Presidential Search Profile
THE SEARCH FOR A PRESIDENT

The Board of Trustees of The City University of New York (CUNY) and the Presidential Search Committee invite nominations and applications for the position of President at Kingsborough Community College, CUNY. Kingsborough Community College (KCC) seeks a proven, collaborative leader who embraces its commitment to access, equity and student success and advances the innovative pathways to higher education, career and economic advancement for the diverse communities it serves.

ABOUT KINGSBOROUGH

Founded in 1963, Kingsborough Community College (KCC) is Brooklyn’s only comprehensive community college, providing both liberal arts and career education. Dedicated to promoting student learning and development as well as strengthening and serving its community, KCC was identified as one of the nation’s top four community colleges by the Aspen Institute College Excellence Program in 2013. Kingsborough has also earned national recognition for the number of degrees conferred, the high percentage of graduates who continue their studies, and innovative programs that draw thousands of non-traditional students to its campus every year, including returning veterans who have found a home at KCC. As an Achieving the Dream leader college since 2015, Kingsborough takes pride in the many support programs in place to address issues of access, equity and student success. Strategies include learning communities, culturally responsive teaching practices, various student support centers and an equity centered campus-wide action plan.

Located on a beautifully-sited 71-acre campus along the waterfront in Brooklyn’s Manhattan Beach neighborhood, Kingsborough is a major presence in the bustling Borough of Brooklyn. Brooklyn is central to KCC’s identity as a community partner, academic and cultural hub of activity and economic driver. The famed Kingsborough Musical Society, Brooklyn Community Wind Ensemble and the Brighton Ballet Theater, are samples of the cultural collaborations between the community and the college. KCC mirrors the unique population characteristics of the borough. One can hear over 70 languages spoken on campus. Brooklyn is the most populous borough in the city of New York. If it were a city unto itself, Brooklyn would be the fourth largest city in the U.S. KCC reflects the very rich diversity of the city and is an amazingly rich mosaic of people, truly representative of the world.
ACADEMICS
Kingsborough offers over 50 programs in the liberal arts and sciences, behavioral sciences and human services, business, communications, criminal justice, culinary arts, health-related careers, information technologies, journalism, maritime technology, tourism and hospitality, and the visual and performing arts. These programs lead to an associate in arts (A.A.), associate in science (A.S.), or associate in applied science (A.A.S.) degree. One-year certificate programs in alcoholism & substance abuse counseling, culinary arts, and maritime technology/marine mechanic are also offered. About half of Kingsborough’s students are enrolled in a liberal arts or science degree program; the rest pursue degrees in more specialized, career-oriented programs. More than 70 percent of Kingsborough graduates go on to pursue a baccalaureate degree.

The college has articulation agreements with most CUNY and SUNY senior colleges, and transfer agreements with several private colleges in the region. Kingsborough also provides a range of basic skills and academic support programs, such as the Reading and Writing Center, the Mathematics Laboratory, the Tutorial Center, and intensive language and skills immersion programs. It also maintains one of the most comprehensive adult and continuing education programs in New York City, offering courses targeting occupational, academic, and personal development to over 20,000 students from age 6 to 70+.

ACCRREDITATION
Kingsborough Community College is fully accredited and approved by the Middle States Commission on Higher Education. The Nursing Program is accredited by the Accreditation Commission for Education in Nursing (ACEN). The Chemical Dependency Program and the Alcoholism and Substance Abuse Counseling Certificate are accredited by the National Addiction Studies Accreditation Commission (NASAC), and the New York Office of Alcoholism and Substance Abuse Services (OASAS). The Commission on Accreditation in Physical Therapy Education accredits the Physical Therapist Assistant Program. The Surgical Technologist program is accredited by the Accreditation Review Council on Education in Surgical Technology and Surgical Assisting. All academic programs are registered by the New York State Education Department.
THE FACULTY
The college has a full-time faculty of 343; 61% hold a doctorate or the University equivalent. Adjunct faculty, drawn from throughout the New York City metropolitan region, number 583. Professional and full- and part-time support staff total almost 1,500. Faculty and staff are deeply committed to teaching and providing students the support they need to complete their degrees, transfer to four-year institutions or successfully enter the workforce. Faculty in the liberal arts know that their commitment to scholarly activity enhances their teaching and student learning. During the past academic year, the faculty received over $3.7 million in external grants.

THE STUDENTS
The college enrolls over 12,000 students, plus an additional 3,639 students enrolled in the College Now program, a transfer to college program offered in collaboration with New York City public high schools. Twenty-eight percent attend part-time, making the number of full-time equivalents (FTE’s) approximately 11,345. Fifty-five percent of Kingsborough’s students are female; 77% are over the age of 20. Of students reporting their ethnicity, 16% are Asian, 18% are Hispanic, 31% are African-American, and 35% are White. Forty-three percent work full-time or part-time while attending college, and 17% support children. Reflecting the great diversity of the borough of Brooklyn, 42.3% of all Kingsborough students were born outside of the United States. They speak 73 different languages and come from 142 different countries. Almost 50% of all Kingsborough students are the first in their families to attend college. Beyond their academic pursuits, Kingsborough students enjoy a wide range of co-curricular and extra-curricular activities. There are over 80 active student clubs and organizations and 13 intercollegiate athletic teams in which students participate.
THE CAMPUS
Bounded on three sides by water – the Atlantic Ocean, Jamaica Bay and Sheepshead Bay – Kingsborough enjoys a spectacular natural setting. Graceful architecture has added to the natural beauty. Kingsborough boasts a number of special facilities, including:

- The Regina S. Peruggi Academic Center (aka the Village), which houses the Village One-Stop Center for Enrollment Services, providing assistance and direction with admissions, financial aid, and registrar processes, as well as the Single Stop Center, which connects students to benefits and resources for which they may qualify. It also includes classrooms, computer labs, early childhood education workshops, and a child care center.
- The Marine and Academic Center, which houses a 12,000-square-foot conference facility that is the site of numerous community and university-related events; state-of-the-arts nursing labs; an aquarium and shark tank; and the Honors House.
- The Robert J. Kibbee Library and Media Center, with a high-quality collection that includes more than 420,000 references and circulating books in print and electronic formats; over 75,900 online periodicals; more than 25,000 bound periodicals; and over 10,400 micro-films.
- A marina and a fleet of two boats for the maritime technology program.
- Two gymnasiums and an indoor pool.
- The 743-seat Leon M. Goldstein Performing Arts Center and the 300-seat MAC Playhouse.
- A 1,600-square-foot art gallery.
- Computer labs with 1,560 Desktop computers, including Smart Boards, podium systems, and 1,050 wireless thin clients and tablets in 23 computerized classrooms.
- State-of-the-art labs for nursing, paramedic, and polysomnographic (sleep) technology programs, replete with high-fidelity simulation manikins and a fully equipped ambulance.
- A digital TV studio and FM-radio station.
- A 1,600-square-foot Urban Farm, which this year produced over 3,100 pounds of fresh vegetables for use in class by culinary arts students and distributed free of charge to students through our Single Stop office.
- A computerized testing facility with more than 150 stations.
- An 800-student capacity NYC Department of Education high school.
KINGSBOROUGH HIGHLIGHTS

KINGSBOROUGH...

➢ the leading point-of-entry to higher education for Brooklyn residents.

➢ one of 19 community colleges nationwide to earn Achieving the Dream Leader College distinction in 2015, for its commitment to using data to improve student success and close achievement gaps.

➢ selected from among the nation’s more than 1,000 public community colleges by the Aspen Institute College Excellence Program as one of the country’s top 100 community colleges in 2011; one of the top 10 community colleges in 2012; and one of the top 4 community colleges in the nation in 2013.

➢ employs an academic calendar that is divided into two semesters, each consisting of a 12-week session, followed by an optional 6-week module. Full-time students who are NYC residents and attend the 12-week session may attend the 6-week module without paying additional tuition. Advantages include the ability to accelerate academic progress on schedule, even if basic skills courses are required.

➢ has the highest graduation and retention rate amongst the CUNY community colleges.

➢ consistently ranked by Community College Week as one of the leaders among community colleges in the number of associate degrees conferred in business, communication technologies, criminal justice, fitness studies, retail merchandising and marketing, and in the total number of minority graduates. In 2016, it ranked 6th for African-American graduates; 20th for Asian-American graduates; 11th for all minorities; 55th for Hispanic graduates; and 21st overall.

➢ a national leader in learning communities and has shared its model and methods with many institutions through workshops and at professional conferences across the country.

➢ home to one of the largest chapters of Phi Theta Kappa, the international honor society of two-year colleges.
COLLABORATIVE/INNOVATIVE PROGRAMS
Kingsborough is an acknowledged national leader in the development of collaborative programs, particularly with the New York City Department of Education (NYCDOE).

College Now
The campus pioneered the nationally acclaimed College Now, a transition-to-college program for moderate-achieving high school juniors and seniors. Funded by the city and state, KCC’s College Now program serves 6,000 students in 35 high schools across New York City. Virtually all of these students enroll in a college upon graduation. Noting the program’s success, CUNY expanded College Now throughout the university and the city. Also, in partnership with the NYCDOE, Kingsborough houses and provides support for the Leon M. Goldstein High School for the Sciences, an on-campus public high school.

Center for Economic and Workforce Development
In 2005, Kingsborough created the Center for Economic and Workforce Development (CEWD), with the mission of providing New York’s under- and unemployed residents with the training and skills necessary to advance their careers or continue toward achieving a higher educational goal through a series of programs and initiatives in partnership with Kingsborough’s Office of Continuing Education and the Department of Tourism and Hospitality, and other CUNY and non-CUNY partners. We also connect with local businesses to develop trainings that meet the needs of New York’s continually changing economy.

Current CEWD programs include:
- Kingsborough Community College CUNY Fatherhood Academy (CFA), a comprehensive program designed to promote responsible parenting and economic stability for unemployed and underemployed young fathers through education, employment, and personal development.
- The KCC Urban Farm, an organic, year-round food production site providing students with urban farming expertise and first-hand experience building a more sustainable food system.
- Brooklyn Science Innovation Initiative (BSII), a science and business immersion program for high school juniors. Students learn the foundations of chemistry through the lens of nutrition, using the KCC Urban Farm as a hands-on laboratory and apply what they have learned to create businesses responding to industry-related problems, earning four bankable credits if they enroll at the college.

Other innovative programs Kingsborough has originated to serve the Brooklyn community include:
- Equity in the Borough Campaign, a pilot program seeking to create strategic community partnerships in three Brooklyn neighborhoods with high levels of poverty, currently underserved by the college: Canarsie, Cypress Hills, and Sunset Park. The college will provide credit and non-credit programming opportunities.
- Customer Experience Management (CXM) Academy, an innovative customer service training program in conjunction with eight companies, including National Grid, offering skills that will lead to career-track jobs with opportunities for advancement.
- New Start, which offers students who have been dismissed from partnering colleges for academic reasons a second chance to succeed; and,
- My Turn, which permits senior citizens to fill open class spaces tuition-free.
FINANCES
The college’s 2016-2017 annual operating budget was $144.8 million, mostly funded through the New York City tax-levy appropriation and student tuition and fees. Tuition is $2,400 per semester for full-time students who are residents of the City of New York; $320/credit for non-residents. Over the past five years, the fundraising efforts of the Kingsborough Community College Foundation have exceeded $10.4 million in contributions.

GOVERNANCE AND ADMINISTRATION
Faculty, students and staff participate in the governance of the college. The governing body of Kingsborough is the College Council. With the president as its presiding officer, the 75-member council consists of the chairperson of each department, one additional elected faculty member from each department, faculty delegates at-large, students, support staff, and one alumni representative. In addition to the Office of the President, the other major administrative units of the college include: the Provost’s Office/Academic Affairs; Student Affairs; Enrollment Management; Finance and Administrative Services; College Advancement; Institutional Effectiveness, Assessment, and Planning; and Workforce Development & Strategic Community Partnerships/Continuing Education. The Professional Staff Congress/CUNY serves as the collaborative bargaining representative of the instructional staff.

ALUMNI AND COMMUNITY
The college benefits from the philanthropic work of the Kingsborough Community College Foundation, an independent 501(c)(3), with engaged alumni and board members who assist in raising private funds and growing the endowment to benefit the college. With 55,000 alumni, KCC has a strong Alumni Association that holds events to raise funds for student scholarships, supports the expansion of student internships and strengthens the Kingsborough community across the generations. As the only community college in Brooklyn, Kingsborough takes its role as a community partner seriously. During the post-Hurricane Sandy days, it served as a staging ground, logistics and distribution center for aid and assistance. The college is a community anchor, providing a meeting place for civic engagement and the enjoyment of the arts. On Stage at Kingsborough has accommodated world-class performers including Tony Award winners.
MEMBERSHIPS
The college is a member of the American Association of Community Colleges (AACC), the American Association of Hispanics in Higher Education (AAHHE), the American Council on Education (ACE), the Association of American Colleges and Universities (AAC&U), the Brooklyn Chamber of Commerce, the Community College Humanities Association (CCHA), the Council for Advancement and Support of Education (CASE), the Council for Higher Education Accreditation (CHEA), the League for Innovation in the Community College, Leader College for the Achieving the Dream National Reform Network, the New York Community College Association of Presidents (NYCCAP), and the Middle States Commission on Higher Education.

The CITY UNIVERSITY OF NEW YORK (CUNY)
The City University of New York is the nation’s leading urban public university. Founded in 1847, CUNY counts 13 Nobel Prize and 23 MacArthur (“Genius”) grant winners among its alumni. CUNY students, alumni and faculty have garnered scores of other prestigious honors over the years in recognition of historic contributions to the advancement of the sciences, business, the arts and myriad other fields. The University comprises 24 institutions: 11 senior colleges, seven community colleges, William E. Macaulay Honors College at CUNY, CUNY Graduate Center, CUNY Graduate School of Journalism, CUNY School of Law, CUNY School of Professional Studies and CUNY Graduate School of Public Health and Health Policy. The University serves more than 272,000 degree-seeking students. CUNY offers online baccalaureate and master’s degrees through the School of Professional Studies.
THE PRESIDENT
The Board of Trustees of the City University of New York and the Presidential Search Committee invite nominations and applications for the position of President of Kingsborough Community College of The City University of New York.

The President serves as the chief academic and administrative officer of the college, reporting to the Chancellor and working within the policies set by the CUNY Board of Trustees. The primary responsibility of the President is to provide leadership to the college community to both conserve and enhance the education program. That responsibility encompasses ensuring the quality of the faculty and academic leadership, the preparation of the college budget and allocation of monies, preparation and implementation of the College Master Plan, general management of clerical, custodial and professional administrative staff and many other duties.

- Opportunities for Leadership

Building on achievements and strengths: KCC has a history of successfully helping underprivileged, diverse and immigrant students achieve academic and career success. It has demonstrated the power of CUNY’s mission of student access and academic excellence. Through its partnerships with the state, city, and borough, and with the help of its graduates, it has made significant contributions to the vibrancy of the business, civic and cultural life of Brooklyn and New York City. As a comprehensive community college, offering both liberal arts and career associate degrees and a robust adult and continuing education program, KCC has a faculty and staff known for its high quality and innovative programs to advance and support students. Its retention, graduation and transfer rates are high in comparison with its peers. KCC’s reputation for its strong support of students is confirmed and appreciated by its students, who join the faculty in seeing KCC’s “student focus” as a fundamental value of the institution. The engagement of faculty and staff with students both in and out of the classroom is the basis of a vibrant campus life with a sense of real community.

Setting strategic priorities with the campus and the community: The Kingsborough president will have an opportunity to initiate a conversation with the campus and community about strategic priorities. Such a conversation will be welcomed by the greater Kingsborough community as an opportunity to collaborate with its new leader and develop a shared vision for the future. With new leadership at CUNY and a very dynamic higher education landscape, there are both internal and external issues to be explored. All constituencies seek an articulate advocate who can be “the face of the institution” while understanding their particular values. A strategic conversation would include a broad array of academic, programmatic, and financial topics. The faculty, staff and students are currently involved in reviewing KCC’s unified governance structure and considering whether change is necessary. Free speech and campus climate issues are challenging for many college campuses across the country as diverse political views and identities strain the goal of maintaining open dialog and civility. KCC has experienced these challenges and it is likely that strategic conversations would address campus climate, tolerance and diversity. In the strategic dialog, the new president has an opportunity to offer collaborative leadership and support to faculty, staff and students.

Navigating change and seizing opportunities for growth, service and excellence: Demographics (a declining number of high school graduates), a highly competitive marketplace for students within CUNY and throughout the NYC metro area, and KCC’s own graduation/transfer success, has created a compelling need to mount new and unique programs both to increase enrollments and meet the emerging need of students. Yet the resources necessary for new program are limited because CUNY funding allocations are enrollment-driven and budget reductions often require resource reallocations for current programs. The funding of new facilities and the maintenance of existing buildings are also impacted by the overall budget trends and keen competition within the system for facilities’ support. Technology is impacting the delivery of programs, student preferences and the needs of the business community. The college recognizes the challenges of charting its future course as the higher education landscape becomes more competitive and the pace of technological change quickly transforms workforce needs. With a history of success in innovation, the faculty and staff seek a creative, collaborative and decisive leader to find new opportunities for growth, service and excellence.
Expanding external partnerships and diversifying resources: KCC has strong support within the Brooklyn business and civic community, which recognizes the college’s important role in training its workforce and educating civic leaders. It also has important relationships and partnerships with the State of New York, the City of New York, and other educational and nonprofit institutions across the area. The next KCC president will be a key player in sustaining these important relationships and being an effective advocate for obtaining the resources the college needs to fulfill its mission. Fiscal acumen and good stewardship of resources are essential skills to overseeing a budget of KCC’s size and complexity. With budget resources derived primarily from government and tuition, all CUNY institutions seek to increase private investment and to diversify their funding sources. The college benefits from the philanthropic work of the Kingsborough Community College Foundation, an independent 503 © (3), with engaged alumni and board members who assist in raising private funds and growing the endowment to benefit the college. The president takes a leadership role in connecting and working closely with the alumni, the KCC Foundation and the larger community and advancing the institution through philanthropy.

- Qualifications and Personal Characteristics:

Kingsborough seeks a proven, collaborative leader with a commitment to and passion for the unique mission and multiple roles of a 21st century urban community college, particularly the value placed on promoting access, diversity, and economic opportunity. Preferably, s/he should have successful senior management level experience in an urban community college, institution of higher learning or organization with strong connections to education. The new president should be an effective and exceptionally skilled communicator who will listen to and effectively relate to a diverse group of stakeholders as s/he navigates a complex, multi-layered environment. An earned doctorate or professional equivalent appropriate to leading KCC is preferred.

The next president of Kingsborough Community College will be:

- An innovative leader, of the highest integrity, with a track record for creative, effective management in urban settings.
- A respected student-centered advocate who is knowledgeable about student learning and committed to breaking down barriers and creating successful pathways to education, training employment and life-long learning.
- Committed to supporting faculty in their teaching, research and scholarship endeavors.
- An individual with deep and abiding commitments to academic freedom, shared governance, meaningful consultation and transparency within a collective bargaining environment.
- An analytical thinker with an understanding of how technology can support learning, and a record of support for technological advancements.
- An effective and skilled communicator who listens and has the ability to engage effectively with multiple and diverse constituencies, including those on campus, at other CUNY campuses, alumni, the community, and governmental bodies.
- A team builder with an entrepreneurial spirit who can lead change and collaboratively engage and inspire the campus in advancing innovative programming to strengthen the college and expand its service to the community.
- An adept leader who is able to successfully navigate complex, multi-layered organizations and political environments.
- The “face of the campus” at KCC, CUNY, Brooklyn, New York City and beyond who persuasively advocates for the college’s mission and programs.
- An effective fundraiser who will advance the culture of philanthropy at KCC and actively diversify the college budget by attracting external funding and strongly advocating for support from city, state, federal governments.
The position is available on or before September 1, 2018. Salary and benefits are competitive. The review of applications will begin in mid-April and submission of applications is encouraged by May 2, 2018 for full consideration.

APPLICATIONS AND NOMINATIONS

Applicants should send (1) a letter expressing their interest in the position that addresses how they meet the Search Committee’s preferred qualifications and the institution’s opportunities for leadership, as described in the search profile, (2) their curriculum vitae, and (3) the names and contact information for eight references (two from individuals who report to you, two from individuals to whom you report and two each from faculty members, and community/business leaders). References will not be contacted without the applicant’s prior permission.

Nominators are encouraged to send a letter of nomination and, if possible, the nominee’s curriculum vitae.

All inquiries, nominations, and applications will be held in the strictest confidence. Applications and nominations should be sent electronically to: Kingsborough Community College Presidential Search at kccpresident@agbsearch.com AND executivesearch@cuny.edu AGB Search in Washington, DC is assisting the Kingsborough Presidential Search. Nominators, nominees and applicants may contact executive search consultants Ms. Judith Ward at Judith.Ward@agbsearch.com, (202) 215-8519 or Dr. Carlos Hernandez at Carlos.Hernandez@agbsearch.com, (201) 850-7881

Please visit Kingsborough Community College on its website at www.kbcc.cuny.edu

CUNY encourages people with disabilities, minorities, veterans and women to apply. At CUNY, Italian Americans are also included among our protected groups. Applicants and employees will not be discriminated against on the basis of any legally protected category including sexual orientation or gender identity.

EEO/AA/Vet/Disability Employer