

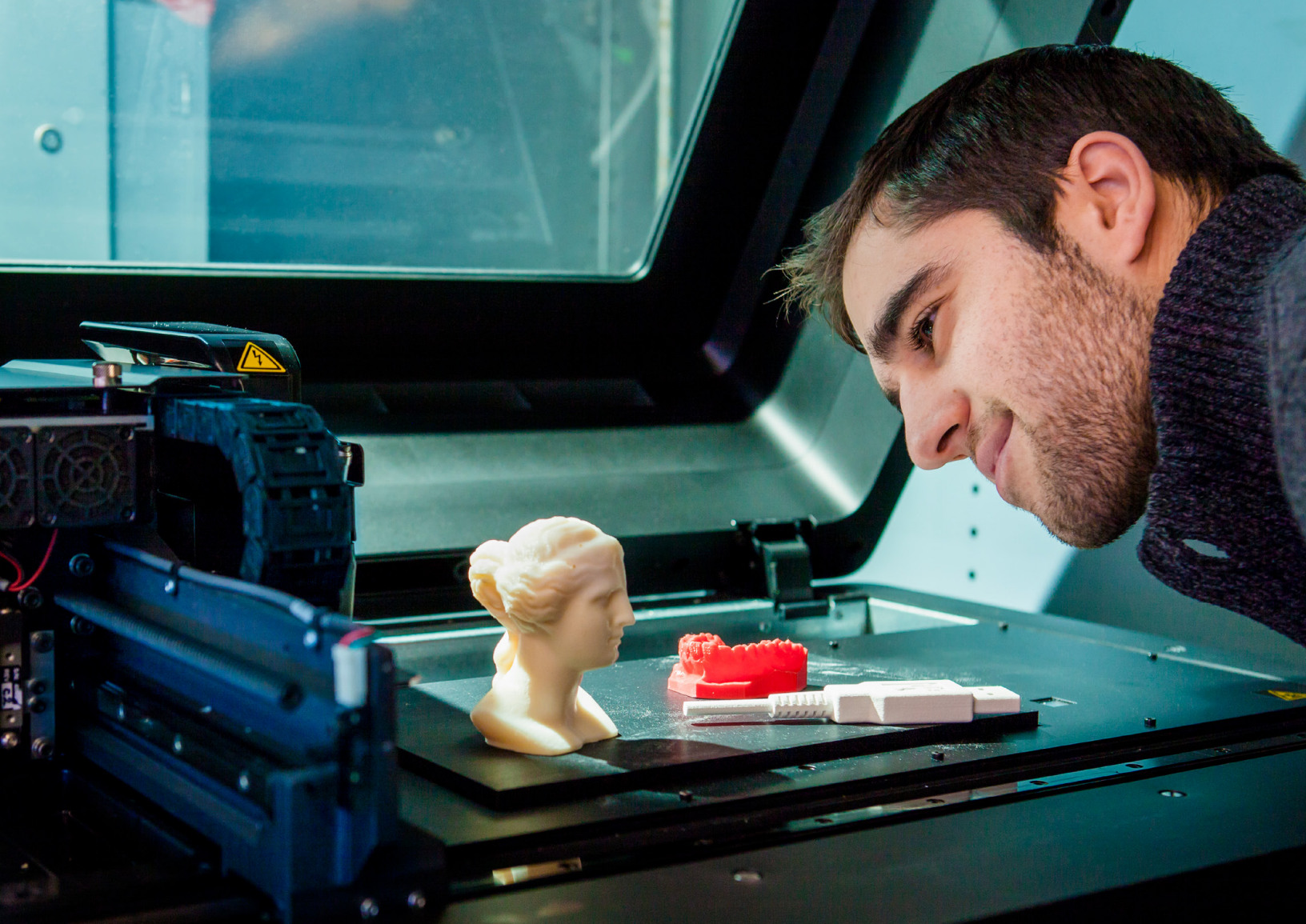
SEARCH PROFILE:

PROVOST & VICE PRESIDENT FOR ACADEMIC AFFAIRS



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THE OPPORTUNITY

Queensborough Community College (QCC) invites applications and nominations for the position of Provost and Vice President for Academic Affairs. This is a remarkable opportunity for an experienced, visionary academic leader to join the highest ranked community college in New York City and New York State and be part of the dynamic presidential administrative team of [Dr. Christine Mangino](#). The Provost will have a key role in implementing the [Strategic Plan](#) and equity commitment at “one of the most diverse colleges in America . . . [with] a national reputation for the upward mobility of its graduates” ([WalletHub report](#)).

The Provost serves as the chief academic officer, responsible for the academic enterprise, including program development and assessment; teaching and learning assessment; faculty appointment, professional development, evaluation, and tenure

process; and development of academic policy and procedures. Responsible for several College divisions and serving as a member of the President’s Cabinet, the Provost incorporates innovative practices into plans and strategies—including those that demonstrate commitment to diversity, equity, belongingness, and inclusion throughout all levels of the College.

QCC seeks a collaborative leader who will work with other College and University executives and external organizations, as needed, to develop appropriate policy and acquire resources. As part of an executive team responsible for personnel, budget, operations, and communications, the next Provost has the opportunity for transformational leadership that will elevate QCC to the forefront of theory and practice.

The next Provost and Vice President for Academic Affairs is expected to begin in Summer 2023.



QUEENSBOROUGH COMMUNITY COLLEGE

Queensborough Community College is one of 24 institutions (including seven community colleges) within The City University of New York ([CUNY](#)), the nation's largest urban public university, governed by a single 17-member Board of Trustees and led by Chancellor Félix V. Matos Rodríguez. For all institutions within CUNY—including QCC—CUNY negotiates the collective bargaining agreements, establishes the overall enrollment and revenue targets, and allocates the tax-levy funds for individual campus operating budget.

Queensborough Community College, established in 1958, is located on 37 acres in Bayside, New York, on the former site of the historic Oakland Golf Club. Bayside is a community of nearly 100,000 residents in northeast Queens and borders Nassau County, Long Island. The [campus map](#) shows the many facilities where the College now confers associate degrees and offers certificate programs in various career areas. It offers over 40 programs in Liberal Arts & Sciences, Business, Engineering Technologies, Arts & Humanities, Health Related Sciences, and Education and enrolls over 9,500 students.

A federally designated Hispanic-Serving Institution, QCC proudly reflects the unique character and [demographics](#) of Queens County, the most diverse county in the United States: a population of more than 2.4 million people includes nearly equal numbers of African Americans, Asians, Caucasians, and Latinos. The College is committed to racial justice, inclusion, and equity and serves a diverse student population representing 109 nations of birth and 78 native languages.

Queensborough Community College, through its 16 academic departments, offers transfer and degree programs, including Associate in Arts (A.A.), the Associate in Science (A.S.), and the Associate in Applied Science (A.A.S.) degrees. The College also offers non-credit courses and certificate programs. Students attend QCC primarily as the gateway to transfer to a four-year college or university (over half of students transferring to a four-year CUNY college after earning their Associate degree) or to obtain the necessary skills for career advancement. A key goal of the College is to provide an academic environment that strengthens students' commitment

MISSION

"Queensborough Community College is dedicated to academic excellence and rigor and to providing an affordable, high-quality education to pre-college, college, and lifelong learners. Our faculty and staff are committed to the holistic development of today's students in a nurturing and diverse environment that prepares them to be successful in a dynamic workforce. The College affirms its open admissions policy and its strong support of critical thinking, intellectual inquiry, global awareness, civic responsibility, and cultural and artistic appreciation."



QUEENSBOROUGH COMMUNITY COLLEGE (CONT.)

to their own education, thus making it possible for them to graduate and complete their academic or professional goals in a timely manner.

In 2013, the College launched [Queensborough Academies](#)—a major academic initiative serving all full-time degree students in all areas of study from admission to graduation. Queensborough is one of only a few community colleges in the country offering such a program on this scale.

Features of the initiative include re-structured academic advisement; extended outreach and intervention strategies; and expanded High Impact Practices such as service learning, writing intensive courses, internships, and educational opportunities at the College's three cultural resource centers. These enriched learning experiences serve to reinforce classroom teaching and further students' commitment to their education.

Another hallmark of the College is research. QCC faculty (384 full-time and 350 part-time) are actively engaged in community college pedagogical research to study and improve the teaching methodologies that benefit students. Faculty are well qualified: 70% of full-time faculty hold a doctorate or other terminal degree. They also conduct research in their academic disciplines, publish their findings and compete internationally in academic forums. The faculty are equally dedicated to the success of their students and encourage them to pursue their own intellectual development.

CAMPUS CULTURAL CENTERS

Queensborough Community College is home to several distinct centers. The [Harriet and Kenneth Kupferberg Holocaust Center](#) is a learning laboratory where students, Holocaust survivors, and community members learn through their hearts, minds, and actions. By using the lessons of the Holocaust to educate current and future generations about the ramifications of prejudice, racism, and stereotyping, this Center teaches and empowers citizens to become agents of positive social change in their lives and in their communities.

The [Queensborough Performing Arts Center](#) (QPAC) features an intimate 800-seat theater that has for more than 50 years expanded public access to the

arts for everyone. The Center's affordable prices allow Queens' working families, younger generations, and seniors the opportunity to enjoy first-rate performances locally. In addition to its cornerstone Professional Performing Arts Series, QPAC provides many opportunities for QCC students to integrate the arts in the learning process.

The [QCC Art Gallery](#) mission is to collect and preserve; present and interpret; educate and motivate; and stimulate new art production that supports the educational and cultural diversity of the College and surrounding community. Known as a vital educational and cultural resource for the College, the Borough of Queens, and the surrounding communities, the Gallery is located in the historic 1920s Oakland Building that had served as the club house for the Oakland Golf Club. Restored and reopened in 2004, the Art Gallery houses an extensive [permanent collection](#) and special collections.

QCC is also proud to have been selected in 2021 by the Association of American Colleges and Universities (AAC&U) to host a Truth, Racial Healing and Transformation (TRHT) Campus Center. The [TRHT Campus Center](#) initiative is a nation-wide effort to provide a platform for facilitated dialogues that challenge limiting narratives about race and strengthen understanding of our shared humanity.



QUEENSBOROUGH COMMUNITY COLLEGE (CONT.)

NOTABLE ALUMNI

In a current tagline for QCC—*One Community. Infinite Possibilities*—the College shares the faculty and staff hope that students' lives are transformed by their classes and activities at Queensborough Community College. The impressive social mobility ratings for QCC graduates attest to the impact of all graduates when they move into their careers.

Among the 77,000 alumni who have studied at Queensborough Community College, some are well known in their fields. Grammy-Award winning rappers and songwriters Cheryl Renee James and Sandra Denton (better known as Salt-N-Pepa) met in the QCC cafeteria as students; in 2021 a movie was released that chronicled their meeting and journey to fame. Current New York City Mayor Eric Adams is also a notable former QCC student, as is actor and comedian Ray Romano, who earned an Associates of Arts degree in Liberal Arts from QCC.

EQUITY, INCLUSION, AND BELONGING

As stated on the website of the QCC Office of Equity, Inclusion, and Belonging ([OEIB](#)), the College is committed to producing equitable outcomes for students, faculty, and staff. OEIB provides programming and learning opportunities to the Queensborough community to develop the knowledge and skills needed to identify, understand, and address existing equity and inclusion gaps. OEIB also strives to serve as a hub for community-building that will help foster a

sense of belonging for the College's many diverse populations. In support of Queensborough's commitment to developing a culture of care, OEIB endeavors to provide a low-stakes environment for community members to discuss concerns, raise questions, and identify solutions to challenges.

ACCREDITATION

QCC maintains the standards of independent regional accreditation through the Middle States Commission on Higher Education ([MSCHE](#)); the most recent official Middle States action was to reaffirm accreditation in June, 2019, based on the College's [self-study report](#) and independent evaluation team report.

Some academic programs also earn [specialized accreditation](#) through the Accreditation Council for Collegiate Business Schools and Programs (ACBSP), the Engineering Technology Accreditation Commission of the Accreditation Board for Engineering and Technology (ETAC of ABET), the National Association of Schools of Theatre (NAST), the National Association of Schools of Art and Design (NASAD), the National Association of Schools of Dance (NASD), and the Accreditation Commission for Education in Nursing (ACEN).

Further details about the QCC, its programs, and people are provided on the College's [Fast Facts](#) website. The most recent [Facts Book](#) includes institutional data about demographics and trends of the College.





EXPECTATIONS FOR THE PROVOST & VICE PRESIDENT OF ACADEMIC AFFAIRS

Serving as Chief Academic Officer of the College, reporting directly to the President, the Provost provides academic leadership, ensuring the currency, integrity, and quality of academic programs and services, and overseeing their direction and administration, consistent with the College's mission, values, and goals. Working in close partnership with the President, Vice Presidents and other executives, the Provost provides leadership in the development and implementation of the College's mission. The Provost acts on behalf of the President in her absence.

As shown on this [organizational chart](#) for Academic Affairs, the Provost also works collaboratively with 16 academic departments, Chairs, and their faculty, the Library, and the Center for Teaching and Learning (CETL). The portfolio also includes the Academic Computing Center, Center for Excellence in Teaching & Learning, Office of Educational Technology, Office of the Registrar, Career Services, Pre-College Programs, Transfer Resource Center, Grants & Sponsored Programs Institutional Research and Assessment, Center for Tutoring and Academic Support, Continuing Education and Workforce Development, and Academic Resource Centers.

EXPECTATIONS FOR THE PROVOST & VICE PRESIDENT OF ACADEMIC AFFAIRS (CONT.)

In addition, the Provost has the Dean of Faculty, Dean of Academic Initiatives, Dean for Institutional Effectiveness, Dean for Continuing Education and Workforce Development, and Faculty Fellows as direct reports.

Partnering with the Vice President for Student Affairs, the Provost provides collaborative leadership to advance and support equitable student success including the enhancement of the College's Academy model and ensuring faculty are fully engaged in and aligned with student success goals and activities. The Provost will be actively engaged in resource development and academic and budget planning; cross campus integration of technological and curricular innovation; recruitment, retention and professional development of a distinguished and diverse faculty and academic staff; and student learning, assessment, and retention strategies.

These are some of the specific responsibilities of the Provost and Vice President for Academic Affairs:

- Leads and directs the development of the curriculum, academic programs, course schedules and services;
- Initiates the development and oversees the implementation of strategic plans for reaching College and CUNY goals;
- Directs recruitment, retention, and professional development of a distinguished and diverse faculty and academic staff;
- Advances teaching practices and partners with academic areas to support and recognize teaching excellence;
- Administers mid-tenure review of faculty;
- Regularly reviews and analyzes student learning, experiences, data, and assessment;
- Partners with Student Affairs to develop student success and retention strategies;
- Promotes educational technologies and innovative pedagogy in all academic areas;
- Facilitates effective processes that engage academic leaders and faculty in organizational development and change;
- Demonstrates commitment to ensuring that academic programs provide smooth pathways to further education and/or workforce;
- Ensures the integrity and accountability of academic programs by upholding professional and accreditation standards;
- Demonstrates commitment to academic and institutional excellence, student success, and the elimination of equity gaps;
- Collaborates with stakeholders to resolve challenges posed by budgetary constraints;
- Represents the College at various meetings including CUNY-wide and in the community.





LEADERSHIP AGENDA FOR THE NEXT PROVOST

In the next few years, the new Provost is likely to be focused on leading in these efforts:

- Collaboration with other members of the President's Cabinet and within Academic Affairs to implement the Strategic Plan and equity commitment;
- Modeling, supporting, and inspiring a culture of care, especially as the College continues to understand and address the changing needs of students, faculty, staff, and communities after the pandemic;
- Collaboration with Cabinet members, academic leaders, workforce development and across divisions to direct and support efforts for the retention and academic progress of a diverse student body;
- Continued attention to academic programs, course offerings, and academic support services to ensure that students have access to quality programs consistent with QCC's mission;
- Continued institutional efforts in antiracism learning, policies, and actions;
- Strategic management of fiscal, human, and facilities resources in a time of change and uncertainty; and
- Partnership with Institutional Advancement, the President, Cabinet members and leaders within Academic Affairs to identify opportunities for naming and investment and to meet with corporate, alumni, and individual donors—as needed—to realize the fundraising goals in the [EDGE for Success plan](#).

MINIMUM QUALIFICATIONS (CUNY)

This position is in CUNY's Executive Compensation Plan. All executive positions in CUNY require a

minimum of a bachelor's degree and eight years' related experience.



ADDITIONAL REQUIRED QUALIFICATIONS

Queensborough Community College defines additional qualifications for this position. The successful candidate for the Provost and Vice President for Academic Affairs shall demonstrate all these **required qualifications**:

- An earned doctorate or terminal degree;
- A strong record in teaching, research/scholarship/creative activity, and service to warrant appointment as a tenured full professor in an academic department;
- A record of increasingly responsible academic leadership experience in a department/school/college or other administrative role (that includes such areas as curriculum, planning, budget management, and personnel); and
- Demonstrated commitment to advancing equity, inclusion, and belonging.

PREFERRED QUALIFICATIONS

Queensborough Community College also expects that a successful candidate may also demonstrate some of these **preferred qualifications**:

- Familiarity with and enthusiasm for community colleges and their mission;
- Demonstrated record of efforts towards increasing student enrollment, retention, and success;
- Demonstrated ability to work with faculty, representatives elected by the faculty, and with all members of the academic community within a shared governance environment;
- A strong commitment to student success aligned with mission of the QCC;
- Deep understanding of the role of public higher education in a diverse urban environment;
- Experience in leading change;
- Demonstrated success in building and supporting collaborative teams.

APPLICATIONS, NOMINATIONS, DEADLINE, AND COMPENSATION

Academic Search is assisting Queensborough Community College in this search. All inquiries, nominations, and applications will be held in strict confidence. To learn more about this opportunity, potential applicants are welcome to schedule a conversation with the Senior Consultant for this search—Dr. Ginny Horvath (ginny.horvath@academicsearch.org).

APPLICATIONS

Applicants should send these four separate documents (each in PDF format) to QCCProvost@academicsearch.org:

- A detailed **cover letter** expressing your interest in this position based on your vision for QCC and addressing how you meet the qualifications outlined in this proposal;
- A current **full curriculum vitae** that includes relevant responsibilities and accomplishments;
- A **statement of contributions** to advancing equity, inclusion, and belonging (EIB); this document (1-2 pages) should explain your context for understanding EIB and give examples of your leadership and direct involvement in advancing support for EIB;
- A list of five professional **references**, including names, titles, organizations, phone numbers, and email addresses, noting your relationship for each reference.

References will not be contacted until later in the search process and only with the candidate's permission. A background check (including identity, degree verification, and criminal records check) must be completed satisfactorily before any candidate can be offered this position.

NOMINATIONS

Although nominations are not required to be considered for this position, leaders who know of outstanding candidates are welcome to submit confidential nominations by sending an email to QCCProvost@academicsearch.org. Be sure to include the nominee's full name, position, institution/organization, and email address. Academic Search will notify individuals of their nomination, provide details about the position, and encourage them to apply.

DEADLINE

Although the search remains open until the position is filled, for full consideration by the Search Committee, candidates should submit application materials by **February 17, 2023**. Finalists for the position will participate in campus interviews that will include a public presentation.

COMPENSATION

The compensation range for this full-time, twelve-month administrative position is anticipated to be \$190,000 – \$205,000, commensurate with experience. CUNY offers a comprehensive benefits package to employees and eligible dependents based on job title and classification. Employees are also offered pension and Tax-Deferred Savings Plans. Part-time employees must meet a weekly or semester work hour criteria to be eligible for health benefits. Health benefits are also extended to retirees who meet the eligibility criteria.

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. The City University of New York/QCC is an EEO/IRCA/ADA employer.



ABOUT ACADEMIC SEARCH

Academic Search is assisting Queensborough Community College in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit www.academicsearch.org.



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