



# ENTERPRISE STATE

## COMMUNITY COLLEGE

Now Accepting Applications for

## PRESIDENT

**Enterprise State Community College**, a two-year community college with three 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 May 18, 2022.*

## 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 business and community engagement, advancement, campus culture, and the student experience. The President is a champion for removing barriers to success through student-focused actions and support of expanded comprehensive services to students. 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

- Cooperate with and support the ACCS Board and the Chancellor to enhance and promote the continued development and effectiveness of the ACCS as a comprehensive provider of post-secondary education and training.
- Demonstrate effective leadership and management skills within the College and external community, including leading by example and participation.
- Enhance, foster, cultivate and promote strong, positive relationships with local business and industry, community organizations, K-12 schools, and elected state and community leaders.
- Fundraise and develop a strong, responsive College foundation.
- Conduct appropriate long-range strategic planning and budget formation, implementation, and adherence.
- Prepare and submit an annual, fiscally-responsible balanced operating budget and properly administer the approved budget.
- Institute policies and procedures that are consistent with ACCS Board policies and Chancellor's procedures, and that ensure compliance with, and effective administration of, Federal student financial aid and grant programs.
- Administer and operate all affairs of the college within state law, federal law, ACCS policies and guidelines, College policy, and in conformance with applicable accreditation and auditing standards.
- Supervise and maintain College buildings, grounds, and equipment.
- Develop economic and workforce development training and educational offerings that facilitate the growth of business and industry in Alabama.
- Develop and implement effective recruitment, marketing, and retention plans.
- Employ strategies that allow easy access to education, training, and career pathways for

historically underserved populations.

- Develop a culture of continuous improvement in teaching and learning that leads to increased student success.
- Work to ensure optimal student usage of STARS transfer guides for minimal loss of credit when students transfer to four-year universities and colleges, and a successful reverse transfer of credits for students from four-year institutions back to the College in order to complete a degree.
- Employ innovative strategies to ensure underprepared students have a viable pathway to success.
- Implement a variety of student success strategies that effectively promote completion of formal College awards, attainment of industry-recognized credentials, and preparation for jobs in Alabama.
- Employ and retain qualified and productive personnel through the implementation of an effective human resources program.
- Understand and follow Alabama law in the appointment, supervision, disciplining, and dismissing of College employees.
- Always display a highly professional attitude and demeanor.
- Communicate and consult with the Chancellor regarding material items of management and operation of the College.
- Effectively manage and resolve crises, problems, or conflicts.
- Expand existing, and create or develop new or innovative programming and educational opportunities (both credit and non-credit) to increase community engagement, promote workforce development, and generate revenue that supports ACCS missions and goals.
- Promote an organizational culture of professional excellence, customer service, innovation, quality services, and continuous improvement.

## Qualifications

- A minimum of a Master's degree from a nationally or regionally accredited college or university or a Bachelor's degree from a nationally or regionally accredited college or university with demonstrated management experience in the education field is required. Earned doctorate from a nationally or regionally accredited college or university is desired.
- Substantial experience in a senior management position in higher education or substantial experience in a senior management position in a field outside of higher education where such experience is deemed relevant to, and provides a basis for judging, the candidate's capability to serve as a community college president.
- Demonstrated experience in oral and written communications confirming the ability to effectively research ideas, organize thoughts, and persuade diverse internal and

external audiences.

- 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 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 Enterprise State Community College



Enterprise State Community College was established in 1963 through the efforts of Governor George C. Wallace and the Alabama Legislature. Enterprise was selected as the site for one of the original twelve state junior colleges.

Area citizens and civic groups raised money for the purchase of a 100-acre campus site, donated library materials, and provided a number of scholarships— thus beginning a history of college and community cooperation for which Enterprise State Community College is noted.

On September 27, 1965, the first freshman class, numbering 256 students, was registered at the College which was originally named Enterprise State Junior College. These students attended classes in rented rooms in downtown Enterprise and in the educational building of the First Methodist Church. Fortunately these makeshift arrangements lasted during the first year, for in the fall of 1966 the present campus was occupied. This campus has grown and now consists of seven modern

buildings situated on a beautifully landscaped site. An addition to the Learning Resources Center in Snuggs Hall, an addition to Lolley Hall, and a new building— Talmadge Hall—were occupied spring quarter of 1990. In 1983, the College began offering credit courses and non-credit short courses at the Fort Rucker site. Recently, in 2018, the site was closed.

In February 2003, the Alabama State Board of Education approved the reorganization of Enterprise State Junior College with the Alabama Aviation College at Ozark and the Aviation Center at Mobile of George C. Wallace Community College— Dothan. This created a new comprehensive community college that was named Enterprise-Ozark Community College. The Alabama Aviation College in Andalusia opened fall semester of 2006, and the Alabama Aviation College at Albertville opened spring semester 2009. Aviation maintenance courses are taught at both of these sites. In November 2009, the Alabama State Board of Education approved a name change to Enterprise State Community College and approved a marketing name for the aviation programs as the Alabama Aviation College, a unit of Enterprise State Community College.

The Alabama Aviation College at Ozark originated in 1960 as a part of the educational program administered by the Ozark City Board of Education. In 1962, the institution's aviation maintenance program was certified by the Federal Aviation Administration. By act of the State Legislature in 1963, the institution, which was then known as the Alabama Institute of Aviation Technology, was brought under the Alabama State Board of Education as a state vocational trade school. In 1970, the institution was accredited by the Commission on Occupational Education Institutions of the Southern Association of Colleges and Schools. In 1973, the Alabama State Board of Education changed the name to Alabama Aviation and Technical College, and in 1976, the Board authorized the establishment of an off- campus center in Mobile, Alabama. In 1991, the College was accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award the associate in applied science degree, and the College's accreditation was reaffirmed in 1997. In 1996, the College and its Mobile center were merged with George C. Wallace Community College, and the names of the locations were changed to the Alabama Aviation College in Ozark and the Aviation Center at Mobile. In 2008, under EOCC, the new Aviation Technical Training Center on the Alabama



Aviation College in Ozark opened its doors for classes. Additional sites have been added for aviation programs, including the Alabama Aviation College at Andalusia.


The College received state and national recognition for a variety of student activities. For more than 30 years, the Enterprise Campus chapter of Phi Theta Kappa, the national honor society of American two-year colleges, was recognized as one of the top chapters in the nation. In 1984 and 1992, the chapter was named The Most Distinguished Chapter in the Nation.

Athletics have been an important part of the ESCC collegiate experience as well. The baseball team won the Alabama State Junior College Championship in 1982 and the Southern Division Championship in 1986. In 1985, the College's Weevil Women earned the runner-up trophy in the state championship tournament in women's basketball and were fourth in the state championship tournament in 2003. Also in 2003, the men's basketball team was runner-up in the Alabama Junior College Division I Conference. The men's team won that conference in 2004. At one time the College had a women's tennis team which won second place in state competition for Division II in 1997 and 1998. The College's golf team won second place in state competition for Division II in 1998.

Throughout its history, Enterprise State Community College has been successful in attracting federal and private funds that have enabled the College to develop innovative programs and services. The College received four major five-year development grants and three endowment grants totaling approximately \$9 million from the U.S. Department of Education's Title III Strengthening Institutions Program. In addition to comprehensive faculty development and curriculum improvement projects, these grants have financed the purchase of state-of-the-art computer equipment throughout the campus and other projects focused on student retention. Other federal and foundation grants enabled the College to establish the Tutorial Assistance Program for Students—now Student Support Services—the Adult Basic Education Program, the Workplace Literacy Program, Student Academic Support Services Laboratory, and the National Science Foundation scholarship program.

In 2000 and 2001, National Science Foundation Grants provided scholarships to students majoring in science, engineering, or computer information science. In 2005, a Community-Based Job Training Grant was awarded by the Department of Labor to build the capacity of the College to train technicians for the skills required to succeed in high-growth, high-demand aviation industries. In 2010, a 3-

Dimensional Simulation and Modeling short-term certificate program began, funded by a grant from the Alabama Governor's Office of Workforce Development.

In 2017, the College received approval to offer two new career and technical programs: the Medical Assistant Program and the Commercial Truck Driving License program. The College continues its rich tradition of serving the needs of the community. 





*Enterprise State Community College serves more than 2,000 credit and non-credit students annually across three 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*

*To apply for this position, a complete application package must be submitted on or before **May 18, 2022 at 12:00 p.m. CST**. Applications must be submitted online only ([www.accs.edu](http://www.accs.edu)). It is the sole responsibility of the applicant to ensure his or her application packet is complete.*

*A complete application packet consists of:*

- 1. a letter of interest;**
- 2. a completed online 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.**

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](mailto:nikita.payne@accs.edu). Travel will be at the applicant's own expense.

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.*