

CORNING COMMUNITY COLLEGE
Corning, New York

PRESIDENTIAL SEARCH PROFILE

President Floyd Amann has announced his retirement for June 2011.

Therefore

**The Corning Community College Board of Trustees and the Presidential
Search Advisory Committee invite nominations and applications for the
position of
President of the College**

The new President will be expected to assume office by July 1, 2011

THE COLLEGE

Corning Community College (CCC) is a remarkable college of medium size with well qualified faculty, staff, and administrators dedicated to student success and the College mission. It has a significant presence in the community with a well deserved reputation for quality. The 302 full-time employees emphasize high standards, availability to students, and promote intellectual and personal growth. A talented and committed Regional Board of Trustees (RBOT) of 14 members, including one student, represents the three counties in the service area – Steuben, Chemung, and Schuyler. The service area is approximately 6% minority as is the percentage of minorities in the student body. The faculty and staff includes 3% minority. CCC is one of only two regional community colleges in the State University of New York (SUNY) system; that is, the RBOT is the actual sponsor and holds the fiduciary and legal responsibilities for College operations. Budgets are supported by operating and capital chargebacks rather than direct allocations by any county. The College receives both capital and operating support from New York and has an annual full-time tuition rate of \$3,570. Recently the College successfully completed its first Major Gifts Campaign and raised over \$12 million to support infrastructure, programming, and scholarships.

The College was founded in 1957, is part of SUNY, and is accredited by the Middle States Association of Colleges and Schools and the National League for Nursing. Fall 2009 enrollment was 5,671 full and part-time students. CCC offers associate degrees, certificate programs, and an extensive range of cultural, educational, workforce development, and social programs for and with the community. Students also participate in clubs, athletics, and special events. CCC has a concurrent enrollment program, Accelerated College Education, that partners with 39 secondary schools to offer 60 college courses to approximately 1800 high school students.

CCC has a beautiful 550 acre campus with eight buildings plus a planetarium, an observatory, and an adjacent nature center on Spencer Hill near the city of Corning. The College also operates four centers and a variety of off campus sites throughout the three counties including a Business Development Center and a Criminal Justice Center in Corning, an Airport Corporate Park in Horseheads, and an Academic and Workforce Development Center in Elmira. The application of technology to both academic and administrative work is widespread. Students, staff, and the community are proud of CCC and see it as a very significant regional asset. For more information on the College visit www.corning-cc.edu.

THE COMMUNITY

Corning Community College is located in the scenic Southern Tier region of New York. This is the heart of the Finger Lakes with exceptional vistas throughout the four seasons. The city of Corning must be one of the “biggest and most cosmopolitan” small towns in America and is accessible to major metropolitan cities. It is the artistic glass capital of North America and home to the Corning Museum of Glass and the Rockwell Museum of Western Art. Residents of the area are fortunate to have excellent restaurants, shops, schools, hospitals, theaters, an orchestra, the Clemens Center for Performing Arts, and many cultural and social activities, and to live in communities with friendly, caring neighbors. The region includes the world headquarters of Corning, Inc., a Fortune 500 company, several other

successful businesses, and a “can do” business climate. The Marcellus Shale region for producing natural gas promises to be an economic boon to the area. Tourism is important in that the Finger Lakes Region is the 3rd largest tourist destination in New York. There is minor league baseball and hockey along with the international speedway at Watkins Glen. Wineries dot the shorelines of the Finger Lakes with tours, tasting rooms, and walking trails available on many of them. Fishing, boating, swimming, biking, hiking, golfing, skiing, and sightseeing opportunities are extensive. For more community information visit www.fingerlakes.org, www.ChemungChamber.org, www.CorningFingerLakes.com, www.gafferdistrict.com.

LEADERSHIP OPPORTUNITIES AND CHALLENGES

Corning Community College is a regional College with significant autonomy, a rich history and tradition, outstanding personnel who are deeply committed professionals and who are looking for a president with substantial leadership skills. The new president will have the opportunity to collaboratively build on a very solid foundation and to address the following opportunities and challenges.

Finances – CCC has an operating budget of \$31 million and maintains a reserve of about \$6 million. It recently completed a successful \$12 million major gifts campaign and a 2nd campaign is being considered. The Board is seeking authority through state legislation to raise funds for capital projects. College revenue comes from tuition, chargebacks to the counties, and from New York State, but state aid has been declining. The leadership opportunity is to be an astute financial planner and manager, and an experienced fund raiser through building relationships with government, businesses, and individuals.

Facilities – The main campus is attractive and well maintained; nevertheless, it is near capacity, is aging, and the technology infrastructure needs attention. Expansion and renovation of the library, the field house, and the commons are in the queue but other buildings will need attention as well. On campus student housing is being considered as a possibility for the future. The relatively new Elmira Center has grown to capacity and needs more classroom and parking space. The leadership opportunity is to update the facility master plan and to raise funds for expanding and renovating the main campus and for expanding the Elmira Center to possible branch campus status. Further, if student housing is to be implemented, plans and operating policies will have to be developed.

Campus Climate – CCC employees are passionate about the College and their responsibilities. However there are issues concerning communication and mistrust and there are pockets of a kind of “we-they” atmosphere. The faculty and the physical plant staff are unionized, the faculty within the past six years, and most employees believe there is need for attention to campus issues. The leadership opportunity is to be a positive, energetic, visible, and accessible leader who can cultivate trust, inclusiveness, communication, diversity, and a cohesive internal community.

Community and Business Relationships – The College is well known and respected as a quality resource for organizations and individuals in the region. The President has been very successful with building external college relations and fund raising. Relationships with communities, government, businesses, schools, and other organizations are excellent. CCC responds quickly to workforce development needs and is a cultural, artistic, and

educational center for the community. The leadership opportunity is to maintain and strengthen the College image and programs in the region and to do so without neglecting the internal work and relationships within the College.

Programs and Staff – CCC has an outstanding array of degree, certificate, and service programs taught and staffed by truly superb people. They are involved in their professional associations and are recognized for their excellent teaching and service and for their availability to students. Leadership opportunities exist to improve marketing and promotion of existing programs, to consider developing distinguishing programs such as an honors institute, an energy institute, or other noteworthy programs, and to find ways to attract top talent to replace retiring faculty, to increase diversity and the percentage of full-time faculty. The Vice President and Dean of Academic Affairs plans to retire soon after the transition to the new president, providing team building opportunities.

Students – Students at CCC are proud of their college and very pleased with instruction and support services. They do well at transfer institutions and in careers for which they have prepared. The Elmira Center has provided educational opportunities for many who otherwise would not have access to college. Enrollment has increased in the past few years even though there is a relatively flat high school cohort of graduating students. Faculty and staff believe that the level of preparation of entering students has declined, and some advanced students would like to see more academic rigor. The leadership challenge will be to increase enrollment even with declining numbers of high school graduates, increase support for underprepared students, increase retention and completion, maintain high academic standards, and increase the intellectual challenge for talented students.

PRESIDENTIAL CHARACTERISTICS AND QUALIFICATIONS

The characteristics and qualifications of the successful candidate for the President's position at Corning Community College are based on the "Leadership Opportunities and Challenges" expressed above as well as other desired experiences and characteristics summarized below.

The president should be a person:

- With academic credentials appropriate for a college president – a doctorate is preferred.
- With a record of accomplishment as a leader/executive especially in education and preferably in a community college with some teaching experience.
- Who is a motivational team builder who can inspire mutual trust and confidence.
- Who is an excellent communicator equally good at listening, speaking, and writing.
- Who is trustworthy, genuine, and sincere.
- Who is a consensus builder who appreciates and encourages differences of opinion but can forge synthesis from divergent views.
- Who has the skills to encourage involvement and inclusiveness and who is comfortable in any company.
- With political savvy who can relate well with elected officials to engender confidence and trust.
- Who is knowledgeable and passionate about the community college mission, workforce development, and who will take the time to learn and appreciate the culture of Corning Community College and SUNY.
- Who is an innovative and visionary strategic thinker.
- Who can and will be active and visible within the College and the community and able to maintain an appropriate balance between internal and external commitments.

- With experience in and appreciation for private fund raising.

APPLICATION AND NOMINATION PROCEDURE

Applications and nominations will be treated confidentially and must be sent

electronically in MS Word or PDF format to:

Corning Community College Presidential Search Advisory Committee

Corning@academic-search.com

Applications should include an up-to-date resume and a three to five page application letter ***specifically*** addressing the applicant's background in relation to the opportunities, challenges, characteristics, and qualifications described in this ***Profile***. The search committee will begin reviewing applications October 5th. To ensure consideration, all application materials should be ***electronically*** received by October 8, 2010. Please refer to www.academic-search.com or www.corning-cc.edu for additional information.

This search is assisted by:

Dr. Robert Parilla, Senior Consultant

Academic Search, Inc.

rep@academic-search.com or 301. 518. 2071

Corning Community College will make all decisions regarding admissions and the entire educational process of its students and the recruiting, hiring, promotions, and other terms and conditions of employment, without discrimination on the basis of race, color, creed or religion, gender, sexual orientation, national origin, age, physical or mental disability or other factors which cannot lawfully be used as the basis for employment or educational decisions. Through its policies and programs, Corning Community College undertakes to comply fully with all applicable federal, state and local laws in relation to Equal Employment and Equal Opportunity and Affirmative Action.