



Now Accepting Applications for
PRESIDENT

Central Alabama Community College, a two-year community college with two campuses and two instructional sites, seeks a visionary and experienced senior administrator, who will provide exceptional leadership as the **President**. The President reports to the Chancellor of the Alabama Community College System.



Application materials must be received by 12:00 p.m. CST on January 11, 2021.

POSITION SUMMARY

The President is the chief executive officer of the college and reports directly to the Chancellor of the Alabama Community College System. The President is responsible for business and community engagement, advancement, campus culture, and the student experience. The President is a champion for removing barriers to success through student-focused actions and support of expanded comprehensive services to students. The President is responsible for administering and supervising the total college program in the assigned college. As chief executive officer, the President must delegate authority and yet retain final responsibility for the effective operation of the college.

Responsibilities

- Cooperate with and support the ACCS Board and the Chancellor to enhance and promote the continued development and effectiveness of the ACCS as a comprehensive provider of post-secondary education and training.
- Demonstrate effective leadership and management skills within the College and external community, including leading by example and participation.
- Enhance, foster, cultivate and promote strong, positive relationships with local business and industry, community organizations, K-12 schools, and elected state and community leaders.
- Fundraise and develop a strong, responsive College foundation.
- Conduct appropriate long-range strategic planning and budget formation, implementation, and adherence.
- Prepare and submit an annual, fiscally responsible balanced operating budget and properly administer the approved budget.
- Institute policies and procedures that are consistent with ACCS Board policies and Chancellor's procedures, and that ensure compliance with, and effective administration of, Federal student financial aid and grant programs.
- Administer and operate all affairs of the college within state law, federal law, ACCS policies and guidelines, College policy, and in conformance with applicable accreditation and auditing standards.
- Supervise and maintain College buildings, grounds, and equipment.
- Develop economic and workforce development training and educational offerings that facilitate the growth of business and industry in Alabama.
- Develop and implement effective recruitment, marketing, and retention plans.

- Employ strategies that allow easy access to education, training, and career pathways for historically underserved populations.
- Develop a culture of continuous improvement in teaching and learning that leads to increased student success.
- Work to ensure optimal student usage of STARS transfer guides for minimal loss of credit when students transfer to 4-year universities and colleges, and a successful reverse transfer of credits for students from 4-year institutions back to the College in order to complete a degree.
- Employ innovative strategies to ensure underprepared students have a viable pathway to success.
- Implement a variety of student success strategies that effectively promote completion of formal College awards, attainment of industry-recognized credentials, and preparation for jobs in Alabama.
- Employ and retain qualified and productive personnel through the implementation of an effective human resources program.
- Understand and follow Alabama law in the appointment, supervision, disciplining, and dismissing of College employees.
- Always display a highly professional attitude and demeanor.
- Communicate and consult with the Chancellor regarding material items of management and operation of the College.
- Effectively manage and resolve crises, problems, or conflicts.
- Expand existing and creating or developing new or innovative programming and educational opportunities (both credit and non-credit) to increase community engagement, promote workforce development, and generate revenue that supports ACCS missions and goals.
- Promote an organizational culture of professional excellence, customer service, innovation, quality services, and continuous improvement.

Qualifications

- A minimum of a master's degree from a nationally or regionally accredited college or university or a bachelor's degree from a nationally or regionally accredited college or university with demonstrated management experience in the education field is required. Earned doctorate from a nationally or regionally accredited college or university is desired.
- 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.

- Demonstrated experience in oral and written communications confirming the ability to effectively research ideas, organize thoughts, and persuade diverse internal and external audiences.
- Knowledge of the mission and role of public two-year institutions, particularly their important role in community economic development and workforce development is required.
- Experience in interpreting organizational needs, programs, and activities to the employees, community organizations and agencies, area school systems, the Legislature, and providing services training for business and industry is required.

Educational Philosophy

- Committed to the community college concept of quality education.
- Committed to the professional development of faculty and staff.
- Student-oriented in the sense of recognizing that all aspects of the college are to facilitate learning and student development, with the student obtaining a level of competency and the student being kept informed of progress.
- Committed to the offering of programs that are relevant to the current needs of business and industry.
- Demonstrated knowledge of the academic transfer programs and evidence of ability to work with the four-year institutions.
- Demonstrated knowledge of the technical programs and evidence of ability to work with business and industry.



Personal Characteristics

- Demonstrated sensitivity to all facets of the community, including the needs of the various groups of which it is comprised.
- Demonstrated ability to communicate well, both orally and in writing.
- Demonstrated ability to work as a team member, which includes all segments of the college faculty, staff, students, and governing boards.
- Demonstrated leadership, decision-making, and coordinating abilities in a complex organization.
- Demonstrated ability to project a positive public image.

About Central Alabama Community College



Central Alabama Community College was created by action of the Alabama State Board of Education on February 23, 1989. The board action consolidated Alexander City State Junior College (ACSJC) and Nunnelley State Technical College (NSTC).

Prior to consolidation, the State Legislature's approval of Act No. 93 on May 3, 1963, established Alexander City State Junior College. While many organizations and individuals were responsible for the College being located in Alexander City, Russell Mills, Inc. donated the property site valued at \$750,000. The first classes were held on September 30, 1965, in the old Russell Hospital with an

opening enrollment of 442 freshmen.

In September of 1966, ACSJC was moved to its permanent location on Cherokee Road. On October 23, 1966, Governor George Corley Wallace delivered the address at the formal dedication of the College. Alexander City State Junior College was accredited by the Southern Association of Colleges and Schools in December of 1969. A library was completed in January of 1969 and a Health, Education, and Arts complex in January of 1971. A major addition to the HEA Complex was the Wellness Center in February of 1989, which was renovated in 2000. Classes in the Betty Carol Graham Technology Center began fall semester of 2004. A new Learning Resource Center was completed and opened on the Alexander City campus in the Fall of 2013 replacing the John D. Russell Library.

Nunnelley State Technical College in Childersburg was also a direct

result of Act No. 93. Along with Congressman William F. (Bill) Nichols, many organizations, individuals, and governing bodies joined together to bring the College to the area. The City of Childersburg contributed some \$24,000 for the purchase of twenty-five acres on Highway 280. The acreage was donated to the State for the College site.

Construction of the technical college was completed in February of 1966. The College officially opened on March 7, 1966, with an opening enrollment of 35 full-time students. On September 25, 1966, Governor George Corley Wallace delivered the dedicatory address to more than 1,500 attendees. On December 12, 1973, Nunnelley earned Southern Association of Colleges and Schools accreditation.

Sizeable federal grants in 1973, 1977, 1979, and 1985 allowed Nunnelley to expand plant facilities, program offerings, and

student services. The present physical plant has more than doubled in size since first opening its doors.

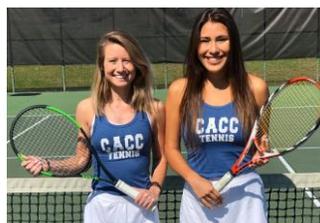
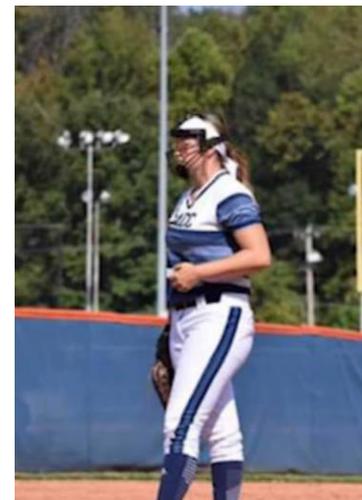
Coosa Valley School of Nursing began as the Sylacauga School of Nursing in 1921 as a hospital diploma program. The school was reorganized in 1951 and continued to operate as a hospital diploma program until 1994, when CVSN introduced an associate degree nursing program. Coosa Valley School of Nursing relocated from Sylacauga to the new Jim Preuitt Nursing and Allied Health Building on the Childersburg campus in January 2001.

A center in Talladega began classes the spring semester of 2006 with an opening enrollment of 130 students. The 28,500 square foot facility is a result of donated land from the city of Talladega. The Center is a combined partnership with a number of state agencies including The Career Link, Employment Services, Vocational Rehabilitation Services, Adult Education, and Veteran Affairs.

Central Alabama Community College (CACC) began offering instructional courses in January 2015 at the Stanhope Elmore site. In August 2018, the Stanhope Elmore site was relocated 4.1 miles away to Pratt's Mill Center, a 10,000 square foot newly renovated facility to serve the Elmore and Autauga County Regions.

Today, the Alexander City and Childersburg campuses, as well as the Pratt's Mill Center and Talladega Center, offer resources and expertise that address the education and training needs of Central Alabama.

At the inception of the two-year college system in Alabama, the Alabama State Board of Education functioned as the Governing Board for the system colleges. In the spring of 2015, the Alabama Legislature established the Alabama Community System Board of Trustees to govern the system. On May 27, 2015, Governor Robert Bentley swore in the appointed members of the Board before their first official meeting. In addition, the Alabama Commission on Higher Education serves as the Coordinating Board for all postsecondary education institutions. 





Central Alabama Community College serves approximately 1,800 students annually across four locations. 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.

Application Procedure

To apply for this position, a complete application package must be received in the ACCS Human Resources office on or before **January 11, 2021 at 12:00 p.m. CST**. Application materials will be accepted via mail delivery, hand delivery, or via e-mail (nikita.payne@accs.edu). Faxed application materials will not be accepted. A complete application packet consists of:

1. a letter of interest;
2. a completed official presidential application form;
3. a comprehensive résumé or curriculum vitae;
4. a list of five references, including complete contact information for each reference;
5. unofficial college transcripts, including identification of the applicant, the institution, and the degree(s) earned.

Application forms may be obtained at www.accs.edu under “Job Postings” or by calling (334) 293-4628. A complete application packet must be submitted to:

ACCS Human Resources
Attn: Ms. Nikita Payne
P. O. Box 302130
Montgomery, AL 36130-2130

Applications may be e-mailed to nikita.payne@accs.edu or hand-delivered to:

135 South Union Street
Montgomery, AL

Questions regarding the application and selection processes may be referred to Ms. Nikita Payne, Director of Human Resources for the ACCS, by phone at (334) 293-4603 or by email at nikita.payne@accs.edu.

Salary is dependent upon qualifications and experience. The salary range is **\$145,000 to \$205,000** and other allowances are provided. Benefits include retirement plan, health insurance, and others.

The successful candidate must be available to assume the position within a reasonable time and must be willing to relocate to the college community. Finalists will be required to provide official college transcripts and submit to a criminal background check.

Selection process is subject to the Alabama Sunshine Law.



The Alabama Community College System is an equal opportunity employer. It is the official policy of the Alabama Community College System 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.