Finger Lakes Community College (FLCC) seeks a visionary and entrepreneurial leader to serve as its next President. Founded in 1968, FLCC is a State University of New York (SUNY) community college serving Ontario, Seneca, Wayne and Yates counties. It is a public, open access institution dedicated to providing a quality education in a student-centered environment. The next President will lead FLCC and ensure that it continues to be a dynamic learning resource, empowering students to succeed and fueling the cultural and economic vitality of the region. This leadership transition comes at a pivotal time in FLCC’s history, as the institution prepares to celebrate its first half-century of educating students. The next President will have the unique opportunity to set the tone for FLCC’s engagement not just with its future students, but with the broader region as well.

Located in the Finger Lakes region in Canandaigua, New York, FLCC lies in an area known for its beautiful natural surroundings, exquisite fall foliage, and local wineries. In addition to the main campus, FLCC provides instruction at its campus centers in Victor, Geneva and Newark and at its East Hill Campus in Naples and its Muller Conservation Field Station on Honeoye Lake. FLCC’s rich history of developing and providing high-quality programs and services has made the college a valued institution in western New York. FLCC enrolls nearly 6,800 full- and part-time students in more than 54 degree and certificate programs. The college is large enough to offer a wide range of educational opportunities while retaining its “small-college feel.” FLCC’s signature programs in environmental conservation, music recording and viticulture and wine technology set it apart among its peers.

Reporting to the Board of Trustees, the next President will face many challenges and opportunities while leading FLCC in its next chapter. Future success at FLCC requires the next President to target economic development opportunities and enhance partnerships with the
community, engaging FLCC in conversations at the local and state level. She or he will also lead an ongoing assessment of new and existing academic programs while overseeing student enrollment and retention, ensuring policies are in place for increases in both areas. The next president must be an integral member of the FLCC community while also generating and stewarding its financial resources.

FLCC has retained Isaacson, Miller, a national executive search firm, to assist in the recruitment of its next President. Please direct all applications, nominations, and inquiries to Isaacson, Miller as indicated at the end of this document.

STATE UNIVERSITY OF NEW YORK (SUNY) SYSTEM

Finger Lakes Community College operates under the auspices of the State University of New York (SUNY). SUNY’s 64 geographically-dispersed campuses bring educational opportunity within commuting distance of virtually all state residents and comprise the nation’s largest and most diverse system of public higher education.

The SUNY campuses include major research universities, health sciences centers, comprehensive and technical colleges, and 30 community colleges committed to providing a broad range of outstanding academic programs for students within New York and from around the world. SUNY enrolls 460,000 students – more than half of them in community colleges – in more than 7,500 degree and certificate programs, and nearly $2 million in workforce and professional development programs. The SUNY system has more than 88,000 employees, and a projected all-funds budget in excess of $10 billion. SUNY is both a significant force in higher education nationally with increasing global impact as well as a vital economic, social and cultural engine for the State of New York.

Dr. Nancy Zimpher was appointed Chancellor of the SUNY system in June of 2009. She has articulated six major themes for the SUNY system, which align well with FLCC’s strengths, such as student success and the education pipeline, civic engagement and colleges and universities serving as social and economic drivers.

FINGER LAKES COMMUNITY COLLEGE

Finger Lakes Community College serves as a dynamic learning resource, empowering our students to succeed and fueling the cultural and economic vitality of the region.

- Finger Lakes Community College Mission Statement

Brief History and Campus Facilities

In January 1968, Community College of the Finger Lakes opened in whatever spaces were available in the city of Canandaigua, often downtown storefronts. The first 85 full-time and 125 part-time students, along with their professors and a handful of administrators, would later become known as FLCC’s “storefront pioneers.” The college moved to the current, 250-acre
main campus on Lincoln Hill in 1975 and changed its name to Finger Lakes Community College in 1992.

Today, the main campus in Canandaigua is bordered on two sides by nature trails and also features a child care center, athletic fields, an arboretum and a student-designed Serenity Garden. FLCC shares the campus property with the Constellation Brands Marvin Sands Performing Arts Center, an outdoor amphitheater that hosts musical acts during the summer and college commencement each May. The Honors House, which serves as home to interdisciplinary honors courses and arts programming, is adjacent to the main campus as is the Suites at Finger Landing, a 356-bed residence hall. Off campus, students take part in field experiences at the FLCC Muller Field Station at the south end of Honeoye Lake and the East Hill Campus, a woodland site adjacent to the Hi-Tor State Wildlife Management Area south of Canandaigua Lake.

In 2012, FLCC opened the largest building addition since the main campus opened in 1975. The 78,000-square-foot Student Center is home to all enrollment services in a convenient One Stop Center, Student Life, the college bookstore, an auditorium, the Stage 14 performance room, student lounges and a new cafeteria with expansive windows offering a view of much of the north side of campus. The state-of-the-art auditorium is now the new home of the Canandaigua LakeMusic Festival, a series of summer chamber music concerts.

FLCC takes pride in its efforts towards sustainability, recycling and “green” construction. The FLCC Student Center is the first public building in Ontario County designed to be certified as environmentally friendly under the Leadership in Energy and Environmental Design (LEED) rating system of the U.S. Green Building Council. The building has 192 solar panels on the roof, low-maintenance landscaping, high-efficiency heating and cooling systems, low-flow plumbing, 95 percent recycled structural steel, stone quarried in New York state and sustainably harvested wood products. The relocation of offices and facilities to the Student Center opened space in the main building that was renovated into 26 additional classrooms and laboratories. An independent public-access cable TV station uses part of the studio space.

In 2010, the campus center in Victor opened, providing students with cutting-edge classroom and lab space. With Victor emerging as a high-tech corridor within Ontario County the Victor campus offers programming in liberal arts and sciences and business, computer studies, architectural technology, engineering science and mechanical technology.

FLCC expects to complete construction in spring 2016 at its Geneva campus, updating its central building, adding classrooms and meeting space. The renovation of the main campus building complements the new Viticulture and Wine Center on the Geneva campus that opened in early 2015. The Viticulture and Wine Center includes a teaching winery, enology laboratory, aging rooms, wine storage, a crush pad, a classroom, a kitchen area, and office space. In addition, a rotating vineyard is featured next to the winery.
Academic Programs

FLCC offers Associate in Arts (A.A.), Associate in Science (A.S.), and Associate in Applied Science (A.A.S.) degrees in over 43 programs and 11 one-year certificate programs. In addition, the College offers honors studies, a winter session and summer sessions, online and hybrid, travel and expedition courses, internships, high school dual-credit programs, non-credit and workforce training offerings, and Adult Basic Education and ESL programs. FLCC maintains joint admissions and transfer agreements with public and private four-year colleges and universities, ensuring that graduates receive junior status upon transfer.

FLCC is accredited by, and in good standing with, the Middle States Commission on Higher Education. Several individual programs also have discipline accreditation including the Accreditation Commission for Education in Nursing for the nursing program, one of the school’s most sought after degrees. In addition, the FLCC chemical dependency counseling degree received New York State Office of Alcoholism and Substance Abuse Services accreditation in spring 2014, allowing FLCC students to take the state exam for credentialed alcoholism and substance abuse counselors immediately upon graduation.

In 2011, FLCC received a $3.35 million National Science Foundation (NSF) grant to pioneer the use of research to teach community college science courses. Due to its success in this area, NSF awarded an additional $1.5 million to FLCC in 2015 to share its model for teaching science through research with more of its counterparts across the country.

Program Areas and Centers:

The academic programming at FLCC is divided into ten departments: business, computing science, environmental conservation, humanities, physical education/integrated health care, mathematics, nursing, science and technology, social science and visual and performing arts. Close to half the programs are a pathway to a four-year program and result in a transfer, and the other programs are career orientated. Based on the market and enrollment trends, FLCC updates its curriculum in these ten areas to meet the needs of FLCC students. The college also partners with the community to build new academic programing. Advanced manufacturing companies worked with FLCC to develop an interdisciplinary technology degree called instrumentation and control technologies. Vineyard managers and winemakers collaborated on the college’s viticulture and wine technology program, the first two-year degree of its kind in the Northeast. Culinary arts students get hands-on training in the teaching kitchen of the nonprofit New York Wine and Culinary Center.

Currently, signature programs at FLCC include:

Instrumentation and Control Technologies
The A.A.S. degree program in instrumentation and control technologies provides students with multidisciplinary expertise, which addresses workplace demands of emerging technology-based businesses. In addition, it offers students basic proficiencies for emerging knowledge and skill areas in data acquisition, automation, mechatronics, and control systems. The tight integration of the courses in mathematics and physics are
leveraged in subsequent courses in electronics, design, process improvement, data acquisition, and automation technologies. Each of these courses are grouped in a context of active learning methodologies such as project based hands-on problem solving and case studies, and are reinforced through job shadowing and required internships. Soft skills such as communication (written, verbal, presentation) and teamwork are integral parts of each of the technical courses in the program. The majority of the core courses needed for this degree are offered at FLCC’s Victor Campus Center.

**Music Recording Technology**
The A.S. Music Recording Technology degree program gives students with a musical background the skills needed to succeed in a competitive and growing market. Designed to provide students the opportunity to learn their craft as a musician and recording technician, this program gives students extensive hands-on training to achieve a thorough understanding of modern recording. FLCC's state-of-the-art recording studios allow students to experience the latest technology used to process the recording of music and sound. Throughout the program experience, students have access to five tracking and editing studios, which provide high-tech facilities and equipment that are unique to the community college experience.

**Natural Resources Conservation**
The A.A.S. degree in natural resources conservation at FLCC integrates diverse field experiences with classroom study, providing students with a broad awareness of environmental issues and an appreciation of the natural world. FLCC is one of the most successful colleges in the state of New York at placing graduates in this field and graduates with this degree hold conservation jobs in more than 25 different states and are employed by federal, state, local and private agencies. The diversity of job placement opportunities allows graduates to work in locations from remote national parks to urban areas. Positions include environmental conservation officers, wildlife and fish technicians, land managers, rangers, nature center educators, environmental conservation technicians, and soil and water technicians.

**New Media**
The A.S. degree in new media at FLCC combines the elements of computer science, fine arts, music, and communications to provide a comprehensive program which gives students exposure to the technologies and tools that are defining the industry. Through integrated coursework students learn how to design and create graphics, audio, video, and other content for websites, DVDs, and emerging technologies.

**Nursing**
The A.A.S. nursing degree program offers a registered nurse (R.N.) course of study, utilizing a state-of-the-art nursing lab, audio-visual lab, and computer-assisted instruction. In addition to developing the skills necessary for nursing practice, students receive a broad-based liberal arts education while enrolled in the program. After completing the course of study, students are qualified to take a national licensing exam necessary for becoming a registered nurse. The overall passing rate for FLCC nursing
students is competitive with state and national averages. An accelerated option for LPNs is also available.

**Viticulture and Wine Technology**
The A.A.S. Viticulture & Wine Technology Degree program, the only one of its kind in the northeastern United States, combines courses in the science of winemaking and provides hands-on experience in commercial vineyards. Building on FLCC's well-known and established Environmental Conservation and Horticulture programs, this degree also includes an emphasis on sustainability, ensuring that the important environmental issues in the region will be addressed. FLCC partnered with Cornell Cooperative Extension and Anthony Road Wine Company to form a teaching vineyard on land leased from Anthony Road in the town of Torrey, N.Y. The vineyard allows Cornell's Finger Lakes Grape Program the opportunity to organize research projects and demonstrations for grape growers. Students in FLCC's viticulture and wine technology program participate in research involving the new vineyard.

**Online Programs**
In January 2015, SUNY selected FLCC’s online tourism management degree program as one of eight across the state to be featured in a new initiative called Open SUNY, which provides more support services for distance learning. FLCC’s degree is notable for its emphasis on destination tourism—focusing on ways to lure visitors to a region and make sure they come back.

FLCC also offers fully accredited degree programs online in accounting, business administration, computer science, e-commerce, information systems, liberal arts and sciences, sports studies and tourism studies. Hybrid programs are available in chemical dependency counseling, communications, criminal justice, fine arts, game programming and design, human services and marketing, along with certificate programs in applied computer applications, teaching assistant, and criminal justice.

**Faculty and Staff**
FLCC is among the largest employers in the community with nearly 337 full-time and 58 part-time employees representing faculty, administrators and professional and support staff. FLCC’s 120 full-time faculty members are well-credentialed, with appropriate degrees and/or professional certifications in their specialty areas. The college also employs 280 adjunct faculty members, many engaged full-time in their fields of expertise. The 11 academic departments are led by chairs who serve two-year terms.

Professional development for faculty is provided through a bequest from the Gladys M. Snyder Trust, which has supported the operation of the college’s Center for Teaching and Learning since 1991. Additional professional development funds for conference attendance and coursework are provided through the college. Full-time faculty members mentor and support new faculty through the reappointment and tenure process by participating in the work of tenure teams. A consistent evaluation process is in place for faculty, including a process for formative post-tenure review.
Students

FLCC has 6,761 full- and part-time students. Sixty-four percent of the full-time students and 80 percent of part-time students live in the college’s service area of Ontario, Seneca, Wayne and Yates counties. Seventy-nine percent of students are age 24 and younger. Students from more than 400 different high schools in New York State and across the United States enrolled at FLCC in Fall 2014, along with students from a few other countries.

FLCC has embarked on specialized programming to meet the needs of a diverse student body that reflects the wider community. It recognizes the unique experience military service gives students and has once again been certified as a Military Friendly School. Some 34 employees have been trained as veteran advocates to help former members of the armed services transition to college life. These services are in addition to the academic support center and specialized centers for writing and math available to all students. The offices of Student Life and Educational Planning and Career Services help students find their place at the college and in the community.

Outside the classroom, FLCC has more than 20 student clubs with most complementing the students’ academic interests in wildlife, viticulture, culinary arts, nursing and other topics. Students also take part in the Phi Theta Kappa and Alpha Beta Gamma honor societies, theatre productions, art exhibits and musical performances. The college’s 14 athletic teams include woodsmen teams that successfully compete with four-year colleges. The Athletic Program’s main focus is the development of moral and social character of the student athlete through the use of the unique “Winning with Character” curriculum.

The Suites at Laker Landing offers on-campus housing for 350 students. The apartment complex is located next to FLCC’s nature trails, basketball and tennis courts, and arboretum, and feature lighted walkways to FLCC’s main building. The Suites are a separate entity from FLCC and are owned and operated by Association Housing, LLC. The demand for on-campus housing currently exceeds availability in the Suites and the FLCC Board of Trustees is in the process of identifying other possibilities for additional on-campus housing. Although FLCC does not own or endorse any off-campus properties, the Office of Housing and Residential Life provides assistance to those students who are looking for off-campus housing.

Gemini Program

The Gemini program is a partnership between FLCC and area high schools that provides eligible high school students with the opportunity to simultaneously receive high school and college credit. In September 2014, FLCC made its Gemini program tuition free for high-school students, enabling more of them to get college credit for taking FLCC courses in their home districts. Enrollment has risen from 1,423 students in 2013 to 2,370 students this year. Qualified high school teachers are approved by FLCC and deliver the college course in their school. The courses offered through the program are FLCC courses and are treated as an extension of the college’s off-campus offerings. FLCC offers Gemini courses in 28 districts and two locations for the Wayne Finger Lakes BOCES.
The Gemini program is accredited by the National Alliance of Concurrent Enrollment Partnerships (NACEP), a nationwide organization with an established set of programmatic standards indicative of quality concurrent enrollment programs. FLCC is included in a charter group of four institutions to be the first accredited by NACEP. To receive this accreditation, NACEP subjected the program to an extensive evaluation to confirm the quality and consistency of course offerings.

2014-2018 Strategic Plan

FLCC’s five-year plan focuses on improving graduates' proficiency in writing, improving the efficiency of operations, increasing the numbers of students who leave with degrees and credentials and partnering with high schools to develop students' skills even before they arrive at FLCC. It sets a new standard of excellence for educating the community's next generation of leaders, and it will help FLCC track its success and report back to the community. Immediately after adopting the FLCC Strategic Plan in January of 2014, the Board of Trustees launched an internal grant program seeking novel approaches for meeting the plan’s goals. Two projects in particular are experiencing early initial success.

The Aspiring Nurses Project aims to help students with an interest in nursing but who are not academically ready for the program and are at high risk for dropping out. An educational planning coach has been hired to advise aspiring-nursing students, monitor their academic progress and guide them through alternative programs, if necessary. A key component is the Aspiring Nurses Roundtable, small-group sessions where students learn about college survival skills, career options, the nursing admissions process and academic advising. After one year, the number of aspiring nurses who returned for their second year of college increased from 47 to 57 percent.

FLCC hoped to improve the success rate of science students while providing a “home base” and sense of community for students pursuing an associate degree in liberal arts and science when it designed a new classroom now called The Incubator. At FLCC, one third or more of students studying general sciences such as biology and chemistry struggle to achieve the grades necessary for graduation and transfer. This classroom provides general science students a dedicated space for tutoring, group study, and interaction with faculty beyond the classroom. In its first two months, it registered more than 2,000 student visits, compared to the 430 students who sought the help of a science tutor the previous year.

Finances and Fundraising

FLCC’s overall budget for the 2015-2016 is projected to be $46.8 million. The operating funds for the college come from three principal sources: Ontario County for students who are legal residents of the County (or other New York counties in which students are legal residents), New York State, and students’ tuition fees, which are $2,090 for full-time students per semester and $4,280 for a full academic year (in New York State). In 2014-2015, tuition and fees, county contributions and state aid comprised 46 percent, 23 percent and 29 percent respectively.
Fundraising for FLCC is done primarily through the Finger Lakes Community College Foundation, a 501 (c) (3) charitable corporation established to seek financial support for the College from the private sector. Private contributions are vital to maintaining a standard of excellence at Finger Lakes Community College.

The Foundation assists the College with equipment purchases, special projects, faculty and special purpose campus events. It also receives and manages Foundation scholarships that help deserving FLCC students succeed in their chosen fields of study. Many of the named scholarships, which the foundation oversees, were established by individuals connected with the College and its mission.

**Economic Development**

FLCC is a part of START-UP NY, an innovative program that allows new businesses the opportunity to operate completely tax-free by partnering with the world-class higher education institutions in the SUNY system, including FLCC. It fosters entrepreneurialism and job creation on a large scale by transforming public higher education through tax-free communities across the state, particularly upstate. The SUNY campus system, along with other college communities, serves as the framework of the START-UP NY program to attract high-tech and other start-ups, venture capital, new business and investments from across the world. In addition, the START-UP NY program will help existing companies, especially high-tech firms and start-ups, stay in New York and grow. FLCC is one of the few community colleges involved in this initiative and the college has had an extensive amount of interest from the business community.

Recent investments in the photonics industry in the region also promise to bring economic opportunities to the area and with it opportunities for FLCC to participate in the requisite workforce development training. In July 2015 it was announced that Rochester, NY will be the hub of the American Institute for Manufacturing (AIM) Integrated Photonics. With over $600 million invested over five years, the institute marks the largest public-private commitment to date for a manufacturing institute launched in the United States. The institute will focus on next-generation photonics manufacturing to transform digital communications and high-performance computing and involves partnerships between the federal government, New York and a coalition of universities, non-profits, major businesses like General Electric and 20 other states. New York State will spend $250 million to build and equip the photonics center with the federal government contributing $110 million and the remaining coming from private companies and other partners.

The institute is expected to bring 5,000 to 7,000 jobs to the Rochester area over the next 5-7 years, the majority requiring middle skills – positions which require at least a high-school diploma but not a four-year college degree. FLCC is partnering with Finger Lakes Workforce Investment Board and their Advanced Manufacturing focus group, Finger Lakes Advanced Manufacturers' Enterprise (FAME), Finger Lakes Workforce Investment Board (FLWIB), Rochester Technology and Manufacturing Association (RTMA) and New York Photonics to ensure that FLCC’s programs align with the needs of the institute. FLCC also partners with the Healthcare Alliance of the Finger Lakes and New York Association of Training and Employment Professionals (NYATEP).
Alumni

The close knit community of the surrounding Finger Lakes region helps FLCC students build local ties and approximately 75 percent of the alumni remain in the area after leaving FLCC. As it nears its 50th year, FLCC has over 25,000 alumni, many who stay connected to the College through the active FLCC Alumni Association. Since 2001 the Association has recognized nearly 40 FLCC alums for their contributions and success through the Distinguished Alumni Award. A full list of the recipients is available at http://give.flcc.edu/pages/distinguished-alumni-award-recipients.

Organization and Governance

Finger Lakes Community College is governed by a ten-person Board of Trustees. Five Trustees are appointed by the Ontario County Board of Supervisors, the College’s sponsor. Four Trustees are appointed by the Governor of the State of New York. One Trustee is a student of FLCC and is elected by the student-body. Trustee terms of office are seven years with the student trustee serving one year.

FLCC’s faculty and staff are represented by four labor unions: the Civil Service Employees Association (CSEA), the Faculty Association (FA), the Professional Association and the Greater Rochester Adjuncts Dedicated to Education (GRADE). The Finger Lakes Administrative Group (FLAG) is not a labor union, but it represents management confidential employees in the shared governance of the College.

Location

Thirty miles southeast of Rochester, Canandaigua is a city of 10,500 on the north shore of Canandaigua Lake and takes its name from a Seneca word meaning “the chosen spot.” The lake is one of several Finger Lakes, carved by glaciers and filled with deep waters that moderate the climate, making it ideal for vineyards. The growing wine industry and scenic landscapes contribute to the region’s reputation as a vacation destination that also offers watersports and skiing. As part of the Rochester metro area, Canandaigua is close to museums, several universities and colleges, entertainment and a variety of housing options. Learn more about the region at www.visitfingerlakes.com.

Canandaigua is also the county seat of Ontario County, among the fastest-growing communities in New York State. With just over 100,000 residents in 2000, Ontario County's census estimate for 2014 is 109,700. A corridor of diverse high-technology companies at the north end of the county contributes to lower-than-average unemployment in Ontario County. Additional information about the business sector is available at www.ontariocountydev.org.
THE ROLE OF THE PRESIDENT

The President serves as the Chief Executive and Administrative Officer of FLCC and is responsible for the College’s operations and its short-and long-term response to the needs of the community. Reporting to the Board of Trustees, the President works closely with the Board making recommendations concerning educational programs, staffing, facilities, and budgets and while also assisting the Board with the development of goals, policies and direction. She or he leads the development and implementation of effective strategic and long-range planning efforts to address present and future institutional and community-wide needs, determining how FLCC can assist in the economic and community development of the region. As president, she or he exercises broad discretionary authority within policies and procedures established by the Board and the laws of the state of New York.

The President oversees the administrative personnel who provide direction for the following divisions: Academic and Student Affairs, Administration and Finance, Advancement, Enrollment Management, Human Resources, and Institutional Effectiveness.

OPPORTUNITIES AND CHALLENGES

*Identify a strategic vision for FLCC’s next chapter, leading the College in its implementation*

The President will, working closely with campus constituencies, lead a process that articulates a clear vision and strategy for the future success of FLCC. This vision will be entrepreneurial and respond to the needs of the community after careful assessment. It will remain student-focused, finding creative ways to generate resources, working collaboratively with the SUNY system and leveraging the energy of faculty, students and staff by drawing upon the strong sense of institutional pride that already exists at FLCC. The President will thus help to strengthen FLCC’s identity as an indispensable provider of reliable, accessible and affordable instruction, helping students have the best training for relevant employment opportunities in the community, while also continuing as a provider of quality education that prepares students for further study.

*Target economic development opportunities and enhance partnerships with the community*

The future of FLCC and the prosperity of the Finger Lake Region are intertwined. As economic development continues in the area, FLCC must establish partnerships that link existing and new programs and workforce training opportunities with the broader community. Relationships must be maintained and built not just with those in Ontario County, but also with those in Seneca, Wayne and Yates counties. Mutually beneficial partnerships should be developed to match learners with appropriate educational or work-experience opportunities. With significant investments expected in the photonic industry in the region, the President will need to maintain and establish partnerships in this sector, and identify others with aligning interests with FLCC.
Lead an ongoing assessment of new and existing academic programs

The President will lead a continuing assessment of existing programs and encourage the consideration of new programs (degree, one-year certificate, non-degree, online and in-person). The President must lead the College in making decisions that are data-driven and evidenced-based. This will allow FLCC to continue to develop educational programming, setting priorities based on criteria such as student interest, community need, transferability, employment possibilities, chance of success and affordability. With the rise of tourism and the culinary offerings in the area, the hospitality sector and existing viticulture programming are areas that should be examined for potential growth. Other areas of expansion, particularly vocational programs, will also need to be explored by the President.

Closely monitor enrollment and retention practices, insuring both are on upward trajectories

While the economy begins to rebound, FLCC must work to increase its already strong enrollment numbers both in the traditional classroom and in online programming. The Gemini Program is an excellent pipeline to high school students, but the College should find other avenues to increase its visibility in each of the four counties. Once a student enrolls in FLCC, it is crucial that they have the tools to succeed. The Aspiring Nurses Project and the Incubator are two recent examples of successful retention strategies, but the President must work with the faculty and staff to provide ongoing help and resources to its students across all the disciplines to increase retention rates.

Serve as an integral part of the campus community

The President will take a genuine interest in the lives of students, faculty and staff, strengthening the culture of open communication on campus. S/he will be eminently present, attending campus events and being accessible to members of the campus community. S/he will also recognize the accomplishments of students, faculty and staff and maintain the healthy union relationships that currently exist on campus.

Actively engage in conversations at the local and state level

The President will be an astute political leader participating in higher education conversations at the state and county levels, developing relationships with elected and appointed officials, community college presidents, four-year presidents and business leaders across the state. In particular, the relationship between FLCC and Ontario County, as the sponsoring county is crucial for the President to maintain. Serving as an advocate for the College and higher education, the President will also work to position FLCC to continue its success and maintain its presence at the state level.

Generate and steward financial resources

The President must ensure that FLCC garners support from a diversified range of sources. S/he will diligently work with elected and appointed public officials in a wide variety of public bodies, including the executive and the legislature at the municipal, county and state level to
advocate for the College’s economic needs. In addition, the President will work with the FLCC Foundation in helping the College raise money through philanthropic donations, and generate corporate sponsorship through partnerships with the area’s businesses, industries and public-sector enterprise.

QUALIFICATIONS

The successful candidate for President should possess many, if not all of the following experience and qualifications:

- Demonstrated capacity to provide visionary leadership that inspires students, faculty and staff around a clear sense of purpose;

- Successful experience as a strategic and inclusive leader; the ability to build strong management teams, delegate responsibility and authority, and execute plans with fiscal responsibility;

- An enlightened leader possessing the ability to bring campus constituencies to actionable consensus; the ability to energize and inspire students, faculty, staff, parents, alumni, Board members and external stakeholders; the capacity to articulate FLCC’ mission and direction to all of its essential audiences;

- A commitment to the value of open enrollment education and the ability to work collaboratively and communicate effectively with all members of the College community to promote the development of students;

- Fiscal and budget experience that combines both the understanding of public finance and the realities of enrollment-driven budgets;

- A personal commitment to and record of success in advancing diversity;

- An understanding of shared governance and a collaborative union environment;

- An ability to make decisions that are data-driven and evidenced-based;

- Approachability and the desire for involvement in campus life and engagement with students, alumni, faculty, staff and the community in which the College resides;

- An ability to develop relationships with business leaders in the community and convey the story of FLCC in a compelling manner;

- The ability to serve as a strong advocate for FLCC at the System, County and State levels;

- Resilience and flexibility in the face of unexpected constraints; a proven ability to implement change and manage conflict;
• A commitment to and enthusiasm for personally undertaking and engaging in fund seeking activities, including foundations, corporations and individuals;

• Earned terminal degree in a related field is required; Doctorate in Higher Education, Educational Administration or subject field is preferred.

TO APPLY

All applications, nominations and inquiries may be directed to Isaacson Miller online:

www.imsearch.com/5604

Bud Mosely, Vice President
Kate Barry, Managing Associate
Leslie McCarthy, Senior Associate
263 Summer Street, 7th Floor
Boston, MA 02210

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