



Now Accepting Applications for

PRESIDENT

Coastal Alabama Community College, a comprehensive community college with fifteen campuses and 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 July 18, 2019.

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 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

- Follow established policies and procedures of the Alabama Community College System Board of Trustees and the Chancellor.
- Follow established channels in relating the affairs of the college to the Chancellor and the Alabama Community College System Board of Trustees.
- Represent the needs of the college at the state and national levels by attending Presidents' meetings, serving on special interest committees, and attending regional and national meetings as appropriate.
- Appoint all faculty and staff of the institution in prescribed procedures, assign their duties and responsibilities, and ensure periodic evaluation.
- Report data and information in a timely and accurate manner to the Alabama Community College System Office.
- Manage the fiscal affairs of the college efficiently and economically.
- Interpret the mission of the college to local business, industry, and civic interests.
- Involve the community in planning programs and services to be offered at the college.
- Promote the maximum utilization of the college's facilities and resources to the benefit of the community.
- Promote the articulation of the college's programs with secondary and other postsecondary institutions.
- Secure, as appropriate, governmental and other outside funding for the college projects.
- Conduct appropriate fundraising activities.
- Provide leadership for maintaining quality educational programs.
- Create an atmosphere conducive to high faculty, staff, and student morale.
- Effectively delegate responsibility and authority to appropriate administrative officers.
- Maintain open channels of communication with faculty, staff, and students.
- Direct long-range planning activities which include input from the faculty, staff, and students.
- Support continuous professional development activities of faculty and staff.
- Develop annual and long-range goals for the college.
- Provide effective leadership and management for the overall direction of the institution.

Qualifications

- Earned master's degree from a regionally accredited college or university is required. Earned doctorate from a regionally accredited college or university is desired.
 - A background of high-level administrative experience with a minimum of five years of senior-level, full-time administrative experience in an applicable institution, government agency or industry is required.
 - 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 and training for business and industry is required.
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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.
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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 Coastal Alabama Community College



Coastal Alabama Community College was formed in January 2017 as a result of the consolidation of Faulkner State Community College, Alabama Southern Community College and Jefferson Davis Community College. Coastal has nine campuses in Alabama: Bay Minette, Fairhope, Gulf Shores, Atmore, Brewton, Gilbertown, Jackson, Monroeville and Thomasville. The college also has six additional instructional sites.

Coastal boasts the lowest tuition in Alabama, and continues to grow its reputation for workforce development programs.

Coastal's Registered Nursing Program in Bay Minette and Fairhope has been ranked number one in Alabama of all four-year and two-year Nursing programs. The college's Culinary Arts Program was ranked one of the top 20 culinary programs in the nation.

Coastal also offers a one-of-a-kind Animation and Visual Effects program at its Fairhope Campus, using software equivalent to that used by industry professionals.

Recently, Coastal began offering programs in Aviation, such as Airframe, Avionics and Powerplant Technology. These programs are at the Alabama Aviation Center at Brookley Field in Mobile and the Academy at the Fairhope Airport.

Coastal is accredited to offer Associate degrees in Arts, Science and Applied Science. Coastal offers athletics programs in Basketball, Baseball, Softball,

Volleyball, Golf, Tennis and Cheerleading.

Coastal provides on-campus housing and intercollegiate athletics. The college has 3 athletics programs – the Sun Chiefs in Bay Minette, the Eagles in Monroeville and the Warhawks in Brewton. Coastal's Cheerleading has placed nationally several years in a row.

Coastal also promotes cultural experiences for students such as hosting the Alabama Writers Symposium.

Students have many opportunities to develop their leadership skills and to network at Coastal with a large variety of social and academic organizations, such as Ambassadors and the Student Government Association. The college also schedules beach trips, dances, bonfires and the popular Gatlinburg Leadership Retreat each year. 



Coastal Alabama Community College serves more than 7,422 students annually across nine campuses. 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

*For best consideration as an applicant for the position, a complete application package must be received in the ACCS Human Resources office on or before **12:00 p.m. CST on July 18, 2019**. Application materials will be accepted via mail delivery, hand delivery, or via e-mail. 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 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 **\$200,000 to \$275,000**. 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.