Columbia-Greene
COMMUNITY COLLEGE
EXECUTIVE SEARCH PROFILE
PRESIDENT
Columbia-Greene Community College welcomes a geographically and culturally diverse student population and recognizes its responsibilities for providing transfer, vocational, technical, remedial, and lifelong learning for all. The College is dedicated to developing and administering high quality, post-secondary educational programs that are accessible to the residents of the service area. The College is responsive to the changing needs of the community and maintains a caring environment that is dedicated to personal attention.

Vision

Inspiring our community and creating lifelong learners

Mission

Columbia-Greene Community College welcomes a geographically and culturally diverse student population and recognizes its responsibilities for providing transfer, vocational, technical, remedial, and lifelong learning for all. The College is dedicated to developing and administering high quality, post-secondary educational programs that are accessible to the residents of the service area. The College is responsive to the changing needs of the community and maintains a caring environment that is dedicated to personal attention.
Institutional Goals

Quality Education
The College will provide a quality education through an array of academic programs and instructional support services that reflect its commitment to excellence.

Accessibility
The College is committed to expanding educational opportunity.

Excellent Facilities
The College will provide a physical infrastructure — facilities and equipment — that supports its commitment to educational excellence.

Student-Centered
The College will foster an atmosphere where students feel connected to the college in a personal way.

Service to the Community
The College will effectively serve the needs of its local community by offering a variety of programs and services responsive to those needs.

Sound Management
The College will maintain its public trust and meet its mission efficiently and effectively.
History

Established in 1966 to serve Columbia and Greene Counties, Columbia-Greene Community College (C-GCC) is one of 64 institutions in the State University of New York (SUNY). The College began in temporary offices in Catskill in 1968 and later in Athens in January 1969, under the leadership of the institution's first president, Edward Owen. The first graduation, held at Catskill High School, saw 35 students awarded associate degrees in a dozen areas of study. The permanent campus, a 131,355 square foot single building design on 140 acres, was opened in 1974 in Hudson, New York. The College received and maintains accreditation by Middle States Commission on Higher Education.

With C-GCC's second president, Roger A. Van Winkle, at the helm, the campus rounded out its basic curriculum in science and liberal arts with new vocational programs, non-credit classes, training for business and industry, and training for disadvantaged students through the Federal CETA program. Under the leadership of Dr. Robert K. Luther, who became President in July 1984, the campus saw sweeping expansion in the arts and technologies, with the addition of three new campus buildings: a day care center, an arts center, and a technology center. With the inclusion of new programs in fine arts, automotive technology, and nursing, and creation of a traditional college quadrangle, Columbia-Greene was on its way to becoming a comprehensive community college.

In April 1989, Dr. Terry A. Cline became the College's fourth president. With more than 40 degree and certificate programs already on the roster, the Ford ASSET program was added as an option for automotive technology students in 1992. Facing a decline in enrollment in the mid-1990s, the College revised its master plan to renovate, update, and enhance the campus facilities. With support from the sponsoring counties, groundbreaking for a $13-million reconstruction plan – which was titled Project Renew – was undertaken in the spring of 1996. The project included a major reconstruction of the 100,000-square-foot main classroom and administration building as well as a restructuring of the facility’s use plan. The resulting facilities included a Student Services Court, an Academic Support Center, a Nursing Center, new science laboratories, renovated instructional spaces and offices, student lounges and study rooms, and environmentally friendly, efficient HVAC systems.

James R. Campion, now a 45-year veteran of C-GCC, became the College's fifth President in December, 2000. The Campion administration has revitalized the long-range planning process, revised the master plan, and the marketing and recruitment plan, and developed new academic programs. With funding provided by the State of New York and the counties of Columbia and Greene, C-GCC is in the midst of a $20 million Capital Improvement Plan, which will bring a new Construction Technology building to the campus, renovations and enhancements to infrastructure across the campus, a new student information system, and new academic programs to serve the community.

Today, C-GCC takes great pride in the successes achieved by its students. Attesting to the quality of C-GCC, the College was ranked 2nd in New York and 24th in the nation among community colleges in 2018 by WalletHub for cost and financing, educational outcomes, and career outcomes (WalletHub Best & Worst Community Colleges). The award-winning faculty and excellent staff of C-GCC ensure that their students enjoy academic opportunity at a small, friendly campus located in a beautiful region of New York State.
Region

Located in the Hudson River Valley, Columbia-Greene Community College is surrounded by one of the Northeast’s most scenic and historic areas. Thirty miles south of Albany and 110 miles north of New York City, the landscape is dominated by the verdant Catskill Mountains to the west and the rolling Taconic and Berkshire Hills to the east. Being near the state capital and New York City, the area offers a wide variety of cultural opportunities.

It is an area rich in the history of the early settlement of America. The legends of the Native Americans and Dutch settlers of the region often find their way into history and literature courses at the College. Many of the residences in use today date back to the 1700s and early 1800s. Numerous historical museums are all within a short drive of the campus. Olana, the Moorish castle-like dwelling of the renowned nineteenth-century artist Frederic Church and now a state-owned landmark, is adjacent to the C-GCC campus and only a brief walk away. There, students can view paintings by Church and his instructor, Thomas Cole, along with Church’s impressive collections gathered during his world travels.

Columbia and Greene Counties abound in outdoor recreational resources: Greene County Highlights and Columbia County Highlights. North Lake, Devil’s Tombstone, Lake Taghkanic, and Copake Falls all offer public campgrounds and facilities. Three major ski areas – Hunter Mountain, Catamount, and Ski-Windham – are each within a thirty-minute drive from the campus. The Hudson River and more than twenty lakes provide excellent boating and fishing. Nearby golf courses, tennis courts, and athletic fields are also available to students. The areas served by C-GCC abound with opportunities for business, community involvement, and cultural experiences. Chamber of Commerce.

The town of Hudson has been described as trendy and exciting by TripSavvy with an emphasis on local flavor, great restaurants, eclectic shops, and a multitude of things to do: TripSavvy Top Things to do in Hudson. Largely a rural area of small towns and villages, tourism and agriculture are important to the regional economy, and its combination of rural charm and cultural amenities have made it a magnet for second home owners who increasingly appreciate its relatively affordable real estate.
The College

Accreditation

Columbia-Greene Community College is accredited by the Middle States Commission on Higher Education. The College’s nursing curriculum is accredited by the Accreditation Commission for Education in Nursing (formerly known as The National League of Nursing Accrediting Commission). The College’s automotive technology curriculum is accredited by the National Automotive Technicians Education Foundation.

The curricula offered by Columbia-Greene Community College are approved by the State University of New York and registered by the New York State Education Department.

Campus

The Columbia-Greene campus includes four academic buildings – the Main Building, the Arts Center, the Technology Center, the Professional Academic Center - and the College’s Day Care Center. The fifth academic building, the Construction Technology building, is scheduled to open in August, 2019.

The Main Building houses science and nursing labs, computer classrooms, and learning resource and student services centers. The facility also houses a library, gymnasium, student center, as well as faculty and administrative offices. The Arts Center provides a creative setting in which to study the fine and performing arts and includes a 450-seat theater. The structure also includes a dance studio, classrooms, and the Foundation Art Gallery. The Technology Center provides a home for the Colleges’ automotive technology and medical assisting programs. The Professional Academic Center completes the campus quadrangle and is home to the Columbia-Greene Workforce New York Center as well as the Saland Forum, classrooms, and the Alumni Gallery.

In addition, the Hudson River Environmental Field Station at Cohotate Preserve, Greene County Environmental Education Center, on the Hudson River serves as a college laboratory and classroom as well as a study and research center.

Academics

C-GCC is a comprehensive two-year college offering a variety of transfer and career programs leading to the degrees of Associate in Arts, Associate in Science, Associate in Applied Science, and Associate in Occupational Studies, as well as one-year certificate programs and specialized courses geared to community interest. Students may take classes through traditional face-to-face instruction as well as online or hybrid formats. C-GCC boasts strong retention and completion rates and excellent job placement of graduates.

C-GCC’s College-in-the-High School program provides area high school students the opportunity to gain advanced standing or college credit for work completed in the program. College-in-the-High School provides students with more course options, an alternative to AP courses, and a motivator that some students need to continue study and successfully transition to post-secondary studies.
The College

Academic and Student Services

The Academic Support Center provides tutoring, test-review and testing services, support for English Language learners, computers for student use equipped with software used by most academic divisions on campus, among other services. The two-story College Library is a spacious facility and houses C-GCC’s collection of over 70,000 bound volumes, microfilm, print subscriptions, online databases, and computers providing networking access to the SUNY system.

C-GCC offers a full array of student services including Counseling, Career, and Transfer Services; Clubs and Organizations; College Chapters of Chi Gamma Chi and Phi Theta Kappa Honor Societies; an active Student Senate representing the student population; a College Bookstore; Services for Students with Disabilities; and Veterans Services. Recognizing the importance of health in the learning, retention and well being of students, faculty and staff, C-GCC’s College Nurse provides routine and emergency nursing care and health education. The Columbia-Greene Community College Day Care Center is open to all College and College-related personnel, as well as the Community when space is available, however, first priority is given to the children of students.

C-GCC is a member of the National Junior College Athletic Association (NJCAA) Region III, and the Mountain Valley Conference. C-GCC competes at the Division III level. The College has varsity teams in a variety of men and women’s sports. C-GCC also encourages participation in intramural sports.

Service to the Community

C-GCC’s Community Services Office administers quality-driven training programs to help organizations achieve peak effectiveness by providing employees, at all levels, with practical tools and insights that enable them to be more productive.

The Business and Industry Program works closely with company managers to achieve effective customized assessment, training, scheduling and organizational development services. In addition, the Community Services Office works cooperatively with the SUNY Workforce Development Training Grants Program, Empire State Development, The New York State Department of Labor, The Workforce Investment Board of Columbia and Greene Counties, and other workforce development programs to access resources to benefit the region.

C-GCC also offers the community a wide variety of lifelong learning classes at multiple locations across the region. The Adult Learning Institute at C-GCC is an affiliate of the Road Scholar LLI Resource Network and provides educational and cultural programs for mature adults in Columbia and Greene counties.

Utilizing its vibrant campus Arts Center, the College offers the Gemini Series to promote its expanded role as a cultural center for the community. Both student life and the community at large are enriched through access to theater, dance, classical and pop concerts, noteworthy speakers, and special events. In addition, the campus houses five art galleries to provide cultural enrichment for the community and support the creative economy of the region.
Columbia-Greene Community College is sponsored by both Columbia and Greene counties and is part of the State University of New York system. The College is governed by a 10-member Board of Trustees, four of whom are appointed by the Governor, five by the Columbia County Board of Supervisors and the Greene County Legislature, and one is elected by students from among the student body.

The Columbia-Greene Community Foundation is a nonprofit New York State corporation organized and operated exclusively for educational and cultural purposes to develop and foster scholarships and charitable activities.

The Foundation is responsible for creating and disbursing scholarships and writing grants for the needs of the College, such as equipment for classrooms and labs. The Foundation uses scholarships and the Emergency Need Fund to provide financial assistance to students. Another important role of The Foundation is to represent the College at community events.

Columbia-Greene Community Foundation

The Columbia-Greene Community Foundation is a nonprofit New York State corporation organized and operated exclusively...
### Key Indicators

<table>
<thead>
<tr>
<th>Metric</th>
<th>Value</th>
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<tbody>
<tr>
<td>Investment in Plant, less depreciation</td>
<td>$19,560,600</td>
</tr>
<tr>
<td>Plant Replacement Insured Value</td>
<td>$43,124,327</td>
</tr>
<tr>
<td>Cost of Operating Plant</td>
<td>$2,288,716</td>
</tr>
<tr>
<td>Endowment &amp; Invested Funds</td>
<td>$3.7 million</td>
</tr>
<tr>
<td>Operating Budget</td>
<td>$16,255,837</td>
</tr>
<tr>
<td>Revenue Mix</td>
<td></td>
</tr>
<tr>
<td>29% Tuition/Fees</td>
<td></td>
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<tr>
<td>35% Sponsor Counties’ Contributions</td>
<td></td>
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<tr>
<td>20% State Aid</td>
<td></td>
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<tr>
<td>10% Charges to Other Counties</td>
<td></td>
</tr>
<tr>
<td>6% Other</td>
<td></td>
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<tr>
<td>Operating Budget per FTE</td>
<td>$16,152</td>
</tr>
<tr>
<td>Tuition</td>
<td></td>
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<tr>
<td>$2,340/semester (New York State Residents)</td>
<td></td>
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<tr>
<td>$4,680/semester (Nonresidents)</td>
<td></td>
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<tr>
<td>FTE Student Enrollment for fall 2018</td>
<td>950</td>
</tr>
<tr>
<td>Total Headcount</td>
<td>1,584</td>
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<tr>
<td>% In Developmental Programs</td>
<td>9%</td>
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<tr>
<td>Non-Credit Enrollment</td>
<td>978 (2017-18)</td>
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<tr>
<td>Student Diversity Statistics</td>
<td></td>
</tr>
<tr>
<td>20% underrepresented minorities</td>
<td></td>
</tr>
<tr>
<td>First Year Retention Rate</td>
<td>61%</td>
</tr>
<tr>
<td>Number of Full-time Faculty</td>
<td>46</td>
</tr>
<tr>
<td># Tenure Track Faculty; # Tenured</td>
<td>9 tenure-track; 37 tenured</td>
</tr>
<tr>
<td>Number of Part-time Faculty</td>
<td>40</td>
</tr>
<tr>
<td>Faculty Diversity</td>
<td>84 White; 1 Black/African American; 1 Hispanic</td>
</tr>
<tr>
<td>Average Faculty Salaries</td>
<td>$59,729</td>
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<tr>
<td>Starting Salary</td>
<td>Discipline and experience driven</td>
</tr>
<tr>
<td>Student/Faculty Ratio</td>
<td>18:1</td>
</tr>
<tr>
<td>Library Volumes</td>
<td>262,000 (70% electronic)</td>
</tr>
<tr>
<td># of Sports Programs</td>
<td>7</td>
</tr>
<tr>
<td>Men</td>
<td>3</td>
</tr>
<tr>
<td>Women</td>
<td>4</td>
</tr>
<tr>
<td>Unions: Faculty, Staff, Administration, etc.</td>
<td>American Federation of State, County, and Municipal Employees (AFSCME) New York State United Teachers (NYSUT)</td>
</tr>
<tr>
<td>What is Outsourced: Bookstore, Food Service, Bookstore</td>
<td></td>
</tr>
<tr>
<td>Board of Trustees: #; Elected/Appointed</td>
<td>10; 9 Appointed / 1 Elected (student)</td>
</tr>
</tbody>
</table>
Due to the retirement of James Campion who has provided excellent leadership as Columbia-Greene Community College’s president since December, 2000, the C-GCC Board of Trustees seeks confidential nominations and expressions of interest for the next President of the College. The successful candidate will be an energetic, student-centered change agent who is skilled at building and maintaining strong external relationships while inspiring employees to re-envision C-GCC for the future.

Opportunities and Challenges

- Columbia-Greene is facing an enrollment decline primarily due to changing demographics in the region. The new president will need to work with the College and community to identify opportunities to grow;

- C-GCC enjoys strong support from the governing bodies of the two counties served; the new president will need to ensure that the College’s important role in the region is understood and valued;

- Given the nature of C-GCC’s role in Columbia and Greene counties and within the state, the new president will need to serve as an effective, politically astute spokesperson, and advocate for the College on the local, state, and regional levels;

- Funding for the College has shifted and is likely to continue to shift with less funding coming from the State. The new president will need to be skilled at diversifying the funding base by, among other tactics, identifying new sources of funds, expanding the Columbia-Greene Community Foundation’s work, building and capitalizing on the Alumni Association, pursuing grants, and cultivating friends and supporters among lifelong and new residents in the communities.

- C-GCC serves two large, diverse counties. The new president will need to become an integral part of the communities and relate well to residents from all backgrounds.

- The new president will have the opportunity to expand and strengthen partnerships with area educational institutions, businesses, and other private and public entities.

- As a small College, C-GCC benefits from a culture of familiarity and family-orientation. Employees enjoy working at the College and appreciate the collegiality and work-life balance the College provides. The new president will benefit from this climate of positive labor relations and find many employees who are welcoming and eager to do more to transform the College.

- The College’s positive work environment has led to employee longevity; subsequently, C-GCC is expecting numerous retirements among faculty and staff in the coming years. This will provide the opportunity to evaluate and determine the appropriate staffing levels across the College.

- The College is in the midst of converting to Banner for its Enterprise Resource Planning (ERP) system, which presents challenges and numerous opportunities to redesign processes and services to be more efficient, effective, and student-friendly;

- The new president will have the opportunity to build on current wrap-around services and support provided to help students address challenges outside the classroom including food insecurity, health care, transportation, and housing.

- The new construction technology building and additional funds for program development give the College ample opportunity to grow in new directions. New programs to best meet the needs of employers and residents in the counties and in the region beyond are needed and possible.

- The communities served are dynamic and characterized by small business development, entrepreneurship, arts and creative pursuits, tourism, and recreation. The new president will have the chance to lead the College as it discovers new ways to serve Columbia and Greene counties.

- A changing economy provides both the challenge and opportunity of attracting more non-traditional students focused more on the acquisition of particular skills than formal certificates or degrees. The College must find innovative ways to respond to these new educational needs and serve these potential students.
Qualifications

- An earned Master’s degree, doctorate (including but not limited to a Ph.D., Ed.D, or J.D.) preferred;
- Substantial experience in a senior management position in higher education or substantial experience in a senior management position in a field outside of higher education, where such experience is deemed relevant to, and provides a basis for judging, the candidate’s capability to serve as a community college president;
- Community college teaching experience or other relevant higher education teaching experience is preferred;
- Demonstrated excellent communication and interpersonal skills; high emotional intelligence; and an active listener who is visible, approachable, engaging, compassionate, and empathetic;
- Eagerness to live in and become a visible, respected leader, and valuable member in the communities the College serves;
- Evidence of building and maintaining positive relationships with community leaders and residents;
- Demonstrated understanding of and passion for supporting the mission of comprehensive community colleges;
- Ability to advocate successfully on behalf of the College with public, private, and governmental entities and leaders;
- Proven track record in building a robust, diverse funding base and strong budget management skills;
- Skilled at identifying new opportunities and inspiring others to make the extra effort and take risks when needed;
- Evidence of successfully managing change; experience developing and implementing effective strategic plans;
- Understands the important changing role of technology in all facets of higher education.
- Track record of welcoming diverse opinions and using evidence to inform decisions; ability to make tough decisions when needed; transparency in communicating those decisions; embraces the opportunity to work in a shared governance environment;
- Embraces and supports diversity in all forms and promotes equity and inclusion;
- Skilled at holding self and others accountable; evidence of valuing and providing professional development for employees;
- Ability to establish and maintain a positive, collaborative, and transparent relationship with unions.
Application Process

RH Perry & Associates, an executive search firm, is supporting the College in this search. Completed applications are due by February 22, 2019. To ensure full consideration, you will be required to submit:

1) a cover letter that addresses the position’s responsibilities and qualifications;
2) a current résumé or CV; and
3) the contact information for three professional references.

Submit your application securely through our website by clicking here, or at the e-mail address listed below.

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 consent of the applicant prior to her or his becoming a candidate.

Columbia-Greene Community College Affirmative Action Policy

The policy of Columbia-Greene Community College is to take affirmative action to provide equal opportunity in admission, employment, and all college activities for all qualified persons; to prohibit discrimination; and to promote the full realization of equal opportunity. This policy of nondiscrimination applies to everyone, without regard to race, color, national origin, religion, creed, age, disability, sex, gender identity, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction. In the administration of all college programs including employment, employees, students, or applicants may not be subjected to harassment that is prohibited by law, or treated adversely or retaliated against based upon a protected characteristic.