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## PROVOST AND VICE PRESIDENT FOR THE LEARNING UNIT

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### EXECUTIVE PROFILE



**Macomb  
Community College**

Education • Enrichment • Economic Development

**Discover. Connect. *Advance.***<sup>SM</sup>





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## ABOUT MACOMB COMMUNITY COLLEGE

Macomb Community College is a multi-campus institution located in Macomb County in southeastern Michigan that provides high-quality, affordable educational opportunities to more than 48,000 students each year. Consistently ranked among the top two percent nationally for the number of associate degrees awarded, Macomb is the largest community college in Michigan.

Macomb began offering courses in 1954, when 84 students attended rented classrooms in Lincoln High School. By 1962, enrollment reached more than 3,000 and voters approved the forming of the Community College District of the County of Macomb and a one-mill property tax to support its operation.

Since then, the College has kept pace with the community's growing needs, gaining national prominence for its comprehensiveness and innovation. It has been a stop on the campaign trail of most every presidential candidate for nearly three decades and a frequent launch site for major initiatives. Fully accredited by the Higher Learning Commission, Macomb is governed by a seven-member elected board of trustees, and is designated an Achieving the Dream Leader College. The College

is funded through a mix of tuition (41%), local property taxes (26%) and state appropriations (27%). In 2020, Macomb will ask voters to renew the local property tax operating millage, which is currently levied at 1.4212, for an additional 20 years.

Today, the College has three campuses, which include 41 buildings spread over 400 acres, plus a Michigan Technical Education Center (M-TEC<sup>SM</sup>). South Campus and the M-TEC building are located in Warren, Michigan, the third largest city in Michigan. Both Center and East Campus are located in Clinton Township, with East Campus being devoted to police, fire and EMS training.

Macomb Community College offers nearly 200 degree and certificate programs, including day, evening, weekend and online classes. In addition, the College is also home to the Macomb University Center. Located on the College's Center Campus, the University Center partners with 12 colleges and universities which provide access to 75 bachelor's, master's and doctoral degrees, including a doctor of osteopathic medicine through Michigan State University. The College also offers Workforce and Continuing Education classes, which provide individuals with



job skills, professional development, certificates and personal growth opportunities. Macomb's customized training programs support the workforce and economic development needs of residents and companies, serving approximately 300 employers.

Macomb Community College is a leader in the procurement of federal and state grants to provide training and development opportunities. Macomb led a consortium of eight community colleges in securing a grant to create the Michigan Coalition for Advanced Manufacturing (M-CAM), providing nearly \$25 million (Macomb's portion: \$9,615,803) to support curriculum development and training in welding, CNC machining, mechatronics and production. The College's Center for Advanced Automotive Technology (CAAT) was developed with grants from the National Science Foundation. The CAAT serves as a curriculum resource for institutions of higher education and local school districts. In 2015, the State of Michigan awarded Macomb \$3.8 million through the Community College Skilled Trade Equipment program to purchase new equipment to strengthen curriculum in advanced manufacturing programs. In 2015, then President Barack Obama visited Macomb Community College to announce a \$3.9 million Department of Labor grant to support the development of apprenticeships in manufacturing and information technology.





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## MACOMB STUDENTS

The majority of Macomb Community College students attend part time and fall between the ages of 18 and 29. Seventy-one percent identify as white; 11 percent as black; 4 percent as Asian and 3 percent as Hispanic. Eight-five percent are county residents. Macomb Community College is committed to providing military veterans a smooth transition to campus life. The College recently opened an Office of Veteran and Military Services, which services 810 military-affiliated students.

Macomb Community College is also home to one of the state's largest early colleges. Offered in partnership with the Macomb Intermediate School District, the Early College of Macomb is a county-wide program for high school juniors and seniors who want to get a jump-start on their college education. In this three-year program, students participate in an integrated sequence of high school and college courses with no out-of-pocket expense for books, fees or tuition. Attendance has grown from 53 students in 2010 to 603 students in 2016.

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## THE COLLEGE COMMUNITY

In addition to providing high-quality learning opportunities, the College also provides a true campus community. The Student Life and Leadership office provides students access to an array of programming, networking and volunteering opportunities, as well as events, intramural sports and recreation. Affiliated with the National Junior College Athletic Association and the Michigan Community College Athletic Association, Macomb is home to four men's sports teams and five women's sports teams. The Sports and Expo Center houses six indoor basketball courts, six indoor volleyball courts, a 220-meter indoor track, exercise room and classroom space.

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## A COMMITMENT TO COMMUNITY

Macomb Community College is a community convener, serving as a connector for outside organizations to discuss issues important to the region. In addition, the College is the largest provider of cultural programming for the community at large. With ticket sale revenue topping \$1 million annually, the Macomb Center for the Performing Arts provides a diverse range of high-quality performances, as well as a venue for community-based arts organizations. The Lorenzo Cultural Center presents major exhibits each year in conjunction with presentations, activities and programs free of charge to area residents.

The Innovation Fund Macomb Community College, Powered by JPMorgan Chase and Co., provides awards to local start-up and emerging companies who, in turn, are required to provide educational opportunities to Macomb students. Started in 2014 with a \$1 million commitment from the College's strategic fund and a \$1 million match from JPMorgan Chase, the fund has awarded \$1.4 million to 24 companies to date.

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## THE MACOMB COMMUNITY COLLEGE FOUNDATION

The Macomb Community College Foundation is a 501(c)3 that supports the mission of the College by managing contributions from individuals, private foundations and corporations. In 2014, Macomb Community College, through its foundation, launched the silent phase of a five-year, \$10 million comprehensive capital campaign. "Mission Macomb" is the College's first-ever comprehensive capital campaign and has already raised over \$7.5 million for College programs and activities.

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## MACOMB COMMUNITY COLLEGE: VISION, MISSION AND STRANDS

The Macomb Community College Board of Trustees has adopted the following Vision and Mission statements, as well as three mission strands.

### VISION STATEMENT:

*As a publicly funded and community-based institution of higher education, Macomb Community College provides a comprehensive program of high-quality educational, enrichment and economic development experiences designed to promote student success, individual growth and social advancement.*

### MISSION STRANDS:

#### Education

*Provide a learning environment that promotes program completion, graduation, transfer, advanced degree attainment and career success.*

#### Enrichment

*Provide personal enrichment experiences through cultural and arts programming.*

#### Economic Development

*Provide education, training and support in developing a skilled workforce and in fostering entrepreneurship to cultivate southeast Michigan's economic vitality.*



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## ABOUT MACOMB COUNTY

Part of the Detroit Metropolitan area, Macomb is a growing county known for year-round recreation, safe and affordable communities and high-tech industry. The county is Michigan's third most populous and includes three of the 10 largest municipalities in the state: Warren, Sterling Heights and Clinton Township.

Macomb County is home to 34 miles of coastline along Lake St. Clair, with ample opportunities for recreation, boating and fishing. The county is also home to the Clinton River, which provides access to kayaking, canoeing and waterfront living. The county boasts three Metro parks, 38,000 acres of municipal parks, 27 golf courses and miles of trails and bike paths that connect communities throughout the county.

Macomb County consists of 27 vibrant communities that include 21 public school districts. The county is home to Selfridge Air National Guard Base, one of the oldest continuously operating military airfields in the nation. The county is also a hub for the automotive and defense industries, housing the General Motors Technical Center, the U.S. Army's TACOM Life Cycle Command Center and the U.S. Army Tank Automotive Research Development and Engineering Center (TARDEC).

The Detroit Metropolitan area is home to four major league sports teams: the Detroit Lions, Tigers, Red Wings and Pistons. The Jimmy John's minor league baseball field opened in 2016 in Macomb County. Area cultural attractions include the Detroit Symphony Orchestra, the Detroit Institute of Arts and the Michigan Opera Theatre. Other attractions include the Detroit Zoo, The Henry Ford Museum, Greenfield Village and the Ford Rouge Factory.



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## THE OPPORTUNITY

Macomb Community College invites confidential applications and nominations for the position of Provost and Vice President for the Learning Unit. The College's current Provost has been selected as Macomb's sixth President, effective July 1, 2017. The successful candidate will be passionate about and committed to student success and recognize the role it plays in the advancement of the communities served by the College.

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## PROVOST AND VICE PRESIDENT FOR THE LEARNING UNIT POSITION PROFILE

The visionary, inspirational, and transformative Provost and Vice President for the Learning Unit will have demonstrated success in these and comparable areas:

- Understanding the demographics, culture, history, and needs of internal and external constituencies and collaboratively taking strategic action to meet those needs;
- Collaboratively developing and implementing strategic plans that address issues such as student success, declining enrollment, population shifts, demographic changes, technological requirements, workforce needs, community needs, and business and industry trends;
- Promote a culture of inquiry that utilizes data to inform decisions and instill a continuous improvement philosophy that focuses on student success;
- Taking evidence-based risks in pursuit of initiatives that are designed to improve student success;
- Using excellent interpersonal, communication, and advocacy skills to foster trust and build strong relationships and teams;

- Empowering and inspiring faculty, staff, and students and providing them with the resources they need in order to succeed;
- Ensuring that technology is aligned with institutional goals and emerging trends; using technology in a strategic and tactical way to increase student success and improve operational efficiencies;
- Serving as a spokesperson, advocate and fundraiser for the College on the local, state, regional and national level;
- Implementing creative and innovative strategies to increase funding from existing revenue sources and developing new initiatives to expand revenue options;
- Insisting that diversity and equity are fundamental to every aspect of teaching and learning within the Learning Unit and across the College;
- Building and maintaining an environment of trust, respect, transparency, and collaboration with the unions that represent the employees of the College; understanding and valuing shared governance and its role in student success, planning, problem solving, and continuous quality improvement;
- Expanding and maintaining strategic partnerships with business and industry, K-12 educational institutions, four-year universities, non-profit and community based organizations, alumni, and individuals;
- Providing strong, collaborative, and transparent leadership in developing, managing, and allocating the Learning Unit's budget; and
- Allocating budgets strategically by balancing academic best practices with innovative and entrepreneurial initiatives designed to improve student success and retention.



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## PERSONAL AND PROFESSIONAL QUALIFICATIONS

The Provost and Vice President for the Learning Unit recognizes student success as the engine that drives the College; She or he will work collaboratively with internal and external constituencies to move the College to its next level of excellence. The successful candidate should possess the following professional and personal characteristics:

- An earned doctorate from a regionally accredited institution of higher education is required;
- Demonstrated accomplishment at a senior management level, preferably at a large, multi-campus, diverse community college;
- Proven effectiveness using a collaborative, transparent, and evidence-supported decision making process;
- Demonstrated success using excellent interpersonal, communication, and advocacy skills to engage, inspire, and gain the support, trust, and respect of internal and external constituents;
- Evidence of effective leadership in a unionized institution with a shared governance philosophy;
- A record of supporting and implementing initiatives that serve to recruit and retain a diverse group of students and employees;
- Success collaboratively developing, managing, and allocating complex budgets that are aligned with the institution's mission and strategic plan;
- Success raising funds and generating revenue from a wide range of sources, such as individuals, alumni, foundations, private corporations and governmental entities;
- A record of advocating for creative and expanded use of technology for student success initiatives and operational efficiency and effectiveness;
- Evidence of success providing instruction to a diverse student body;
- Demonstrated willingness and courage to take evidence-supported risks in pursuit of student success initiatives;
- Described by others as visible, approachable, engaging, politically astute and committed to student success;
- Knowledge of public policy issues at the local, state and national level affecting both two (2) year and four (4) year institutions of higher education;
- Demonstrated experience in partnering with institutions of higher education regarding joint programs, articulation agreements or credit transferability; and
- Demonstrated experience in partnering with K-12 education institutions on joint programs and promoting successful transition to higher education.



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## APPLICATION PROCEDURES

Please direct inquiries and nominations to the College's search consultant:

Angela Provar, President, Pauly Group, Inc.

3901 Wood Duck Drive, Suite E  
Springfield, IL 62711

Phone: 217-241-5400

Email: [aprovar@paulygroup.com](mailto:aprovar@paulygroup.com)

Please submit electronically to [aprovar@paulygroup.com](mailto:aprovar@paulygroup.com) the following documents as MS Word or Adobe Acrobat attachments: (1) a cover letter that addresses the Personal and Professional Qualifications as listed in the profile; (2) a current resume; and (3) names and contact information of three professional references.

Review of applications will begin immediately. Applications will be accepted until the position is filled, with materials submitted by Friday, May 26, 2017 receiving priority consideration. All applications are confidential, and references will not be contacted without the expressed authorization of the applicant.



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## AFFIRMATIVE ACTION/EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

As an equal opportunity employer and learning institution, Macomb Community College recruits, hires and promotes for all positions without regard to race, sex, sexual orientation, age, height, weight, disability, color, religion, creed, national origin or ancestry, marital status, familial status, veteran status, or any other characteristic protected by state or federal law. All employment decisions are based on the qualifications of each individual. No person shall be denied equal treatment as a result of a College practice or policy. The College is committed to racial, cultural and ethnic diversity.

### MACOMB COMMUNITY COLLEGE BOARD OF TRUSTEES

Jennifer Haase, Chairperson; Frank Cusumano, Vice Chairperson;  
Katherine Lorenzo, Secretary; Roseanne DiMaria, Treasurer;  
Kristi Dean, Trustee; Joseph DeSantis, Trustee; Vincent Viviano, Trustee  
James Jacobs, Ph.D., College President