Gadsden State Community College, a two-year community college with five campuses, 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 September 8, 2020.
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.

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.
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 Gadsden State Community College

Present-day Gadsden State Community College began with the merger of Alabama Technical College, Gadsden State Technical Institute, Gadsden State Junior College and Harry M. Ayers State Technical College.

One of the initial founding institutions of Gadsden State is Alabama Technical College. Established in 1925 as the Alabama School of Trades, it was the first state-operated trade school in the south and is the oldest of Gadsden State’s campuses. Now, it is the home to a number of Gadsden State’s technical programs, the new Science Building, the One Stop Center, the Joe Ford Center and the Alabama Technology Network. It is known as the East Broad Campus.

Gadsden State Technical Institute began in 1960 as the Gadsden Vocational Trade School, a private vocational training school for African Americans. It was founded by Eugene N. Prater, director of the Veterans Continuation Program for Negroes, in response to discontent expressed by black veterans of Etowah County for being denied admission to the all-white Alabama School of Trades. Currently, it is known as the Valley Street Campus and houses the Construction Technology Program, HVACR Program, Certified Nursing Assistant Program, Diagnostic Medical Sonography Program, Therapeutic Massage Program and several academic courses. The U.S. Department of Education designated this institution as a Historically Black College or University (HBCU) in 1997.

Gadsden State Junior College was established in 1965 by an act of the Alabama State Legislature during the administration of Gov. George C. Wallace. The course offerings included professional programs, such as architecture, dentistry, journalism, law, medicine and teacher education, as well as technical programs in management, nursing, secretarial science and data processing. It is home to academic courses, the Inzer Student Center, Fowler Residence Hall, Wallace Hall Fine Arts Center and Beck Field House and Conference Center.

Harry M. Ayers State Technical College was founded as a trade school by an act of the Alabama State Legislature on May 3, 1963. In 1972, the institution was designated as a technical college offering associate degrees and certificate programs in such fields as accounting, automotive body repair, carpentry, cosmetology, and others. To eliminate duplication of courses, the consolidation of Gadsden State and Ayers State was completed on July 8, 2003. It is now known as the Ayers Campus of Gadsden State Community College.

In August 2002, Gadsden State Cherokee was opened as an instructional site in response to community and governmental efforts to meet the growing educational needs in the region. A new multi-level complex was opened in August 2008, where the campus now offers an expanded list of courses for students wishing to earn an associate degree or transfer to a four-year institution. Gadsden State Cherokee also houses an Economic Development Center, the Cherokee County Chamber of Commerce and a multi-purpose 2,500-seat arena.
Application Procedure

To apply for this position, a complete application package must be received in the ACCS Human Resources office on or before September 8, 2020 at 12:00 p.m. CST. Application materials will be accepted via mail delivery, hand delivery, or via e-mail (nikita.payne@accs.edu). 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 e-mailed to nikita.payne@accs.edu or 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 $180,000 to $240,000 and other allowances are provided. 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.