



The Bay de Noc Community College Board of Trustees invites nominations and applications for the position of President of Bay de Noc Community College to replace Dr. Laura Coleman, who will retire as President effective June 30, 2023, after serving as the fifth and longest-serving President in Bay College's 60-year history.

Bay College was established in 1962 and is a rural, public community college with two campuses located in south-central Upper Peninsula: Main Campus in Escanaba, Michigan and West Campus in Iron Mountain, Michigan. Bay College, an Achieving the Dream Leader College of Distinction, offers multiple transfer degrees and a variety of workforce and short-term training programs, community education classes, and provides services to the community. The College contributes to the Upper Peninsula's vitality as a proactive leader in workforce development, educational partnerships, and cultural events.

The south-central Upper Peninsula (U.P.) is located on the north shore of Lake Michigan and offers many natural amenities, coupled with a moderate cost of living to provide a vibrant quality of life. Hospitals, quality schools, libraries, YMCAs, art centers and museums, airports, and state and local parks are community assets. Bay College Main Campus is located in Delta County, the region's leading manufacturing epicenter with a rich history of stable and healthy business climate. Bay College West Campus is located in Dickinson County, a smaller micropolitan area that also serves border areas in Wisconsin and has a significantly high manufacturing presence with growing workforce needs.

The next President of Bay College must be willing to make a long-term commitment to the region, should demonstrate ethical, innovative, and transparent leadership while focusing on student success, and should demonstrate commitment to the community college mission. In addition, the College seeks a President who champions the priorities of the College and fosters an environment that encourages collaboration and partnerships.

Bay College has several opportunities and challenges that will require specific experience and skills from the next President:

- Commitment to increase student success by establishing, strengthening, and supporting initiatives that effectively serve diverse, equitable, inclusive, and belonging learning communities.
- Experience or commitment to work with the community on career and technical education and workforce development programs and initiatives.

- Dedication to foster a collegial environment to enhance college faculty and staff morale.
- Commitment to work with and seek input from faculty, staff and students regarding college policies, services, and strategic planning.
- Recognize the importance of strengthening professional development opportunities for faculty and staff that will foster campus leadership.
- Recognize the impact of accreditation and licensure endorsements on programs, resources, faculty and staff.
- Forward-thinking ability to recognize opportunities for advancing the College's mission and develop creative approaches to achieve strategic goals.
- Understand how to proactively market the College's brand throughout its service areas.
- Ability to develop and maintain critical partnerships throughout the region, including K-12, higher education institutions, employers, not-for-profit organizations, and other career-oriented organizations.
- Ability to work effectively with the College's Foundation to achieve the Foundation's fundraising goals.
- Commitment to encourage an environment of openness and transparency.

Expected Leadership Qualities:

- Work effectively with the Board of Trustees.
- Effective communication skills to proactively engage all stakeholders with clear and persuasive speech, writing, and presentations; and the ability to listen actively and seek feedback.
- Builds relationships and advocates at the local, state, and federal levels to benefit the College.
- Manages current financial resources effectively and efficiently, while providing leadership in the face of competing financial priorities and funding pressures. Ensures the College has sufficient resources into the future for its fiscal health and sustainability.

- Demonstrates the ability to build community support, fundraise and work with donors and legislators to meet financial needs of the College.
- Recognizes the current strengths of the College and builds on those strengths while addressing enrollment and funding challenges.
- Understands the unique strengths and challenges facing a small, multi-campus rural community college.
- Fosters a deep sense of community and belonging to support faculty, staff and students in achieving the College's mission of student success by being an approachable leader.
- Addresses diversity, equity, and inclusion by actively promoting and supporting a learning and working environment that ensures mutual respect and civility.

President's Minimum Requirements:

- A master's degree earned from an accredited college or university (doctorate preferred).
- Minimum of five years of senior executive and team leadership experience, preferably in an educational institution.

President's Preferred Requirements:

- Experience in community college teaching and/or student services.
- Experience in aligning budgets with strategic goals, allocating resources effectively, and setting financial priorities.

Application Process:

Nominations and applications will be received until the position is filled. Application materials should be received no later than **March 1, 2023**, to ensure full consideration.

The following documents are required to submit your application:

1. A letter of application that succinctly addresses the opportunities and challenges identified, and how your experience and professional qualifications prepare you to serve the needs of Bay College (not to exceed 5 pages).
2. A current resume including an email address and cell phone number.

3. A reference list with the names, business telephone numbers, and email addresses of eight references: two supervisors (past or present), two direct reports (past or present), two peers (past or present), and two faculty members (past or present).

These three (3) documents will be the only application information presented to the Search Committee.

It is the responsibility of the applicant to upload and email all required documents to Dr. Preston Pulliams at preston@goldhillassociates.com.

This search is a Gold Hill Associates assisted search. If you have any questions or nominations, please contact Dr. Preston Pulliams at 503.704.3425 or preston@goldhillassociates.com. or Dr. Kate Hetherington at 410.916.1290 or kate@goldhillassociates.com.

This is a confidential process and will be handled accordingly throughout its various stages.

For additional information about the application process, please contact:

Beth Berube, Director of Human Resources
Bay College
Phone: 906.217.4036
beth.berube@baycollege.edu