivity to and an appreciation of ethnic and cultural diversity, with an established record of building consensus and reaching out to various diverse groups
- A record of building partnerships and coalitions with business, government, public schools, universities, and other community groups
- An established record as an innovative and creative leader who understands the importance of technology as it relates to economic development, institutional effectiveness, and administrative support
- Evidence of being an accessible leader with responsive listening skills and an active interest in the development of all employees
- Strong evidence of being open-minded, a good listener, and a persuasive communicator with a sense of humor
- Ability to communicate well, both orally and in writing
- Ability to work as a team member with all segments of the college faculty, staff, students, and governing board

Calhoun Community College

For over 60 years, Calhoun Community College has served the community, providing educational and training opportunities across north Alabama. The largest of the two-year colleges comprising the Alabama Community College System, Calhoun is recognized among the region's most successful economic and workforce development engines.

MISSION STATEMENT

Calhoun Community College is an institution of excellence providing quality, innovative instruction through a responsive environment while promoting cultural enrichment and community development.



Calhoun is intricately involved in local, regional, state and national economic and workforce development initiatives. According to a 2012 report from the Alabama Community College System, Calhoun's total local economic impact is \$279,284,280, the highest among the state's two-year colleges.

During the 2013 fall semester, Calhoun had a total enrollment of 11,139 credit students and close to 1,500 Adult Basic Education students. The college has campuses in Decatur and Huntsville's Cummings Research Park, the nation's only community college with a campus located in a major research park, as well as an instructional site at Limestone Correctional Facility in Limestone County, Alabama.

The college has 148 full-time faculty, 339 part-time faculty, 190 full-time staff, and 224 part-time staff. The college is committed to providing the highest quality of programs, with 22 of its degree programs nationally accredited.

The college's Nursing and Allied Health programs and facilities are recognized among the region's best. In the June 24, 2013, issue of Community College Week, Calhoun was listed among the nation's Top 50 Associate Degree producers for Registered, Administration, Research, and Clinical Nursing graduates.

Additionally, Calhoun received the distinction of being among the list of community colleges nationally selected

as finalists for a 2013 Bellwether Award. The college's Dual Enrollment program, A Solution to the Healthcare Needs of the Graying American Population, was named a finalist in the Workforce Development category. Calhoun was the only Alabama college selected as a finalist for the coveted award.

Calhoun awards Associate of Science and Associate of Applied Science degrees through its five divisions: Business/Computer Information Systems, Technologies & Workforce Development; Health; Humanities and Social Sciences; and Mathematics and Natural Sciences.

The College also offers more than 80 online courses allowing students to complete the Associate of Science (AS) Degree in General Studies, Associate of Applied Science (AAS) in Business Administration with an Accounting Technology option, Adobe Certified Associate (ACA) Certificate and Software Applications Certificate.

The college has a Cooperative Education Program. Students may work on a part-time basis in a job directly related to his/her academic major while attending school on a full- or part-time basis alternate semesters of study at Calhoun with semesters of full-time work in business/industry.

The weekend degree program in Huntsville provides students with Friday, Saturday, and Sunday classes along with online assignments during the week. Students can choose from an emphasis in Administrative Skills or in Business. Both programs provide skills needed for jobs in the local market and offer paths to transfer to a four-year university to

complete a bachelor's degree.

The top five institutions to which Calhoun students transfer are the University of Alabama – Huntsville; Athens State University, University of Alabama, Auburn University, and University of North Alabama.

The college also offers the Alabama F.A.M.E. Advanced Manufacturing Technician Program (AMT). The program includes a two-year technical Associate degree that combines cutting-edge curriculum that supports advanced manufacturing technology, paid working experience, along with learning highly sought after business principles and best practices of a world-class manufacturer, such as Toyota Motor Manufacturing Alabama.

Developed in partnership with Athens State University, the College recently opened Phase I of the new Alabama Center for the Arts, located in downtown Decatur. The groundbreaking for construction for Phase II (drama and music) of the Center took place last July.

In 2012, Calhoun opened the Alabama Center for Excellence in Clean Energy Technology (ACECET) on its Decatur campus. Funded through a \$3.47 million U.S. Department of Labor grant, the ACECET houses the College's Renewable Energy associate degree program, the state's first and only such program. The





ACECET's 11,000 square-foot building received official LEED certification at the Platinum level, the highest rating that can be attained.

Athletic competition is an integral part of the overall educational program at Calhoun. A member of the Alabama Community College Conference, the College fields two teams: baseball and softball.

Decatur, Alabama

Calhoun's 110-acre campus is in Decatur, which is located about an hour north of Birmingham and just southwest of Huntsville. The city offers a welcoming spirit and a sense of community.

The city has public and private schools. Several of Decatur's elementary schools, all middle schools, and both high schools have award-winning robotics teams. Decatur City Schools are a national MOVE model site. MOVE helps children and adults with severe disabilities acquire increased independence in sitting, standing, and walking so they may experience, learn, and gain mobility and better health.

Outdoor recreation is a year-round staple in Decatur. Other area offerings include the Carnegie Visual Arts Center, the Princess Theatre Center for the Performing Arts, Riverwalk Marina, Wheeler Wildlife Refuge, two historic districts, and unique shopping and dining experiences.

Nomination and Application Process

Confidential inquiries are welcomed and **nominations** are invited. Nominations should include the name, current position, e-mail address, and phone number of the individual being nominated.

To Apply - Application materials should include:

- a completed official presidential application form
- a letter of interest
- a comprehensive résumé or curriculum vitae
- five references, including mailing addresses, telephone numbers, and e-mail addresses
- mailing addresses, telephone numbers, and e-mail addresses of current and immediate past employers
- unofficial college transcripts indicating degree earned

Application forms may be obtained at www.accs.cc using the link "Job Seekers" or by calling (334) 293-4609.

Finalists will be required to provide official college transcripts and submit to a criminal background check.

Applications materials and nominations should be e-mailed to:

Calhoun-President@myersmcrac.com

Review of materials begins immediately.

For consideration, application materials should be received by
October 17, 2014.

Myers McRae Executive Search and Consulting is assisting Calhoun Community College with this search. The consultant team leaders are:

Emily Parker Myers

President and CEO

Kenny Daugherty

Executive Vice President and COO



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Calhoun Community College is an equal opportunity employer. It is the official policy of Calhoun Community College that no person shall, on the grounds of race, color, gender, religion, creed, national origin, age, or disability, be excluded from participation in, be denied the benefits of, or subjected to discrimination under any program, activity, or employment. Calhoun Community College will make reasonable accommodations for qualified disabled applicants and employees.