

# Bishop State

Now Accepting Applications for

**PRESIDENT**

**Bishop State Community College**, a two-year community college with four 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 June 8, 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 Bishop State Community College



Bishop State Community College is a state-supported, open-admission, urban community college located in Mobile, Alabama. The College consists of four city campuses, dedicated to serving the residents of Mobile and Washington counties in southwest Alabama. The College is part of the Alabama Community College System, the state-supported network of two-year community, junior, and technical colleges that serves the residents of Alabama.

Bishop State offers university transfer programs for students wanting to continue their education at a four-year school, or for those who seek to start careers right away, the College's one and two-year career programs can put students on the fast track to rewarding jobs. Bishop State instructors are in touch with labor-market trends and job requirements, so their

students can be assured they will get the education they need for success.

It is the College's mission to provide its students with a quality and affordable education that equips them with the skills and knowledge needed to successfully enter the workforce and thrive.

Bishop State Community College is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award associate degrees and certificates.

Founded in the summer of 1927, Bishop State Community College was originally the Mobile Branch of Alabama State College (University) in Montgomery, Alabama, during the presidency of Dr. Harper Councill Trenholm. It was established as an in-service arm of Alabama State College that offered extension courses to African-American elementary and secondary teachers in Mobile.

In 1942, property was acquired on Broad Street where the present Main Campus is located. The campus consisted of a two-story framed building, which

prior to the purchase of the property, was used by the Voluntary Fire Fighters Society #11. It was purchased with a loan that was later repaid by students through fund-raising. In 1963, the name "Mobile Branch of Alabama State College" was changed to Alabama State College – Mobile Center.

In 1965, the Alabama State Legislature ratified the Alabama State Board of Education's action establishing the Alabama State College – Mobile Center as Mobile State Junior College and severed its relationship with Alabama State College in Montgomery. Dr. Sanford D. Bishop was appointed president of the new independent junior college. In 1971, the Alabama State Legislature renamed the college to S. D. Bishop State Junior College.

Upon the death of Dr. Bishop on June 21, 1981, Dr. Joseph Christopher Mitchell was selected to serve as interim president. In September 1981, Dr. Yvonne Kennedy was appointed as the second president.

On February 23, 1989, the Alabama State Board of Education re-named the




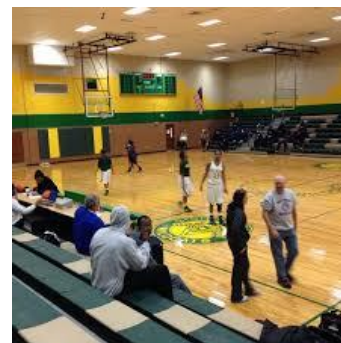
college to Bishop State Community College to reflect its growth in vocational / career offerings, transfer offerings and community service activities. On August 22, 1991, the Alabama State Board of Education consolidated two technical colleges in Mobile – Southwest State Technical College and Carver State Technical College – with Bishop State Community College.

Southwest State Technical College, now the Southwest Campus of Bishop State Community College, was established to provide postsecondary vocational training in the Mobile area under the 1947 Regional Trade School Act. The city of Mobile provided the 26 acres of land for the campus. The first graduates, in 1954, were 15 members of a practical nurse program who had begun classes in January 1953. The College officially opened in May 1954 with an enrollment of 100 students in eight programs.

Carver State Technical College, now the Carver Campus of Bishop State Community College, was chartered by the Alabama State Legislature on January 1, 1961. It was constructed in 1962 in the Toulminville area

of Mobile. On November 19, 1976, the Alabama State Board of Education approved changing the name of Carver State Technical Trade School to Carver State Technical Institute and later to Carver State Technical College.

In 1995, the college added an extension to the Main Campus with the opening of the Baker-Gaines Central site. This site was formerly the historic Central High School. The facility houses the Division of Health Related Professions. In addition, it includes a museum, child care center, 1,200-seat auditorium, multimedia center and a bookstore. 





*Bishop State Community College serves more than 4,000 credit and non-credit students annually across four 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 **June 8, 2022 at 12:00 p.m. CST**. Applications must be submitted online only (<https://www.schooljobs.com/careers/accs>). 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 **\$190,000 to \$260,000** 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.*