Baltimore City Community College

Presidential Search

Position Overview

For confidential inquiries, nominations or additional information, please contact Dr. Narcisa Polonio at narcisapolonio@greenwoodsearch.com or 202-276-1983.
The Position

The Board of Trustees of Baltimore City Community College (BCCC) seeks a visionary leader who will be invested in the community, serve as an advocate for a diverse student population, and commit to meeting the unique needs of the College.

The BCCC legacy is rooted in a strong foundation of traditions which uniquely positions the institution to undertake significant change, realignment, and restructuring. BCCC is a State-sponsored, two-year degree-granting college on two campuses with more than 60 off-campus sites throughout Baltimore City. BCCC offers credit and continuing education training programs and courses as well as extensive outreach for educational opportunities. The College’s Workforce Development and Continuing Education Division works in partnership with local businesses, government agencies, and institutions offering contract customized training, apprenticeships, and other industry-related programs contributing to the economic development initiatives of Baltimore.

According to the 2016 comprehensive report from the Schaefer Center, _Baltimore City Community College: Tapping into Unrealized Potential to Change Lives_, “the importance of BCCC cannot be overstated” for Baltimore City residents, as it is the local institution for individuals looking for in-demand workforce training and quality associate degrees. BCCC’s success is critical to the economic future of Baltimore City. As a result of the Schaefer Report, the Maryland General Assembly charged the BCCC Board of Trustees to undertake the realignment of BCCC including reviewing, revising, and updating the strategic plan for the College. The Schaefer Report provides a blueprint for moving the institution to a new level of service and is a call to action for its many constituencies – the State, the City, business and industry, neighboring colleges and universities, the school district, and other key stakeholders – to coalesce successfully to invest and support BCCC, its new governing board and the next president.

The next President will be an experienced and proven transformational leader with exceptional communication skills who can unite and inspire the College community to address the following opportunities and challenges:

- understand the distinct and unique history of BCCC and how the Schaefer Report provides an opportunity to unite the College and work collaboratively to implement the realignment of BCCC;

- work collaboratively with faculty, administration, and students to review and strategically align core course and program offerings consistent with accreditation requirements, and focus on the needs of students at BCCC and current and emerging workforce needs of Baltimore City, by making workforce development and job placement top educational priorities;

- improve student pathways to success including remedial education, attainment of a degree or a postsecondary certificate, and either transfer to four-year institutions of higher education or enter the workforce; including entering into memoranda of understanding in order to establish student
pathways to success with the Baltimore City Public School System (BCPSS), institutions of higher education, and employers;

- align the budget of BCCC with realistic enrollment projections and engage in a comprehensive review of all positions, faculty, and staff at BCCC;

- establish strong relationships with key stakeholders, including those specified; develop and market a brand for BCCC;

- address the information technology (IT) and infrastructure needs including to develop underutilized property and facilities as this represents a significant opportunity; and

- identify any barriers in State or local laws or regulations that impede the ability of BCCC to operate efficiently and effectively, including procurement and capital construction projects.

The next leader of BCCC will possess the following characteristics:

- an individual with the vision and skills to develop and implement strategies that strengthen the academic, career, and continuing education roles of BCCC;

- an experienced academic leader with an outstanding successful track record and the organizational skills to determine future priorities, strategic initiatives, new programs, and evaluation of existing programs;

- an effective communicator with the ability to articulate effectively BCCC’s focus, vision, and strategies for the future to a wide range of stakeholders and the public;

- a forceful advocate with the ability to develop new and improved partnerships between BCCC and specified entities;

- an experienced educator with the ability to enhance BCCC’s role in the continuing economic and workforce development of the region including helping students to upgrade their skills and obtain employment that offers a family-supporting wage;

- a community-minded and politically savvy individual dedicated to serving all of the College’s stakeholders;

- a demonstrated knowledge of change management and shared governance structures;
• a leader in Guided Pathways initiatives to ensure student success by increased retention/completion/transfer rates;

• value and appreciate the diverse constituencies of BCCC including students, faculty, staff, administration and the community and strengthen and develop relationships with alumni, educational entities, advisory groups, and the community;

• market and promote the College’s educational opportunities and spearhead innovative programs; and

• evaluate the College’s current property assets and determine the right course of action to maximize their function now and in the future.

The Community College seeks a visionary leader who:

• effectively communicates and will actively engage with and invest in the community;

• advocates for the diverse student population and needs of the community;

• is a strong and stable leader who clearly and through his/her actions demonstrates a commitment to equity and diversity;

• embraces the role of community colleges and understands their impact on the business and educational climate of the City;

• develops a strong relationship between the president and the Board of Trustees and demonstrates the ability to work collaboratively;

• strongly believes in and is committed to the principles of equity and inclusion.

The President

The President is responsible for the operation and management of the entire institution, its performance, its fiscal accountability and its compliance with federal and state laws and the directives of the Board of Trustees.
Minimum Qualifications

- doctorate preferred from a regionally accredited institution;
- proven track record of executive leadership and senior executive management experience;
- fundraising and development experience; and,
- experience managing comparable multimillion-dollar budgets in a multi-campus urban setting.

About Baltimore City College

Resources

Accreditation and Affiliations

Baltimore City Community College is regionally accredited by the Middle States Commission on Higher Education, 3624 Market Street, Philadelphia, PA 19104, 267-284-5000. The Middle States Commission on Higher Education is an institutional accrediting agency recognized by the U.S. Secretary of Education and the Council for Higher Education Accreditation.

Governance

Baltimore City Community College’s Mission

Baltimore City Community College provides quality, affordable, and accessible education meeting the professional and personal goals of a diverse population, changing lives, and building communities.
Baltimore City Community College’s Vision for the Future
Baltimore City Community College is an innovator in providing quality career pathways and educational opportunities for a diverse population of learners to exceed the challenges of an ever-changing competitive workforce and environment.

BCCC’s Strategic Plan 2018-2022

BCCC 2018 - 2022 Strategic Plan Goals and Objectives
Approved by the BCCC Board of Trustees on April 18, 2018

Goal 1: Student success – Provide equitable access to a learning environment that supports a diverse population of learners and promotes student goal attainment.

1.1 – Align, support and deliver courses, programs, and services to ensure progression, transferability and employability.

1.2 – Utilize contemporary educational methods to improve and advance students’ academic and workforce preparation and goals.

1.3 – Enhance the student experience by increasing awareness of and engagement with College activities and support services.

1.4 – Increase persistence and goal attainment across all student populations.
Goal 2: **Community engagement** – Implement a comprehensive approach to engage current and future students, alumni, and the community.

2.1 – Reposition the College’s brand to increase awareness of programs and services and highlight targeted initiatives.

2.2 – Grow partnerships with business and industry, government agencies, community members, educational institutions, and all potential partners in serving our students and community.

2.3 – Strengthen partnerships to promote and increase access to student learning and transfer opportunities, collaborative planning, and resource sharing.

Goal 3: **Institutional framework** – Optimize resources to effectively and efficiently support existing and emerging initiatives.

3.1 – Ensure facilities, technology, staffing and instructional resources support a quality learning and working environment.

3.2 – Promote an environment of professionalism and civility.

3.3 – Invest resources to attract, grow and retain a highly-qualified and diverse faculty and staff.

3.4 – Develop and implement a plan to ensure faculty and staff knowledge retention and fluid transition during times of employee turnover.

3.5 – Improve the College's financial sustainability.
BCCC’s Academics Offerings

Degrees Granted

Associate of Arts (AA) - recognizes mastery in the liberal arts and in the ne arts and is intended for transfer to equivalent programs at four-year institutions.

Associate of Science (AS) - recognizes mastery in science or technology with a heavy emphasis on undergraduate mathematics or science and is intended for transfer to programs at four-year institutions.

Associate of Applied Science (AAS) - recognizes the mastery of vocational-technical occupation skills and is intended for those seeking immediate employment opportunities. Graduates with an AAS degree may transfer to a technical program such as a Bachelor’s Technology degree or to non-technical courses at a four-year institution.

Associate of Science in Engineering (ASE) – recognizes mastery in programs in electrical engineering.

Associate of Art in Teaching (A.A.T.) - recognizes a mastery in teacher education.
Non-Credit Programs Offered

The Business and Continuing Education Division (BCED) supports economic growth in the Baltimore Metropolitan Area by serving over 8,000 students in courses designed to create opportunities for personal growth and professional development:

Hospitality and Tourism
Weatherization Technician
Health Care Certifications
Nursing Assistant
Warehouse Technician
Pharmacy Technician

ASSOCIATE DEGREES AND CERTIFICATES AWARDED
(FY 2016)

Associate Degrees Awarded: 425
Certificates Awarded: 113
Total Awards: 538
**Student Life**

The Office of Student Life and Engagement provides a comprehensive cultural, social, and recreational, health and wellness, and intellectual environment for the entire College community.

The focus of the Office of Student Life and Engagement is on:

- assisting students to integrate formal classroom learning with informal learning in out-of-classroom learning experiences;
- providing opportunities for student involvement as planners, organizers, or leaders in a variety of programs, clubs and organizations, student publications, musical and theatrical events;
- providing a wide array of programs and services that satisfy the needs of a diverse multicultural student population; and,
- offering extra and co-curricular programming that contributes to the College’s mission, by attracting prospective students, providing services to members of the community, and retaining presently enrolled students.

In addition, Office of Student Life provides an opportunity for students’ growth and development through leadership groups and a variety of clubs and organizations.
The Campus

BCCC is a mission-driven institution, and our mission is to provide quality, affordable, and accessible educational opportunities that meet the professional and personal goals of students. BCCC is the only State-funded community college in Maryland. It is an anchor institution in West Baltimore and is committed to improving communities across the City.

**Liberty Campus**
2901 Liberty Heights Ave, Baltimore, MD 21215
Baltimore, MD 21215

**Workforce Development and Continuing Education**
710 E. Lombard Street
Baltimore, MD 21202-4073

**Life Sciences Institute at the University of Maryland BioPark**
801 West Baltimore Street
Baltimore, MD 21201-1109

**Reisterstown Plaza Center**
6764A Reisterstown Road
Baltimore, MD 21215-9936

**National Weatherization Training Center**
1819 East Preston Street
Baltimore, MD 21213-3131
About Baltimore City

With the world-famous Inner Harbor; renowned museums and attractions; award-winning restaurants; a locally loved music scene, and hip and historic neighborhoods, get ready to explore a truly authentic American city.

Named on the New York Times’ list of “52 Places to Visit in 2018”, “One of the Coolest Places to Visit in 2018” by Forbes Magazine, and dubbed “The City You’re Missing” by Southwest Magazine; Baltimore, is a city built on tradition and civic pride, is an American success story. The colorful, diverse city that is Maryland's largest city and economic hub, is known for its beautiful harbor; distinct neighborhoods; unique museums and the world-renowned Johns Hopkins Hospital to the east and the University of Maryland Medical Center to the west. With the rich history the city boasts however, it's amazing that Baltimore hasn't been deemed one of America's greatest historical destinations. Named for Lord Baltimore (Cecilius Calvert) in the Irish House of Lords, Baltimore settled in the early 17th century. The waterfront, surrounded with shops, restaurants and attractions that lure tourists and residents today, made Baltimore a hub for tobacco trade with England in its earliest days. By the 18th century, Baltimore had also become a granary for sugar-producing colonies in the Caribbean.

With hundreds of identified districts, Baltimore has sometimes been dubbed "a city of neighborhoods," but is more commonly known as "Charm City." The talents of writers Edgar Allan Poe and H.L. Mencken, musician James Hubert "Eubie" Blake, and singer Billie Holiday influenced it; each called Baltimore "home." Baltimoreans take pride in their city, boasting one of the most remarkable transformations in history. Yet, they continue to welcome and amaze visitors with "down to earth, small town" spirit and hospitality.
**Applicant Review**

Confidential applications and nominations will be accepted until the position is filled. Candidate screening will begin immediately. For best consideration, applications and nominations should be provided immediately.

**How to Apply**

A complete application will include a letter describing relevant experiences and interest in the position; current curriculum vitae; and the names of five references with titles, mailing addresses, business/home telephone numbers and email addresses. Individuals who wish to nominate a candidate should submit a letter of nomination, including the name, position, address, telephone number and email address of the nominee.

Greenwood/Asher & Associates, an executive search firm, is assisting BALTIMORE CITY COMMUNITY COLLEGE in the search.

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For more information about BCCC please visit bccc.edu