



# President

## Position Profile

## About Herkimer County Community College:

On January 13, 1966, the SUNY Trustees resolved to sponsor and establish a community college for Herkimer County. Approval was given for classes to begin in 1967 with a predicted full-time enrollment of 200 to 225 students. With that resolution, Herkimer County Community College became the 29th community college in New York State.

Since then, our students and alumni have experienced great achievements—in the classroom, on the athletic fields, in co-curricular activities, internships, and their endeavors after they graduate. Alumni live and work in all corners of the world as business leaders, educators, healthcare workers, therapists, counselors, television personalities and producers, scientists, engineers, technicians, accountants, artists, musicians, public servants, investigators, attorneys, entrepreneurs, and the list goes on.

Herkimer College has made a significant impact on the economic and social well-being of the local and regional community. Through our work to provide educational excellence and opportunity, the community benefits from workforce development, an expanded economy, reduced social costs, higher business revenues, increased individual earnings, more career opportunities, greater availability of public funds, and an eased tax burden.

Herkimer College's nickname and athletic program, "The Generals," honors General Nicholas Herkimer, a Revolutionary War commander. In 1777, General Herkimer led a band of 800 American colonists, called the Tryon County Militia, on a two-day march -- which started just down the hill from our campus -- to engage the British and their allies at the Battle of Oriskany.

The General's spirit of leadership, challenge, and accomplishment lives on at Herkimer College today.

## About The State University of New York (SUNY):

The State University of New York is an educational powerhouse, boasting 64 institutions, a mix of 29 State-operated campuses and five statutory colleges -- including research universities, liberal arts colleges, specialized and technical colleges, health science centers, and land-grant colleges -- and 30 community colleges. These institutions serve 1.3 million students annually in more than 7,500 degree, certificate, and continuing education programs across New York State. The University also operates hospitals and numerous research institutes. As a system, SUNY is unparalleled in terms of its educational reach and impact, boasting bachelor and graduate graduation rates that are higher than the national median. SUNY's research and commercialization impacts are of equal magnitude: In FY 22, SUNY institutions reported nearly \$1.1 billion in total research activity support and filed 271 patents.

SUNY's size and the diversity of its institutions amplify its potential for impact through education, research and scholarship, workforce development, K-12 partnerships, and job creation. SUNY is embedded in virtually every community in New York State. Remarkably, 93% of New Yorkers live within 15 miles of a SUNY campus, and nearly 100% live within 30 miles. In many communities, SUNY is also the regions' largest employer. While SUNY students are predominantly New York State residents, hailing from every one of the State's 62 counties, the University also draws students from every state in the United States, the District of Columbia, four U.S. territories, and 160 nations. One out of three New York State high school graduates chooses SUNY, and the total enrollment of nearly 363,650 full- and part-time students represents 31% of New York State's higher education students population. SUNY employs 87,000 faculty and staff and counts more than three million living alumni who reside in New York State and throughout the world.



# Mission and Core Values

## Mission:

The mission of Herkimer College is to provide dynamic educational programs and services in an inclusive, engaging community where all learners have the opportunity to grow and succeed. We emphasize the following core values as we strive to achieve this mission:

## Core Values:

### Community

To foster a collaborative campus environment that promotes civility, creativity, diversity, open communication, social responsibility, and mutual respect among students, faculty, staff, and the public.

### Excellence

To expect and encourage all constituents of the college community to pursue the highest standards of performance in their academic and professional work.

### Integrity

To embrace the values of honesty, respect, consistency, diversity, inclusivity, professionalism, and responsibility, to provide fair and equal treatment for all.

### Opportunity

To provide access to quality, affordable lifelong learning opportunities and to maintain an environment that fosters individual growth and development for all.

**#1**

Affordability  
Named Top Community College  
in New York State

**56%**

Average Three-Year  
Transfer Rate  
More than half of our students  
continue their studies at four-year  
colleges and universities.

**97%**

Satisfied or Very Satisfied  
Nearly all 2021-2022 graduates  
who responded to the Graduate  
Survey said they were satisfied or  
very satisfied with the overall  
quality of education received.

**40+**

Associate Degree and  
Certificate Programs  
In art, business, communication  
arts, criminal justice and law,  
education, healthcare and human  
services, liberal arts and STEM.



## Opportunity Overview:

### Community Engagement

There is an overwhelming need for the next President to fully engage with external partners by developing close relationships through consistent interactions with school districts, business and industry, and local governments. This President must be an ambassador for the college within the county and SUNY as well as with community leaders. Employees of Herkimer College and external stakeholders are most interested in a President who has a hands-on approach, with a forward-facing leadership style. The President's activity within service clubs and visibility in Herkimer County and the region is critical to the success of Herkimer College. In addition, this President will lead the charge for bringing community events to campus.

### Financial and Business Acumen

While there is a fund balance, there is a need to strengthen Herkimer's financial status. The President will have a deep understanding of finance, an ability to seek out private donors, re-engage alumni, and advocate for funds with governmental agencies. The President will be a strong negotiator who can leverage beneficial auxiliary services contracts and ensure that Herkimer College is financially sound but ensure students are provided the services needed to be successful. The college's success will be dependent on the next president's ability to effectively and efficiently lead the operations of the institution while increasing student enrollment, retention, and success.

### Academic and Student Affairs

There is an opportunity for Herkimer College to further meet the needs of its service area. The development of micro credentials, certificates, workforce education programs, and adult and continuing education programs will provide Herkimer County residents with additional employment options. The external community is eager to partner with the college in order to create these new and necessary academic programs. Students are a focus at Herkimer, and someone who can further develop that culture, lead the efforts to create internships, and educate the community about the diversity on campus will be best received at the college. The president should promote diversity on campus by diversifying the staff, faculty, and student body and educating the community on its importance.

### Visionary Leader

Herkimer is known for community college firsts, namely online instruction, on-campus housing, and international programming. Although these are now commonplace today, Herkimer College's next president must be visionary while bringing the college together and developing the next innovative ideas that will propel Herkimer back to the forefront with cutting-edge educational experiences at the community college level.

### Interpersonal Skills

The next President of Herkimer College is described by internal employees and external stakeholders as being a friendly, visible, approachable, vibrant, and engaged leader.

This person will have the ability to build trust, communicate well, and listen. The President will be a calculated risk taker with the ability to create, communicate, and implement a vision for the college. In addition, this person will be able to give and receive constructive criticism and make appropriate adjustments. An appreciation for all employees at all levels of the organization with the ability to listen, hear, and respect the expertise of Herkimer College employees is a must.

### Minimum Experience and Educational Background:

- An earned doctorate is highly preferred, master's degree required;
- Successful administrative experience within an academic institution;
- Qualities of leadership and ability to maintain effective relationships with trustees, faculty, students, administrative staff, alumni, local government, and members of the community;
- Commitment to the mission of public higher education, and to the mission of Herkimer County Community College;
- Commitment to the athletic program as a compliment to academics;
- Evidence or the distinct promise of the ability to build productive community relationships;
- Evidence or distinct promise of the ability to generate external support by working with the Foundation and donors;
- Commitment to the principles of diversity and equal opportunity.

For a complete job description, click [here](#).

# Application Process

Apply online at [www.paulygroup.com](http://www.paulygroup.com) and click on "Apply Now" for Herkimer College, President.

**Attach the following items:** a cover letter that addresses the characteristics sought in the next President described in the Opportunity Overview on page 4 as well as the "Minimum Experience and Educational Background" also listed on page 4, a current resumé; and a list of reference names and contact information.

Please direct all confidential inquiries and nominations to the College's search consultant,

**Dr. Angela Provart, President**

**Pauly Group Inc.**

**3901 Wood Duck Dr. Suite E, Springfield, IL 62711**

**Phone: 217-241-5400 Fax: 217-241-5401**

**Email: [aprovart@paulygroup.com](mailto:aprovart@paulygroup.com)**

The committee will begin review of applications immediately. Applications will be accepted until the position is filled, with materials submitted by **Monday, September 25, 2023** receiving priority consideration. All applications are confidential and references will not be contacted without the expressed authorization of the applicant.

*Herkimer College does not discriminate on the basis of race, color, gender, age, creed, religion, national origin, marital status, disability, or any other characteristic protected by federal or state law in admissions, employment, or in any aspect regarding the conduct of College business. Pursuant to executive Order 161, no State entity, as defined by the Executive Order, is permitted to ask, or mandate, in any form, that an applicant for employment provide his or her current compensation or any prior compensation history, until such time as the applicant is extended a conditional offer of employment with compensation. If such information has been requested from you before such time, please contact the Governor's Office of Employee Relations at (518) 474-6988 or via e-mail at [info@goer.ny.gov](mailto:info@goer.ny.gov).*

